MENTAL HEALTH
in the Workplace

A psychologically healthy workplace is a respectful and productive environment that makes every reasonable effort to promote and protect the mental health of employees.

Employers are responsible for protecting the health and safety of employees.

30% of disability claims are related to mental health problems and mental illness.[1]

1/5 Canadians experience a mental health problem or mental illness each year.[2]

$50 billion per year is the total cost of mental health problems and mental illnesses in Canada.[3]

TOP 8 PRACTICES
WHAT CAN YOU DO TO HELP?

1 SUPPORT employee participation and decision making

2 DEFINE employees' duties and responsibilities

3 PROMOTE work-life balance

4 ENCOURAGE respectful behaviours

5 MANAGE workloads

6 PROVIDE training and learning opportunities

7 HAVE conflict resolution practices in place

8 RECOGNIZE employees' contributions effectively

BENEFITS OF A PSYCHOLOGICALLY HEALTHY WORKPLACE

BETTER
- engagement
- morale
- satisfaction
- retention and recruitment
- productivity

REDUCES
- absenteeism
- grievances
- health costs
- medical leave/disability
- workplace injuries

Employers should assess their workplace for hazards, whether physical or psychological, then develop a plan to address and mitigate those hazards.

For more information: **canada.ca/workplace-health-safety**

[1] Sairanen, S., Matzanka, D., & Smeall, D. (2011). The business case: Collaborating to help employees maintain their mental well-being. Healthcare Papers, 11, 78-84.
[2] Smetanin, P., Stiff, D., Briante, C., Adair, C., Ahmad, S. & Khan, M. (2011). The life and economic impact of major mental illnesses in Canada: 2011 to 2014. RiskAnalytica, on behalf of the Mental Health Commission of Canada.
[3] Ibid.

LT-287-04-16