GIBB GROUP MEDICAL & RESCUE | Service Description

Mental Health First Aid Support

Help minimise the impact of mental ill health on your organisation.

Poor mental health costs UK employers over £50 billion each year. However, for every £1 spent by employers on mental health interventions, they get back £5.30 in reduced absenteeism and staff turnover (Deloitte survey, 2022).

Working in many high-risk environments may present unique psychological pressures such as isolation, long shifts, fatigue, unpredictable weather conditions, and responsibility for safety.

These factors can impact wellbeing, decision making, and team performance. A structured Mental Health First Aid (MHFA) approach helps build resilience, reduce absence, and supports a healthy, safe operational culture.

A TAILORED APPROACH FOR HIGH-RISK ENVIRONMENTS

Workers in such environments often experience:

- Isolation: long rotations away from support networks
- Fatigue & workload variability: long hours, sometimes with weather determined schedules
- Sustained responsibility for personal and team safety
- Limited access to immediate support
- Remote settings with limited onsite resources

A Mental Health First Aid framework supports early identification, timely intervention, and alignment with recognised good practice (e.g. ISO 450 03 Psychological Health and Safety at Work standards, HSE guidance).

EURIECA ® MENTAL HEALTH FIRST AID TRAINING

This is a regulated, nationally recognised Level 3 qualification enabling personnel to support colleagues experiencing mental health challenges.

Participants learn to:

- Identify early signs of stress, anxiety, depression and trauma
- Provide initial mental health support and de-escalate crises
- Understand referral pathways and confidentiality boundaries
- Promote a positive mental health culture across the workforce.

A tailored approach for high-risk environments:

- EURIECA ® Mental Health First Aid Training
- Employee Assistance Programme (EAP) telephone support
- Governance For Mental Health - Resilience Programme
- A complete pathway for Post-Incident and ongoing Psychological Support

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Training includes:

- Client organisation specific case studies
- Practical scenario-based simulations
- Awareness of common mental health conditions
- Strategies for supporting colleagues and managing self-care
- Guidance on the Mental Health First Aider role
- Two-year certification validity.

EMPLOYEE ASSISTANCE PROGRAMME (EAP) TELEPHONE SUPPORT

Delivered by accredited counsellors (British Association for Counselling & Psychotherapy compliant), accessible any time by phone or video.

Key features:

- Immediate access to confidential support
- Help with anxiety, depression, trauma or burnout
- Critical incident guidance for employees and managers
- Specialist addiction support
- Up to 6 counselling sessions per person, per year
- Optional extension to family members.

How it works:

1. Employee calls the dedicated 24/7 helpline
2. Immediate connection to a counsellor
3. Assessment and next step recommendations
4. Structured follow up sessions if required
5. Manager guidance available for workplace concern.

Support is delivered independently and confidentially, ensuring no impact on an individual's role.

GOVERNANCE FOR MENTAL HEALTH - RESILIENCE PROGRAMME

This is a structured set of services that strengthens organisational psychological resilience and embeds preventative practices.

Annual embedded support services:

- Virtual workshops (bi-annual): Covering topics such as burnout, chronic stress, and pre-deployment readiness
    - Customisable content: tailored to offshore operations
    - Optional on-site delivery
- Toolkits: posters, mental health signposting, "Mental PPE" pocket cards, online resources
- Resilience tools: practical guidance for daily psychological regulation.

Mental Health Lead & Manager Clinic

Monthly access to specialist advisors for:

- Early intervention support
- Escalation guidance
- Manager and Mental Health First Aider case discussions
- Ongoing governance oversight.

Mental Health First Aider Quarterly Supervision

90-minute reflective sessions supporting:

- Skills refresh
- Role confidence
- Prevention of responder fatigue or burnout.

Quarterly Organisational Insights

Summary data to help measure mental health trends and refine operational wellbeing strategies.

Consultancy

Expert advice across the full mental health landscape, including training, policy development, risk management, welfare assessments and improvement planning.

COMPLETE PATHWAY

This is a structured, scalable approach to post-incident and ongoing psychological support.

Stage 1 – Immediate Access (via EAP or trained Mental Health First Aiders

- Emotional containment
- Confidential counselling
- Onward referral if needed.

Stage 2 – Post-Incident Psychological Decompression (if required)

Structured group session (48–72 hours post-event) focusing on:

- Stabilisation and physiological regulation
- Normalisation of stress responses
- Restoring clarity and readiness to return to tasks.

Stage 3 – Specialist Trauma Intervention (By Referral)

For individuals requiring deeper support. Time-limited trauma-informed sessions targeting:

- Persistent distress
- Chronic stress patterns
- Trauma-related performance issues.

Governance & Boundaries - This pathway:

- Does not replace formal investigations
- Does not constitute psychiatric care
- Aligns with HR, HSE and safety frameworks
- Ensures structured escalation and informed consent throughout.

PLEASE CONTACT US FOR FURTHER INFORMATION ON HOW WE CAN SUPPORT YOUR PROJECTS.