



Mental Health First Aid Standard

Information Sheet

Completion certificate issued by the Mental Health Commission of Canada (MHCC).

MHFA in Your Workplace

Workplace first aid includes mental health. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved.

Why MHFA?

In a recent major Canadian study, **82%** of responding organizations ranked mental health conditions in their top three causes of short-term disability (**72% for long-term**).

30% of all short and long term disability claims are due to mental health problems and illnesses.

The average responding organization reported spending more than **\$10.5 million** annually on absence claims.

In 2011, lost productivity due to absenteeism and presenteeism (present but less than fully productive at work) due to mental health problems and illnesses was approximately **\$6 Billion**.

Outcomes of MHFA training:

- Significantly greater recognition of the most common mental health illnesses and problems
- Decreased social distance from people with mental health illnesses or problems
- Increased confidence in providing help to others
- Demonstrated increase in helpful actions

Key benefits of a mentally healthy workplace

Employers who set a strategic direction for improving mental health are rewarded with **dramatic cost and effectiveness benefits**, enjoying significant and sustainable enhancements in:

Productivity: Happy and psychologically healthy employees work harder and more efficiently.

Cost Savings due to Disability and Absenteeism: There is a strong link between mental health, physical well-being and injury prevention

Operational Success: Mentally healthy workplaces are characterized by higher levels of employee motivation, commitment, innovation and creativity, as well as fewer errors, better decision making and improved planning.

Recruitment and Retention: Top candidates today are looking for a workplace that supports their personal and professional growth.

Conflict Reduction: Better mental health among employees means fewer grievances and complaints and a stronger corporate reputation

Operational Success: Mentally healthy workplaces are characterized by higher levels of employee motivation, commitment, innovation and creativity, as well as fewer errors, better decision making and improved planning.

How MHFA helps

Mental Health First Aid:

- Engages confidently where a person may be a danger to themselves or others.
- Provides help to prevent the mental health problem from developing into a more serious state.
- Promotes the recovery of good mental health.
- Provides comfort to a person experiencing a mental health problem.

Does MHFA work?

MHFA is an international program active in over 20 countries. Research has shown that this evidence-based course offers significant positive impacts for participants and their workplaces, communities, and families, namely:

- Significantly greater recognition of the most common mental health problems
- Decreased social distance from people with mental health problems
- Increased confidence in providing help to others
- Improved mental health of the MHFA participant her/himself

Who Takes MHFA?

Everyone. Anyone can benefit from MHFA, and more than 300,000 Canadians have been trained already. From psychological health and safety in the workplace to schools and community groups to people in Northern Canada, MHFA has had a positive and long-lasting impact on Canadians from coast to coast to coast.

MHFA is well suited to all workplaces seeking to reduce incidences of mental health problems and issues.

Course Objectives

In the MHFA course, you will gain a solid understanding of the 5 basic actions of **ALGES**:

Assess the risk of suicide and/or harm
Listen non-judgmentally
Give reassurance
Encourage professional and other supports
Self-care

ALGES is the framework for having a confident conversation about mental health with family, friends, colleagues, and strangers.

Course participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being or a mental health crisis and encourage that person to:

- Talk about declines in their mental well-being
- Discuss professional and other supports that could help with recovery to improved mental well-being
- Reach out to these supports
- Assist in a mental health or substance use crisis
- Use MHFA actions to maintain one's own mental well-being

Key outcomes

International evaluations and feedback have found the following outcomes for participants undertaking an MHFA course:

- Increased awareness of signs and symptoms of the most common mental health problems
- Decreased stigma related to mental health
- Increased confidence interacting with individuals experiencing a mental health problem or crisis
- Increased help actually provided to individuals in crisis or experiencing a mental health problem

Crisis first aid skills learned

- Substance overdose
- Suicidal behaviour
- Panic attack
- Acute stress reaction
- Psychotic episode

Modules

Module 1: Self-Directed

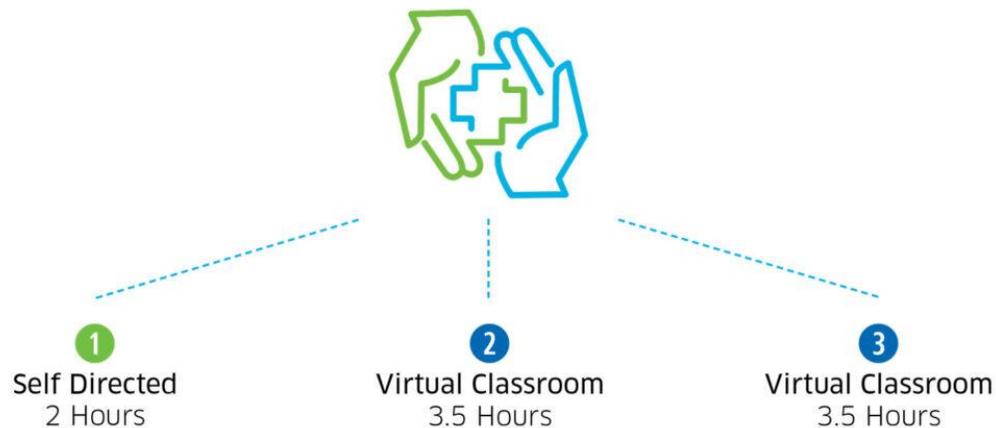
- Introduction to the course
- Introduction to MHFA actions

Module 2: Virtual Classroom

- Practice applying MHFA actions to situations of declining mental well-being
- Guidelines for MHFA conversations with people from diverse cultures and members of the 2SLGBTQ+ community

Module 3 Virtual Classroom

- Discussion on using MHFA actions for self-care
- Practice using MHFA actions in crisis.



Topics

1. Mental Health and Stigma

- What is Mental Health First Aid?
- Common mental health problems
- Five basic actions of mental health first aid
- Stigma and discrimination

2. Substance-related disorders

- What is a substance-related disorder?
- Signs and symptoms
- Risk factors

- MHFA for substance-related problems
- Crisis first aid for overdose
- Treatment and resources

3. Mood-related disorders

- What is a mood-related disorder?
- Types of mood-related disorders
- Signs and symptoms
- Risk factors
- Substance use and mood disorders
- Suicide in Canada
- MHFA for mood-related problems
- Reasons for non-suicidal self-injury (NSSI)
- MHFA for non-suicidal self-injury
- Treatment and resources

4. Anxiety and trauma-related disorders

- Types of anxiety and trauma related disorders
- Signs and symptoms
- Risk factors
- Substance use and anxiety related disorders
- MHFA for anxiety and trauma related problems
- Crisis first aid for panic attacks
- Crisis first aid for acute stress reactions
- Treatment and resources

5. Psychotic disorders

- What is a psychotic disorder?
- Types of psychotic disorders
- Signs and symptoms
- Risk factors
- Substance use and psychotic disorders
- MHFA for anxiety problems
- Crisis first aid for psychotic episodes

Course Pricing

MHFA is priced at \$250 per person plus HST.

There is a participant minimum of 8 people and a maximum of 15 for the virtual format. The maximum goes up to 25 participants for the in-person format. Group rates are available.

Courses must be booked 3-4 weeks in advance to ensure course materials and access codes are received prior to the course date.