



**Waypoint  
Maritime CiC**

## **Maritime Mental Health Awareness<sup>®</sup>: Spotting the Signs and Responding to Concerns**

Seafarers are the most valuable asset of every shipping company. Between 20 and 28% of seafarers are struggling with a diagnosable level of depression and seafarer suicide is becoming an increasing concern (Lefkowitz, 2019; Marine Benefits, 2022).

### **Can you recognise the signs?**

**Early intervention is key.**

**Do you know what to do?**

Recommended by RIGHTSHIP, our training builds awareness and understanding of what mental health is, enables early recognition of crew members who may be struggling and builds confidence in first response skills.

There is a steadily increasing awareness of mental health and wellbeing within the maritime industry. An expanding body of research is shedding a light on the need for companies to promote seafarer wellbeing and have mechanisms in place to prevent problems increasing. Two recent reviews of the literature on seafarer mental health and wellbeing recommend training for officers on board; to develop awareness and enhance skills in early intervention (Brooks & Greenberg, 2022) (Seafarer Hospital Society & Yale University, 2022).

Our MMHA course is designed for senior officers, boatswains and shoreside staff who have a seafarer facing role. Our training:

- Raises awareness of mental health and the impact of stigma
- Increases understanding of common mental health problems and their causes
- Builds knowledge of how mental health might be affected by working at sea
- Enables early recognition of the signs and symptoms of mental health problems
- Builds skills and confidence in knowing when to act, how to provide effective first response whilst at sea and where to access further support

### **Sessions are live and interactive**

We use a mix of presentation, discussion, small group work, polls, videos and skills practice exercises to create a highly participatory learning environment. Participants build on their existing knowledge of life at sea and their experience of the challenges they have faced identifying and supporting crew with the support of highly skilled facilitators.

### **Designed by Experts, Delivered by Experts**

This training was designed by Waypoint Maritime Director, Dr Pennie Blackburn (D.Clin.Psych), the daughter of a master mariner and author of the *Good Mental Health Guides* and *Mentally Healthy Ships: Policy and Practice to Promote Mental Health on Board* published by ISWAN. Dr Blackburn trained and supervised the ISWAN helpline officers in mental health and wellbeing response skills including risk assessment and risk management over several years. She has combined all this with her 25 years of experience in mainstream



mental health, specialist trauma and international psychosocial support services to design Maritime Mental Health Awareness training.

We believe that live interactive mental health training is best facilitated by mental health professionals who have the experience to facilitate skills development effectively and to answer questions about mental health and wellbeing in real time.

All of our courses are:

- Informed by extensive experience of supporting seafarers through the unique challenges they face
- Delivered by qualified mental health professionals experienced in maritime mental health
- Grounded in best practice for promoting good mental health at sea
- Live and Interactive

## What modules are available?

### *Module 1: Introduction to Mental Health*

Builds an awareness of mental health and wellbeing, addresses stigma and common myths, and introduces a better understanding of the language and terminology around mental health and psychological wellbeing.

### *Module 2: Recognising Signs and First Response*

Builds on Module 1's introduction to mental health awareness, develops participants' capacity to recognise signs and symptoms of crew members who may be struggling. Introduces the use of Psychological First Aid (PFA) as a framework for initial response and builds skills and the confidence to use them.

### *Module 3: Suicide Prevention*

Provides a more advanced level of training and would benefit from a greater understanding of suicide awareness, risk and prevention. This module builds on Psychological First Aid and builds skills to keep seafarers safe. It is only available to those who have completed Modules 1 and 2.

### *Refresher Training*

Provides an opportunity to revisit skills learned in previous training. The refresher course is designed to remind participants of the key learnings. It allows participants to share their experience of using the skills developed in previous trainings and explore any challenges they have faced in the interim period.

## Who is it for?

***Senior Officers and Shoreside Staff***: Ideal for the top 4 senior officers, boatswains and those regularly interacting with seafarers, such as shoreside staff and port welfare providers and others. This training supports senior officers and staff with awareness of first response skills. Our experience shows shoreside staff and senior officers truly benefit from training together, providing a unique opportunity to learn from each and understand the challenges each face and their complementary roles in crew wellbeing.

***All Crew***: aimed more for those who don't routinely carry responsibility for others on board; it builds shared understanding of mental health, supports crew in their self-care teaching skills in stress management,



and psychological wellbeing at. It supports crew to recognise signs and symptoms in themselves and their peers and helps them to know when and how to respond if they are concerned for themselves or their crewmates.

## What do participants think?

We ask for feedback from every participant in every training.

In the last quarter alone (January-March 2024) in collaboration with ISWAN, we trained more than 500 seafarers and shoreside staff. **98%** said they were better equipped to recognise the signs of crew who were struggling after the training and **93%** said that they would be able to respond more effectively as a result.

## What have others said about this training?

*'I've acquired practical techniques/tools for managing stress, handling difficult conversations and practicing self-care'*  
– Senior Officer, 2024

*'These course not only educate but also foster a more compassionate and supportive community for those facing mental health challenges'* – Senior Officer, 2024

*'We are so appreciative of the extra time you took to understand our needs and to tailor the course for us. Personally, I found the course illuminating and thought-provoking and hope that it will help me manage my own mental health as well as making me a better colleague and insurance professional'* – Personnel, MHG Insurance

*'We are very appreciated with your professional presentation to train our Chinese seafarers in these two days afternoon to get knowledge of MMHA, please allow me to forward the thanks for your good works for and on behalf of 17 sea staffs, we believe they all will convert the learning from course into the works onboard to improve the atmosphere significantly and maintain a positive relationship with each other onboard our Fleet ships'* – Mr. Li Guojun, Manning Manager, CLSICO

## Practicalities:

We keep training groups between 12 and 25 participants. These numbers allow for small group work and maximum engagement, which our experience suggests facilitates learning most effectively. There is plenty of opportunity to ask questions and share experience.

Each module lasts 4½ hours including time for breaks.

We use Zoom as our training platform, it allows the most opportunity for interactive elements, has low bandwidth requirements and allows participants to join on multiple devices from wherever they are based.

Participants receive a handbook for use during the training and for future reference. During the training participants are provided with links to useful materials such as *Managing Stress and Sleeping Well at Sea*.

A certificate of attendance is awarded to participants on successful completion of the course.



## Course Costs

Our courses can be booked for a minimum of 12 and maximum of 25 people. Multiple bookings and larger groups may benefit from a discount.

*Module 1&2* are normally delivered together on consecutive days. Module 1 provides the essential understanding of mental health that underpins psychological first aid skills learned in module 2.

We value this course at a highly competitive rate of £225 per person.

*Module 3:* Open only to those who have previously completed Module 1 and 2. Module 3 can be offered immediately after module 1 and 2 or at a later date. We value this course at £150 per person.

*Refresher Training:* We suggest participants undertake refresher training approximately every 12 months. This course is offered at £150 per person.

## Book Now:

We like to have a quick conversation to understand your needs and ensure our training fits your needs before booking. This helps us to tailor each training to your operational context.

BOOK A DISCOVERY CALL NOW: This link will allow you to book a call at a convenient time for you. It will generate a zoom meeting link and a confirmation email  
<https://calendly.com/waypoint-maritime/waypointmaritime>

## Multiple Trainings for Large numbers

We work in collaboration with ISWAN to enable us to reach as large an audience as possible. For multiple trainings and ongoing contracts, we work in partnership with ISWAN, who currently are the sole worldwide license holders of the MMHA<sup>®</sup> training.

All ISWAN's associate trainers have been trained by Dr Blackburn to deliver the training and have developed knowledge of the unique context in which seafarers live and work. Our trainings are inclusive of different cultures and nationalities, our network of Associate Trainers enables us to deliver the training in flexible time zones in Mandarin, Tagalog and English.

## Open Access

We arrange open access trainings to accommodate small groups and individuals who would like to attend our training.

If you work in a small organisation or are an individual wishing to develop your own skills within an organisation that doesn't yet provide MMHA training open Access MMHA training is for you.

Open Access can also be an excellent way to experience the training for yourself before rolling it out on a larger scale within your organisation.

In these trainings we often have a diverse group of people from various parts of the industry which can spark interesting and different conversations.



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We arrange open access training when we have reached a minimum number of participants. Please join our waiting list and as soon as we have enough people to create a group, we will schedule dates and times to meet the requirements of the majority.

**SIGN UP HERE:** to add your name to the list for our next open access course

## **Bespoke Trainings**

As passionate advocates of increasing mental health awareness and education in the maritime sector, we are always open to conversations about how best to suit you and your organisation's individual needs and circumstances. We can tailor our trainings to be relevant to, and inclusive of, your unique company language, policies, values, and situations.

We have run courses for all kinds of shipping sectors and yacht crew. We've adapted our training for shoreside staff in fishing, superyacht management companies and insurers as well as seafarer's and superyacht crew. We have also provided training for chaplains and port welfare officers.

We welcome requests from those working in other seafarer-facing support roles, and we are very happy to work with you to adapt or develop training content specific to your organisational needs.

We can arrange to offer bespoke webinars to large groups, and also welcome invitations to speak at crew conferences, workshops, and away-days.

We also offer training for individual superyachts or as one-off events, as requested.

All bespoke trainings are facilitated by Dr Pennie directly.

## **Contact us**

To learn more about what we cover in the training, ask any questions or discuss whether the training can meet your needs:

Don't hesitate to email us here: [Enquiries](#)

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