

MENTAL HEALTH FIRST AID AUSTRALIA

Mental Health First Aid Officers in the Workplace

Mental Health First Aid Australia is committed to providing high quality, evidenced based mental health first aid education to everyone.

We believe that every workplace should help promote good mental health, prevent mental illness and have the tools to support people with mental health problems. To do this, we believe that:

1. every workplace should offer Mental Health First Aid training to their workers.
2. every worksite should appoint *at least* the same number of Mental Health First Aid Officers as First Aid Officers.

This document can be used to guide the implementation of Mental Health First Aid in your workplace.

What is a Mental Health First Aid Officer?

A Mental Health First Aid Officer is an [Accredited Mental Health First Aider](#) appointed in their workplace to:

- Provide mental health first aid within their worksite as needed, at their level of competence and training.
- Escalate any matters if required in a prompt and appropriate fashion according to their relevant organisational policy and procedures.

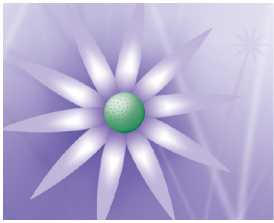
What can workplaces do to support early intervention for people with mental health problems?

Your workplace could:

1. Develop and implement a Mental Health First Aid policy.
2. Offer Mental Health First Aid training to all workers.
3. Encourage workers who have completed Mental Health First Aid training to become an [Accredited Mental Health First Aider](#).

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4. Appoint a number of suitable and willing [Accredited Mental Health First Aiders](#) as Mental Health First Aid Officers.
5. Support and promote these Mental Health First Aid Officers across the worksite.

What can a Mental Health First Aid policy address?

A Mental Health First Aid policy should address:

1. The workplace's commitment to cultivating a workplace where:
 - Mental health problems are understood without stigma
 - Worker-wellbeing is paramount
 - Workers know how to respond appropriately and effectively to people with mental health problems.
2. The role of Mental Health First Aid Officers.
3. The importance and limits of confidentiality.

When implementing this policy, workplaces need to take into account:

- The training received via Mental Health First Aid Australia, including delivery method, logistics, costs, availability, and target group
- The workplace's size and needs (e.g. could the nature of the workplace's work potentiality increase the chance of workers experiencing mental health problems?)
- Whether the workplace requires assistance to prepare a policy from Occupational Health and Safety advisers or legal advisers.

What can workplaces do now?

If your workplace hasn't already done so, it should consider organising for workers to be trained in Mental Health First Aid and encouraging them to be [Accredited Mental Health First Aiders](#).

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