



Canadian Mental
Health Association
Mental health for all

Association canadienne
pour la santé mentale
La santé mentale pour tous

Workplace Mental Health

**For: BC Municipal Safety Association
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Presented by:
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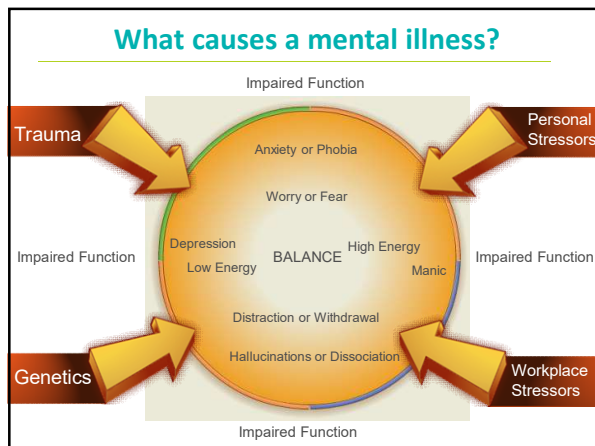
About CMHA

- One of Canada's oldest national charity – soon to be 100 yrs old
- Our policies and programs anchored in evidence and informed by people's personal experience.
- We work towards **mental health for all**, including people with addictions.
- Over 120 branches throughout Canada



About Mental Health / Mental Illness

- Mental Health is 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 make a contribution to her or his community – World Health Organization
- Mental Illnesses (also psychiatric disorders) are characterized by alterations in thinking, mood or behaviour associated with significant distress and impaired functioning. Examples of specific mental illnesses include mood and anxiety disorders, substance dependency, and problem gambling. – Public Health Agency of Canada



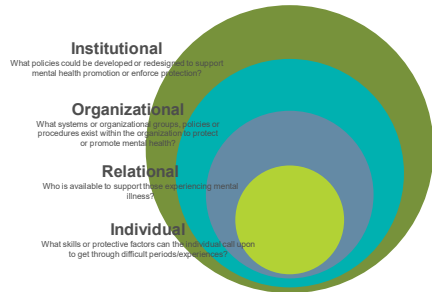
Mental Health 101: Risk Factors

- Genetics (family history, personal history)
- Personal factors (finances, relationships)
- Workplace factors (workplaces stress, doing “more with less,” bullying/harassment)
- Trauma (illness, accidents, experiences)

Why is mental health a workplace issue?

- Economic impact (drug costs, disability costs, injuries, absenteeism, presenteeism, WorkSafeBC metrics)
- Legal pressures (duty to inquire, duty to accommodate)
- Social/reputational issues (more than just the “right thing to do”)

Mental health is everyone's responsibility



And everything works together...



At the Individual Level



What skills or protective factors can the individual call upon to get through difficult periods/experiences?

Course #1: Mental Health Awareness

For: All Employees

How long? 4 hours (with a break)

By whom? Certified Trainers from Canadian Mental Health Association

Learning objectives:

- Learn about the mental health continuum
- Understand the three most common mental illnesses: depression, anxiety, addiction
- Learn about risk and preventive factors for mental health, esp. in the workplace
- Gain awareness about how to seek and provide social support in the workplace for self and co-workers
- Practice basic skills for having a conversation with a co-worker about whose mental health one is concerned
- Discover ways to promote one's mental well-being, including mental fitness, emotional intelligence, and optimism.
- Find out about resources available in BC and in the workplace to support mental health for individuals

At the Relational Level

Who is available to support those experiencing mental illness?

Course #2: Responding with Respect

For: Employees and front line staff who deal, in person and/or on the phone, with clients and members of the public who may exhibit challenging or problematic behaviours that may be related to a mental health disorder.

How long? 4 hours (with a break)

By whom? Certified Trainers from Canadian Mental Health Association

Learning objectives:

- Learn about the continuum of mental health and mental disorders
- Learn the basics about a variety of mental health problems such as mood disorders, anxiety disorders, addiction, schizophrenia
- Gain knowledge on how to recognize when an individual may be experiencing a mental health problem (including psychosis), how to safely and effectively respond, and how to refer the person for further help and support.
- Practice basic de-escalation techniques
- Increase personal confidence in dealing with challenging situations
- Build a greater feeling of safety in the workplace

At the Organizational Level

What systems or organizational groups, policies or procedures exist within the organization to protect or promote mental health?

Course #3: Safe and Sound: Creating a psychologically healthy and safe workplace

For: Managers, supervisors, union stewards, OH&S committee members

How long? 4 hours (with a break)

By whom? Certified Trainers from Canadian Mental Health Association

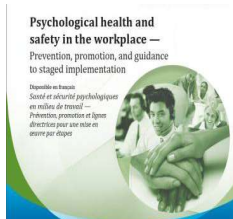
Learning objectives:

- Learn about the mental health continuum
- Understand the three most common mental illnesses: depression, anxiety, addiction
- Learn about risk and preventive factors for mental health, esp. in the workplace
- Learn about regulatory, economic and social reasons for paying attention to mental health in the workplace
- Practice skills for having a conversation with an employee/member who may be showing signs of a mental health issue
- Review WorkSafeBC compensation and prevention as related to mental health and psychological safety
- Learn about tools and resources for promotion of psychological safety and health, including the National Standard on Psychological Health and Safety in the Workplace
- Engage in a basic assessment of one's workplace and identify areas of strength and areas needing improvement

The National Standard: Jan 2013

A framework to create and continually improve workplaces, striving to make them psychologically healthy and safe.

www.csa.ca/Z1003



At the Institutional Level

What governmental policies could be developed or redesigned to enable positive mental health or resiliency? Where are the gaps? What policies are harming mental health?

The bigger ecosystem sets people up for health or illness. On the flip side, mental illness impacts more than just the workplace – it impacts families, communities, the health systems.



#b4stage4

GET LOUD. TAKE ACTION.

Sign the manifesto at
b4stage4.ca



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Workplace Mental Health Resources

- Bottom Line Conference
bottomlineconference.ca
- Canadian Mental Health Association
www.cmha.bc.ca
www.cmha.ca
- Great-West Life Centre for Mental Health
gwlcentreformentalhealth.com
- Guarding Minds @ Work
guardingmindsatwork.ca
- HeretoHelp
heretohelp.bc.ca

CMHA's Workplace Programs and Bottom Line Conference

FEB 21-22 | VANCOUVER

2017 Bottom Line Conference

Transforming Workplace Culture: Agents and Allies

Register at bottomlineconference.ca



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Keep in touch

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