

Mental Health Commission of Canada / Commission de la santé mentale du Canada

The Standard: One Year Later Workplace Webinar

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Mental Health Commission of Canada

January 29, 2014, 12:00pm -1:00pm ET



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Presenters

		
Samantha Kolapak	Louise Bradley	Charles Bruce
Mental Health Commission of Canada	Mental Health Commission of Canada	Nova Scotia Public Service Long Term Disability Plan Trust Fund

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Agenda

1. The issue
2. The Standard 101
3. One year later
4. Testimonials from Canadian organizations
5. Looking forward

Please ask questions throughout the presentation by typing in the chat box on the right of your screen.

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The Issue



Of the total economic cost related to mental health problems or illness in Canada, approximately \$51 billion per year, a staggering \$20 billion stems from workplace losses.



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The Standard: 101

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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 / Standard Council of Canada / Conseil canadien des normes

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This document was developed for everyone, including both employers and employees, whether or not they live with a mental illness.

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Overview of the Standard

Leadership + Promotion of Mental Health + Stigma Reduction = The Standard

Mental Health Strategy for Canada

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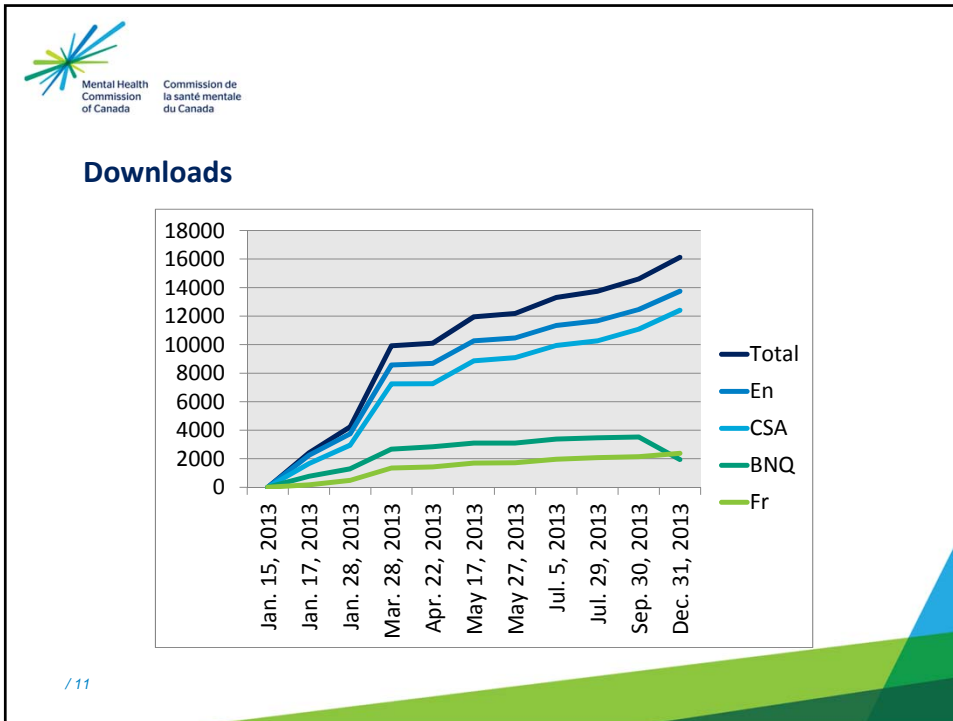


Unique Aspects of the Standard

- A global first for psychological health and safety
- Entirely voluntary
- A set of tools and not rules
- Adaptable and flexible for employers of all sizes and sectors
- The Standard is for everyone and is a shared responsibility; everyone plays a key role
- Promotion and prevention
- Available at no cost for the first five years or until a major revision

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One Year Later....



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- ### Twelve Short Months
- International leader
 - Uptake and adoption – across Canada
 - Early adopters
 - Influencers
 - Canadian Healthcare Association
 - Excellence Canada
 - Accreditation Canada
 - Tracking and monitoring the Standard

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Advancing Workplace Mental Health: The Standard One Year Later



Left to Right:
David Goldbloom, Board of Directors Chair, MHCC
Ken Georgetti, President, Canadian Labour Congress
The Honourable Kellie Leitch, Minister of Labour and Minister of
Status of Women, The Government of Canada
Louise Bradley, President & CEO, MHCC
Valerie Pringle, Award-winning TV Broadcaster
George Cope, President & CEO, Bell Canada



Press Conference Toronto
January 16, 2014

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Canada's successes in advancing the issue

MHCC announced plans to further work with Canadian businesses and drive uptake of the Standard in workplaces across Canada

A new \$1.4-million research project to assess the impact of a federally funded program aimed at improving mental health in the workplace was announced

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Why do this and why now?

- In one year since the Standard's release, significant interest has been generated and several early adopters have come forward.
- Questions being consistently asked to the MHCC:
 - Who, in my industry, is adopting the Standard?
 - What are some of the promising practices?
 - What are the lessons learned from other organizations?
 - What tools/resources can I use in my environment?
 - I'm with a small organization, does the Standard apply to me? If yes, how can an organization of my size implement the Standard?
- The Case Study Project aims to answer these questions and drive adoption and uptake of the Standard.

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What is this project?

In scope

1. Document how the National Standard is being implemented among Canadian employers, in various industries, sectors, regions and of various sizes
2. Identify challenges, gaps and promising practices related to implementation
3. Quantify costs and impact

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Case Study Research Project

Expected Outcomes

Help build a strong business case	Identify gaps and challenges
Identify best practices	Inform future revisions to the Standard
Create blueprint for future organizations that wish to adopt the Standard	Identify tools/resources

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Case Study Research Project

- AGS Rehab Solutions
- Alberta New Home Warranty Program
- Bell Canada
- Belmont Health & Wealth
- Bernardi Human Resources Law LLP
- Canadian Centre for Occupational Health and Safety
- Canadian Mental Health Association – Toronto Branch
- Cape Breton Health District Authority
- Capital District Health Authority (Nova Scotia)
- Community Resource Connections of Toronto
- County of Frontenac
- Frontenac Community Mental Health and Addiction Services
- Garden City Family Health Team
- Great-West Life Assurance Company
- Habitat for Humanity – Nova Scotia
- Haliburton, Kawartha, Pine Ridge District Health Unit
- Immigrant Settlement and Integration Services (Halifax, Nova Scotia)
- Lakeridge Health
- Manulife Financial
- Mount Sinai Hospital
- Nova Scotia Government and General Employees Union
- Pickering Public Library
- Provincial Health Services Authority (British Columbia)
- Real Estate Board of Greater Vancouver
- Region of Peel
- School District #22
- The Regional Municipality of York
- The Royal Ottawa Health Care Group
- The Scarborough Hospital
- Toronto East General Hospital
- University Health Network

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Roundtable – January 16, 2014

Objective

Bring together organizations that are promoting the uptake of the Standard to

- To gain insight into what other organizations in the same field are doing and have done
- How we can leverage each other's work and build upon each other's successes/products/resources
- Understand each organizations unique role
- Identify possible areas of collaboration among organizations at the roundtable
- Identify goals for the upcoming year

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Champion organizations tell Canadians what they think

- What do other organizations have to say about psychological health and safety?
- Check out the Commission's website or YouTube Channel!



- General Electric Canada
- Toronto East General Hospital
- Canadian Centre for Occupational Health and Safety
- University of Waterloo
- University British Columbia Okanagan

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What Have We Heard

- Desperate need
- One size does not fit all
- Not a linear process
- Standard not prescriptive – can be challenging
- Need more support – resources and tools
- Want to connect with others
- Want to hear about others experiences

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Tracking the Standard

- Become a Canadian leader of change and share your journey as you address Psychological Health and Safety in your workplace.
 - What motivated your organization to consider improving PH&S in your workplace?
 - What has been your progress to-date?
 - What successes have you achieved and what challenges have you encountered?
- MHCC wants to showcase leaders and identify champions of workplace wellness. Sharing experiences helps connect organizations undergoing similar processes allowing us all to learn and progress. The Commission invites you to take five minutes to complete the online form and share your experience.

<http://www.mentalhealthcommission.ca/English/standardform>

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Technical Committee (TC) Update

- Key topics discussed:
 - What each TC member and their organization achieved in 2013 in relation with the PHS standard
 - Significant actions and events coming in 2014
 - Challenges and issues faced with the implementation of the standard, solutions and ideas to address these
- Highlight: shift in the focus of the TC from awareness to implementation
- Attendance: 18 TC members, two guests, three observers, three BNQ-CSA project team

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MHCC Moving Forward

Promotion	Drive Adoption
<ul style="list-style-type: none"> Free Monthly Webinars Collaborative Spaces Establishing a Portal for Resources and Information Tracking the Standard Conferences & Meetings Social Media Newsletters, magazine articles, press releases, media interviews 	<ul style="list-style-type: none"> Case Study Research Project Roundtable Discussions Development of an Implementation Guide Leadership Forums Stakeholder Engagement Development of Educational Tools Government Relations Video Testimonial Project

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Join the Conversation

Communicate. Contribute. Collaborate.



COLLABORATIVE SPACES is an online repository and conversation place for mental health in Canada. Share mental health information with others and learn from others as they post. The more you contribute, the more robust a resource it will be!

<http://www.mentalhealthcommission.ca/English/spaces>

TWITTER: @MHCC_ #workplaceMH #StandardCda

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Thank you

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Production of this document is made possible through a financial contribution from Health Canada.
Les opinions exprimées aux présentes sont celles de la Commission de la santé mentale du Canada.
La production de ce document a été rendue possible grâce à la contribution financière de Santé Canada.