



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

Workplace First Aid Includes Mental Health

Mental Health First Aid Canada
Mental Health Commission of Canada

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Topics to Cover:

- The State of Mental Health in Canada
- Mental Health in the Workplace
 - Strategies and tools
- Mental Health First Aid



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World Health Organization definition of Health:

Health is “a state of (complete) physical, mental and social well-being and not merely the absence of disease or infirmity.”



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Public Health Agency of Canada Definition of Mental Health:

Mental Health is “the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity.”



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What is a Mental Disorder?

A mental disorder causes major changes in a person's thinking, emotional state and behaviour, and disrupts the person's ability to work and carry out their usual personal relationships.



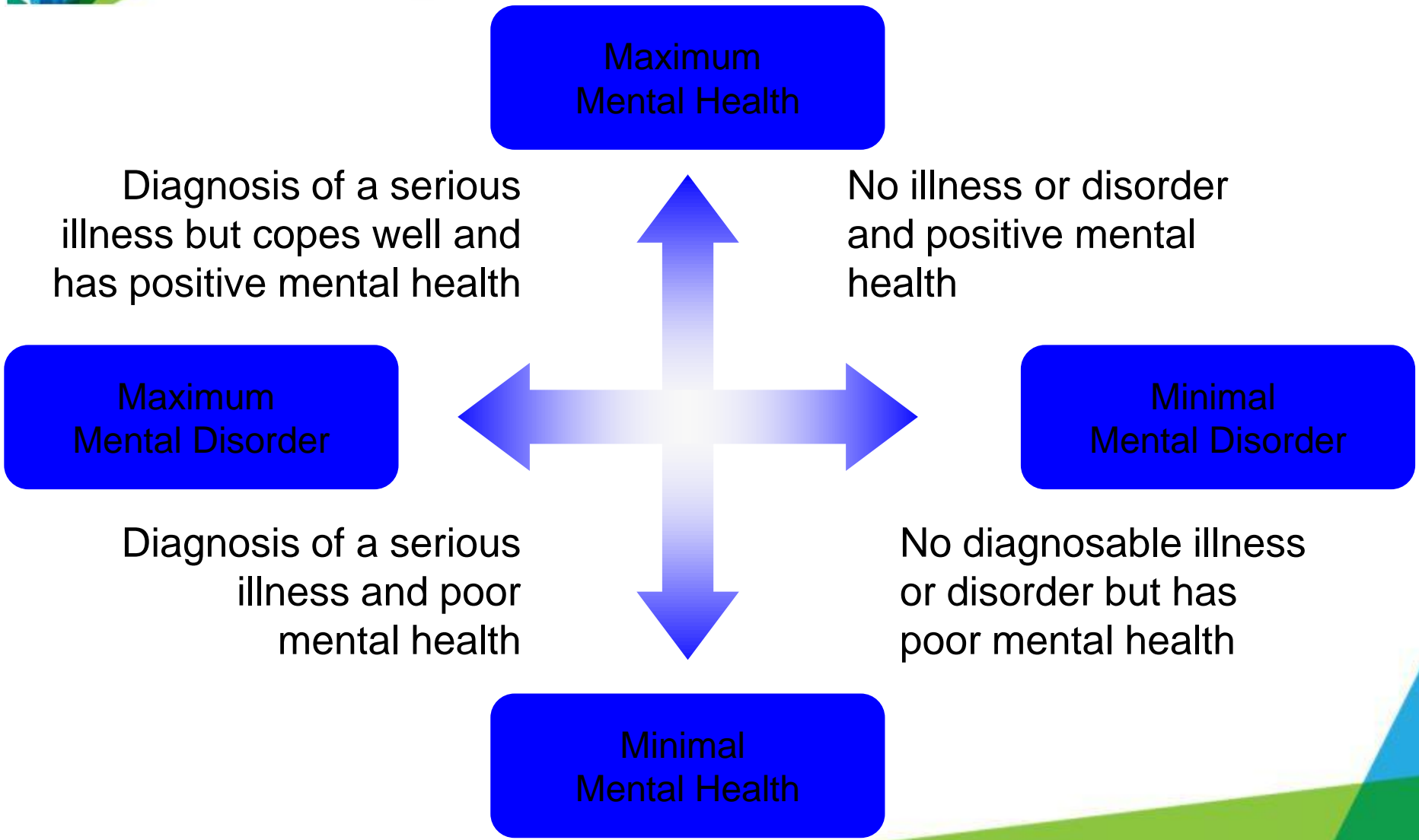
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What are Mental Health Problems?

A mental health problem is broader term that includes both mental disorders and symptoms of mental disorders which may not be severe enough to warrant a diagnosis of a mental disorder.



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Mental Health in Canada

- In any given year, **one in five people** in Canada experiences a mental health problem or illness, with a cost to the economy of well in excess of **\$50 billion**.
- More than **6.7 million** Canadians are living with a mental health problem or illness today.
- Only **one in three people** who experience a mental health problem or illness — and as few as one in four children or youth — report that they have sought and received services and treatment.
- In a recent study, only **63%** of people who had been hospitalized for depression had a follow-up visit with a physician within 30 days after discharge, compared to 99% of people with heart failure.



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Mental Health in Canada

- Of the **4,000 Canadians** who die every year as a result of suicide, most were confronting a mental health problem or illness (**90%**). (3,890 in 2009)
- Adults with severe mental health problems and illnesses die up to **25 years earlier** than adults in the general population
- The vast majority of people living with mental health problems and illnesses are **more likely to be victims** of violence than perpetrators.
- Estimates suggest that rates of serious mental health problems among federal offenders upon admission have increased by **60% to 70%** since 1997.



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Mental Health in Canada – Impact on Youth

- Up to **70%** of young adults living with mental health problems report that the symptoms started in childhood. Evidence shows that 50% of all mental health problems begin by age 14. 75% begin by age 24.
- Children with conduct disorders are **eight times more likely** to develop ADHD as teenagers. Teens with ADHD are twice as likely as other children to develop anxiety or a substance use disorder as adults.
- First Nations youth die by suicide about **five to six times** more often than non-Aboriginal youth.
- The suicide rates for Inuit are among the highest in the world, at **11 times the national average**, and for young Inuit men the rates are **28 times higher**.



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The Chronic Disease of the Young



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2006: Senate Committee publishes ***Out of the Shadows at Last*** – first and largest national study on mental health, mental illness and addictions

2007: The MHCC is created by the Government of Canada

MANDATE:

The MHCC is an action-based organization charged with collaborating with stakeholders and partners to help to transform the Canadian mental health landscape.

- Change attitudes and behaviours
- Support system change and improvements to services and support



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MHCC Strategic Priorities

1. To Be a Catalyst

MHCC is a catalyst for system and social change that leads to improved mental health for Canadians.

2. To Collaborate

The MHCC collaborates and partners with people and organizations that have a role to play in transforming the mental health system to accelerate change.

3. To Ensure Sustainability

Financial, Organizational, Social



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Extensive Consultations for the first-ever Mental Health Strategy for Canada

Some examples of stakeholders:

1. Leaders of the major mental health organizations
2. People with lived experience of mental health problems and illnesses
3. Family members
4. Community mental health agencies
5. Health professionals
6. Service managers
7. Academics and researchers
8. Senior officials in provincial, territorial and federal governments
9. First Nations, Inuit and Métis organizations



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Mental Health Strategy for Canada

A strategy for all people living in Canada

- Across the lifespan
- Promotion and prevention
- All mental health problems and illnesses
- Mental health and health systems but also education, justice, corrections, social policy, etc.

Builds on existing initiatives to set common priorities

- Sets out recommendations for action that are ambitious, yet practical and adaptable in each jurisdiction



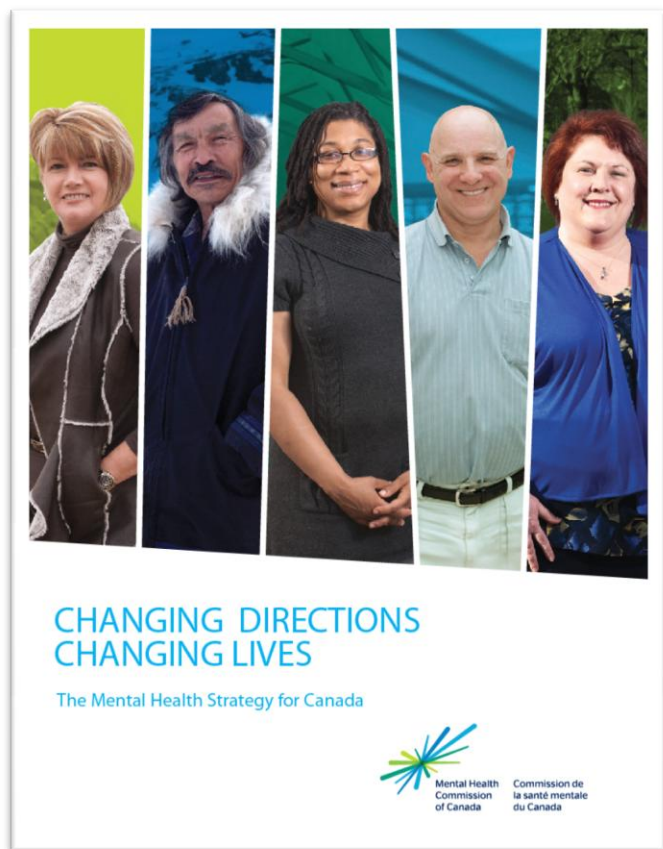
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Strategic Directions

- 1. Promote mental health and prevent mental illness in homes, schools and workplaces**
2. Focus on recovery and rights
3. Improve access to services, treatments and supports
4. Reduce disparities and respond to diversity
5. Recognize the distinct contributions and mental health needs of First Nations, Inuit and Métis
6. Mobilize leadership across all sectors and all levels of government



Workplace and Strategy



May 8th 2012 the MHCC launches the Mental Health Strategy for Canada :

- Priority 1.3: Create mentally healthy workplaces;
- Priority 2.2 – Actively involve people living with mental health problems and illnesses and their families in making decisions about service systems;
- Priority 2.3 – Uphold the rights of people living with mental health problems and illnesses.



Mental Health in the Workplace

- **82%** of organizations rank mental health conditions in their top three causes of short term disability (72% for long-term).
- The average responding organization in a recent study 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**.
- If unaddressed, the impact of mental health problems on lost productivity (due to absenteeism, presenteeism and turnover) will cost Canadian businesses **\$198B over the next 30 years**.



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Mental Health in the Workplace

- Mental health problems and illnesses are the number one cause of disability in Canada, estimated to account for nearly **30% of disability claims and 70% of the total costs.**
- In 2010, mental health conditions were responsible for **47%** of all approved disability claims in the federal civil service, almost double the percentage of twenty years earlier. The majority are for depression and anxiety related mental health problems.
- The longer someone is away from work due to illness, the less chance there is of a successful return to the workplace. (**6 months off – 50%, 9 months – 10%**)



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Mental Health in the Workplace

- Currently, **only 25%** of employees believe that their supervisor manages mental health issues effectively.
- Employers are increasingly being held **legally responsible** for psychological health and safety in the workplace.



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Work Place Realities

- Non-standardized work schedules
- Job insecurity and precarious employment
- Job strain



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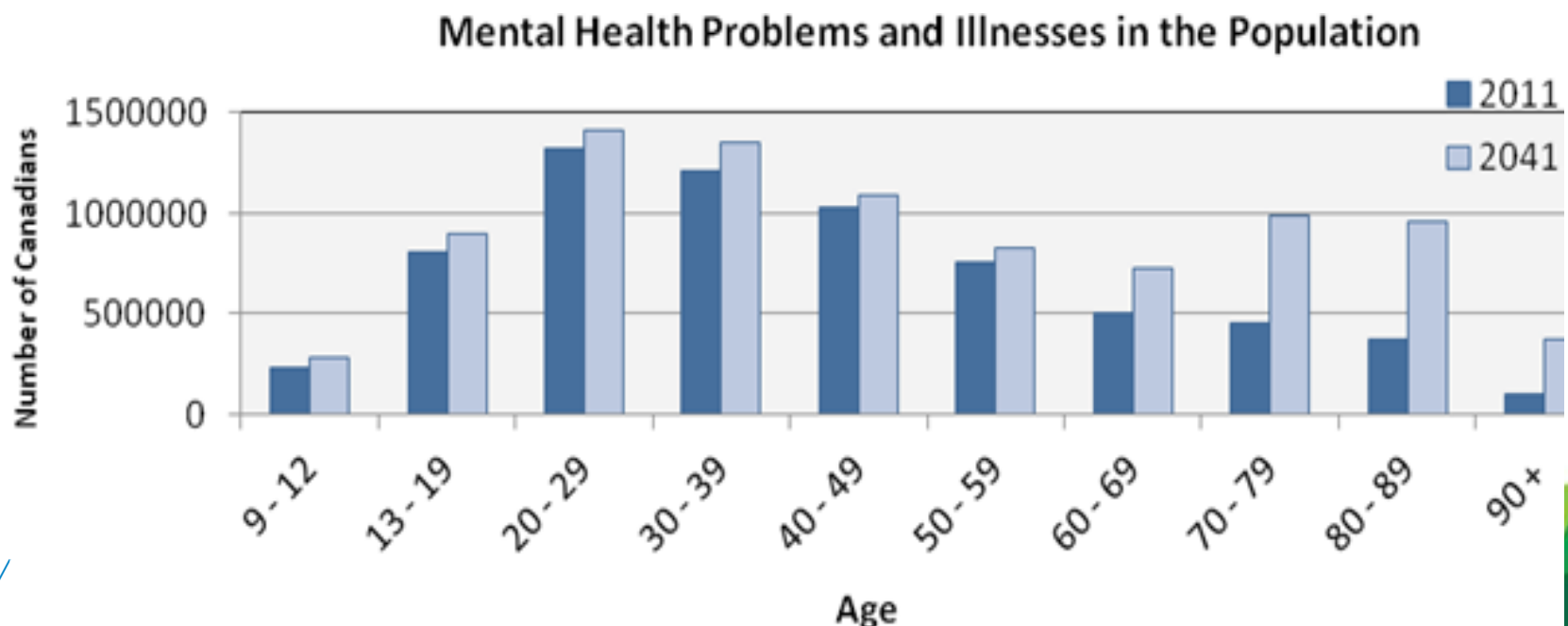
Psychologically Healthy & Safe Workplaces

- The workplace plays an essential part in maintaining positive mental health.
- Creating mentally healthy workplaces benefits Canadians as workers and helps their families.
- Young adults in their prime working years are among the hardest hit by mental health problems and illnesses and they spend more waking hours in the workplace than anywhere else.
- Outside the workplace, MH Promotion and MI Prevention are broad-based public health initiatives.



Impact During Prime Working Years

- One person in five in Canada will experience a mental health problem or illness, with those in their early working years being most affected.
- By age 35, about 50% of the population will have or have had a mental illness





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The Benefits of Positive Workplace Mental Health

- **Productivity**
- **Recruitment and Retention**
- **Cost Savings due to Disability and Absenteeism**
- **Conflict Reduction**
- **Operational Success**



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Psychological Health & Safety: An Action Guide for Employers

The reasons for attention:

- high rates of illness or injury leading to possible loss of skilled employees
- regulatory or legal sanctions for failing to recognize and make reasonable efforts to avert work-related injuries or incidents
- escalating costs related to increased benefits utilization, lost productivity, recruitment and replacement expenses, and insurance premiums
- negative impact on employee morale and engagement, customer and client relations, and organizational reputation



Action Guide

Guide identifies 24 employer actions to enhance and protect PH&S
Based on:

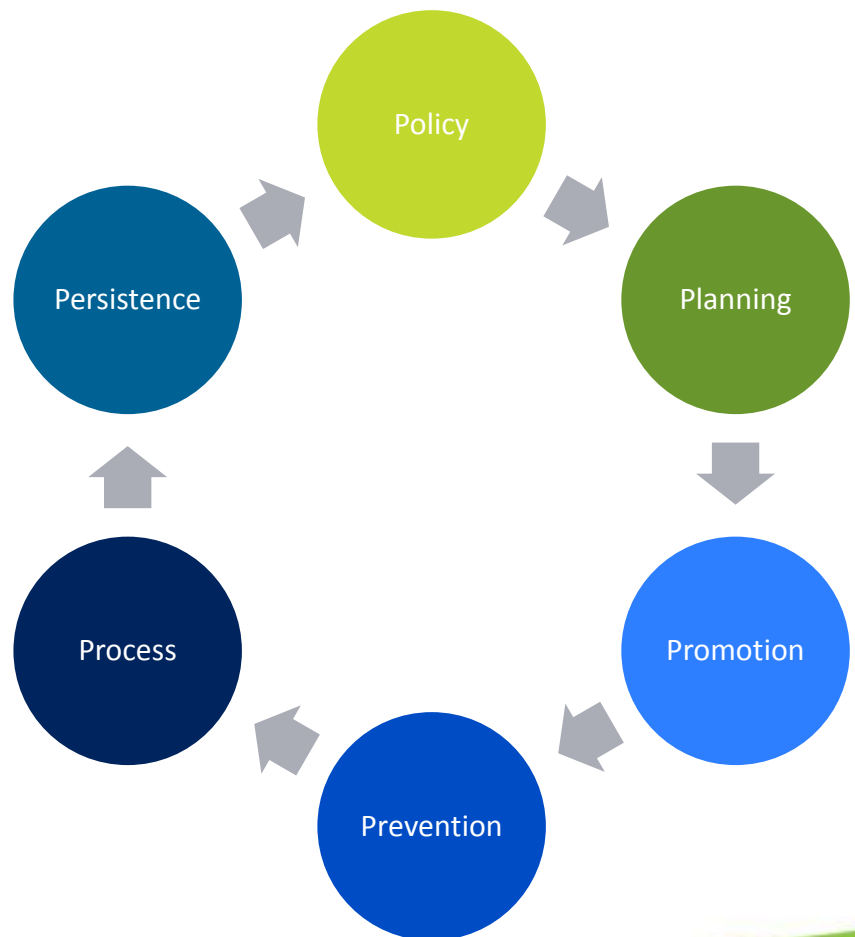
- Review of research and grey literature
- Interviews with leaders in Occupational Mental Health

Actions are:

- Evidence-consistent
- Practical in most settings
- Flexible



The P6 Framework





Promotion: Build Employee Resilience

- The ability to cope effectively with the stress of difficult life experiences

- Resilient people:
 - Overcome adversity quickly
 - ‘Bounce back’ from setbacks
 - Thrive under ongoing pressure without acting in dysfunctional or harmful ways.
 - Are quicker to return to equilibrium (not untouched)
 - May ‘bounce forward’ and develop new strengths



Resilience: How it is done

- Self-regulation
 - Efficient problem solving
 - Self-efficacy
 - Social support
-
- Promoting Adult Resilience (PAR) program
 - Delivered to groups of 8-14 individuals
 - Focus on:
 - Understanding personal strengths
 - Managing stress
 - Thinking about self and situation realistically
 - Problem solving
 - Managing interpersonal conflict

- **Available on the PHAC Best Practices Portal**



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National Standard on Psychological Health and Safety in the Workplace

Help prevent psychological harm from conditions in the workplace;

Help promote psychological health in the workplace through support.



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Scope

“... provides a framework to create and continually improve a psychologically healthy and safe workplace ...”

Guiding Principles

- Commitment by Senior Management
- Participation with all
- Integration of PHS
- Shared responsibility
- Focus on health, safety, awareness and promotion



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Informative Annexes

- Supplemental Background and Context
- Resources for Building a PHS Framework
- Sample Implementation Models
- Case Studies
- Sample Audit Tool
- Discussion of Relevant Legislation or Regulation as of Sept 2011
- Related Standards and Guides
- Informative References



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What can you do next to kick-start action?





MENTAL HEALTH FIRST AID

- Supports the Mental Health Strategy for Canada

“People need knowledge and skills which help them to recognize mental health problems and illnesses, in themselves or others, so that everyone can obtain the support that they need as early as possible... Ideally, acquiring this kind of knowledge of mental health and mental illness will become as widespread as training in first aid for physical injuries and illnesses.”

- Supports the Action Guide for Employers

“The enhancement of knowledge about psychological health to facilitate recognition, identification, and management of psychological problems.”

- Will support the National Standard for Psychological Health and Safety



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MHFA around the world

- Orygen Research Centre
 - University of Melbourne, Australia
 - Dr. Anthony Jorm, Researcher Betty Kitchener
- MHFA Internationally –21 countries
- MHFA Canada
 - 10 provinces and 3 territories
 - 60,000+ Canadians trained
 - 700+ MHFA Instructors



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What is Mental Health First Aid?

Mental health first aid is the help provided to a person developing a mental health problem or in a mental health crisis.

The first aid is given until appropriate professional help is received or until the crisis is resolved.



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Aims of Mental Health First Aid

Preserve life where a person may be a danger to themselves or others

Provide help to prevent the mental health problem from becoming more serious

Promote the recovery of good mental health

Provide comfort to a person experiencing a mental health problem



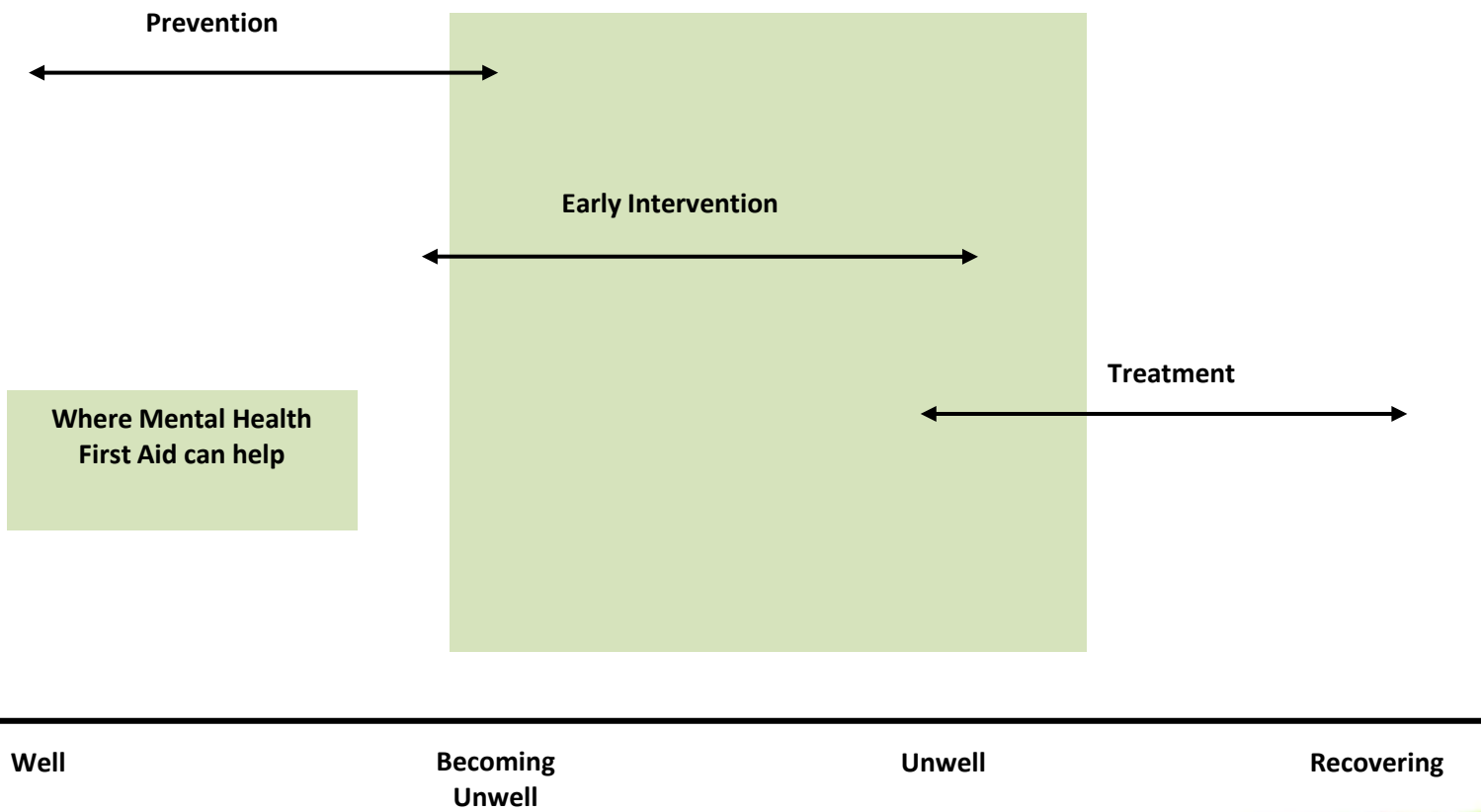
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Why Mental Health First Aid?

- Professional help is not always on hand
- People often do not know how to respond
- Not everyone seeks treatment or realizes they need help
- Many people are not well informed about mental health/problems



Spectrum of Interventions for Mental Health Problems





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MHFA Course Content

Signs and Symptoms

- Substance Related Disorders
- Mood Disorders
- Anxiety Disorders
- Psychotic Disorders
- Deliberate Self-Injury (Youth Course)
- Eating Disorders (Youth Course)

Crisis First Aid

- Suicidal behaviour
- Overdoses
- Panic Attacks
- Reactions to traumatic events
- Psychotic episodes



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Why Mental Health First Aid?

There is stigma associated with mental health problems

Imagine if we treated everyone like we treat people with mental illness.



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The Goals of the MHFA Program

Improve Canadians' knowledge and awareness of mental health

Reduce stigma and discrimination

Promote early detection and intervention

Provide participants with the skills to assist a person that is developing a mental health problem or experiencing a mental health crisis

Ensure that preparedness for mental health problems becomes as intuitive and commonplace as it is for physical health.



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Evidence Based Outcomes

Obtained through randomized controlled trials and qualitative studies
MHFA increases knowledge, reduces stigma and, most importantly, increases supportive actions
improves the mental health of first aiders

These findings are consistent even 6 months following the course.

Evidence has shown that individuals who complete the 12-hour basic course have:

- Significantly greater recognition of the most common mental health disorders
- Decreased social distance from people with mental disorders
- Increased confidence in providing help to others
- Demonstrated increase in help actually provided



MHFA as a PHAC Best Practice Intervention

BEST PRACTICE INTERVENTIONS	
Home	Home > Interventions-At-A-Glance > Mental Health First Aid Canada
Interventions	
Interventions-at-a-Glance	MENTAL HEALTH FIRST AID CANADA
Intervention Search Centre	
Systematic Review Sites	
About Our Process	
Recommend an Intervention	<p>Mental Health First Aid (MHFA) is the help provided to a person developing a mental health problem or experiencing a mental health crisis. 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.</p>
Population Health Approach: the Organizing Framework	
Partners	<p>The MHFA Canada program aims to improve mental health literacy, and provide the skills and knowledge to help people better manage potential or developing mental health problems in themselves, a family member, a friend or a colleague.</p>
Join/Login	
Help and Feedback	
About Us	<p>The program teaches people how to recognize the signs and symptoms of mental health problems, provide initial help, and guide a person towards appropriate professional help. MHFA shares the same overall purpose as traditional first aid – to save lives. It aims to preserve life where a person may be a danger to themselves or others, provide help to prevent the mental health problem from developing into a more serious state, promote the recovery of good mental health, and provide comfort to a person experiencing a mental health problem.</p>
QUICK ACCESS BAR	
Selection Criteria	
Recommend an Intervention	
FAQs	<p>MHFA Canada has a basic course for adults, as well as a course specifically tailored for adults who interact with youth. These are 12 and 14 hour long courses, usually delivered in two back to back days.</p>
Glossary	
Contact Us	<p>More than 60,000 Canadians are now trained in Mental Health First Aid (MHFA).</p>
<div style="display: flex; justify-content: space-around;"> Visit Intervention Site Download Complete Intervention Summary </div>	



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ALWAYS REMEMBER

**MHFA does not train people to
become counselors or
therapists.**



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Thank you

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