

Purpose of Mental Health Education for Employees

- **Increase Mental Health literacy**
- **Increase understanding of personal risk**
- **Increase help seeking behaviour**
- **Increase willingness to intervene with peer**



Mental Health Training must address recognised risks

RISK 1 31% of those in trouble don't recognise their risk

RISK 2 35% of those who recognise their risk don't seek help

RISK 3 50% of supervisors don't recognise risk and hence don't intervene



Is Mental Health Training Effective?

Site	2014 referrals	2015 referrals	Percentage change
Corporate Office	8.8%	7.8%	-11.4%
Site A	15.0%	20.0%	33.3%
Site B	4.4%	8.6%	95.5%
Site C	6.3%	9.5%	50.8%
Site D	5.9%	13.0%	120.3%
Site E	5.2%	6.2%	19.2%
Site F	6.7%	13.4%	100.0%
Overall EAP Referral Rate	6.70%	9.80%	46.3%



EAP Referral Rates : 2015

- Increased EAP Referral Rate From 2014 to 2015
 - **9.8% from 6.7%**
 - **46.3% INCREASE**
- Increased Family referral rate
 - **24.2% from 17.7%**
- Increased Suggested Referral rate from Supervisors
 - **11.2% from 8.4%**

