



P.o.P (POWER OF PRINT) SUMMIT '25
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CLASS NOTES
MHFA + EAP Planning
for your Business





Mental Wellbeing

Mental Health First Aid and Employee Assistance Programs for your Business.

Steven Gamble

Founder, Anchor Health Group

Steven is the Founder of Anchor Health. Anchor Health is a social enterprise formed in 2017 to support the mental and emotional health of Australians through education and psychological support. The organisation and its supporters have funded tens of thousands of education programs across Australia.

Anchor Health is passionate about delivering positive outcomes for all Australians, with a percentage of all profits going back into community programs.

Steven's passion is to increase the mental health literacy level of all Australians and support generational change in the way we address mental health within our community, family units and workplaces. All with the ultimate aim of reducing the suicide rate in both youth and adults.



“MHFA training equips businesses with the tools to address mental health challenges proactively, fostering a workplace culture that supports early intervention, open communication, and long-term resilience.”

Steven Gamble

Mental health is an ongoing concern in workplaces, with many employees experiencing stress, anxiety, or other mental health challenges. Employers have a responsibility to create a supportive work environment by implementing structured mental health plans, including Mental Health First Aid (MHFA) training and Employee Assistance Programs (EAPs). This session outlines how businesses can develop and integrate these initiatives to foster a culture of well-being, resilience, and proactive support.

MENTAL HEALTH FIRST AID (MHFA) - WHY IT MATTERS

MHFA is a structured approach to identifying and supporting employees struggling with mental health challenges. Similar to physical first aid, it enables trained individuals to respond effectively to crises and provide initial support until professional help is available.

Key benefits of MHFA training:



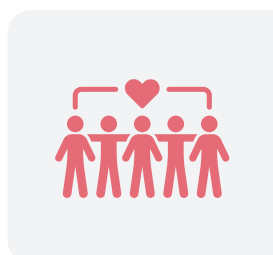
Early Intervention

Employees learn to recognize early signs of distress and take action before issues escalate.



Reduction in Stigma

Encourages open conversations about mental health, making employees feel more comfortable seeking help.



Stronger Workplace Culture

Demonstrates employer commitment to employee well-being, increasing engagement and productivity.

EMPLOYEE ASSISTANCE PROGRAMS (EAPs) -

A STRATEGIC APPROACH

EAPs provide confidential professional support for employees facing mental health, financial, or personal challenges. These programs can improve employee well-being, reduce absenteeism, and enhance overall workplace morale. Key benefits of MHFA training:

Steps to Implementing an Effective EAP:

- 1 SELECTING THE RIGHT PROVIDER**
 Ensure they offer a comprehensive range of support services, including counseling and crisis intervention.
- 2 PROMOTING AWARENESS**
 Employees must know about the program and feel encouraged to use it without stigma.
- 3 MONITORING AND EVALUATING EFFECTIVENESS**
 Regular feedback and usage data (while maintaining confidentiality) help refine and improve the program.

An effective EAP provides employees with accessible, professional support that not only helps individuals but also contributes to a healthier and more engaged workforce, improving productivity and overall workplace culture.

INTEGRATING MENTAL HEALTH STRATEGICS INTO WORKPLACE POLICY

For MHFA and EAPs to be successful, they must be integrated into company policies rather than treated as standalone initiatives.

KEY ELEMENTS FOR POLICY INTEGRATION:

A

LEADERSHIP BUY-IN

Senior management must advocate for and actively support mental health initiatives.

B

CLEAR COMMUNICATION CHANNELS

Employees should know where to access mental health resources and how to report concerns.

C

REGULAR TRAINING AND REFRESHERS

Mental health policies should evolve with ongoing education and awareness programs.

“A well-structured mental health strategy protects employees, reduces workplace stress, and builds a culture of care and productivity, ensuring businesses thrive while supporting their workforce’s well-being.”

CHALLENGES AND OVERCOMING RESISTANCE

Addressing mental health challenges in the workplace requires proactive leadership, education, and gradual implementation, ensuring that both employees and management see the value and benefits of these initiatives over time.

COMMON CHALLENGES & SOLUTIONS:



Cost Concerns –
Start small with internal awareness campaigns before scaling up to professional programs.



Stigma + Resistance –
Encourage leadership to lead by example in discussing mental health openly. programs.



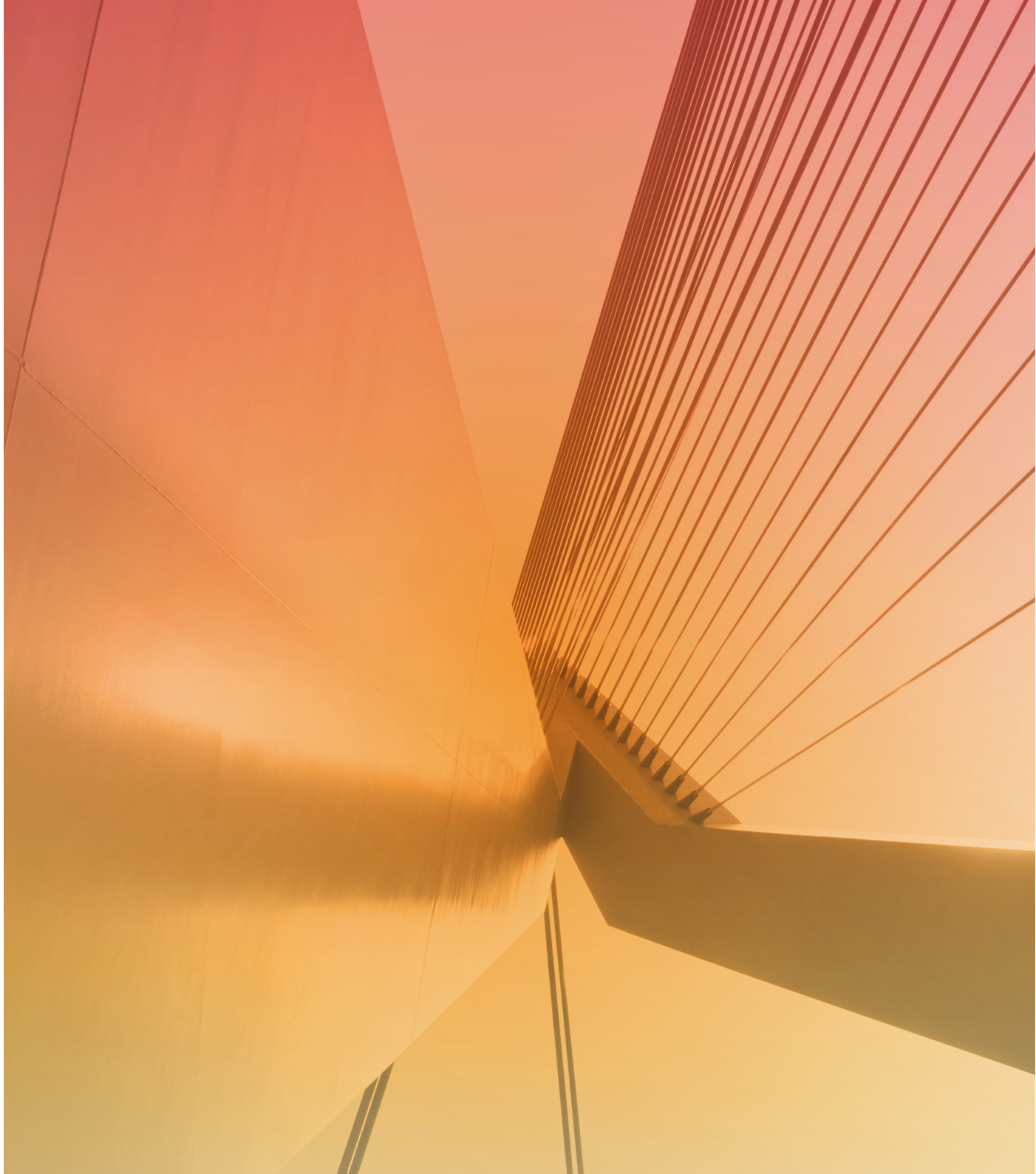
Uncertainty About Effectiveness –
Gather data on employee well-being and track improvements over time.

Addressing mental health challenges in the workplace requires proactive leadership, education, and gradual implementation, ensuring that Mental health is a workplace priority, and businesses must take active steps to integrate support programs.

MHFA and EAPs are proven strategies that help businesses create healthier, more resilient workplaces.

Clear policies, leadership advocacy, and continuous education ensure the long-term success of these initiatives.

Companies can start with small, practical steps and expand programs as their workforce becomes more engaged.



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