

MENTAL HEALTH in the WORKPLACE

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MENTAL HEALTH

What does it mean?



According to the Public Health Agency of Canada:

Mental health is the capacity of each and all of us to feel, think, act in ways that enhance our ability to enjoy life and deal with the challenges we face

Mental health is an integral part of an individual's general state of health and is essential for their survival, as it determines their behaviours, perceptions, ways of thinking, communicating and understanding

According to the World Health Organization:

Health is a complete state of physical, mental and social well-being, and not just the absence of disease or infirmity.

It is a state of well-being in which the person can be realized, overcome the normal tensions of life, perform productive and fruitful work and contribute to the life of his community.

WHO's 191 member states adopted this ambitious definition, including Canada!



**World Health
Organization**



MENTAL HEALTH


What is the other side?

A word cloud of terms related to mental health and workplace issues. The words are arranged in a roughly circular pattern, with 'Anxiety' at the top, 'Prejudice' on the right, 'Harassment' in the center, and 'Violence' at the bottom. Other words include 'Overwork', 'Stress', 'Support', 'Nausea', 'Suicide', 'Tired', 'Sadness', 'Isolation', 'Psychotic Disorders', 'Work Overload', 'Stunlmsomnia', 'Drugs', 'Alcohol', 'Abuse', and 'Work Overload'.

Overwork Stress Support Anxiety
Stunlmsomnia Drugs Alcohol Abuse Prejudice
Work Overload Nausea Suicide Tired
Isolation Psychotic Disorders Violence Sadness Harassment



WHAT ARE THE
FUNDAMENTAL CAUSES?



Several factors can cause
workplace-related mental
health problems.

SOCIAL FACTORS:

Socio-economic
conditions have an
impact on the
labour market

SOCIAL VALUES

Such as performance and individualism,
which influence both individuals and
workplace organizations

THE
GLOBALIZATION
OF
THE ECONOMY...

Which drives
COMPETITION
between Companies
and Organizations

INDIVIDUAL
FACTORS

also have
repercussions on
LIFE AT WORK

PERSONAL LIFE
FAMILY
FINANCIAL SITUATION
PANDEMIC



*OTHER, MORE RECENTLY
IDENTIFIED, FACTORS
ALSO HAVE A **MAJOR IMPACT**
ON MENTAL HEALTH:*

THESE FACTORS RELATE TO:

1. THE WORK ITSELF
2. THE ORGANIZATION OF THE WORK
3. LACK OF TRANSPARENCY IN THE ORGANIZATION
4. THE SOCIAL RAPPORTS THAT PREVAIL
IN THE WORKPLACE

AT THE ORGANIZATION LEVEL...

- Not getting enough recognition
- Not getting answers
- Being overloaded with work
- Poor or tense relationships in the workplace
(including psychological harassment)

Factors such as ...

not being part of the decision-making process
and
inadequate flow of information

**...can threaten the mental health of
individuals in their work environment**

THE **OBJECTIVES**

SET TO RAISE THE AWARENESS OF OUR COLLEAGUES REGARDING MENTAL HEALTH IN THE WORKPLACE ARE AS FOLLOWS:



THE **OBJECTIVES**

RAISE MORE AWARENESS
ON ALL ASPECTS OF
MENTAL HEALTH

MENTAL HEALTH PROBLEMS

MYTHS
AND
MISCONCEPTIONS



REALITY

THE OBJECTIVES

UNDERSTAND
the impact of all forms of
PREJUDICE
against individuals living
with Mental Health
problems



THE OBJECTIVES

DEFINE WORKPLACE FACTORS AND INDICATORS THAT RELATE TO THE CONCEPT OF PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE



THE OBJECTIVES

TALK ABOUT
THE LEGAL OBLIGATIONS,
ROLES and
RESPONSIBILITIES

involved in ensuring healthy work
environments



THE OBJECTIVES

Explain the reasons that drive people to ensure psychological health and safety in the workplace



THE OBJECTIVES

Ensure greater understanding from colleagues on **SIGNS AND SYMPTOMS** related to mental health problems and discuss various **SUPPORT AND ACCOMMODATION MEASURES**

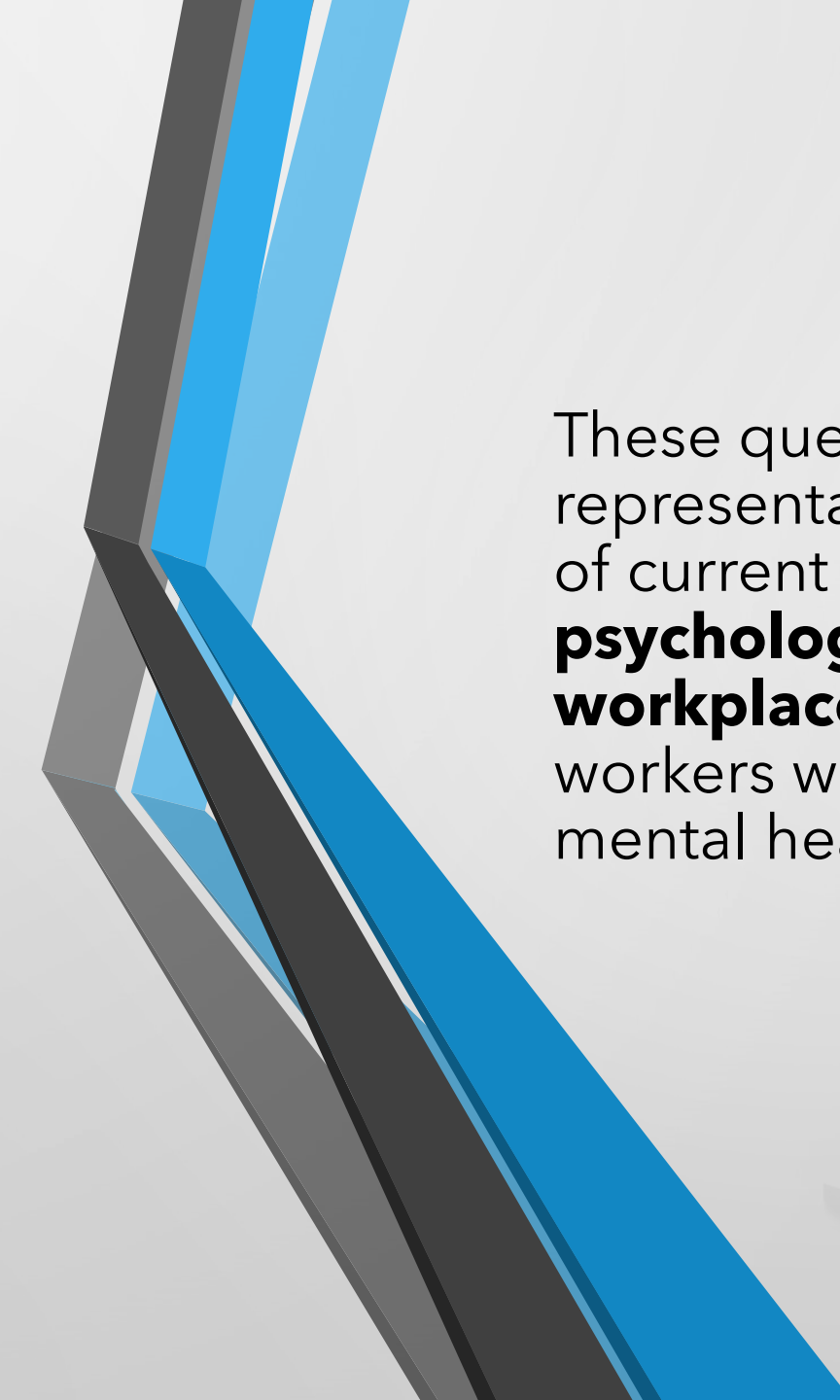


THE OBJECTIVES

- Examine various WELL-BEING ASPECTS
- Talk about the main factors that help foster recovery after mental health problems
- Establish what measures can be taken to support health and safety in the workplace

TWENTY QUESTIONS FOR US





These questions can help union representatives examine the effectiveness of current approaches to **promote psychological health and safety in the workplace**, as well as **provide support** to workers who could be experiencing mental health problems at work

1.

Do our representatives/members have the **proper knowledge and training** needed to recognize that a worker could be experiencing mental health problems?

2.

Do we have **performance indicators** and **assessment methods** that allow us to objectively establish how we face mental health problems in our work environment?

3.

Do our representatives take part in drafting **reasonable accommodation plans** that allow workers to overcome the emotional, psychological and interpersonal challenges at issue?

4.

Are we effectively supporting a corporate culture that fosters **OPEN COMMUNICATION** between workers, management and the union that is free from all **STIGMATIZATION** and **DISCRIMINATION** ?

5.

Do our representatives understand that our role involves taking part in the duty of **ACCOMMODATING AND SUPPORTING?**

6.

Do our representatives understand the role that we play in eliminating **HARASSMENT** and **INTIMIDATION** in the workplace?

7.

Does the wording of our collective agreement support the mental health and psychological safety of workers?

8.

Does our collective agreement cover reasonable accommodation measures?

9.

Are we sufficiently aware of accommodation options regarding mental health problems to propose **viable alternatives** to the suggestions formulated by management?

10.

Have we set up a committee (LMCC) on accommodations that **COLLABORATES** with management to find reasonable accommodation measures that will enable the successful return to work for workers while having the smallest impact on the collective agreement ?

11.

Do our representatives understand that they are bound by the **DUTY of CONFIDENTIALITY** when they are discussing personal medical information of workers?

A woman with long, dark hair is looking directly at the camera. The background is dark and industrial, with some metallic structures visible. The lighting is dramatic, highlighting her face against the dark background.

12.

Do our representatives know what to do when workers reveal that they are suffering from a mental illness?



13.

What approach will we adopt to address possible **RESENTMENT** from colleagues when accommodation measures are used for a specific worker ?

14.

Are our representatives leading by example by adopting **healthy** and **respectful behaviour** in the workplace?



15.

Are we familiar with the approaches that enable us to **EFFECTIVELY** intervene in conflicts between colleagues and do we have the **REQUIRED TRAINING** to use these approaches?

16.

Are we familiar with the **resources, expertise and support** that can be provided by our Union Leaders to handle mental health or psychological safety problems?

17.

Are there
processes
to:

Facilitate documentation of
additional information when
requesting Reasonable
Accommodations

18.

Are there
processes
to:

Appeal if a request for
Reasonable Accommodations
is rejected?

19. Are there processes to:

Provide **support** to union representatives who are emotionally exhausted and left in the dark?

20.

Does our union provide **help in interpreting** the collective agreement and do the workers know how to get this help?



In closing,

I would like to share advice from the
Canadian Mental Health Association

*I TAKE A BREAK
AND I TREAT MYSELF WELL*

*I TAKE A BREAK
AND I ACCEPT MYSELF AS I AM*

*I TAKE A BREAK
AND I APPRECIATE WHO I AM*




A woman with long, dark hair is shown in profile, looking out of a window. She is in silhouette against a bright, overcast sky. The window has a grid pattern. The overall mood is contemplative and serene.

*I TAKE A BREAK
AND I ALLOW MYSELF A MOMENT OF PEACE*

*I TAKE A BREAK
AND I LISTEN WITH MY HEART*

*I TAKE A BREAK
AND I DARE TO OPENLY EXPRESS MY NEEDS*

The background is a dark, almost black, space filled with intricate, glowing patterns. These patterns consist of numerous thin, curved lines that swirl and flow across the frame, creating a sense of movement and depth. Interspersed among these lines are many small, bright white and light blue particles, some of which appear to be larger and more prominent, resembling stars or distant galaxies. The overall effect is one of a vast, dynamic, and ethereal digital or cosmic environment.

*I TAKE A BREAK
AND I GIVE MYSELF A BREAK*

THANK YOU
FOR YOUR TIME
AND YOUR ATTENTION!

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Sources:

- The Canadian Mental Health Association
- The Joint Learning Program
- World Health Organization
- Health Canada
- The Public Health Agency of Canada
- The Mental Health Commission of Canada
- Canadian Centre for Occupational Health and Safety
- Bureau de Normalisation du Québec (Quebec Standardization Office)