



**ANNUAL
REPORT**
2022



**MENTAL HEALTH
FIRST AID®**
Australia



Acknowledgement of Country

We acknowledge the Traditional Owners and Custodians of the land on which Mental Health First Aid Australia operates today and pay our respects to Elders past and present. We extend our respects to all Aboriginal and Torres Strait Islander peoples who are reading this document

We recognise, value and celebrate diversity and act in the spirit of inclusion.



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MESSAGE FROM THE CHAIR

On behalf of the Board, I am pleased to present our 2022 Annual Report that shines a light on the collective achievements of Mental Health First Aid® Australia and Mental Health First Aid International in 2022.

Mental Health First Aid Australia is paving the way for our international community, to continue to increase our reach globally. In 2021 we reached new heights with 5 million people trained in Mental Health First Aid (MHFA®) globally, including 1 million Mental Health First Aiders™ here in Australia. This year we have strengthened our networks to continue to grow these numbers and equip people with the skills to provide mental health first aid to people needing support. We also welcomed Slovakia to our international network of Licensed Providers, bringing the total number of countries delivering Mental Health First Aid training to 28.

We began as a grassroots organisation in 2001 and have continued to make inroads for early intervention and community care models for mental health support over the past 21 years. By the end of 2022, we had trained more than 1.2 million people in Australia, and 5.8 million people in the world, in Mental Health First Aid. In reaching schools, universities, workplaces and communities across Australia and the world, we are continuing to educate others to have proactive and open conversations about mental health, in turn reducing stigma and increasing access to support.

We thank our grant funding partners for contributing to support the expansion of our education and community development and quality program delivery. I would like to acknowledge the major grant funding contributions of the National Suicide Prevention, Leadership and Support (NSPLSP), the New South Wales Office for Responsible Gambling and the National Indigenous Australians Agency (NIAA) for helping us to reach greater numbers of Australians in their workplaces and communities and ensuring our courses remain accessible, relatable, and practical to all Australians.

Underpinning the success of Mental Health First Aid is the expertise, passion and drive of our Licensed Instructors, Trainers, Mental Health First Aiders (MHFAiders®), staff, board, research partners and international providers. My deepest thanks and appreciation go to the entire Mental Health First Aid community for making our work possible. Your contributions matter, and they make a real difference.

I would like to thank our CEO Shannon Anderson and the Senior Management Group for their pivotal work in leading the organisation through another year of growth and success.

Krystian Seibert
Chair, Mental Health First Aid International and Australia



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

The impacts of the global COVID-19 pandemic continued to reverberate through 2022 alongside local and global crises that kept mental health and well-being at the fore. During this time, many schools, universities, workplaces, and communities turned to Mental Health First Aid as a solution to help address the need for a community care model of mental health support.

Our ambitious goal to train 1 in 10 Australians in MHFA by 2030 remained a key driver of our work. We have made great strides in our strategic plan to support this goal, strengthening our work in key areas through the development of dedicated portfolios for Program Quality and Delivery and our International Program.

We were delighted to welcome Ebony Whitehouse as Director of Program Quality and Delivery. Dr Claire Kelly transitioned into the role of Director of International Program and Amber Lochland joined us as our new Director of Research and Curriculum. The expansion of our Senior Management Group provides the opportunity to elevate our work and ensure we continue to provide the highest quality of evidence-based, accessible mental health first aid education.

In 2022, over 12,600 courses were delivered to more than 112,000 participants through our national network of Licensed MHFA Instructors. With an increased demand for mental health first aid education, we trained more Instructors than ever before, welcoming 1,190 new Instructors to our Australian network.

Our Mental Health First Aider community has gone from strength to strength since launching in 2021. We remained connected with our community of almost 110,000 MHFAiders via regular updates and insightful webinars that continue to build on their mental health first aid knowledge, skills, and practices.

It is impressive to see the growth of this community in such a short time. From our first MHFAider event, held less than one year ago with 17 attendees, to almost 2,500 attendees tuning into webinars in 2022, it is clear, that MHFAiders see merit in continuing their learning journey with Mental Health First Aid Australia.

2022 saw a return to face-to-face course delivery, although our blended and online courses remain an attractive option and support course flexibility and accessibility.

The growth and successes experienced by Mental Health First Aid in 2022 are largely due to our dedicated and hardworking team, and my thanks go to each and every one of them for their passion and commitment to achieving excellence in our work. I would like to extend my gratitude to our incredible Instructor network globally for helping us make mental health education accessible to all.

I look forward to working with our extensive community to build on our achievements as we strive to create a world where we all have the skills to support people experiencing mental health problems.

Shannon Anderson
CEO, Mental Health First Aid International and Australia

ABOUT US

Our vision

A world where we all have the skills to support people experiencing mental health problems.

Our values



Accountability



Collaboration



Creativity



Empathy



Inclusivity

Mental Health First Aid[®] Australia is a global purpose driven, not-for-profit organisation that provides mental health first aid education and training.



We develop and deliver Mental Health First Aid training within



via our national network of over

3,000+
Licensed
Instructors



WHO WE ARE

Established in Australia in 2001, our purpose is to provide high-quality, evidence-based, accessible mental health first aid education guided by the voice of lived experience.

We aim to improve mental health literacy, reduce stigma, and build community capacity to provide support for people experiencing mental health problems.

We provide early intervention mental health training programs that equip people with the practical skills and confidence to provide mental health first aid support to someone experiencing an emerging or worsening mental health problem or a mental health crisis, until appropriate professional help is received or the crisis resolves.

We are a respected global provider of mental health first aid education. Mental Health First Aid has inspired an international movement that has seen our programs adopted in 28 countries, with more than 5 million people now trained in Mental Health First Aid worldwide.



OUR STRATEGIC MAP

Our Strategic Plan 2021–2025 was created to provide clarity of purpose and focus and to help guide our work and enhance our impact over a five-year period.

The plan identifies four key interconnected areas that will help us achieve our vision of a world where we all have the skills to support people experiencing mental health problems.



Education and Community Development

- Increase the reach of Mental Health First Aid
- Increase recognition globally as the authority on mental health first aid education
- Grow, educate and engage our MHFAider community
- Reduce stigma relating to mental health problems and actively promote mental health education



Research and Evaluation

- Develop programs and courses that are evidence-based and evidence-informed and centre the voices of people with lived experience
- Demonstrate positive impact through high quality, evidence-based courses that are recognised and respected



Quality Program Delivery

- Deliver high quality courses across all settings and communities
- Attract, develop and retain high quality Trainers and Instructors
- Evaluate course delivery and outcomes ensuring quality, safety and impact
- Ensure quality standards for course consistency and fidelity, resulting in positive participant experiences



Sustainable Operations and Growth

- Ensure our leadership, culture and ways of working benefit our organisation, stakeholders and staff
- Advance our work through diverse and sustainable income
- Increase our reach and impact through technology
- Support sustainable operations and growth through the effective use of our organisational assets

OUR COURSES

Mental Health First Aid Australia offers a suite of early-intervention training courses delivered by Licensed Mental Health First Aid Instructors.

Our core courses have been designed to meet the needs of a diverse range of population groups, while our specialised courses address targeted topics. People who complete a core course can complete a short online assessment to become an accredited MHFAider. Accreditation lasts for three years, with participants required to refresh their knowledge and skills prior to the three-year mark.

Standard Mental Health First Aid

Designed for adults supporting other adults across a range of community and workplace settings. Course participants learn about the signs and symptoms of mental health problems in adults, how to recognise and respond to emerging, worsening or crisis point mental health problems, and the interventions and supports available. Face-to-face, blended or online delivery options are available for this 12-hour course.

Youth Mental Health First Aid

Designed for adults, who teach, support and care for young people aged 12–18. Course participants learn about the signs and symptoms of mental health problems in adolescents and how to recognise, respond and support a teen in need of support. This 14-hour course is delivered face-to-face, blended or online.

Teen Mental Health First Aid

This age-appropriate training course is designed for secondary school students in Years 7 to 9, and 10 to 12. It teaches the skills and empathy for provision of peer-to-peer support, and provides information on supports available and when and how to seek the help of a trusted adult. It also reinforces mental health literacy and help seeking. This 3.5-hour course is delivered face-to-face to an entire year level cohort.

Aboriginal and Torres Strait Islander Mental Health First Aid

This is a culturally informed course for adults to learn how to assist Aboriginal and Torres Strait Islander adults who are developing a mental health problem, experiencing a worsening of an existing mental health problem or in a mental health crisis. Training is delivered by Licensed Aboriginal and Torres Strait Islander Instructors, ensuring cultural safety and relevance. Face-to-face and online delivery options are available for this 14-hour course.

Older Person Mental Health First Aid

Designed for adults who work with, live with or care for a person aged 65 and over. The program addresses mental health problems and strategies specifically relating to older people. This 12-hour course is delivered face-to-face.

Youth Aboriginal and Torres Strait Islander Mental Health First Aid

This is a culturally informed training course for adults who teach, support and care for Aboriginal and Torres Strait Islander adolescents. The course is delivered by Licensed Aboriginal and Torres Strait Islander Instructors to ensure cultural safety and relevance. Face-to-face, blended and online delivery options are available for this 2-2.5 day course

Refresher Courses

Mental Health First Aid Refresher courses allow a person who has completed Mental Health First Aid training in the past three years to refresh their knowledge and build on their existing skills. These abbreviated courses vary in length and mode depending on the course previously taken. They allow a person to maintain their MHFAider accreditation for another three-year period.

Specialised Courses

Mental Health First Aid Australia offers a series of specialised courses to build on existing knowledge and skills and address specific mental health and crisis problems. These include:

- Conversations about Suicide
- Conversations about Non-Suicidal Self-Injury
- Conversations about Gambling
- Talking about Suicide (Aboriginal and Torres Strait Islander MHFA)
- Talking about Non-Suicidal Self-Injury (Aboriginal and Torres Strait Islander MHFA)
- Talking about Gambling (Aboriginal and Torres Strait Islander MHFA).

OUR IMPACT AT A GLANCE



Lifetime



5,824,163
People trained in
MHFA worldwide



1,254,338
Australians trained
in MHFA



28
countries delivering
MHFA programs



65,339
Instructors trained
in MHFA worldwide



3,100
Instructors trained
in MHFA in Australia



2022



131,957
Participants in MHFA
Australia courses



12,638
Courses delivered in
Australia



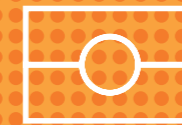
9,214
Standard MHFA
courses delivered



86,730
Standard MHFA
participants



508
Aboriginal and Torres Strait
Islander MHFA courses
delivered



4,950
Aboriginal and Torres Strait
Islander MHFA participants



Gold medal
Recognition in the Corporate
Health and Wellbeing Category of
the HRD Service Provider Awards



5,201,720
Website page views



559,000
Website visitors



22,990
Downloads of MHFA
Guidelines

PROGRAM DELIVERY & QUALITY

The Program Delivery & Quality team works with our Australian network of Trainers and Licensed Instructors to ensure the delivery of high-quality courses across all settings and communities. With our Instructor network serving as the backbone of Mental Health First Aid course delivery, we provide ongoing mentorship, guidance and support to our Trainers and Licensed Instructors to ensure the proficient and skilful delivery of our evidence-based training to Australia's diverse populations.



131,957
participants in
MHFA training



13,140
courses delivered



1,190
new Instructors
trained



117
Instructor courses
delivered

After significant disruptions over the past two years, the delivery of Instructor Training Courses across the country was made a key priority in 2022. Despite being met with ongoing challenges due to COVID-related closures at the start of the year, Mental Health First Aid Australia saw an increase in participation across all course types, and strengthening the structures that support the program delivery and quality.

Increased demand for evidence-based Mental Health First Aid training

The global pandemic has shone a spotlight on mental health over the past three years, with more and more individuals, workplaces, schools, universities, and communities recognising the need to take practical action to improve the mental health and well-being of all Australians.

This growing awareness is reflected in significant increases in both Mental Health First Aid training and Instructor Training Courses between 2021 and 2022. This year Mental Health First Aid saw a 34 per cent increase in training participation across all courses, and a 132 per cent rise in Instructors trained. Eighty-nine per cent of Instructors who completed an Instructor Training Course in 2022 felt well or very well prepared to begin delivering Mental Health First Aid Training.

Quality standards for course consistency, fidelity, safety and impact

Providing ongoing support, mentorship and guidance to our Instructor network helps to facilitate the proficient and skilful delivery of Mental Health First Aid training. In 2022, the organisation evaluated

the program delivery and outcomes, including a comprehensive review of the Instructor License Agreement, to ensure quality, consistency, currency, safety and positive impact.

When communities, workplaces, schools and universities seek an Instructor to deliver Mental Health First Aid training, it is important that they can be confident in selecting an engaging, high-quality Instructor who maintains both the quality and currency of their license. The proposed updates to the License Agreement includes a focus on currency to ensure Instructors maintain their knowledge, experience, and use of our teaching materials and content to ensure the best experience for all participants.

Developing a new course for adolescent peer support

Today, more than two-thirds of Aboriginal and Torres Strait Islander people aged 15–24 experience low to moderate levels of psychological distress (AIHW 2018). The development of a new MHFA course titled “Youth Yarns” is aiming to positively address that, by equipping Aboriginal and Torres Strait Islander adolescents with culturally informed knowledge and skills to recognise and respond to mental health problems in their peers.

Consultations with the community, Aboriginal and Torres Strait Islander Instructors and program stakeholders have driven the development and review of the course content and structure, ensuring it meets the needs of Aboriginal and Torres Strait Islander adolescents, as well as safety requirements. This course will be piloted in 2023.



I feel like those early years of recognising the need and doing the planning was like preparing the soil, and when we were ready, we were able to plant the tree for MHFA, and from there it has just grown and thrived.

Ruth Oakden
GM Wellbeing, Toll Group



This course has helped mobilise a great untapped resource in prisons – the prisoners themselves – to help drive change from the ground upwards.

Case study: Volunteer inmates drive positive change in Townsville Women's Correctional Centre

A group of volunteers in the Red Cross's Sisters for Change program are helping to transform the mental health and well-being of prisoners in Townsville Women's Correctional Centre.

Many people in custodial settings grapple with mental health problems and illnesses, with prisons often bringing together people with complex trauma histories. Separated from family, children and their support systems in community, prisoners can face elevated mental health risks while in incarceration – which, for many, can be the lowest point in their lives.

People entering these custodial settings are already at a higher mental health risk, with two in five Australian prisoners reporting on entry that they had previously been told they had a mental health disorder (AIHW 2022).

Despite these increased risk factors, prisoners often face an array of challenges when trying to access mental health support. Rachel Montgomery, Team Leader of Community Justice and Partnerships at the Australian Red Cross, says the limited access to mental health support in prisons is often under pressure, in high demand, and difficult to navigate.

This is where the Red Cross's Sisters for Change program is helping to improve outcomes for prisoners in the Townsville Women's Correctional Centre. By adopting a peer support approach to mental health, the program empowers incarcerated women to become advocates for health promotion and harm reduction. These dedicated volunteers, known as Sisters for Change, are dedicated to supporting others within the correctional facility.

"This course has helped mobilise a great untapped resource in prisons – the prisoners themselves – to help drive change from the ground upwards," Rachel comments.

In the three years since introducing the Aboriginal and Torres Strait Islander MHFA course into the Sisters for Change program, more than 60 women have been trained as MHFAiders. Participant feedback was so positive after the first year that the program quickly expanded to include custodial officers at the recommendation of the original participants.

Rachel says the Sisters for Change report being better equipped to respond to mental health problems and crises, feeling more confident in how they respond, and being more tolerant and understanding to those around them. The program isn't just helping to transform lives – it's also saving lives in the process.

"Without a doubt, embedding Aboriginal and Torres Strait Islander MHFA as part of the core module training has saved lives behind bars and in community."

International program

Mental Health First Aid International is the founding organisation and global authority on mental health first aid. Our International Program Team equips and supports Licensed Providers to deliver Mental Health First Aid training in countries around the world.

As the global authority on Mental Health First Aid, our role is to maintain strong international partnerships that mobilise countries across the world to adapt the Mental Health First Aid curriculum to meet the needs of their local populations. The International Program Team supports a global network of independent Licensed Providers to deliver locally adapted Mental Health First Aid training in their countries.

Strengthened support for international Licensed Providers

In 2022, Mental Health First Aid strengthened our focus on our International Program through the development of a dedicated, full-time team and an appointed director. The formation of the dedicated International Program portfolio enabled us to strengthen our focus on mentoring, while providing increased support to new and existing members within our global network.

This year Liga za duševné zdravie SR in Slovakia joined our global network, working with our International Program Team to commence the implementation of their Standard MHFA and Blended Workplace courses.

Five existing Licensed Providers expanded their Mental Health First Aid training offerings, including:

- **Germany (MHFA Ersthelfer):** Youth MHFA
- **Israel (OGEN - Association for the Advancement of Mental Health):** Standard and Blended Community/Workplace MHFA
- **Luxembourg (D'Ligue - Service Information & Prévention):** Teen MHFA
- **New Zealand (Te Pou):** Youth and Teen MHFA
- **Switzerland (Ensa - Pro Mente Sana):** Teen MHFA.



1
new Licensed
Provider



5
Licensed Providers
introduced a new
MHFA course offering

Supporting middle-income countries to deliver Mental Health First Aid training

Mental Health First Aid International and the University of Melbourne's Centre for Mental Health have been working together to support middle-income countries in the implementation and delivery of Mental Health First Aid training.

Funded by the Global Alliance on Chronic Disease, this project aims to increase access to high-quality, early intervention Mental Health First Aid training in middle-income countries that have lower mental health literacy and limited access to robust mental health services and support. The development of both localised and universal guidelines and curriculum material will support and empower these countries to introduce the flagship Mental Health First Aid program.

A team of researchers, led by Professor Nicki Reavley in the Centre for Mental Health in the University's School of Population and Global Health, has been working with a small selection of middle-income countries to develop localised Mental Health First Aid guidelines. Guidelines have been developed for China, Argentina and Chile, with further work in progress.

Following the completion of China's guidelines, Mental Health First Aid developed an English-language manual and curriculum materials to support course delivery. China has become the first middle-income country to begin rolling out a localised program as part of this project. A randomised control trial is scheduled for 2023 to evaluate the success of this.

The completion of this project will see universal guidelines and supporting curriculum developed to support these countries in the implementation of Mental Health First Aid training, strengthening their capacity for community care and in the long-term improving access to mental health services.



Our managers tell us anecdotal stories about the shift in mental health conversations and supportive environments. I think this means we've done something well. These stories let me know we are on the right path.

Travis Brown
Learning & Development Lead, Sanofi

RESEARCH AND EVALUATION

Research

Mental Health First Aid courses are grounded in rigorous evidence and evaluation. Our Research team is responsible for the development and delivery of research that informs Mental Health First Aid Australia's courses and curricula.

Through comprehensive studies, the team ensures all new and revised courses are guided by lived experience, informed by expert consensus and backed by evidence, with ongoing course evaluations used to monitor their safety, acceptability and effectiveness.

Mental Health First Aid research builds on large bodies of evidence through the development of evaluation studies and Delphi expert consensus studies, that provide new knowledge to inform the curriculum. This year the Research team, in partnership with the University of Melbourne's Centre for Mental Health, published five research papers, in addition to expanding relationships with research partners and strengthening our research capacity.

Increased impact through research partnerships

The Mental Health First Aid Research team increased its participation in research partnerships that advance the strategic interests of both the organisation and specific demographics.

Partnerships with Australian Men's Sheds and Deakin University's Counting on U program helped to drive and assess outcomes for specific populations and industries. With the partner organisations focused on providing access to Mental Health First Aid training to target demographics, respectively for middle-aged men and finance professionals, researchers at Mental Health First Aid Australia undertake comprehensive evaluation studies to monitor whether the program is effective and having an impact.

These relationships are ongoing as our partners scale up their delivery and research and evaluation outcomes of Mental Health First Aid within their cohorts.



5 research papers published



Completed data collection for three MHFA studies

Strengthened research capacity

Our Research team focused on strengthening Mental Health First Aid's capacity to conduct research and sustain our requirements and role in research. Key achievements in supporting this priority included:

- the provision of Qualtrics, an industry standard research survey tool, to ensure intellectual property and research data security and protocols are in place
- supporting the growth of early career researchers in the mental health space by providing leadership and coaching in the field of academia and professional insights of publishing researchers.

In response to the need for a validated scale that can effectively discriminate between different levels of mental health first aid skills in respondents, our contribution and involvement with lead research partners at the University of Melbourne has aided the development of the Mental Health Support Scale. The Mental Health Support Scale is a brief and efficient scale that will enable researchers to compare training modes, pool data for the purposes of meta-analyses and learn more about how mental health first aid skills are maintained over time.



Everyone goes through highs and lows in life and naturally tackles issues in their own different ways. The most important skill to utilise is active listening and appreciating that every person, whether they realise it or not, requires a different approach.

Sarah Ward
Ambassador, Wings Program

Curriculum

The Mental Health First Aid Curriculum team is responsible for the development and management of new and existing course materials. It leverages the insights developed by the Research team to ensure our course curriculum and teaching materials are high quality, engaging and effective.

Course data updated to reflect national landscape

Mental Health First Aid curricula is informed by rigorous research to ensure our courses are grounded in evidence and best-practice.

The National Health and Wellbeing Survey, conducted by the Australian Bureau of Statistics (ABS), provides a snapshot of the prevalence and impact of mental health conditions across the country. In 2022, the ABS published its first report in more than 15 years, introducing an opportunity for the Mental Health First Aid Curriculum Team to update our course curricula.

Following publication of the report, our full suite of courses was updated to ensure our curricula is up to date, reflects the current population, and is aligned to current mental health help-seeking behaviours. The updates included changes to data, referencing and terminology to ensure our material reflected the latest mental health data and language.



Updates to four core MHFA courses:

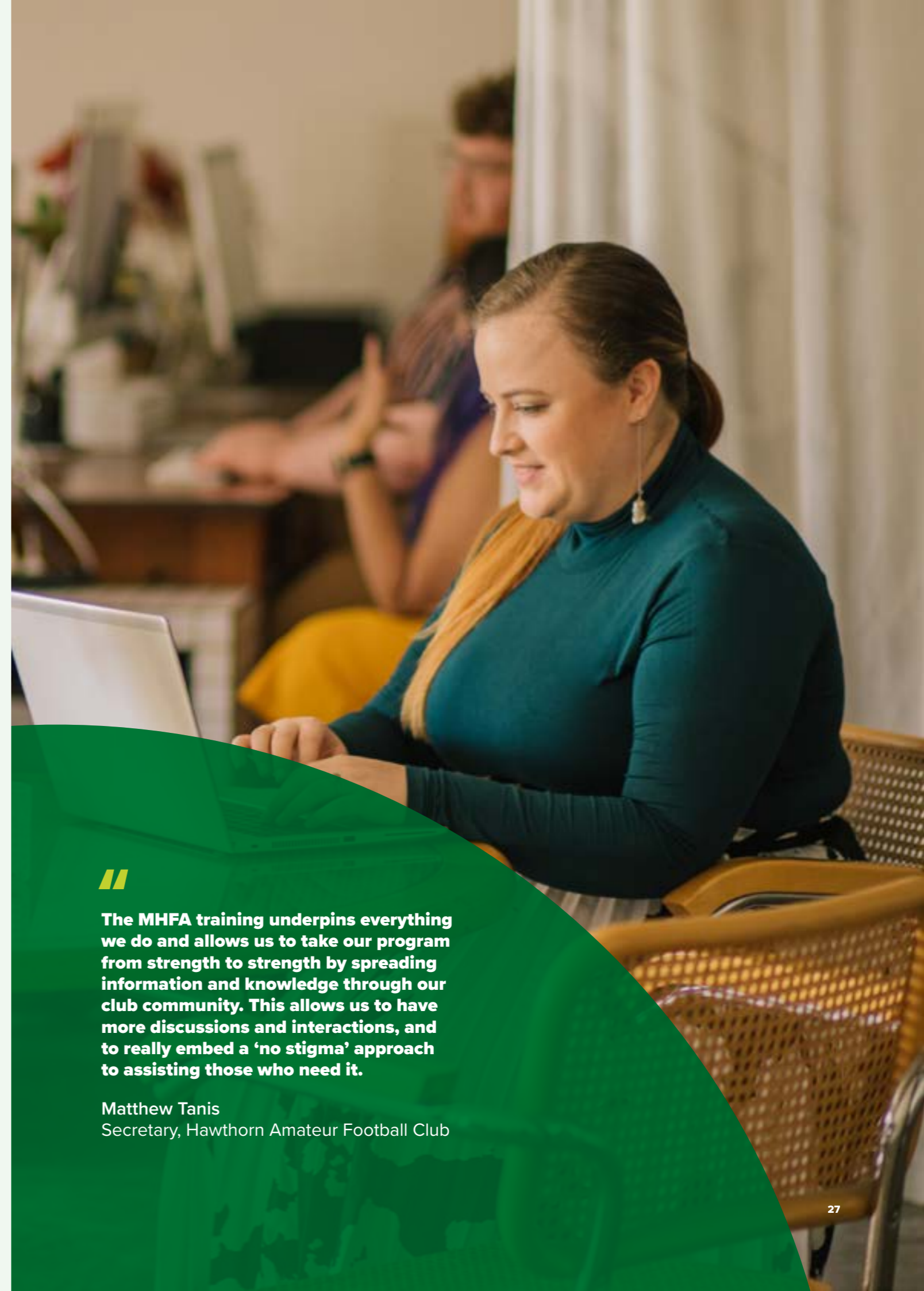
- Standard MHFA
- Youth MHFA
- Older Person MHFA
- Teen 7-9

Piloted and launched revised Older Person MHFA curriculum

Rigorous review of curriculum framework

A comprehensive review of all curriculum frameworks and materials was completed across the four core courses, to enhance the quality of all learning experiences. The alignment of all core course material across digital and print helped to provide a more consistent experience across all delivery types, following the introduction of online and blended course options in 2020 and 2021.

As part of this review, the team mapped the curriculum across all core courses to ensure alignment to current course learning outcomes. The curriculum mapping exercise not only aimed to improve the learning experience and create a baseline for Mental Health First Aid training courses, but also prepares the organisation to identify and understand further opportunities for product development and innovation. A similar review of our Standard Mental Health First Aid and specialised course offerings is planned for 2023.



The MHFA training underpins everything we do and allows us to take our program from strength to strength by spreading information and knowledge through our club community. This allows us to have more discussions and interactions, and to really embed a 'no stigma' approach to assisting those who need it.

Matthew Tanis
Secretary, Hawthorn Amateur Football Club



821
workplaces engaged, from small businesses to large multi-national organisations



193
workplaces recognised through the Mental Health First Aid Australia's Workplace Recognition Program



2,000+
workplace leads acquired through webinars, conferences and events

EDUCATION AND COMMUNITY DEVELOPMENT

Workplaces

Mental health awareness and early intervention programs can help to create safe, mentally healthy workplaces. Our Workplace Engagement Team assists organisations in implementing Mental Health First Aid training, ensuring it supports internal structures and complements other workplace well-being initiatives.



Focusing on workplaces as a crucial setting for mental health support

In 2022, our Workplace Engagement Team worked closely with businesses across Australia to provide training pathways, support and guide decision-making, to help embed mental health first aid education into organisational policy, practice and culture.

The development of resources such as infographics and case studies aimed to support workplaces in identifying best practice tools and tips for the seamless implementation of Mental Health First Aid training. Additional engagement opportunities in the year, including two webinars, five workplace presentations and three conference sponsorships, helped organisations across Australia to understand the benefits of Mental Health First Aid training in supporting a whole-of-company, holistic workplace approach to mental health early intervention and prevention.

Additionally, implementing Private Instructor Training in workplaces can help increase access to Mental Health First Aid in regional areas where access to professional support can be reduced. In 2022, the Workplace Engagement Team delivered nine Private Instructor Training Courses across Victoria, Queensland and Tasmania.



There are a number of staff now who can recognise, understand and provide support for mental health problems. Staff also recognise that their well-being is important and valued, which is important to feeling safe and connected.

Leann Symonds
City of Victor Harbor

Enhancing our Workplace Recognition Program

We are proud to recognise organisations committed to investing in impactful Mental Health First Aid training through our Mental Health First Aid Australia Workplace Recognition Program. In 2022, this program recognised 40 workplaces for their commitment to building a mentally healthy workplace, bringing its total number of workplaces to 193.

The program was also relaunched to offer three tiers of recognition: Skilled, Advanced and Master. These changes aimed to encourage workplaces to be aspirational in creating and implementing Mental Health First Aid training, allowing for the progression to build mentally healthy workplaces and time to embed Mental Health First Aid into their culture.





This really equips people to handle any situation they are presented with, how to support a colleague and getting them to the right professional.

Natasha Hall
Group Health Manager, Downer Group

Case study: Leading a sustainable well-being culture across an expansive and diverse workforce

Workplaces provide a unique opportunity to capture people as both givers and receivers of care. Achieving this within a workforce of more than 41,000 employees from diverse backgrounds is no easy feat – and one that Downer didn't shy away from.

Downer is a large-scale leading provider of integrated urban services across Australia and New Zealand. The company delivers everything from road to rail transport, utilities, facilities and asset management, supporting an array of industries from health and education to defence. Their workforce comprises diverse socio-economic, cultural and lifestyle backgrounds and varies greatly in location, job type, age and gender.

Downer wanted to ensure that their well-being program had impact and sustainability. Mental Health First Aid training helped them tick all the boxes to meet business needs, support staff and demonstrate value.

A pilot program that commenced in 2015 promptly demonstrated its value to the wider organisation. The MHFA training program was officially adopted as part of Downer's well-being program in 2018, and has since gone from strength to strength. By 2022, the organisation had trained more than 2,000 MHFAiders with an ongoing commitment to train another 500 staff, clients and customers each year.

The company has measured the program's return on investment through rigorous monitoring and evaluation practices and measured the program's return on investment, recording positive changes to the company culture. It is now proud to offer a workplace that embraces mental health discussions and ensures people have access to the right support.

Recognised as an Advanced Workplace through the Mental Health First Aid Workplace Recognition Program, Downer is continuing to look for ways to expand, adapt and embed the program so that it remains relevant to a changing workforce.

Natasha Hall, Group Health Manager at Downer Group, says: "We needed a program that was evidence-based, valued and reliable, and that provided prevention and intervention – not just a reactive response to crisis.

"We loved that MHFA training matched the current health landscape to address common issues such as depression, anxiety and substance use problems, while also touching on rarer occurrences such as psychosis.

"This really equips people to handle any situation they are presented with, how to support a colleague and getting them to the right professional."



27
Private Instructor Training
Courses delivered in NSW



143
Student Support Officers
trained as Youth MHFA
Instructors in NSW



139
Student Support Officers
trained as Teen MHFA
Instructors in NSW



1,627
Medical students accessed
the e-learning component for
targeted MHFA training



Young people aged 4–17
years, and 200,000 university
students aged 18–25,
experience mental health
problems in any given year.
These high rates of mental
health problems in our young
people represent a growing
need to address mental health
in schools and universities.

Schools and Universities

Schools and universities have a vital role to play in addressing the mental health and well-being of young Australians. Our Schools and Universities Engagement Team works with educational institutions across Australia to help provide training pathways for Mental Health First Aid.

Implementing wide-scale training across state public education systems

Relationships developed with state education departments in New South Wales, South Australia, Queensland and Victoria are bringing Mental Health First Aid training into more classrooms across Australia.

Our work with the NSW Department of Education continued in 2022, and the delivery of their Instructor training program became the largest Instructor training project in Mental Health First Aid Australia's history. The training program targeted student support officers (SSO) to enable them to deliver Youth and Teen MHFA training in public secondary schools across the state.

In 2022, Mental Health First Aid's Teen, Youth and Youth Aboriginal and Torres Strait Islander courses were published on the Victorian Department of Education and Training's Schools Mental Health Menu. As part of the state government's \$200-million initiative to fund evidence-based initiatives in schools, this menu aims to give teachers and school leaders the confidence to identify evidence-based programs that improve mental health and wellbeing outcomes. Mental Health First Aid has developed a growing database of Instructors who have agreed to deliver the training at a fixed rate to ensure equity for public schools across Victoria through this funding.

In October, Mental Health First Aid submitted a tender to the South Australian Department for Education to include Teen MHFA courses published on a state school well-being programs directory. This directory will be used by schools to identify evidence-based programs that support student health and well-being.



I've noticed that everyone is more alert. They look out for warning signs more, and they make sure you're OK.

Student
Northern Bay College

Equipping our next generation of doctors with mental health first aid skills

It is likely that medical students will encounter someone experiencing mental health problems or crises throughout their personal and professional lives. With 70% of general practitioners in Australia reporting psychological illness to be one of the most common reasons for patient presentations, it is crucial that medical students have the skills and knowledge to recognise and respond to mental health problems and crises.

In 2020, the Australian Government's Department of Health announced \$690,000 in funding to Medical Deans Australia and New Zealand to provide Mental Health First Aid training to medical students in tertiary settings.

Two years later, this program continues to provide medical students with access to Mental Health First Aid training. In 2022, 1,627 medical students from 19 tertiary institutions across Australia completed the e-learning component of the training.



Having this training, and having people understanding mental health, makes life a lot easier for all – especially young leaders. It just gives them great tools, to make a real difference.

Kaye O’Loughlen
Residential Life Coordinator, CQUniversity

Case study: Creating a safe, caring and supportive home away from home

Central Queensland University’s (CQUniversity) Student Residences team is leading the charge for mental health across their Mackay and North Rockhampton Residential Colleges on campus.

For the past 10 years, CQUniversity Student Residences has offered Mental Health First Aid training to ensure the staff and student leaders who interact with students each day have the skills and confidence to support students experiencing mental health problems.

Kaye O’Loughlen, Residential Life Coordinator for Student Residences across the Mackay and North Rockhampton campuses, says the team recognised a need for improved support when they noticed the tides turning on mental health awareness and an increase in students seeking support.

“With staff at Student Residences working closely with students on an everyday basis, we find it has a huge benefit to not only support students, but to also benefit their own mental health.”

When the training was first introduced, it was initially offered to the student residential leaders. Six years into the program, the Mental Health First Aid training was opened to all staff – from groundskeepers and cleaners to the catering team – to ensure that, no matter where students are on residences, someone would always be nearby to provide support.

“The training has enabled a greater understanding of mental health issues in our community, which does not just fall onto one or two staff to respond to. We now have a great group of Mental Health First Aiders who can assist.”

“Having this training, and having people understanding mental health, makes life a lot easier for all – especially young leaders. It just gives them great tools, to make a real difference.”

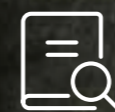


Communities

Taking a whole-of-community approach to mental health early intervention and prevention can help to enhance access, reach diverse populations and increase available support. Our Mental Health First Aid Community Engagement Team supports local community organisations and councils across Australia in implementing MHFA training and increasing capacity for community care.



3
Mental Health First Aid
Champion Communities
recognised



1,163
community courses
delivered



25
new relationships established
with local councils



50
new relationships established
with community-based
organisations



22
Open Arms veterans and family
counselling staff trained as
Accredited MHFA Instructors

Working with local organisations to drive community change

Mental Health First Aid Australia is continually developing and strengthening relationships with councils and community organisations to ensure our courses and training pathways meet localised community needs.

In collaboration with Richmond Institute, a subsidiary of the Richmond Football Club and leader in sports industry education, and Open Arms, Australia's leading provider of mental health support and counselling for Australian veterans and their families, Mental Health First Aid developed targeted material to support the delivery of training to specific cohorts.

The collaboration with Open Arms Australia supported the development of bespoke course materials informed by armed services lived experience that aim to increase the likelihood of participants from the veteran community connecting with and relating to the content. A scripted drama developed in collaboration with Richmond Institute is similarly ensuring that course participants from across the sporting sector can easily relate to the content.

Private Instructor Training Courses delivered to community organisations also aim to increase access to MHFA training in communities across Australia. The coordination of nine Private Instructor Training Courses in community organisations – including Selectability, Breakthrough Mental Health Research Foundation, Open Arms, City of Greater Geelong, Glenorchy City Council, Live4Life – is helping to reach diverse populations and drive change at the local level.



Someone may take part in MHFA training through their workplace or sports club, but the beauty of mental health first aid is that the skills can then be applied in multiple settings. You never know when you may have a conversation with someone that may save a life.

David Bastian

Education and Training Manager, Richmond Institute

Tackling mental health in sports settings across Victoria

In 2022, Mental Health First Aid Australia teamed up with leading providers of mental health interventions in sports settings across Victoria, to participate in an industry-based workshop that would inform a submission to the State Government of Victoria's first Statewide Wellbeing Plan.

The workshop, convened by Movember, was a sporting community-focused collaboration, with representation from a range of mental health and sporting organisations, including Mental Health First Aid Australia, the AFL, Reclink Australia, Tomorrow Man/Tomorrow Woman, Global Alliance for Mental Health and Sport, St Kilda Football Club, and the Western Bulldogs Community Foundation.

Prepared by Associate Professor Camilla Brockett of Victoria University's Institute for Health and Sport, the submission addressed the needs of community and proposes opportunities to invest and build on programs that have proven effective, such as Mental Health First Aid training. The submission presented a series of key enablers for priority actions, including the development of an agreed role and position for Mental Health First Aid Officers with an agreed minimum credentialing.





Whether a young person is showing signs of struggling while at they are at school, playing footy, or in their work as an apprentice, there is a greater chance of someone picking this up, and being able to follow a practical action plan to keep that person safe.

Bernie Hearn
Mayor, Benalla Rural City Council

Case study: Empowering young people through mental health education

Benalla Rural City is a picturesque Victorian community home to over 14,400 people. The community tackles many of the same mental health challenges that are prevalent in other rural and regional communities throughout Australia. Putting young people at the forefront of positive well-being change has been a key component of the community's strategy to address high rates of youth mental health problems.

The Live4Life program responded to community calls for more to be done to help keep young people safe and thriving. Their program centres on the delivery of Mental Health First Aid training to create more supportive environments, with a scaffolded approach to youth mental health.

As of 2022, Benalla Rural City has been recognised as a Mental Health First Aid Australia Champion Community. They have trained over 1,000 teens and over 165 adults to recognise and respond to the signs of developing, worsening or crisis level mental health problems in young people.

Bernie Hearn, Mayor of Benalla Rural City Council, explains the importance of widespread Teen and Youth MHFA training.

“Whether a young person is showing signs of struggling while at they are at school, playing footy, or in their work as an apprentice, there is a greater chance of someone picking this up, and being able to follow a practical action plan to keep that person safe.”



-  **40,000+**
new MHFAider
Network members
-  **14**
email newsletters
delivered
-  **3**
live webinars held
-  **2,468**
webinar attendees

MHFAider Network

Our Mental Health First Aider community receives exclusive updates, insights and opportunities to continue to build on their mental health first aid skills and knowledge. In 2022, Mental Health First Aid celebrated, supported, and connected with an MHFAider community of almost 110,000, providing opportunities for them to practice and hone their first aider skills.



Steering the direction of the network

The MHFAider Advisory Group was developed to strengthen the foundation of the network. Comprising 15 people across workplace, community and education settings, the Advisory Group provides guidance and advice to inform future engagement and development activities, ensuring they meet the needs of the diverse network.

Surveys and consultation in 2022 shed light on the direction of the network, with their feedback indicating that MHFAiders would like more frequent opportunities to revise and practically apply their skills. The group showed interest in video content and receiving information such as lived experience stories, tips to prepare for mental health first aid conversation, and how to identify appropriate mental health services.



It was great to go over MFHA skills and receive different points of view from other MHFAiders and the facilitators. Great to have the supportive community and simple reminders about our own health and wellbeing.

Feedback from a webinar participant

Learning beyond MHFA training

A strong webinar program saw an increase in the total number participants as it continued to build momentum in 2022. Since the delivery of the first MHFAider Network webinar series in May 2021 to 17 participants, webinar participation has grown exponentially with the final webinar of 2022 drawing more than 1,130 attendees.

Consultation with the MHFAider Advisory Group revealed a significant demand for video resources and upskilling opportunities. To help strengthen their learning experience and supplement the live webinar program, the MHFAider Network team recorded a webinar series in 2022. The series is called 'Overcoming Common Barriers to Providing Mental Health First Aid', with each webinar providing practical tips related to specific actions in the ALGEE Action Plan. These will be distributed to the network via email in 2023.



The course has given me more confidence to know what to do, and to help spot the signs that someone may be struggling with their mental health – even with the façades that some people put up. Recognising the signs of mental health problems can help to reduce serious safety risks in the workplace.

Rex Rende
Warehouse Supervisor, Toll Group

Case study: Driving change in the transport, logistics and supply chain industry

Rex Rende has always had an open-door policy when it comes to mental health conversations, but his Mental Health First Aid training has strengthened his ability to make a difference.

A warehouse supervisor who has spent most of his career in the transport, supply chain and logistics company, Rex understands the toll that the industry can have on physical and mental health.

His exposure to the emotional impacts of the industry started at a young age. With his father working as a truck driver, Rex knew all too well the impact that life on the road can have on someone.

Long hours spent in isolation, challenging work conditions and exposure to accidents contribute to the transport industry being at higher risk of suicide, mental illness and psychological distress.

As a witness to this, Rex became aware of the stigma surrounding mental health that prevents transport workers from seeking support when they need it most.

Now, Rex is determined to change the narrative for people working in this vast industry. After completing Mental Health First Aid training, he realised that more could be done to support people like his father who grappled with certain aspects of the role – and to encourage them to speak up when they are struggling.

His role as a warehouse supervisor at Toll Group, one of Australia's largest transport and logistics companies and a recognised Mental Health First Aid Advanced

Workplace, provides the perfect setting for Rex to make a difference. The Mental Health First Aid training offered a solution to help him take an active approach in supporting colleagues who may be experiencing mental health problems.

“The course has given me more confidence to know what to do, and to help spot the signs that someone may be struggling with their mental health – even with the façades that some people put up. Recognising the signs of mental health problems can help to reduce serious safety risks in the workplace.”

The training not only helped to confirm some of his approaches to supporting others through mental health problems in his personal and professional life, but it also gave him the tools to break down the stigma and create a team culture where people are comfortable talking about mental health.

Rex is just one of the many Mental Health First Aid Officers working to change the conversation on mental health in the transport, logistics and supply chain industry. But for Rex, his passion for building positive mental health practices doesn't finish at the end of his workday.

“I would like to see more mental health awareness raised in communities, workplaces – everywhere.”



‘Would you know what to do?’ 2022 Brand Awareness Campaign

Our vision is a world where we all have the skills to support people experiencing mental health problems. When we train one person in Mental Health First Aid, we know it doesn't stop there – it ripples out to their friends, families and networks, creating a groundswell of conversations, connection, and support.



5,040,920
impressions



22,370
clicks

In 2021, the organisation set an ambitious goal to train 1 in 10 Australians by 2030. In October this year we launched a 6-week awareness campaign titled ‘Would you know what to do?’, designed to increase awareness of who we are and what we do, create interest in our training courses and pathways and ultimately help us edge closer to our organisational training goal.

The campaign asked the public to consider the importance of a mental health conversation. It posed the question Having a conversation may save a life. Would you know what to do? to highlight the need for informal community-led care, to provide initial support to someone experiencing a mental health problem or mental health crisis.

A series of animated videos were created to further reiterate the need for mental health literacy and skills in the community. One of the videos focused specifically on secondary schools and showcased the importance of a ‘whole school community’ approach to supporting young people experiencing mental health problems.

A series of testimonial videos were developed to share first-hand accounts of the impact that Mental Health First Aid training is having in workplaces, schools and communities across the country. Thank you to Lauriston Girls School, Northern Bay College, Richmond Institute, Toll Group and Downer for sharing their experiences of Mental Health First Aid training.

In partnership with NewsCorp, the campaign reached more than 5 million people across a range of digital platforms, including owned and paid channels.



The best part about Mental Health First Aid is our ability to now be able to speak about the mental health issues of our young people, and to feel confident that we have some evidential base for those conversations.

SUSTAINABLE OPERATIONS AND GROWTH

Our people

Our work is made possible through our diverse and highly skilled workforce. We aim to create a positive, supportive, and mentally healthy workforce that lives and breathes Mental Health First Aid Australia's values. Significant investment has been made to create an engaged and high-performing workforce, strengthen the health and well-being of our people, and ensure our teams feel valued, supported, connected and proud of the work that we do.

Key achievements in supporting our people include:



A new office location

Mental Health First Aid Australia moved to a new office space in Melbourne's CBD to accommodate our growing workforce. We opened our doors at 150 Lonsdale Street in July, with a modern, purpose-built office space designed to foster connection and collaboration.



Enhancing employee engagement

Our annual employee engagement survey presents an opportunity for staff to share their perspective on our workplace. Survey results indicated that 96 per cent of staff are proud to work for Mental Health First Aid Australia. Ninety-four per cent of staff reported that they feel genuinely supported through our flexible work arrangements and find our physical space enjoyable to work in.



24
new staff



96%
of staff are proud to work for Mental Health First Aid Australia



Cultivating authentic leadership

Ensuring our leadership, culture and ways of working benefit our organisations, stakeholders and staff is a strategic priority for Mental Health First Aid Australia. In 2022, we introduced a Cultivating Authentic Leadership program to ensure our leaders are equipped to lead with authenticity, demonstrate our values and contribute to an inclusive work culture. This program will continue through 2023.



Improving our systems

A new finance system was implemented to streamline our internal processes and increase efficiency. Zendesk was introduced as a cross-organisational tool to support Mental Health First Aider and Instructor enquiries. We also saw the introduction of an Employee Performance Planning system to ensure all staff have a framework to progress our operational plan and strategic priorities.



A focus on staff well-being

Our Wellness Working Group prioritised the physical, social and mental health of our staff. Initiatives designed to improve and support employee well-being included:

- regular well-being events that aim to foster connection
- a weekly mindfulness session
- a quarterly wellness newsletter
- annual mental health days.



Enhanced collaboration through technology

Our Technology Team continued to evolve our capacity to support remote and hybrid working environments. We transitioned to Microsoft Teams to enhance our workplace collaboration, which was further strengthened through meeting room integration to support hybrid working.



International Board

Krystian Seibert

Chair of the Board, LLB, BCom (Econ) (Deakin), MSc Regulation (LSE)

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BA(Hons) (UQ), MPsy (UNSW), PhD (UNSW), DSc (ANU), FASSA

Darren Abbruzzese

B.Comp (Monash), Grad. Dip Applied Finance (Finsia), MBT (UNSW), GAICD

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Kerry Ryan

LLB (UniMelb), BA (UniMelb), FAICD, FGIA

Benjamin Stretch

B Ec (Hons) JD (Hons) (Syd), MBA (London, Chicago)

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Chief Executive Officer

Shannon Anderson

Director Communications & Engagement

Nicole Pinder

Director Research & Curriculum

Amber Lochland

Director Program Delivery & Quality

Ebony Whitehouse

Director International Program

Dr Claire Kelly

Director Operations

Steve Schuurmans



Grants

National Suicide Prevention, Leadership and Support (NSPLSP)

In 2022, Mental Health First Aid Australia successfully applied for a second round of funding from the Department of Health under the National Suicide Prevention, Leadership & Support (NSPLSP) grant. The NSPLSP grant provides funding over a three-year period (2022–2025) to actively address suicide prevention and stigma reduction through:

1. the development and delivery of population-based campaigns and web-based resources which raise awareness and reduce inappropriate media coverage of suicide.
2. activities that support and strengthen our delivery platform and our network of Instructors and MHFAiders, to achieve a sustainable, whole-of-community benefit.

In the first six months of this new, grant period we planned for and began delivering against the Year 1 deliverables, developing a suite of mental health and suicide prevention materials and resources that complement our mental health training programs. This included:



18

articles and case studies that demonstrate the ability for anyone to provide initial support to someone experiencing a mental health problem or suicide risk



8

videos to promote the need for mental health literacy and skills across key settings: schools, workplace and the community more broadly a 6-week web-based general awareness campaign.

The grant's focus on strengthening and building community capacity helped to empower our community education and support services in 2022. This included:



daily support to our national network of more than 3,100 Licensed Mental Health First Aid Instructors



7

community of practice events for Instructors



3

online events to connect, upskill and build the capacity of our MHFAiders.

NSW Office of Responsible Gambling

Two grants from the NSW Office of Responsible Gambling have supported the promotion, rollout and evaluation of the Conversations about Gambling and the Talking about Gambling Aboriginal and Torres Strait Islander MHFA courses in the state.

These grants enabled efforts to increase community awareness and capacity to respond to gambling harm through the delivery of 40 Conversations about Gambling courses and 20 Talking about Gambling courses across the state of NSW. Increasing the reach of these courses relied on Instructor training, with 12 Instructors upskilled to deliver the Conversations about Gambling course 10 Instructors upskilled to deliver Talking about Gambling, and a series of professional development events delivered to Instructors across both.

Activities supporting the grant also focused on showcasing the course to encourage communities and workplaces to embed the course in their Gambling Harm Reduction Strategy. The Conversations about Gambling grant also provided the means to evaluate the course to determine barriers and enablers to the delivery of this course in the community and workplaces.

In 2022, these grants made a positive impact in increasing community awareness about, and support for, harmful gambling behaviours, through the following results across both courses:



583

course participants



63

courses delivered



22

Instructors upskilled



2

evaluation studies with 280 total participants



98%

course participants would recommend the courses to others.

National Indigenous Australians Agency: Safety and Wellbeing Programme - General Grant

A grant from National Indigenous Australians Agency (NIAA) has provided support to Mental Health First Aid Australia to develop culturally safe and appropriate Mental Health First Aid courses. These courses teach community members to assist Aboriginal and Torres Strait Islander people until appropriate professional help is received or the crisis resolves.

The Aboriginal and Torres Strait Islander MHFA Youth and Refresher courses have successfully been launched utilising funding supplied through this grant. It has also enabled the provision of a community of practice for Instructors to share knowledge and information about the delivery and implementation of Aboriginal and Torres Strait Islanders, and course participant subsidies have also been in place.

In 2022, this grant enabled meaningful outcomes for our Aboriginal and Torres Strait Islander MHFA program:



3,094

participants trained across the Adult and Youth Aboriginal and Torres Strait Islander Mental Health First Aid courses.



2

Aboriginal and Torres Strait Islander MFHA Instructors reached the Master Instructor status and one reached Principal Master status.



A dedicated focus on increasing Aboriginal and Torres Strait Islander MHFA Instructor engagement, including an increase in communications and a dedicated Instructor survey. This also included the development and implementation of a social media campaign to create a culturally safe peer support environment to provide Instructors with access to the latest information and updates from Mental Health First Aid Australia.

Our Finances

Statement of Comprehensive Income For the year ended 31 December 2022

	2022 \$	2021 \$
Revenue		
Government funding	2,017,059	1,449,026
Training	7,365,992	4,665,251
Sales	2,050,486	2,839,048
Royalty income	1,202,291	1,066,104
Dividend income	704,235	709,580
Other income	481,911	136,229
Total revenue	13,821,974	10,865,238
Expenses		
Cost of sales	3,117,586	2,099,478
Professional services costs	1,035,696	1,047,857
Core platform costs	733,282	-
Bank fees	63,720	52,436
Rent and outgoings	79,065	46,080
Depreciation	79,882	44,932
General office expenses	974,932	583,113
Amortisation of right of use asset	328,158	115,829
Inventory write off	12,799	50,088
Other expenses	80,306	38,108
Advertising and marketing	471,430	247,793
Grant expenses (excl. payroll)	-	30,461
Payroll	6,195,962	4,220,121
Insurance	32,743	18,505
Audit fees	13,956	13,750
Total expenses	13,219,517	8,608,551
Surplus for the period	602,457	2,256,687
Other comprehensive income		
Revaluation of financial assets	(2,104,183)	1,372,282
Total comprehensive income	(1,501,726)	3,628,969

Statement of Financial Position As at 31 December 2022

	2022 \$	2021 \$
Assets		
Current assets		
Cash and cash equivalents	1,815,605	3,186,924
Trade receivables	628,274	519,776
Inventory	367,637	405,860
Other current assets	811,159	308,055
Total current assets	3,622,675	4,420,615
Non-current assets		
Property, plant and equipment	2,041,423	518,284
Intangible assets	145,634	-
Financial assets	15,402,710	16,766,623
Total non-current assets	17,589,767	17,284,907
Total assets	21,212,442	21,705,522
Liabilities		
Current liabilities		
Trade and other payables	695,238	748,381
Unidentified receipts	1,341	15,859
Employee entitlements	374,977	241,140
Unexpended government funding	37,008	301,903
Receipts in advance	938,696	1,394,460
Lease liability	350,206	65,206
Total current liabilities	2,397,466	2,766,949
Non-current liabilities		
Provisions	108,091	109,907
Non-current lease liability	1,379,946	-
Total non-current liabilities	1,488,037	109,907
Total liabilities	3,885,503	2,876,856
Net assets	17,326,940	18,828,666
Equity		
Retained surplus	19,431,123	17,456,384
Reserves	(2,104,183)	1,372,282
Total equity	17,326,940	18,828,666

Statement of Cash Flow

For the year ended 31 December 2022

	2022 \$	2021 \$
Cash flows from operating activities		
Current assets		
Receipts from:	1,752,163	1,665,302
Interest received	52,789	16,635
Other receipts	11,169,393	10,007,514
Payments to suppliers and employees	(14,013,557)	(8,971,195)
Net cash flows from operating activities	(1,039,212)	2,718,257
Cash flows from investing activities		
Purchase of property, plant and equipment	(365,582)	(538,018)
Payments for investment	33,474	(2,440,830)
Net cash flows used in investing activities	(332,108)	(2,978,848)
Net increase/(decrease) in cash and cash equivalents	(1,371,320)	(260,592)
Cash and cash equivalents at the beginning of the year	3,186,925	3,447,516
Cash and cash equivalents at the end of the year	1,815,605	3,186,924

Statement of Changes in Equity

For the year ended 31 December 2022

	Retained Surplus \$	Reserves \$	Total \$
Balance at 1 January 2021	14,427,184	772,513	15,199,697
Surplus for the year	2,256,687	-	2,256,687
Revaluation of financial assets	-	1,372,282	1,372,282
	2,256,687	1,372,282	3,628,969
Balance at 31 December 2021	16,683,871	2,144,795	18,828,666
Surplus for the year	602,457	-	602,457
Revaluation of financial assets	-	(2,104,183)	(2,104,183)
	602,457	(2,104,183)	(1,501,726)
Balance at 31 December 2022	17,286,328	40,612	17,326,940





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**MENTAL HEALTH
FIRST AID[®]**
Australia