

# Workplace Mental Health

[Overview](#) | [Resources](#)

## What is the issue?

Workplaces can play an essential part in maintaining positive mental health. They can give people the opportunity to feel productive and be a strong contributor to employee wellbeing. Yet it can also be a stressful environment that contributes to the rise of mental health problems and illnesses. No workplace is immune from these risks and we cannot afford to limit our definition of occupational health and safety to only the physical.

With most adults spending more of their waking hours at work than anywhere else, addressing issues of mental health at work is vitally important for all people in Canada. Seventy per cent of Canadian employees are concerned about the psychological health and safety of their workplace, and 14 per cent don't think theirs is healthy or safe at all. Such workplaces can take a detrimental personal toll as well as contribute to staggering economic costs.

About 30 per cent of short- and long-term disability claims in Canada are attributed to mental health problems and illnesses. The total cost from mental health problems to the Canadian economy exceeds \$50 billion annually. In 2011, mental health problems and illnesses among working adults in Canada cost employers more than \$6 billion in lost productivity from absenteeism, presenteeism and turnover.

## What are we doing?

The Mental Health Commission of Canada (MHCC) is committed to helping employers create and maintain mentally healthy workplaces by providing the tools, information, and support needed to ensure that every person in Canada can go to work knowing their organization recognizes the importance of psychological health and safety in the workplace.

### **The National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard)**

A voluntary [set of guidelines](#), tools, and resources to guide organizations in promoting mental health and preventing psychological harm at work.

### **Supporting the implementation of the Standard**

- [Resources](#) to help organizations create more mentally healthy work environments.
- [Case Study Research Project](#) of over 40 organizations to identify and understand [promising practices](#) for implementing the Standard.

### **Training tools**

- [Mental Health First Aid](#) (MHFA) Canada helps employees and managers increase their awareness of the signs and symptoms of the most common mental health problems and know-how to help if a colleague begins to experience a mental health problem or crisis.

- [Road to Mental Readiness](#) (R2MR) is specifically designed for first responders to help reduce the stigma that often surrounds mental health problems and mental illness.
- [The Working Mind](#) (TWM) is intended to address and promote mental health and reduce the stigma of mental illness in a workplace setting, while increasing resiliency.

### **Free Monthly webinars on workplace mental health promotion**

[Learn more](#) about our monthly webinar series created specifically to discuss psychological health & safety in the workplace.

## KEY INITIATIVES



### **13 Factors: Addressing Mental Health in the Workplace**

Watch this video series to learn more about promoting the 13 psychological factors for health and safety in your workplace

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**Free Monthly Webinars on Workplace Mental Health Promotion**

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## RELATED INITIATIVES

### **The Working Mind**

Workplace Mental Health and Wellness Summary

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### **Mental Health First Aid**

Mental Health First Aid (MHFA) is the help provided to a person developing a mental health problem or experiencing a mental health crisis.

[Learn more](#)

### **Aspiring Workforce**

What is the Aspiring Workforce?

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