HEALTHIER MIND

Mental Health First Aider – Escalation Process and Self-Care

November 2021



Escalation Process

3. MHFA still has concerns about the safety of the team member – Raise this to HR Business Partner

2. MHFA conducts initial conversation and sign posts them to the company support - EAP and Nurse Helpline

1. MHFA Identifies a team member is at possible risk 4. HR Business Partner and Unit Manager to **liaise** regarding next steps

> 5. HR and Occupational Health to intervene only if the team member refuses to seek additional professional health

Emergency Contact for **Defence and Government Services**: If we believe there is a **immediate risk to life contact 999 and notify your Line Manager**. Emergency Contact for **Offshore**: this would be done via the Offshore Installation Manager and Medic, which would in turn result in a SARS Helicopter being organised

Do not put yourself or anyone else at risk, if in doubt follow the escalation process. Remember there is a network of MHFA within ESS – contact one of them for support if needed. Please note members of the HR team that are MHFA: Jason Webb, Robyn Murray, Fiona Carlaw & Harjeet Moore

Self-Care

Supporting a person who has depression or suicidal thoughts can be shocking and stressful

- Don't underestimate the effect on your own wellbeing
- Find ways of reducing immediate stress
- Find someone to talk to about your experiences
- Write your own support list

Immediate stress reduction techniques:

- Exercise
- Mindfulness and relaxation techniques
- Talking
- Sleep
- Find something to do that makes you happy
- Remember we have the EAP support that we can all access
- If you need to talk to some please reach out to Evan Judge, Allan Errington or Harjeet Moore

