



Mental Health Commission of Canada



Commission de la santé mentale du Canada

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Lundbeck

TAKING THE FIRST STEPS: THE NATIONAL STANDARD ON PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE

François Legault, MSW, RSW Partners for Mental Health
Catherine Baril Lundbeck Canada
Liz Wigfull, MA Mental Health Commission of Canada

November 27, 2013 12:00 pm -1:00 pm ET)



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Presenters

		
Liz Wigfull	François Legault	Catherine Baril
Mental Health Commission of Canada	Partners for Mental Health	Lundbeck Canada

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Agenda


1. Liz Wigfull, Mental Health Commission of Canada
 - History
2. François Legault, Partners for Mental Health
 - The Standard and how to proceed with implementation
3. Catherine Baril, Lundbeck Canada
 - What Lundbeck has done
4. Questions



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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



“It’s time to start thinking about mental well-being in the same way as we consider physical well-being, and the Standard offers the framework needed to help make this happen in the workplace.”

- Louise Bradley,
MHCC’s CEO

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Workplace

Last week, half a **million Canadians missed work** because of a mental health problem or illness. Just as many Canadians will miss work next week.

- Workplace is one of our five priorities of the Commission
- Adoption of The Standard
 - Video testimonials
 - Our case study project
 - Today's webinar: Taking the first steps

For more information: skolopak@mentalhealthcommission.ca

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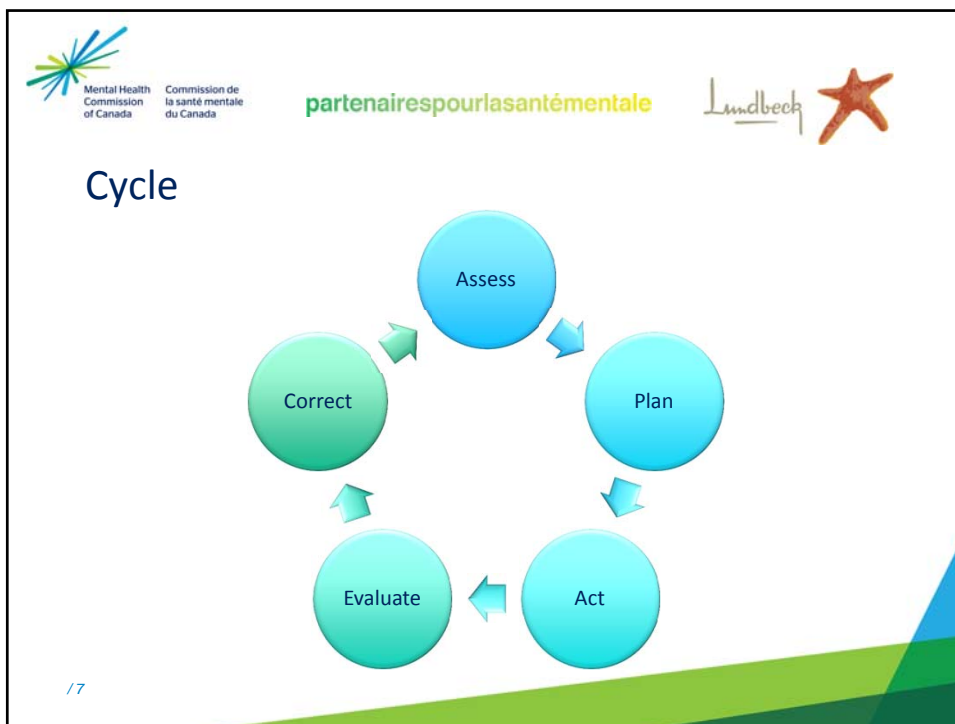

Beginning with the Standard

The Standard is
voluntary –
promote leadership

A system,
a continued
application

Inclusive
participation and
engagement

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Moving forward

A business case based on costs, statistics, insurance reports, absenteeism, potential conflicts

Case studies demonstrating the cost or financial benefits of supporting mental health in the workplace

Testimonials

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Fostering the engagement of leaders

Highlight the national momentum

Build on the organizational strengths

Corporate social engagement at the internal and external levels

Better risk management

Return on investment

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Facilitating the implementation of the Standard

- Free resources – through the Standard
- Guarding Minds @ Work:
 - A tool for employers
 - Thirteen psychosocial risk factors
- The Great-West Centre for Mental Health in the Workplace:
 - Managing mental health

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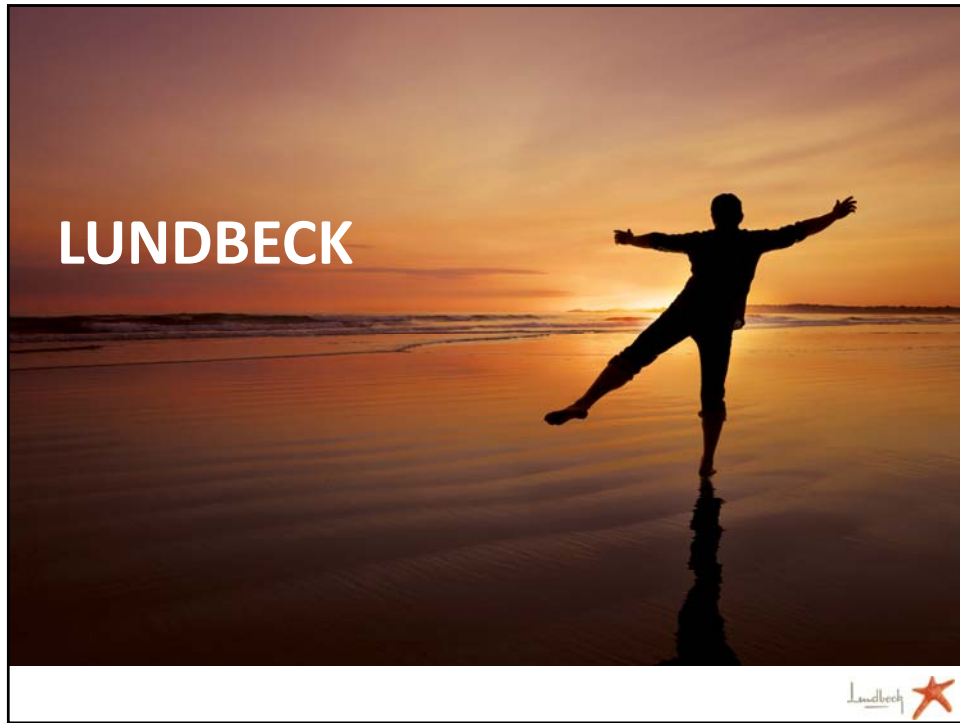
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Keeping the momentum...

- Involve the right people
- Gain support at two levels when possible
- Budget
- Assignment and project – free from the “8 to 5” regular hours
- Team – be well-supported
- Follow an approved plan
- Think: Success measures and proofs right from the beginning

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Mental health in Canada

1 on 5 Canadians

4 000

500 000


\$51 Billion



Why?

People living with mental illness or cancer deserve better...

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About Lundbeck Canada

- Established in 1995
- Headquarters in Copenhagen, Denmark
- 200 non-unionized employees
- Among the Top 20 employers of Montreal in 2012 and 2013 and the Top 100 employers of Canada in 2014
- Dedicated to brain diseases and, more recently, active in hematology/oncology

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Our commitment to innovation



Research Training Support Our employees

Research support

→Lundbeck invests approximately 20% of its overall revenues in research and development



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Why implement a psychological health and safety program in the workplace?

- To offer employees a healthy environment
- As a leader in the treatment of mental illness, act as an example to follow
- Encourage other organizations to discuss mental health

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A number of measures in place....

- Flexible management practices centered on work-home life balance
 - Flexible work schedule, working remotely, time spent on travelling outside of regular work hours, etc.
 - \$500 spending for a physical/psychological activity
 - Employee Assistance Program
- Employees satisfaction survey
- Continuous recognition of employee performance
- Employee training and development
- Policy against harassment, discrimination, etc.

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Success factors

- Involvement of higher level management is central to the project's credibility
- Clear and transparent communication to all the employees – has a leverage effect
- Employee involvement in some stages of the project (survey, etc.)
- Communication to external stakeholders

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In conclusion

“People do not buy products—they buy the idea behind products.”

Our industry becomes increasingly complex.

Take a few minutes to learn more about Lundbeck and its work environment so you can tell a great story.



