

New industry-endorsed guidance available for employers assessing how to implement Mental Health First Aid in the workplace

[Wednesday 13th February, 00:01 GMT] Mental Health First Aid (MHFA) England has today launched best-practice [guidance for employers](#) on how to implement Mental Health First Aid in the workplace. This follows the Health and Safety Executive's (HSE) recent recommendation to include 'mental health trained first aiders' as part of employers' first aid needs assessments.

To date over 15,000 organisations across the country have already trained staff in MHFA England courses but that figure could rise substantially if the HSE's new guidance is adopted by employers. According to the regulator, 15.4 million working days are lost due to mental ill health every year, and with its updated guidance, there's now a need for employers across all sectors to understand how Mental Health First Aid training should be implemented in the workplace.

Simon Blake OBE, Chief Executive, Mental Health First Aid (MHFA) England

commented, "Our new guidance provides clear information to support employers in implementing Mental Health First Aid training in the workplace – ensuring that their first aid provision can effectively protect both the mental and physical health of their employees.

"Mental Health First Aid training should always be one part of a 'whole organisation' approach to mental health – helping thousands of employers to implement the core standards for a mentally healthy workplace, as set out in the Government's 'Thriving at Work' review, including improving mental health awareness and encouraging conversation about the support available."

Developed in consultation with leading employers PwC, Royal Mail, Thames Water and Three UK, the new guidance provides information on strategically embedding MHFA England training. It includes advice on how to recruit, promote and support staff trained in Mental Health First Aid as part of a whole organisation approach to workplace mental health.

Sally Evans, Wellbeing Lead, PwC said, "As an employer that is incorporating Mental Health First Aid training into our wellbeing strategy we were pleased to share our insights as part of the development of this new guidance.

"By offering this guidance, MHFA England is providing a clear set of considerations for employers looking at how to implement Mental Health First Aid training - whilst also

respecting that organisations of different shapes and sizes will need to take different approaches.”

Alongside this new advice, [strengthened guidance on the role of the person trained](#) in Mental Health First Aid skills has also been published to support the Role of the Mental Health First Aider. This covers the boundaries and responsibilities of those qualified at different levels; as Mental Health First Aiders, Mental Health First Aid Champions and Mental Health Aware.

Download the new guidance for employers at: mhfaengland.org/mhfa-centre/resources/for-workplaces/implementing-mhfa-employer-guide

The enhanced guidance for employees can be found at: mhfaengland.org/mhfa-centre/resources/for-workplaces/mhfa-guide-to-your-role

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Notes to editors

About MHFA England

- Mental Health First Aid (MHFA) England is a community interest company (CIC), established in 2009.
- MHFA is the mental health equivalent of physical first aid training and provides participants with the skills and confidence to recognise the signs and symptoms of common mental health issues and effectively guide a person towards the right support, be that self-help or professional services.
- To date over 350,000 people in England are trained in MHFA skills.
- The core principles of MHFA include: spotting the signs of a mental health issue, helping to prevent issues from getting worse and giving confidence in helping someone who is experiencing an issue.
- As well as the Adult MHFA course, the organisation runs a number of tailored courses including Youth MHFA, Higher Education MHFA, Armed Forces MHFA and Workplace MHFA.
- MHFA England’s vision is to normalise society’s attitudes and behaviours around mental health by developing the skills we need to look after our own and others’ wellbeing.
- More information about MHFA England and its courses can be found at mhfaengland.org or by emailing info@mhfaengland.org.
- News and announcements from MHFA England can be found at mhfaengland.org/mhfa-centre/news

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