



Where Do I Begin? Town Hall Workplace Webinar

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Mary Ann Baynton, MSW Great-West Life Centre for Mental Health in the Workplace
Samantha Kolapak, MPP Mental Health Commission of Canada

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Presenters

		
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Mental Health Commission of Canada	Great-West Life Centre for Mental Health in the Workplace	University of Waterloo

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Agenda

1. Samantha Kolapak, Mental Health Commission of Canada
 - Background
2. Mary Ann Baynton, Great-West Life Centre for MH in the Workplace
 - Where do I begin?
3. Linda Brogden, University of Waterloo
 - Taking Stock of Where Your Organization is At
4. Questions


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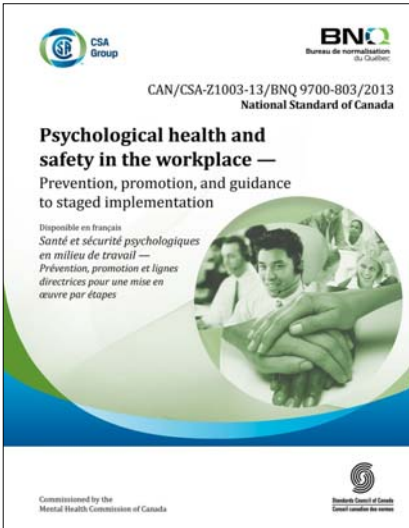
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CSA Group / BNC Bureau de normalisation du Québec

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

“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 town hall webinar: Where Do I Begin?

For more information: skolapak@mentalhealthcommission.ca

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Where Do I Begin?

Start where you already have influence or control:

Communicate and celebrate success	Review existing policy and practice
Approach senior leadership to walk the talk	Create a team that represents each group
Add mental health awareness to existing training	Support leaders to engage other stakeholders
Start a focus group of managers/supervisors	Gather data to develop a baseline and trends

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Is it better to take baby steps or a big leap?

- If you can, start organization wide, but make it manageable
- Break it up & create group action plans
- Get people involved!



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Already providing PH&S, but want to improve:

1. Choose a theme based on your results.
2. Engage leaders from each department or group.
3. Communicate the outcome you are seeking.
4. Agree on how you will evaluate outcomes.
5. Delegate each person to go back to their direct reports to develop a plan of action.
6. Share the plans of actions before implementation.
7. Have leaders engage direct reports in implementation and evaluation.
8. Review results and repeat with another theme.

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How do we get the best bang for our buck?

Get commitment from your workplace leaders to take action with their own group

Use free resources like Working Through It for mental health awareness

Use Managing Mental Health Matters to educate supervisors and managers

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13 Factors

Psychological support	Organizational culture	Clear leadership and expectations	Civility and respect
Psychological competencies and requirements	Growth and development	Recognition and reward	Involvement and influence
Workload management	Engagement	Balance	Psychological protection

Protection of physical safety


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Why is it important to focus on PH&S?

- No workplace is immune (no matter its size or sector)
- The costs of not addressing mental health issues in the workplace are significant
- Mental health problems and illnesses account for approximately 30 % of short and long term disability, and are rated one of the top 3 drivers of disability claims by over 80% of Canadian employers
- University of Waterloo's top three included: mental health issues, cancer, and cardiac related (includes hypertension)

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Taking stock of where your organization is at

- Speak with colleagues who have a vested interest in promoting the standard
- Gather data (e.g. absenteeism rates related to mental health issues)
- Speak to employees who experienced workplace issues and use this information to point out the costs associated
- Review policies, procedures and guidelines
- Plan the journey and take action

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Engage the right people; keep the momentum up

- Meet and present to senior management, staff relations, faculty relations, union groups, explaining how it will help
- Show senior management the value of implementing
- Everyone should understand:
 - workload management
 - engagement
 - civility and respect

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Planning & implementation considerations

- Find your champions and bring your team together
- Evaluate what you already are doing, and plan to build on this
- Perhaps start with brown bag lunch; introduce one of the 13 factors at a time

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Psychological Health and Safety Management System
Introduction to Psychological Health and Safety Management System

Why having a psychologically healthy and safe workplace makes good business sense

Introduction to PHSMS	Commitment & Leadership	Planning	Implementation	Evaluation & Corrective Action	Management Review & Continual Improvement
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FAQs About PHSMS

- Why should our organization implement?
- Is this about employee mental illness?
- Are you suggesting organizations are solely responsible?
- Will it open a 'can of worms'?
- Will it create undue stress for managers?
- Could it invade privacy or violate confidentiality?

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Communication



Senior leaders and management
Labour organizations and unions
Middle management
Employees


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What can your organization do?

- Read the Standard and the annexes
- Ensure you have a champion in the organization who will take responsibility for moving forward
- Take advantage of free and credible resources

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In summary...

- Remember to evaluate what you already are doing, and plan to build on this
- Engage leaders and other important stakeholders
- Implementation of PH&S will be a journey
- Numerous resources are available to help:
 - The National Standard of Canada for Psychological Health and Safety in the Workplace,
 - Workplace Strategies for Mental Health,
 - Mental Health First Aid Canada program,
 - The Aspiring Workforce, and more!

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Questions?



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Get started...

- Check it out
- Take advantage
- Improve effectiveness

Workplace Strategies for Mental Health



Make yourself look good and your clients more successful – tangible results, minimal investment.

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Thank you

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