

Evaluating the Workplace Webinar

Merv Gilbert, PhD, RPsych

Samantha Kolapak, MPP

Adjunct Professor, Simon Fraser University
Principal, Gilbert Acton Ltd., Organizational Health Consultants
Mental Health Commission of Canada

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Presenters



Samantha Kolapak

Mental Health Commission of Canada

Merv Gilbert

Simon Fraser University & Gilbert Acton Ltd.

/2



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GuardingMinds @ WORK


Agenda

1. Samantha Kolapak
 - Background
2. Merv Gilbert
 - Contributors to mental health issues in the workplace
 - Three perspectives on improving PH&S
 - Evaluating the Workplace
 - Guarding Minds @ Work
3. Questions

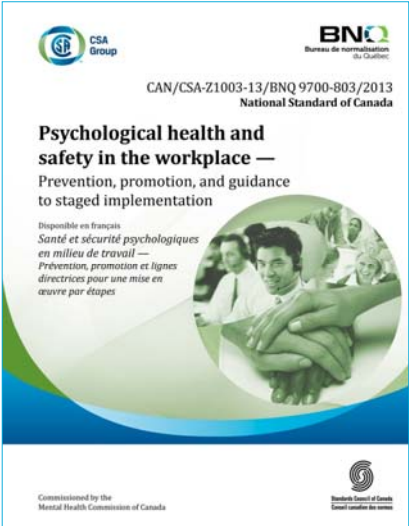
/ 3



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CSA Group / BNC Bureau de normalisation du Québec

CAN/CSA-Z1003-13/BNQ 9700-803/2013
National Standard of Canada

Psychological health and safety in the workplace —
Prevention, promotion, and guidance to staged implementation

Disponible en français
Santé et sécurité psychologiques en milieu de travail — Prévention, promotion et lignes directrices pour une mise en œuvre par étapes

Commissioned by the Mental Health Commission of Canada / Standards Council of Canada / Conseil canadien de normes

Guarding Minds @ Work...
a tool for improving
workplace psychological
health & safety

/ 4

Workplace

- A massive impact: in any given year, one in five Canadians will experience a mental health problem or illness.
- Workplace is one of our five priorities of the Commission
- Adoption of The Standard

Uptake 

Monthly workplace webinars – FREE!

Video testimonials – FREE!

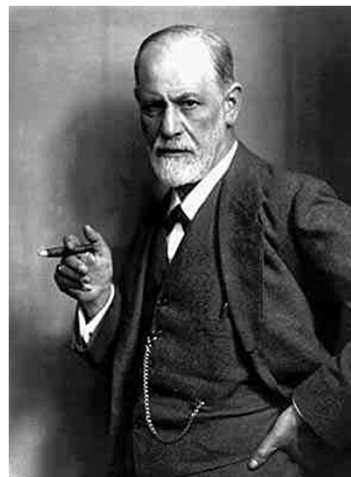
Case study project – FREE!

For more information: skolapak@mentalhealthcommission.ca


/ 5

*Love and work
are the
cornerstones
of our
Humanness.*

~ Sigmund Freud ~





/ 6

Contributors to mental health issues

Work Environment:	Employee Factors:
<ul style="list-style-type: none"> ✓ High workload and little control ✓ Lack of perceived support and recognition ✓ Change (positive or negative) 	<ul style="list-style-type: none"> ✓ Poor problem solving skills ✓ Poor interpersonal skills ✓ Poor stress management skills (work and home)

/7


How are things in workplaces you know?


How common are mental health concerns amongst the employees in your workplace? How do you know?

How do these issues impact workplace morale, productivity, retention and costs?

How are employee mental health concerns currently handled in your workplace? Where is there room for improvement?

/8


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Have you downloaded the Standard?


A. Yes

B. No



/ 9

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Annexes

- A. Additional Background Information
- B. Resources for building a PHS framework
- C. Sample implementation methods
- D. Implementation scenarios for small and large enterprises
- E. Sample audit tool
- F. Discussion of relevant legislation or regulation
- G. Related standards and guides

/ 10




Three perspectives on improving PH&S





HEALTH

FINANCIAL

LEGAL/REGULATORY

/ 11

Health

- Depression & anxiety: **prevalent** mental health conditions
- Impact individuals during their **prime working years**
- Raise risk for **illnesses, accidents and injuries (and liability)**
- Fastest rising causes of **short/long term disability** *estimated to cost the Canadian economy tens of billions per annum*
- Psychological health includes **cognitive, interpersonal, and motivational skills** that are necessary for productive and meaningful employment

/ 12

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Financial

- Presenteeism
- Absenteeism
- Extended Benefits
- Disability Premiums
- Lawsuit/Regulatory Premiums

/ 13

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Financial

- Estimated at over \$52 billion/year in Canada
- Fastest rising cause of long term disability, main cause in some sectors
- Longer periods of absence from work than other illnesses
- Affects people in prime working years
- Raises the risk of injury and other mental and physical disorders

/ 14

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Legal/Regulatory

Provincial/Federal legislation

National Standards

Regulatory requirements

/ 15

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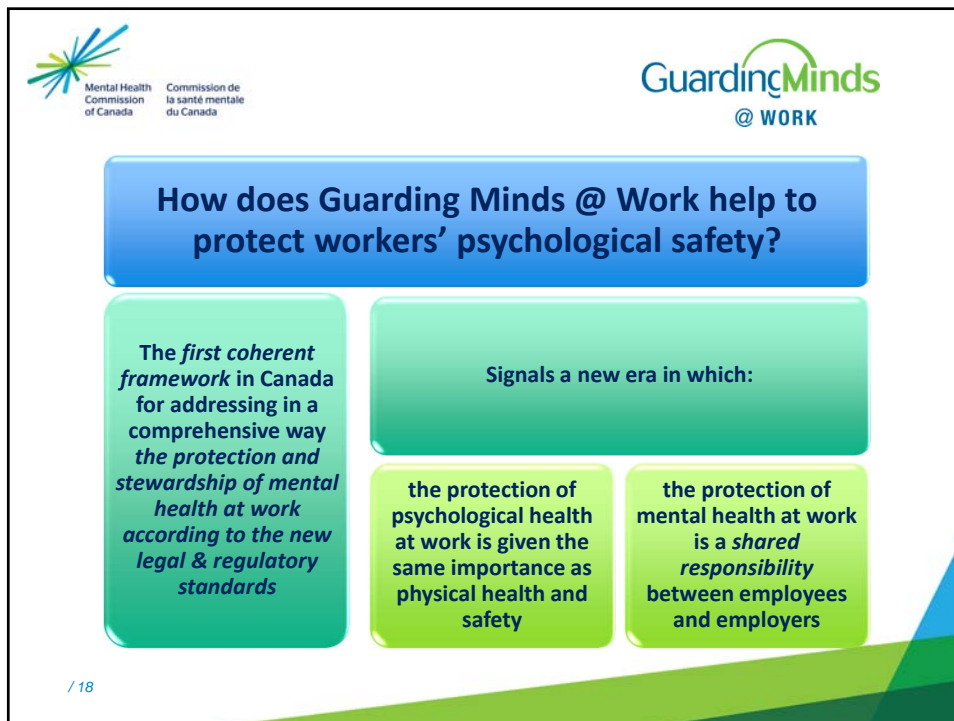
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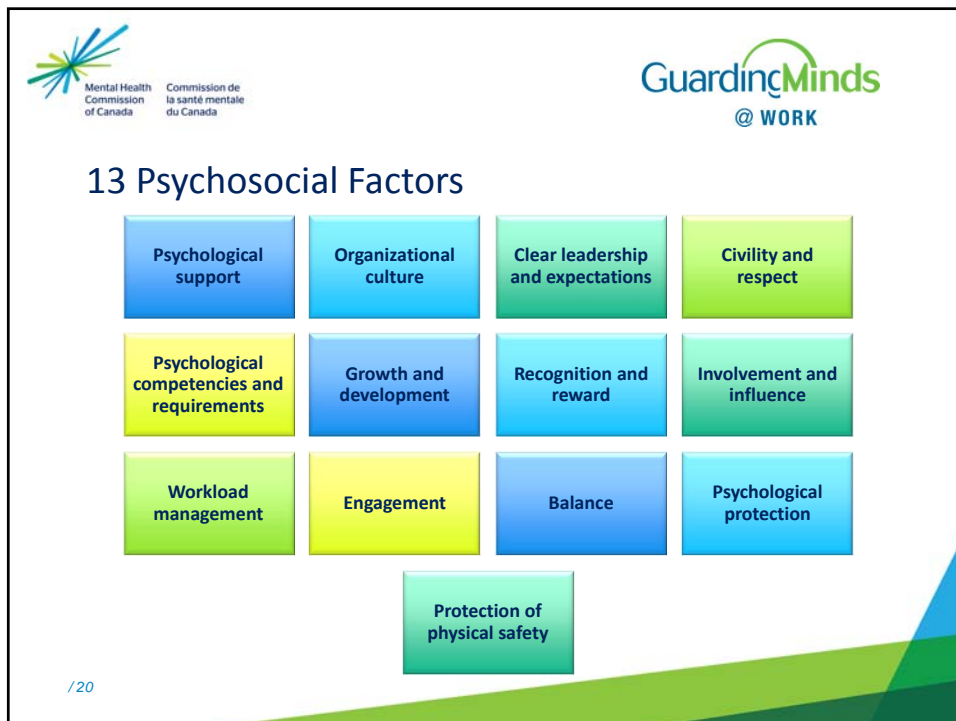
What is Guarding Minds @ Work?



A set of tools for			
identifying risks to psychological health & safety in the workplace	measuring the severity of these risks	suggesting workplace actions to reduce these risks	evaluating the effectiveness of these actions

GM@W is online and available at no cost!


/ 16







Assessment Tools





Initial Scan (6 item survey)

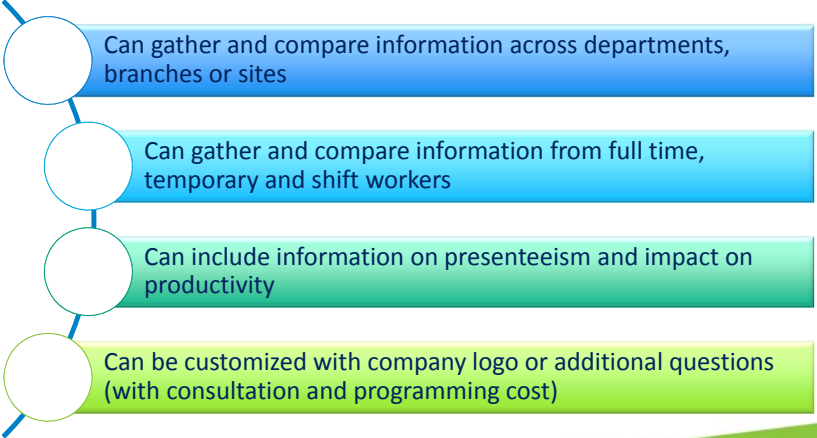
PSR-13 Survey (*)

Organizational Review (*)

/ 21

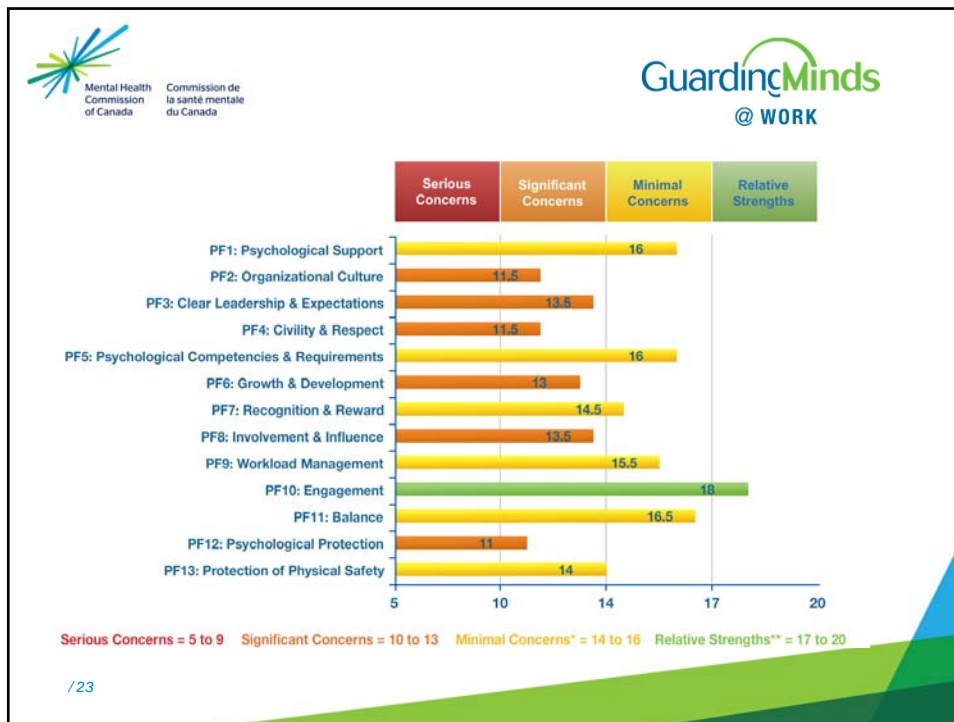


Options for employee survey



- Can gather and compare information across departments, branches or sites
- Can gather and compare information from full time, temporary and shift workers
- Can include information on presenteeism and impact on productivity
- Can be customized with company logo or additional questions (with consultation and programming cost)

/ 22



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Preparation

How to implement GM@W

Introducing GM@W to employees




/ 24

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Confidentiality & Privacy

- How will information be collected?
- Will personal information be collected?
- What will be done with the information?
- Who has access to employee data?



/25

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GuardingMinds @ WORK

www.guardingmindsatwork.ca

Sign-up for a dashboard

- website walk-through
- orientation to general (public) site
- orientation to dashboard materials

/26

GM@W User Experience Project

CARMHA is currently engaged in a project to get information from visitors and users of the GM@W resource. This will help us understand their experience and improve the resource. We are asking for your assistance with this by completing a brief on-line survey. This is confidential and will take no more than ten minutes.

We will be following up this webinar with an email with more information and providing a link to the survey.

If you have any questions please contact Merv Gilbert at mervgilbert@gilbertacton.com

/ 27




Thank you

Contact us: skolapak@mentalhealthcommission.ca
 Visit: www.mentalhealthcommission.ca
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<http://www.mentalhealthcommission.ca/English/workinar>

The views represented herein solely represent the views of the Mental Health Commission of Canada.
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/ 28