

MENTAL HEALTH IN THE WORKPLACE

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

Mental health **is the number one cause of disability claims** in Canada.

The personal toll on employees, and the financial costs to their employers, is enormous.

Many of these **costs can be avoided** by ensuring a mentally healthy workplace.

The **Mental Health Commission of Canada** has the tools and resources to help businesses do that.

By The Numbers

1 in 5 - number of Canadians who will experience a mental health problem or illness this year

30 - percentage of disability claims related to mental health

10 - 25 - percentage of disability costs employers could avoid by taking action

198 billion - amount of money lost productivity could cost Canadians businesses over the next 30 years

"Our main focus is Canada's competitiveness... However, when we talk about skills and human resources we don't often talk about the importance of a psychologically healthy workplace. We take it for granted. This is a mistake. A mistake that too many businesses tend to make."

The Honourable Perrin Beatty, President and CEO of the Canadian Chamber of Commerce (Media Release, January 16, 2013)

HERE'S WHAT YOU CAN DO:

Download and adopt the **National Standard of Canada for Psychological Health and Safety in the Workplace** at www.csa.ca/z1003 to help safeguard employees' mental health.

Use the **Action Guide for Employers** to help put the Standard into action and encourage executive leadership to make mental health a workplace priority.

Train managers and employees in **Mental Health First Aid** so they can spot problems early and provide initial help (visit www.mhfa.ca or Email mhfa@mentalhealthcommission.ca)

Support Canadians with mental illness who would like to enter, or re-enter, the workforce by championing the changes recommended in the **Aspiring Workforce** report.

Listen to other business leaders who are creating healthier workplaces by visiting the Leadership Framework for Advancing Workplace Mental Health online at <http://www.mhccleadership.ca/>

For more information on these programs and initiatives, visit www.mentalhealthcommission.ca

Additional Resource: Changing Directions, Changing Lives: The Mental Health Strategy for Canada (This document can be accessed to address a range of issues related to workplace mental health.)

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