



Free Mental Health First Aid training for your workplace

Receive free training as part of the EMPOWER three-year study

Poor mental wellbeing in the workplace has a significant impact both on individual businesses and on the economy as a whole. It is estimated that the business cost of mental ill health at work is almost £35 billion a year nationwide – the equivalent of £1,300 for every person employed in every UK business¹. There is increasing understanding that employers can reduce some of these costs by taking positive action to improve mental health at work and create supportive, healthier, more productive businesses.

Centre for Mental Health has been commissioned by social enterprise Mental Health First Aid England to work with London South Bank University (LSBU) on a large-scale study of the benefits of MHFA England's Two Day course to employers, employees and those who experience poor mental health in the workplace.

We are now recruiting companies to take part in the study and, in doing so, receive free MHFA England training.

The research



The Centre and LBSU are seeking employers of different types and sizes with limited or no prior experience of MHFA England training to participate in this study.

Any employer that meets the criteria for taking part in the study will receive free MHFA England training. For every 50 employees within the organisation, one member of staff will be eligible to take part in an MHFA England Two Day course (RRP £300), qualifying them as a Mental Health First Aider.

How the research will work

Initially, every employer taking part will be randomly allocated to join one of two groups:

1. Those who will receive MHFA England training soon after joining the study.
2. Those who will receive MHFA England training around 12 months after joining the study.

The companies randomly allocated to be in the second group will be able to take up the training after around 12 months. For those companies, MHFA England can provide a consultation on mental wellbeing in the workplace whilst waiting for the training.

Each employer taking part in the study will be asked to give the research team access to their workplace to collect data, for example:

- Sickness rates
- Details on recruitment & retention
- Data on productivity (e.g. before and for a period after the training) so that we can measure any economic benefits
- To interview and periodically test the knowledge of those receiving MHFA England training
- To interview and survey people from the wider workforce who may have benefited from MHFA intervention. These interviews will take 30-60 minutes to complete.

The research team will of course treat all data in the strictest confidence and all reporting on the results of the study will be anonymised.

We will ask all companies to provide anonymised data at intervals over the course of the research on:

- Recruitment
- Retention
- Sickness
- Productivity (we will agree what is the best measure for each company).

We will ask you to contact all employees to send them details of how they can take part in the research. This will usually involve sending them an email with an online link to a survey that takes around 30 minutes to complete. This link will also work with smartphones.

Employees will use this link to decide to:

- Consent to be part of the study
- Complete some questionnaires (which they will need to complete at several points over the course of the research)
- Consent to be interviewed. We will try to interview around six people from each company and these will be across all levels of the company.



The interviews will take place once only over the course of the research. Some people we interview will have received the MHFA England training, some will be general employees, and some will be people who have received an MHFA intervention from a colleague.

If you are interested in finding out more about free MHFA England training, the criteria for this study and taking part, please contact Dr Graham Durcan at mhfaproject@centreformentalhealth.org.uk

¹Parsonage, M. and Saini, G. (2017) Mental health at work: The business costs ten years on. London: Centre for Mental Health