



# Mental Health Make it your Business

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November 27, 2008

# A shift in thinking

No longer the management of human resources but rather the human management of resources.

Henry Mintzberg



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# What do Canadian Workers say?

- 83% come to work feeling sick and exhausted
- 89% believe that the incidence of stress related mental health problems has been increasing over the years
- 85% agree that the work environment is increasingly stressful



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# What do Canadian Workers say?

- 74% agree that workers today are overworked
- 75% agree that they do not receive adequate recognition from their employer
- 41% of employee's felt that access to attractive benefit packages demonstrates their organization takes care of employee wellness



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# Depression

- 2<sup>nd</sup> leading cause of disability
- Affects nearly 3 million Canadians
- Just over 6% diagnosed and treated properly\*
- Most common bet. 24-44 year olds
- 80% success rate for treatment
- Savings to employer = \$10K/yr/staff if treated\*
- But depression strongly masked at work
- Depressed employees fear reprimand, dismissal, stigma and shame



\* GPC International, "The Unheralded Business Crisis in Canada: Depression at Work", 2000, p. 4.

\* Ibid., p. 7.

# What's keeping employers awake at night?

Employers face critical challenges like

- Controlling plan costs 75%
- Recruiting & retaining employees 68%
- Increasing productivity 66%



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# What does it mean?

- Increased health and disability costs
- Increase in presenteeism and absenteeism
- Loss of productivity
- Higher risk of job loss and turnover
- Decrease in workplace morale



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# What next?

- Obtain the commitment, support and participation of management
- Establish a working group
- Make the diagnosis
- Identify the causes
- Develop and implement strategies



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# What can you do?

- Wellness initiatives
- Education
- EAP and other resources
- Supportive organizational culture



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# What initiatives have the most impact?

- Reducing Costs
- Improving Employee Health
- Improving Employee Satisfaction
- Increasing productivity



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# Measuring Success

## Establish a baseline

- where are you now and what do you want to achieve

## Define what you want to measure

- measures must match program objectives

## Select an evaluation tool

- the tool should have the capability to measure financial and non financial impacts



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# Mental Health Make it your Business

Sandy McLeod  
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November 27, 2008

# Signs of Depression at Work

Difficulty in making decisions

Decreased productivity

Inability to concentrate

Decline in dependability

Unusual increase in errors in work

Being prone to accidents

Frequent tardiness, increased "sick" days

Lack of enthusiasm for work



# Asking Your Employer for Support

- Determine what you need to achieve work/life balance
- Research policies and practices
- Think through the implications for the workplace
- Use an appropriate opportunity to raise the issue with your employer



# Typical Workplace Issues

- Situational confrontation with co-worker or manager
- Poor performance vs. illness
- Perception of a lack of control or support
- Work overload
- Inadequate skills and resources for job demands



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# The Return to Work

## The Plan

- Define timeframe
- Set goals
- Define accommodation

## The Preparation

- The manager
- The coworkers
- Other resources

## The Players

- The employer
- The employee
- The physician

## The Progress

- Key milestones
- Regular communication
- Discuss adjustments



# Safe, Successful and Sustainable

- Return is done in a safe and timely manner
- Needs of worker and employer are met
- Having that competitive edge



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# Roadmap to Success

## Prevention

- Organizational Health

## Early Identification and intervention

- Recognizing depression and anxiety

## Supportive workplace reintegration

- Preparation, pace and timing



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