

QPR For Your Workplace

**Do you want to improve your workplace's capabilities around mental health and suicide prevention?
Are you interested in getting employees trained in an evidence-based, mental health intervention?**

What is QPR?

Question, Persuade, Refer (QPR) is a suicide prevention intervention that teaches people to recognise and respond positively to someone exhibiting suicide warning signs and behaviours, regardless of their level of prior knowledge of mental health or suicide. QPR training is designed to arm your workplace with the skills needed to recognise individuals who may be contemplating suicide, so that they can be engaged in a supportive manner and connected with appropriate sources of professional care. QPR training is provided via an online portal and takes up to 1 hour to complete.

QPR has been shown to significantly increase an individual's ability to recognise and engage with someone who may be at risk of suicide, as well as connect them with appropriate ongoing supports. It has been adapted to Australian audiences by researchers at the Black Dog Institute.

How does it work?

Healthier Work (through ACT Health and the Black Dog Institute) is offering ACT organisations and businesses free QPR training as part of the *Mentally Healthier Workplaces* initiative. All you have to do is express your interest with Healthier Work, let us know how many staff members you would like to give access to the training, and we will generate a unique link for your organisation. Any employee will be able to complete the training with this link (up to your allocated number), which can be sent out through email or displayed on posters in the workplace. Best of all, you will receive monthly reports that identify how many of your employees have undertaken the training, so you can know when to send reminders and encourage your staff to complete the training.

This training is suitable for all staff members. You might like to particularly engage your executive, managers, supervisors and staff in roles that support others (e.g. Human Resource officers, Work Health and Safety Representatives, Wellbeing Champions and peer-support workers) in this training, in addition to anyone who expresses interest.

What do I do?

The first step is filling out the EOI form provided by Healthier Work at: www.healthierwork.act.gov.au/home/mentally-healthier-workplaces-pledge. The form will ask you for information about your business, your position, and other demographics. It will also ask you for the number of staff members you would like to give access to the training.

Once Healthier Work has confirmed your allocation and the best contact details to reach you on, you will receive a unique link for your workplace with all your licenses on it, together with a template email to communicate this link to staff. This can be sent out to your employees using your workplace's standard internal communications channels.

Some organisations like to have briefing and/or debriefing events on either side of training completion to incentivise completion and allow for discussion of the training material. Others choose to link it with a mental health campaign



they are running in their workplace (either internally or as part of a larger movement). *Appendix A: Checklist* contains the steps needed to be completed prior to introducing the training to staff.

What materials are provided?

Once you have received your requested licenses from Healthier Work you are ready to promote the training within your workplace, which can take a variety of forms. Please feel free to promote QPR in whatever way works best for your workplace. We can provide the following for your organisation to amend as you see fit:

- Email (text) that can be sent to employees;
- Scripts to inform you to run pre- and de-briefing sessions, if applicable; Slide that can be amended for staff meetings/webinars; and
- List of support services that can be incorporated into communications.

These materials will be provided to you with your unique link.

What else do I need to know?

You will receive a monthly email from Healthier Work with information around the uptake of licenses in your organisation (how many people have signed up with their email, how many have completed the training, etc.). This update can be sent to multiple email addresses at your workplace (i.e. multiple managers of the organisation, HR team) – simply provide these details to Healthier Work in your communication with us.

How can QPR for Business support my pledge?

Healthier Work encourages you to take our Mentally Healthier Workplaces Pledge and incorporate the QPR for Business training into a 12-month action plan that will see your workplace recognised for its commitment to workplace mental health.

The pledge focuses on six key actions areas, outlined below, that can support you to make positive changes for a mentally healthier workplace:

1. Design jobs to minimise harm
2. Promote positive factors
3. Strengthen organisational resilience
4. Intervene early
5. Support recovery
6. Reduce stigma

QPR for Business will support you in a number of these action areas – particularly four (intervene early) and five (support recovery).

Through the Mentally Healthier Workplaces Pledge you will have access to further supporting resources. Find out more from <https://www.healthierwork.act.gov.au/home/mentally-healthier-workplaces-pledge/>.

If you have any questions please contact Tamara West, Assistant Director – Healthier Work, on p. 6205 1078 or email healthierwork@act.gov.au.

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Appendix A: Checklist

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| | Identify staff to complete the QPR online training and register your workplace interest in training with Healthier Work via the online EOI form (www.healthierwork.act.gov.au/home/mentally-healthier-workplaces-pledge) |
| | IT have confirmed QPR Online training website link (http://lifespanresearch.qprtraining.com/) is accessible by all staff (<i>if completing the training at work</i>) |
| | Staff to complete QPR online training confirmed |
| | Briefing session scripts reviewed and tailored (<i>if applicable</i>) |
| | Pre-briefing session time and venue/webinar booked (<i>if applicable</i>) |
| | De-briefing session time and venue/webinar booked (<i>if applicable</i>) |
| | Relevant HR/Executive/Management staff aware and prepared for training rollout |
| | Inform Employee Assistance Program about QPR rollout and potential for increased demand |
| | QPR Instructions Email prepared |
| | Email encouraging participation prepared |
| | Support services available flyer prepared |
| | Email with reinforcing support services available prepared |