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du Canada

Workplace First Aid Includes Mental Health

Mental Health First Aid Canada
Mental Health Commission of Canada

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Introduction





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Who am I?

SJORS

REIJERS

Pronounced SHORES

Pronounced RYERS

SHORES RYERS



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Agenda

- Introductions (well done!)
- A Common Understanding of Mental Health
- Mental Health First Aid 101
- Mental Health and the Workplace
- Closing



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There is stigma associated with mental health problems

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

HEART DISEASE. JUST ANOTHER EXCUSE FOR LAZY PEOPLE NOT TO WORK.

IMAGINE IF WE TREATED EVERYONE LIKE WE TREAT THE MENTALLY ILL.

Shocking, isn't it? But it's true. People simply don't take mental illnesses seriously. They assume that those with mental illness are weak or somehow at fault for their suffering. But like heart disease or any other serious affliction, people with mental illness can't get better by themselves. The Canadian Psychiatric Research Foundation raises money to research mental illnesses in the hope of finding cures. Still, research into these diseases, which strike 1 in 5 Canadians, remains drastically underfunded. And that's as unsettling as the headline. We need your help. If you can, please give. Call 1-800-915-CPRF or visit www.cprf.ca



MENTAL ILLNESS IS REAL. HELP US FIND A CURE.

A LOT OF PEOPLE GET CANCER BECAUSE THEY JUST CAN'T DEAL WITH REALITY.

IMAGINE IF WE TREATED EVERYONE LIKE WE TREAT THE MENTALLY ILL.

Shocking, isn't it? But it's true. People simply don't take mental illnesses seriously. They assume that those with mental illness are weak or somehow at fault for their suffering. But like cancer or any other serious affliction, people with mental illness can't get better by themselves. The Canadian Psychiatric Research Foundation raises money to research mental illnesses in the hope of finding cures. Still, research into these diseases, which strike 1 in 5 Canadians, remains drastically underfunded. And that's as unsettling as the headline. We need your help. If you can, please give. Call 1-800-915-CPRF or visit www.cprf.ca



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Why Mental Health First Aid?

- Mental health problems are common
- Professional help is not always on hand
- Members of the general public often do not know how to respond
- There is stigma associated with mental health problems
- Not everyone with a mental health problem seeks treatment
- People may lack the insight to realize that they need help or that help is available
- Many people are not well informed



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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.



Myths and Facts about Mental Health Problems

MYTH Mental health problems are rare

FACT One in five people will experience a mental health problem in the course of a year

MYTH People with mental health problems never recover

FACT With the right support most people with mental health problems get better

MYTH People with depression could just “snap out of it” if they wanted to

FACT People with depression have serious symptoms which aren't in their control



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How disabling are mental health problems?

“Disability” refers to the amount of disruption that a health problem causes to a person’s ability to work, look after themselves, and carry on their relationships.

Moderate depression is similar in disability to deafness.

Severe PTSD is comparable to paraplegia



Activity: Rank the Disorders

- Each table has a list of physical and mental disorders
- As a group, rank them in order from least disabling to most disabling
- Some can be equally disabling
- 9 minutes to complete the exercise



Results (from least to most disabling):

gingivitis

mild asthma

low back pain

uncomplicated diabetes

mild depression

epilepsy

mild/moderate panic disorder

anorexia

mild/moderate obsessive compulsive disorder

non-invasive breast cancer

Moderate depression

severe asthma

complete hearing loss

chronic hepatitis B infection

Severe vision loss

operable small cell lung cancer

Severe post traumatic stress disorder

paraplegia

Severe depression

brain injury with permanent impairments

Severe schizophrenia

quadriplegia

end-stage Parkinson's disease

severe dementia



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Activity: Rank the Disorders - Source

19. Stouthard, M.E.A., Essink–Bot. M.L., Bonsel, G.J., Barendregt, J.J., Kramer, P.G., vande Water, H.P.A., Gunning–Schepers, L.J., & van der Maas, P.J. (1997). *Disability weights for diseases in the Netherlands*. 1997. Erasmus University, Rotterdam. Note: Further information on disability weights can be found on the Disease Control Priorities Project website
<http://www.dcp2.org/pubs/GBD/3/Table/3.A6>



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MHFA Mission

Ensure every Canadian is within reach of effective mental health first aid.



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MHFA At a Glance: January 2013 – July 2015

4,820 courses delivered by

1,037 instructors to

76,000 participants from

14,000 organizations in

5,000 communities in every province and territory.



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Aims of First Aid

Preserve life

Prevent deterioration of injury or illness

Promote healing

Provide comfort to the ill or injured



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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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Evidence Based Outcomes

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



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Three primary objectives and outcomes:

1. Increase recognition of signs and symptoms (specific component)
2. Increase helping behaviour (specific component)
3. Decrease stigma (woven throughout the course)

The ability to start conversations, provide encouragement, and steer toward appropriate resources are included.



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Current State: MHFA

MHFA Developed in Australia

- Orygen Research, University of Melbourne
- Dr Anthony Jorm, Researcher Betty Kitchener

MHFA Internationally

- 23 countries

MHFA Canada

- 1500 MHFA Instructors
- 150,000 Canadians trained in Mental Health First Aid
- 10 provinces and 3 territories



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The Course

Basic: 12 hours / 2 days / 4 sessions

Adults who Interact with Youth:
14 hours / 2 days / 4 sessions

Northern Peoples:
21 hours/3 days

Instructor Training:
5 days – Basic or Youth
6 days – Northern Peoples



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Signs and Symptoms

Recognizing signs and symptoms of developing mental health problems:

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



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Crisis First Aid Skills

Mental Health First Aid is the help provided to a person **developing** a mental health problem or **experiencing** a mental health crisis:

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

Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is provided until appropriate support is found or until the crisis is resolved.



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ALGEE

The foundation of the MHFA course: Learning how to have a confident and productive conversation about mental health

Assess the risk of suicide and/or harm

Listen nonjudgmentally

Give reassurance

Encourage professional support

Encourage other support



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ACTIVITY: LISTENING

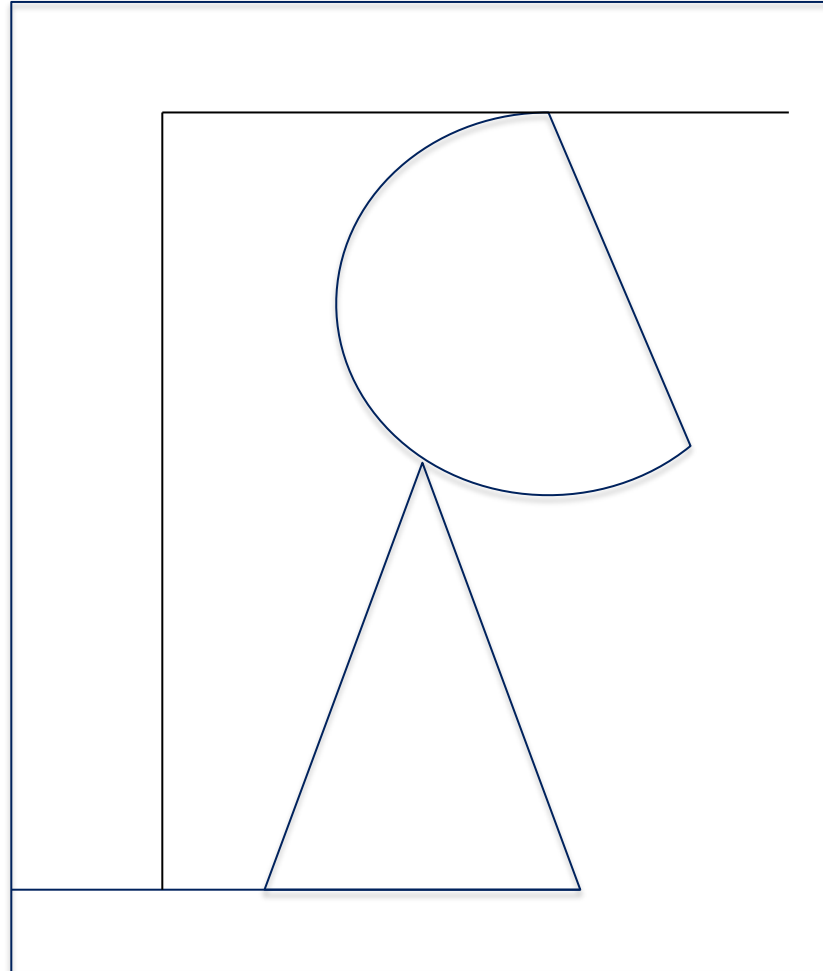
1. Find a partner.
2. Partner 1: Sit facing the projector
3. Partner 2: Sit facing away from the projector with a pen and paper

For us to enjoy ourselves in this activity, it is important that Partner 2 does not sneak a peak at the screen at any point.

Promise?



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



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Intended Audience

Everyone





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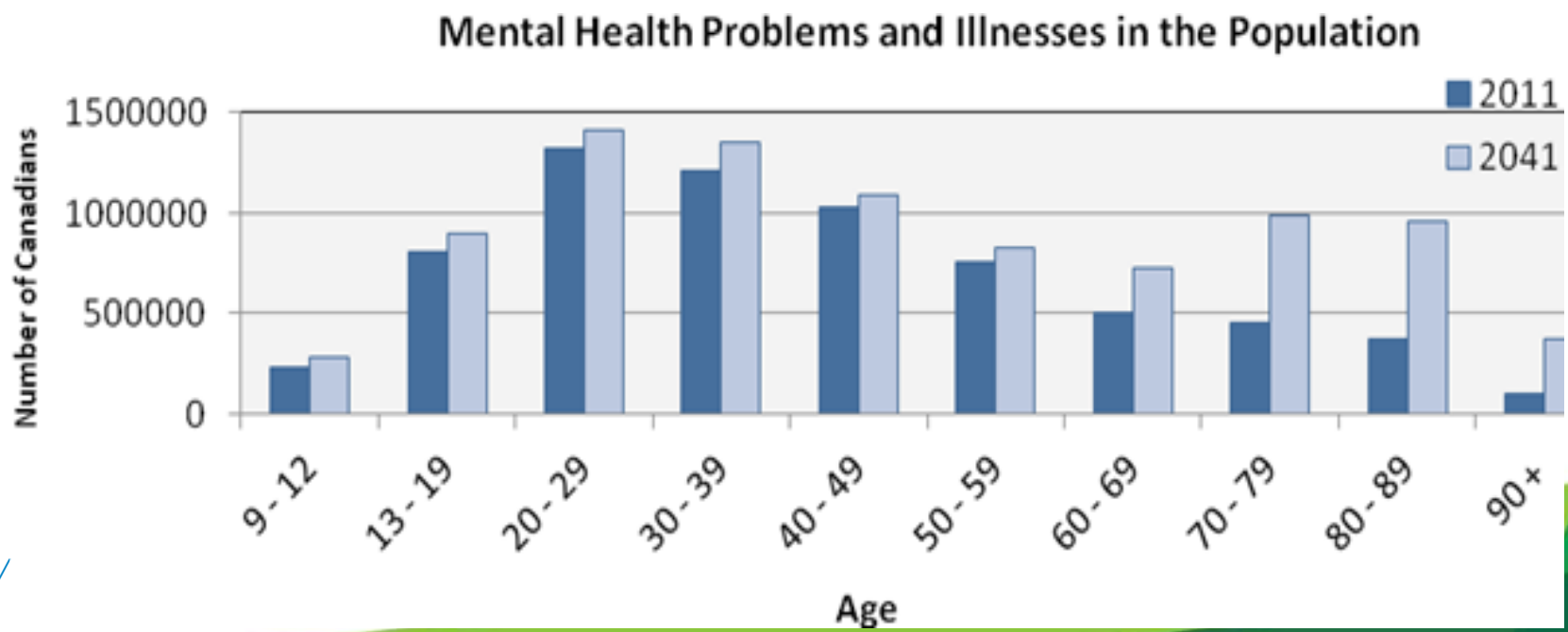
Psychologically Healthy & Safe Workplaces

- 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.



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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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.
- 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

- 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.
- 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**.



Mental Health and Violence

- You are as likely to be struck by lightning as to be killed by a stranger who is mentally ill (odds of 1 in 10 million)
- People with severe mental illness are more likely to be the victims than perpetrators of violent crime
- People with mental illness are far more likely to harm themselves than harm others
- The public is more at risk of violence from young men under the influence of alcohol than from people who are mentally ill



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.

- Nearly **3 in 4 people** (73%) say they have stopped doing things they wanted to do because of fear of stigma and discrimination



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Work Place Realities

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



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Activity: Penny Draw



Activity: Penny Draw





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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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Making the Case for Investment

Course options:

1. Send staff to become MHFA instructors
2. Attend a public MHFA course
3. Host an MHFA course in your workplace

How managers and staff work together to make mental health a priority for workplace health and safety:



Our Mental and Emotional Well-being

The Happiness Hour

Aim: To encourage you to think about the practicalities of finding time and creating opportunities to enjoy yourself

- Imagine you have one hour totally to yourself
- What activity would you choose to do?
- How often do you have a happiness hour?
- What practical strategies can you think of to ensure you have regular time to yourself?



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*Coming together is a beginning.
Keeping together is progress.
Working together is success.*

~ Henry Ford



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Thank you

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