

Best Practice Injury Management Mental Health

The best practice work-related mental health training is designed to raise awareness, build resilience and promote a supportive workplace culture that prioritises mental health and wellbeing. The training program addresses common mental health challenges in the workplace and equips employees and management with the knowledge, skills, and tools necessary to recognise, respond to and manage mental health issues effectively.

For further information please contact:

Natasha Henson

Client Director – People Solutions

natasha.henson@lockton.com

+61 407 315 979



Key Course Components

Understanding Mental Health

The training provides an overview of national workplace injury statistics, highlighting key safety trends. It also covers mental health topics, including common disorders, their causes, workplace prevalence, and how to recognise signs of mental distress for early intervention.

Reducing Stigma

The training focuses on reducing mental health stigma by promoting open, non-judgmental discussions about mental health issues. Participants gain insights into the negative effects of stigma on those seeking help and learn strategies to cultivate a supportive and inclusive work environment.

Communication Skills

This component focuses on how to discuss mental health concerns with employees, colleagues, and managers in a sensitive and respectful manner. Participants learn techniques to approach conversations with empathy, ensuring that discussions are supportive and constructive.

Supporting Colleagues

This section provides guidance on how to support colleagues experiencing mental health challenges, including active listening skills, offering empathy and understanding and providing appropriate referrals to mental health resources and support services.

Mental Health First Aid – General Overview

An introduction to Mental Health First Aid is also provided, equipping employees with the basic skills and knowledge needed to provide initial support to someone experiencing a mental health crisis or developing a mental health issue. This section empowers participants to act as first responders in critical situations, offering immediate assistance and guiding the person towards professional help.

Training and Education Initiatives

The importance of ongoing training and education initiatives to raise awareness of mental health issues, reduce stigma and equip employees and managers with the skills and knowledge necessary to support mental well-being in the workplace.

Self-Care for Employees and Managers

Training on self-care strategies for employees and managers to manage stress, maintain work-life balance and prioritise their mental well-being.



Training Delivery

The training program is delivered through a combination of presentations, interactive exercises, and case studies, ensuring that participants gain both theoretical knowledge and practical skills. Role-playing scenarios are used to simulate real-world situations, helping participants apply what they have learned in a safe, controlled environment. The sessions are led by Mental Health First Aid Australia Licenced Instructor who will provide valuable insights and personalised feedback to enhance the learning experience.



Benefits

- Increased awareness and understanding of mental health issues in the workplace.
- Reduced stigma surrounding mental health and increased willingness to seek help.
- Enhanced support networks and communication channels for employees experiencing mental health challenges.
- Employers will be empowered to proactively manage mental health workplace injuries, cultivate a culture of psychological safety and create an environment where employees feel supported, valued and empowered to thrive.