

Job Description

Expression of Interest

Job Title	Mental Health First Aider (MHFA)
Grade	Open to all grades
Vacancy Status	Permanent – The role is in addition to the applicants existing job role
Location	All CMG sites
Business Area	All CMG regions
Working Pattern	Any Working pattern type
Eligibility	All DWP Employees AA to Senior Civil Service. We are keen to attract applicants from all grades and backgrounds so that our MHFA team represents our diverse work force.
Terms of Transfer	This is a voluntary position and is in addition to current role
Background	<p>In the UK around 70 million working days are lost each year due to mental ill health. In CMG we recognise that by supporting our people with mental health conditions, we are investing in our people.</p> <p>Mental Health First Aid (MHFA) is an internationally recognised approach that teaches us to spot the first signs and symptoms of common mental health problems and to guide individuals to appropriate help and support. Early intervention has a positive impact on recovery.</p> <p>We are looking for employees willing to be a first point of call for our people facing mental health challenges, to support them and the people around in the workplace. The role sits alongside an individual's usual job role with Mental Health First Aiders responding to incidents as and when required in much the same way as physical First Aiders currently do. Mental Health First Aiders will form part of the Regional Attendance and Wellbeing Lead group where they will be supported in their First Aider role and may work alongside these colleagues to progress Mental Health Wellbeing initiatives in their region.</p>
Key Tasks	<p>The role of a Mental Health First Aider will be to provide immediate support for colleagues experiencing mental ill health by:</p> <ul style="list-style-type: none"> • Acting as a nominated contact point for individuals experiencing mental ill health • Listening non-judgementally and confidentially • Signposting colleagues to DWP and external sources of support • Being alert to immediate risks • To promote and raise awareness of the mental health

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	<p>agenda within local business areas; tackling the associated stigma and discrimination.</p> <p>Mental Health First Aiders will not diagnose symptoms, recommend treatment or provide counselling.</p>
Person Requirements	<ul style="list-style-type: none"> • A self-starter with plenty of initiative who can work individually and as part of the existing MHFA team • As the role involves discussions of a sensitive nature, the ability to maintain confidentiality is essential • Commitment to the need to improve awareness of mental health issues • Good interpersonal skills – you may be required to work with leaders of all grades to embed a better understanding of mental health issues • Good communication skills, to include empathy and listening skills
Training	Places on a MHFA have been secured and attendance will be mandatory for all new first aiders.
Further information	Please contact: XXX To be updated with regional contact
Applications	<p>Applications should be made on the Expressions of Interest form . Candidates should demonstrate their skills and experience for the role in not more than 250 words in total. In particular include evidence which reflects the qualities listed in the Person Requirements.</p> <p>Please discuss your interest in this opportunity with your line manager.</p> <p>Send your application, with “application private” in the subject box by email to XXX To be updated with regional contact</p> <p>Please ensure you indicate your home office in the email</p> <p>Depending on the number of applications, an interview may be held with questions seeking to test evidence of the personal requirements detailed above.</p>
Closing date	XXX