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

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

• engagement
• morale
• satisfaction
• retention and recruitment
• productivity

• 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

³ Ibid.