

Mental Health First Aid (online)

The **Labour Act, 2007 (Act No. 11 of 2007)** establishes an employer's legal duty to ensure the health, safety, and welfare of all employees. While traditional occupational health and safety focuses on physical safety, Section 39 broadens this mandate to include psychological well-being, recognizing that mental health hazards are just as debilitating as physical injuries. This face-to-face Mental Health First Aid (MHFA) training program is designed to equip you with the skills to identify early signs of psychological distress, offer immediate support, and guide colleagues toward professional help. By creating a psychologically safe workplace, you help your organization fulfill its statutory obligations under the Act while actively reducing absenteeism and stigma.

Namibia's demanding socioeconomic and operational landscapes create unique psychosocial stressors across key national industries:

- **Mining & Remote Operations:** Extreme isolation in fly-in fly-out (FIFO) coastal or desert camps, grueling shift work, and high-stakes operating environments that trigger severe anxiety, depression, and substance abuse.
- **Agriculture & Wildlife Conservation:** Economic strain from unpredictable droughts, climate anxiety, and the trauma associated with anti-poaching operations or dangerous wildlife encounters in rural communities.
- **Healthcare & Emergency Services:** Secondary traumatic stress, chronic burnout, and compassion fatigue driven by systemic understaffing and high-mortality environments in public and private medical sectors.
- **Corporate & Financial Sectors:** High-pressure performance targets, job insecurity, and workplace bullying that manifest as severe panic disorders, chronic stress, and systemic burnout.

Through this interactive training, you will master a practical action plan to intervene during a mental health crisis, safeguarding the psychological fabric of the Namibian workforce.