



MENTAL HEALTH IN THE WORKPLACE



WHAT TO EXPECT

- This module is designed to educate union representatives and workers about the importance of mental health in the workplace, and its implications on health and safety and everyday work life



LEARNING OBJECTIVES AND OUTCOMES

- In this module you will learn about mental health in the workplace
- **Upon completion of the module, you will know:**
 - What mental health is and why it is important
 - The implications of mental health in the workplace
 - Strategies and best practices for managing to achieve good mental health in the workplace



BUT WHAT ABOUT YOUR OWN MENTAL HEALTH?

- Please note that although it is intended to be an educational tool, some of the topics discussed are sensitive in nature and may cause you to experience unpleasant emotions.
- If at any time you feel that your mental health and well-being are suffering, we urge you to **reach out for help**. Many **resources** are available to you, some of which have been listed on the next slide.

SOME MENTAL HEALTH RESOURCES

- **Canadian Association for Suicide Prevention (CASP)** ← **IN CASE OF CRISIS**
<http://suicideprevention.ca/need-help/>
- **Connex Ontario Mental Health Helpline – 1-866-531-2600**
<https://www.connexontario.ca/en-ca/>
- **Canadian Mental Health Association (CMHA)**
<http://www.cmha.ca/get-involved/find-your-cmha/>
- **Centre for Addiction and Mental Health (CAMH)**
<https://www.camh.ca/en/hospital/Pages/home.aspx>



**IN CASE OF
AN
EMERGENCY
CALL 911**

INTRODUCTION

In this section:

- What is mental health?
- Mental Health in Canada
- Costs and consequences of poor mental health on the workplace
- Mental Health in Construction
- Current Initiatives

WHAT IS MENTAL HEALTH?

- Mental health is defined as a **state of well-being** in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to his or her community (World Health Organization)
- Examples of mental health problems & disorders include:
 - Depression
 - Anxiety
 - Burnout
 - Sleep disorders
 - Substance abuse
 - Eating disorders
 - Bipolar disorders
 - Schizophrenia and other psychotic disorders

WHAT IS MENTAL HEALTH?

BUT

- Mental health is **more than the absence of mental disorders**
 - Everyone experiences struggles in life that may affect their mental health. A person's mental health may be suffering even without a diagnosed mental health problem or illness. Things such as death or stress, for example, affect our mental health.
- Mental health is an **integral part of health**; indeed, there is **no health without mental health**
- Mental health is determined by a range of socioeconomic, biological and environmental factors

MENTAL ILLNESS AND SUICIDE

- Suicide is a complex issue involving numerous factors and should not be attributed to any one single cause. **Not all people who die by suicide have been diagnosed with a mental illness and not all people with a mental illness attempt to end their lives by suicide.**

HOWEVER

- Risk for death by suicide is increased if a person suffers from depression alongside schizophrenia, bipolar illness, substance abuse, and anxiety disorders. **It is important to get treatment for a mental illness.**



SUICIDE IN CANADA

On any given day in Canada

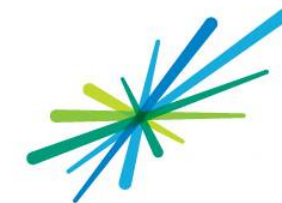
- approximately **11 people** will end their lives by suicide
- approximately **210 others will attempt** to end their lives by suicide

To learn more about suicide in Canada, go to the Canadian Association for Suicide Prevention (CASP) website by clicking on the logo in the bottom right corner of this slide



MENTAL HEALTH IN CANADA

- In any given year, **1 in 5 people** in Canada experiences a mental health problem or illness
- More than **6.7 million people** in Canada are living with a mental health problem or illness today
- By comparison **2.2 million people** in Canada have type 2 diabetes



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MENTAL HEALTH IN CANADA

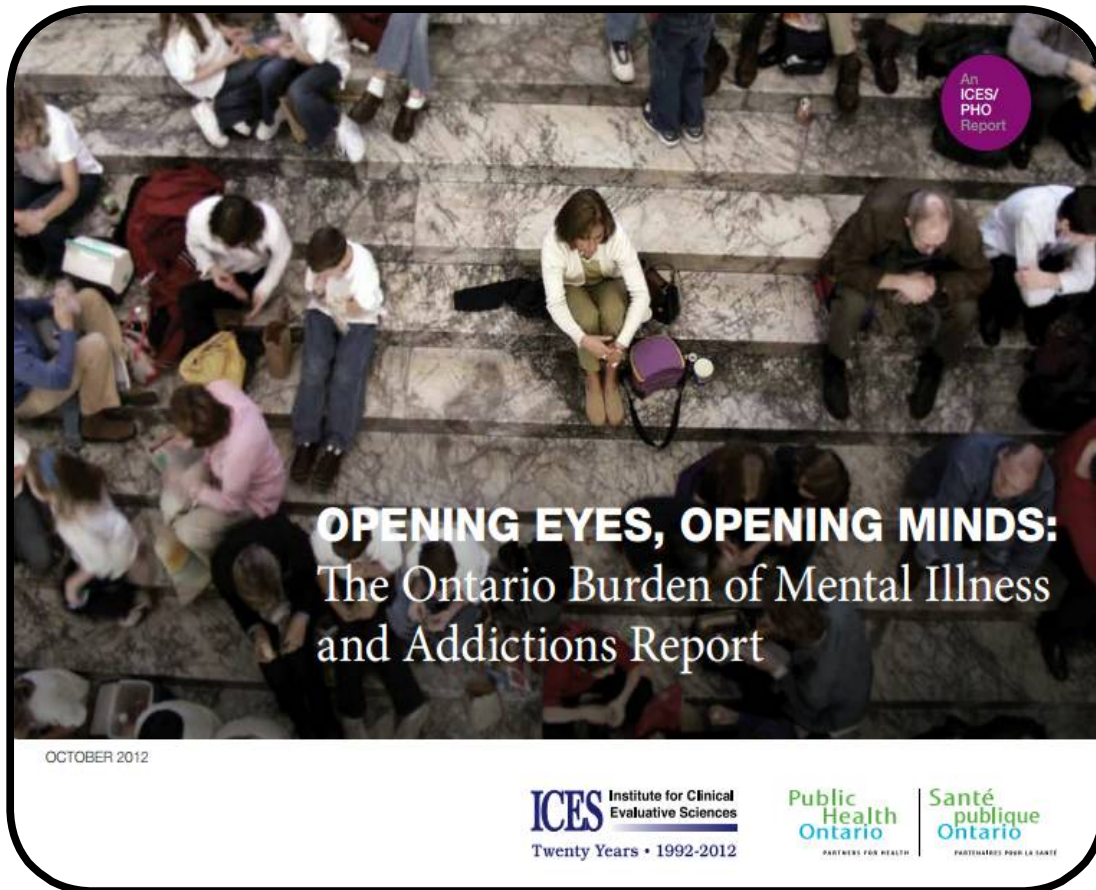
- Mental health problems and illnesses hit early in people's lives. More than 28% of people aged 20-29 experience a mental illness in a given year
- By the time people reach 40 years of age, 1 in 2 people in Canada will have or have had a mental illness
- If we include families and caregivers, mental health problems and illnesses impact almost everyone in some way



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MENTAL HEALTH IN ONTARIO



- The **burden** of mental illness and addictions in Ontario is more than 1.5 times that of all cancers, and more than seven times that of all infectious diseases

MENTAL HEALTH IN THE WORKPLACE

- The workplace can play an essential part in maintaining positive mental health. Yet, it can also be a stressful environment that contributes to the rise of mental health problems and illness.
- No workplace is immune from these risks and **we can't afford to limit our definition of occupational health and safety to only the physical**. Mental health is just as important and must not be overlooked.



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CONSEQUENCES OF POOR MENTAL HEALTH ON THE WORKPLACE

- Of the \$51 billion economic cost each year attributed to mental illness in Canada, a staggering **\$20 billion stems from workplace losses**



CONSEQUENCES OF POOR MENTAL HEALTH IN THE WORKPLACE

- Some **consequences** of poor mental health in the workplace include:
 - **Increased risk of a workplace injury or accident**
 - **Decreased work performance/productivity**
 - **Work errors**
 - **Higher turnover rates**



EFFECTS OF GOOD WORKPLACE MENTAL HEALTH



INCREASE

- Productivity
- Worker Engagement



DECREASE

- Turnover rates
- Absenteeism/Disability
- Injuries
- Grievances

AN IMPORTANT CHALLENGE : STIGMA

KEEP CALM
AND END
MENTAL HEALTH
STIGMA AND
DISCRIMINATION

- Many Canadians fear **judgement** due to stigma
- Stigma is among the primary reasons for which **over 60%** of people struggling with a mental illness or other mental health problem **will not get help**



MENTAL HEALTH IN CONSTRUCTION

- It is important for workers to consider the mental health implications of their work to ensure effective **risk management**
- In order to achieve good mental health in the workplace, workers must learn to monitor their own mental health, in addition to recognizing when others' mental health may be suffering, so that risks may be mitigated through effective management

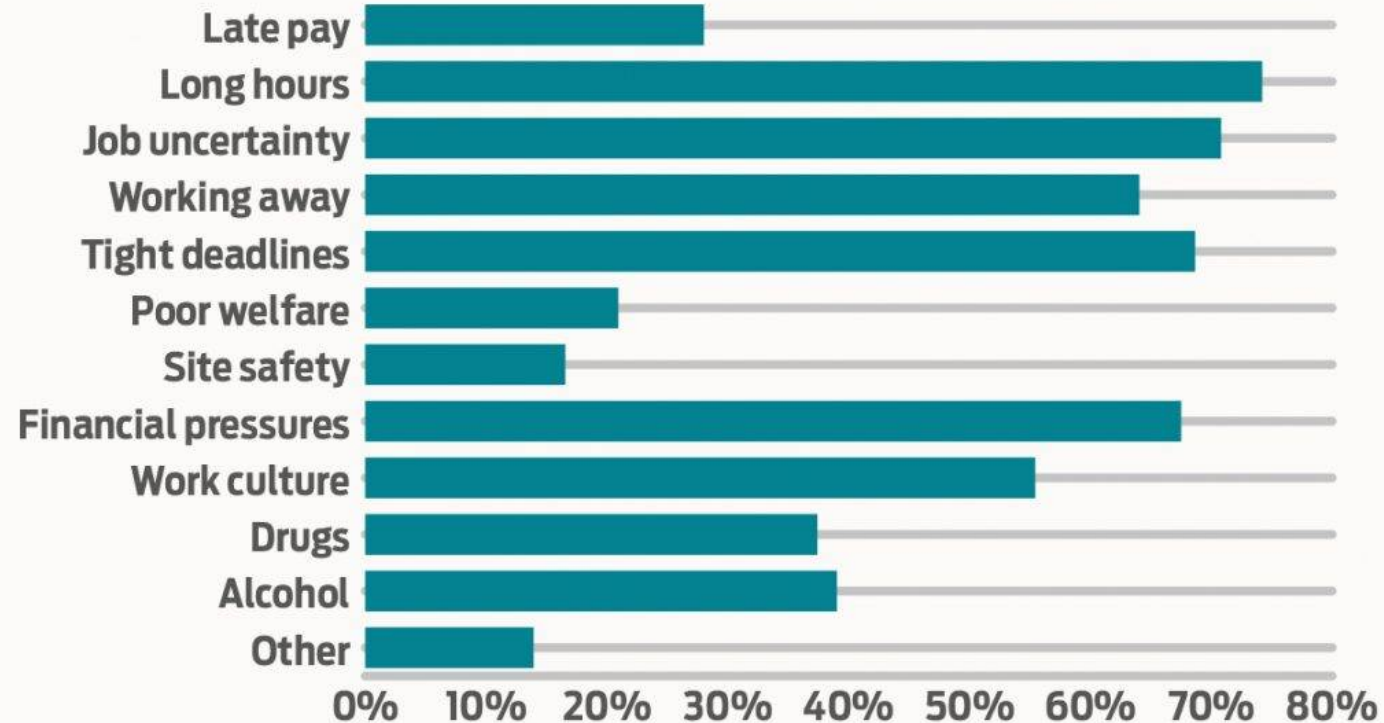
MENTAL HEALTH IN CONSTRUCTION

- July 2016 report by the Centers for Disease Control and Prevention reported that construction is one of the most at-risk industries for suicide.
- The study found that of **about 12,300 suicides in the 17 states studied, 1,324 people worked in construction and extraction (10.8%) and 1,049 (8.5%) worked in management, a category that includes top executives as well as others in management positions.**
- In 2019 the Canadian Association of Chartered Accountants released an urgent paper (the Report) that highlighted **that although men in the general population up to age 45, who share a suicide rate of 17.3 per 100,000, those working in the construction field face a rate of suicide that is 3 times that of the general population 53.2 per 100,000 workers.**


CONSTRUCTION RISK FACTORS



CN ASKED: WHICH FACTORS DO YOU VIEW AS A MAJOR CONTRIBUTOR TO POOR MENTAL HEALTH?




SOURCE: CN'S MIND MATTERS SURVEY 2019. NOTE: RESPONDENTS WERE ABLE TO CHOOSE MULTIPLE ANSWERS



**What is
psychological
health and
safety?**

TEST YOUR KNOWLEDGE...

- a** Making sure no one is sad at work
- b** Preventing harm to mental health
- c** Promoting psychological wellbeing
- d** None of the above
- e** Both b & c



What is
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TEST YOUR KNOWLEDGE...

- ☐ a Making sure no one is sad at work
- ☐ b Preventing harm to mental health
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LEGISLATION & REGULATORY REQUIREMENTS

In this section:

Occupational Health and Safety Legislation

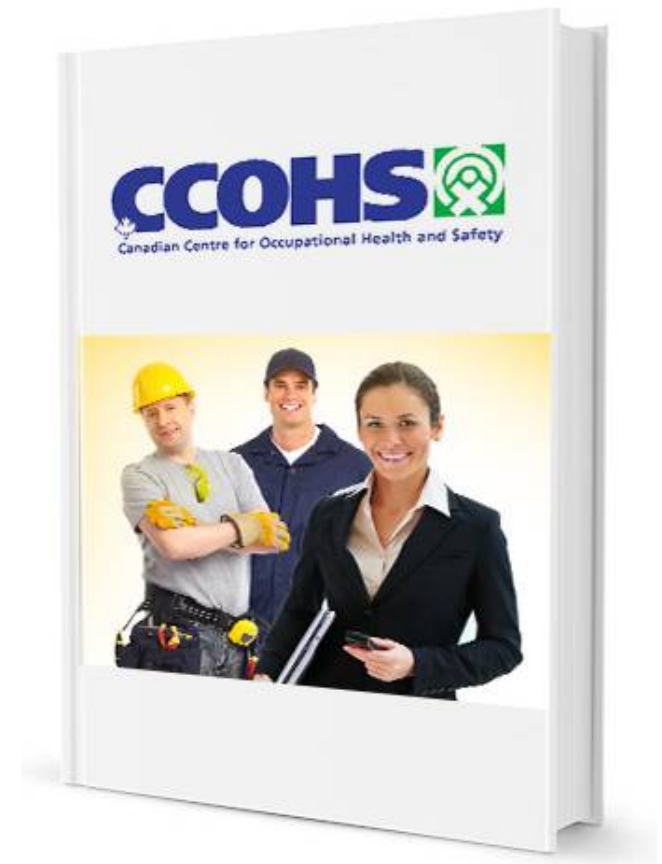
1) In Canada

2) Example from Ontario:

- Duties and responsibilities of:
 - Employers
 - Supervisors
 - Workers

OCCUPATIONAL HEALTH AND SAFETY LEGISLATION IN CANADA

- Various agencies across Canada are responsible for occupational health and safety in the federal, provincial and territorial jurisdictions
- Each of these jurisdictions have their own OH&S legislation such as the *Canada Labour Code (1985)* at the federal level
- If you wish to learn more about OH&S legislation in Canada, click [here](#)



EXAMPLE FROM ONTARIO:

**THE OCCUPATIONAL HEALTH
AND SAFETY ACT (1990)**



THE OCCUPATIONAL HEALTH AND SAFETY ACT (1990)

- In **Ontario**, workplaces must comply with the Occupational Health and Safety Act (1990)
- Under this legislation, employers, supervisors and workers all have duties and responsibilities.
- Although mental health and wellbeing are not explicitly mentioned in the Act, the general duty of care of employers, supervisors, and workers require consideration of Psychosocial Risk Factors in the workplace

THE OCCUPATIONAL HEALTH AND SAFETY ACT (1990)

- Let's have a look at some of the duties and responsibilities of:

- 1) Employers
- 2) Supervisors
- 3) Workers

1) DUTIES AND RESPONSIBILITIES OF EMPLOYERS

An employer shall

- provide information, instruction and supervision to a worker to **protect the health or safety of the worker**
- take every **precaution** reasonable in the circumstances for the protection of a worker
- prepare and review at least annually a written **occupational health and safety policy** and develop and maintain a program to implement that policy

2) DUTIES AND RESPONSIBILITIES OF SUPERVISORS

A supervisor shall

- ensure that a worker works in the manner and with the **protective devices, measures** and **procedures** required by this Act and the regulations;
- **advise** a worker of the existence of any **potential or actual danger** to the health or safety of the worker of which the supervisor is aware;
- where so prescribed, provide a worker with **written instructions** as to the **measures** and **procedures** to be taken for protection of the worker; and
- take every **precaution** reasonable in the circumstances for the **protection of a worker**

3) DUTIES AND RESPONSIBILITIES OF WORKERS

A worker shall

- work in **compliance** with the provisions of this **Act** and the **regulations**;
- **report** to his or her employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and **which may endanger** himself, herself or another worker; and
- **report** to his or her employer or supervisor any **contravention** of this Act or the **regulations** or the existence of any **hazard** of which he or she knows.

STRATEGIES AND BEST PRACTICES

In this section:

Strategies and best practices for promoting workplace mental health and wellbeing, and minimizing risk

- *The National Standard of Canada for Psychological Health and Safety in the Workplace*
- *What else can employers do?*



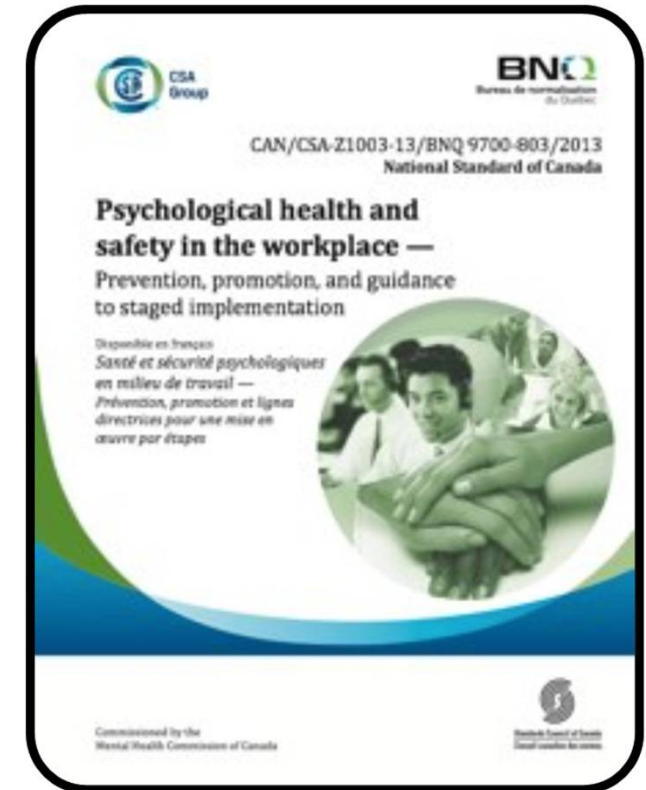
STRATEGIES & BEST PRACTICES

What can employers do to support psychological health and safety in the workplace?

- One way to achieve a psychologically safe workplace is to **create and implement a Comprehensive Workplace Health and Safety (CWHS) Program**.
- This program is a series of strategies and related activities, initiatives and policies **developed by the employer, in consultation with employees**, to continually improve or maintain the quality of working life, health, and the well-being of the workforce.

STRATEGIES & BEST PRACTICES

- Workplaces are encouraged to implement the ***National Standard of Canada for Psychological Health and Safety in the Workplace***
 - Championed by the Mental Health Commission of Canada (MHCC), and developed by the Canadian Standards Association (CSA Group) and the Bureau de normalisation du Québec (BNQ), the Standard is a voluntary set of **guidelines, tools** and **resources** focused on promoting employees' psychological health and preventing psychological harm due to workplace factors



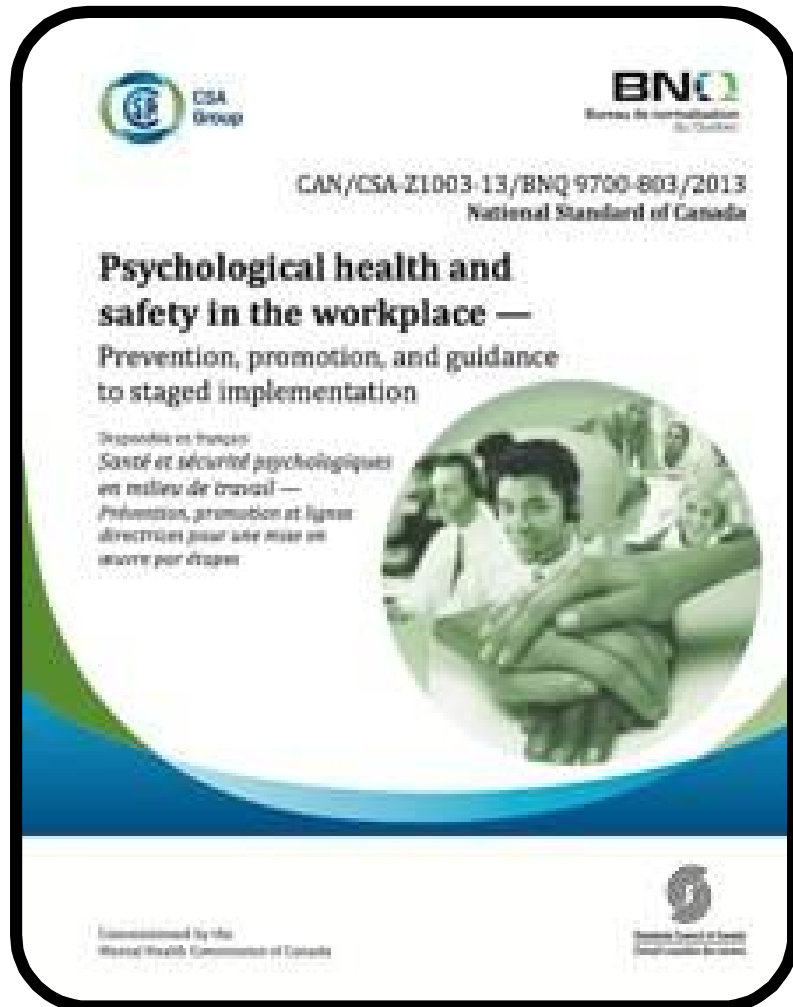
STRATEGIES & BEST PRACTICES

Purpose of The Standard

- Specifies requirements for a **documented and systematic approach** to develop and sustain a psychologically healthy and safe workplace
- Provides a **framework** to create and continually improve a **psychologically healthy and safe workplace**, including:
 - a) the identification and elimination of **hazards** in the workplace that pose a **risk** of psychological harm to a worker;
 - b) the **assessment** and **control** of the risks in the workplace associated with hazards that cannot be eliminated; (Note: For example, stressors due to organizational change or reasonable job demands)
 - c) implementing **structures** and **practices** that support and promote psychological health and safety in the workplace; and
 - d) fostering a **culture that promotes psychological health and safety** in the workplace.

(The Standard also provides complimentary information in Annexes)

STRATEGIES & BEST PRACTICES



Information about The Standard is also available on the Mental Health Commission of Canada's website at the following link :

<http://www.mentalhealthcommission.ca/English/national-standard>



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STRATEGIES & BEST PRACTICES

What else can employers do?

- Encourage **active employee participation** and decision making
- Clearly define employees' duties and responsibilities
- Promote **work-life balance**
- Encourage **respectful** and non-derogatory behaviours
- Manage **workloads**
- Allow continuous **learning**
- Have **conflict resolution** practices in place
- **Recognize** employees' contributions effectively

STRATEGIES & BEST PRACTICES

What else can employers do?

- Develop a **policy statement** reflecting your organization's commitment to **making workplace mental health a priority**. A policy demonstrates leadership and commitment.
- Explicitly **include mental health** and psychological safety in your **occupational health and safety (H&S) committee mandate**.
- Develop **policies and practices** for workplace **harassment, violence** and **bullying**. Review your current policies and procedures and consider how they might be positively or negatively contributing to issues of violence and harassment.

STRATEGIES & BEST PRACTICES

What else can employers do?

- Provide **education and training** that ensures **managers** and **employees** know how **to recognize hazards** such as harassment, bullying, and psychologically unhealthy work conditions. This training provides concrete ways for co-workers to recognize and talk about mental health issues in general.
- Managers can additionally contribute to a positive work environment if they have the skills and knowledge to identify and respond to issues before they escalate.
- **Educate** all health and safety (H&S) committee members about the importance of mental health in the workplace.

STRATEGIES & BEST PRACTICES

What else can employers do?

- **Ask the worker representative(s)** on the H&S Committee to bring forward general workplace mental health issues that affect their workforce rather than any individual's particular situation. Require that individual privacy and confidentiality be respected at all times.
- **Develop substance abuse policies** (i.e., use of illicit drugs at work, alcohol consumption at work, inappropriate Internet use, etc.) and make sure that all employees are aware of them.



NOTE...

- It is important for employers and workers to consider the mental health implications of their work daily in order to ensure effective risk management. We are all responsible for creating both a physically, and psychologically safe and healthy workplace.
- The way you design work and work systems will affect the mental health of the workers doing that work. The needs of the workers must be considered to ensure that you meet your requirements of providing a healthy and safe workplace.

MENTAL HEALTH in the **CANADIAN** WORKPLACE

21.4%



...of the working population in **CANADA** currently experience mental health problems and illnesses

COST TO CANADIANS
\$**50**
BILLION
• health care • lost time • work disruptions



A supportive work environment can...

A psychologically healthy workplace is one in which **every reasonable effort** is made to promote the mental health of employees

REDUCE
ONSET, SEVERITY
IMPACT & DURATION
of a mental illness

Only **23%** of Canadians feel comfortable talking to their employer about their mental illness for fear of facing discrimination or dismissal



What can **EMPLOYERS** do to help?

Optimize work processes



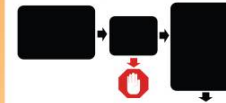
Increase worker control



Improve dialogue



Restructure tasks



Recognize contributions



Clearly define roles and expectations



Promote healthy, physical activity



Encourage and strengthen social support



Make mental well-being part of the organizational structure



Have conflict resolution practices in place



WORKPLACE BENEFITS



Increased Productivity



Sustainability and Growth



Employee Retention



Employee Engagement

10 **HEALTHY HABITS** for mental fitness



SCHEDULE "me-time" daily



REWARD yourself



PLAY to your strengths



ASK for and OFFER help



DE-STRESS your diet



PRESS pause once in a while - downtime is good



GET regular physical activity



SET goals and stay on target with a journal



PRACTICE relaxation techniques and get enough sleep



CHOOSE a positive attitude

EFFECTS ON INDIVIDUALS



EFFECTS ON WORKPLACES



Statistical Sources: Making the Case for Investing in Mental Health in Canada, Mental Health Commission of Canada, and the Canadian Mental Health Association



REVIEW – TEST YOUR KNOWLEDGE

1. Mental health is defined as the absence of mental illness.

☐ **TRUE**

☐ **FALSE**



REVIEW – TEST YOUR KNOWLEDGE

1. Mental health is defined as the absence of mental illness.

☐ **TRUE**

☒ **FALSE**



REVIEW – TEST YOUR KNOWLEDGE

2. Mental health problems are rare.

☐ **TRUE**

☒ **FALSE**

REVIEW – TEST YOUR KNOWLEDGE

3. Which of the following statements is true?

a Poor mental health does not affect workplace productivity

b Turnover rates decrease as a result of poor mental health in the workplace

c Poor mental health in the workplace increases the risk of a workplace injury or accident

d Mental health stigma no longer exists

REVIEW – TEST YOUR KNOWLEDGE

3. Which of the following statements is true?

a Poor mental health does not affect workplace productivity

b Turnover rates decrease as a result of poor mental health in the workplace

c Poor mental health in the workplace increases the risk of a workplace injury or accident

d Mental health stigma no longer exists

REVIEW – TEST YOUR KNOWLEDGE

4. Which of the following is NOT a worker's duty under the Occupational Health and Safety Act (1990)?

a

working in compliance with the provisions of this Act and the regulations

b

disclosing a mental health diagnosis to the employer

c

reporting to his or her employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger himself, herself or another worker

d

reporting to his or her employer or supervisor any contravention of this Act or the regulations

REVIEW – TEST YOUR KNOWLEDGE

4. Which of the following is NOT a worker's duty under the Occupational Health and Safety Act (1990)?

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WORLD HEALTH ORGANIZATION

http://www.who.int/features/factfiles/mental_health/en/

<http://www.who.int/mediacentre/factsheets/fs220/en/>

MENTAL HEALTH COMMISSION OF CANADA

Making the case for investing in mental health in Canada

http://www.mentalhealthcommission.ca/sites/default/files/2016-06/Investing_in_Mental_Health_FINAL_Version_ENG.pdf

<http://www.mentalhealthcommission.ca/English/focus-areas/workplace>

<http://www.mentalhealthcommission.ca/English/focus-areas/mental-health-matters>

<http://www.mentalhealthcommission.ca/English/focus-areas/stigma-and-discrimination>

<http://www.mentalhealthcommission.ca/English/national-standard>

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http://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_work.html

http://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html

<http://www.ccohs.ca/oshanswers/information/govt.html>

INSTITUTE FOR CLINICAL EVALUATIVE SCIENCES (ICES) & PUBLIC HEALTH ONTARIO

Opening Eyes, Opening Minds

http://www.publichealthontario.ca/en/eRepository/Opening_Eyes_Report_En_2012.pdf

THE STANDARD

CSA Group & Bureau de Normalisation du Québec. (2013). Psychological health and safety in the workplace - prevention, promotion, and guidance to staged implementation. Retrieved from

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THE OCCUPATIONAL HEALTH AND SAFETY ACT (1990)

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<http://suicideprevention.ca/understanding/what-is-suicide/>

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Hilton, M. F., & Whiteford, H. A. (2010). Associations between psychological distress, workplace accidents, workplace failures and workplace successes. *International Archives of Occupational and Environmental Health*, 83(8), 923-933.

Suzuki, K., Ohida, T., Kaneita, Y., Yokoyama, E., Miyake, T., Harano, S., . . . Tsutsui, T. (2004). Mental health status, shift work, and occupational accidents among hospital nurses in Japan. *Journal of Occupational Health*, 46(6), 448-454.



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BELL LET'S TALK

<http://letstalk.bell.ca/en/ways-to-help>

IN THE NEWS

<https://uwaterloo.ca/engineering/news/engineering-student-breaks-silence-lifelong-struggle>

<http://www.thesudburystar.com/2015/07/24/sudbury-study-to-examine-mental-health-of-miners>

<https://www.northernontariobusiness.com/regional-news/sudbury/research-to-study-mental-health-in-miners-371442>

ANOTHER GOOD RESOURCE – The Mental Injury Toolkit (OHCOW)

<http://www.ohcow.on.ca/mental-injury-toolkit.html>