



# Mental Health First Aid

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# Creating Culture Change; Mental Health

- Introduction
- Journey of creating change
  - Why create change?
  - How to manage organisational change
- Summary
- Questions

# Mental Health –why create change?

- Over half (57%) of UK employees have experienced a mental health issue while in employment (Canada Life, 2015)
- Mental ill health is the third biggest cause of absenteeism in the workplace (Office for National Statistics, 2014)
- Meanwhile, 'presenteeism' accounts for 1.5 as much working time lost on top of absence – also more costly as more common in higher-paid staff (Centre for Mental Health, 2010; CIPD, 2011)
- In total, mental ill health costs the UK economy £70 billion per year (Organisation for Economic Co-operation and Development, 2014)
- Mental ill health costs UK businesses £1,000 per employee each year (Sainsbury Centre, 2007)
- 15.2 million days of work days were lost in 2013 due to stress, anxiety or depression (ONS, 2014)

# How to manage organisational change

- This is ME  
[This is ME Campaign](#)
- Are you ready as an organisation?
- Can you show support across your organisations hierarchy?
- Can you respond to needs as they arise?
- How are you going to ensure the continuity of message?
- Time to Change pledge  
[Time to Change](#)
- Mind workplace guide  
[Mind workplace guide](#)

# Summary

- Culture change around mental health is important for the health of all our businesses
- Evidence is available
- Learn from others and best practice
- Choose the right approach for your business
- We can all play a part



# Mental Health First Aid England

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# What will you learn on an MHFA England course?

- Recognise the signs and symptoms of common mental health issues
- Provide help on a first aid basis
- Effectively guide others to the appropriate support