

Improving Mental Health in the MHCC Workplace

Our Experience Implementing The Standard



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada



Mental Health Commission of Canada (MHCC) is an independent, not-for-profit organization funded by Health Canada with a 10-year mandate (2007-2017) to act as a catalyst in Canada for improving the mental health system and changing the attitudes and behaviours of Canadians around mental health issues.

ABOUT MHCC

- Approximately 80 employees
- Two offices, with several remote locations
- Three employees in Human Resources

GUIDING PRINCIPLE

Integrating physical and psychological health and safety (PH&S) in a comprehensive wellness plan methodology

ISSUE

CANADIAN
DISABILITY COSTS

70%
Attributed to
Mental Illness

PRELIMINARY OUTCOMES

CULTURAL

Increased collaboration, engagement, and shared responsibility for organizational success.

RECOGNITION

Increased awareness of the employer-employee role in maintaining a healthy and safe work environment.

REPORTING

Utilizing established metrics as measures toward continuous improvement and benchmarks against established standards (such as those found in the Standard).

CONTINUOUS IMPROVEMENT

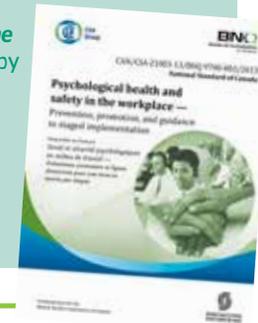
Measuring key indicators that reflect health and safety and business outcomes in the workplace.



OUR CRITICAL TOOL

National Standard of Canada on Psychological Health and Safety in the Workplace (the Standard) was used by MHCC to guide its efforts to address mental health at work and provided us with the framework, tools and resources to design our approach.

Download for free at:
www.csa.ca/z1003



RESOURCES

Visit www.mentalhealthcommission.ca to:

- **Join our free monthly webinars** | Hear from employers and experts about implementing the Standard
- **Share your story** | We want to hear from those who are using the Standard
- **Learn about Mental Health First Aid** | Train management and employees to recognize signs and provide initial help
- **Learn about the ground-breaking Case Study research project** | Follow more than 20 organizations as they adopt the Standard
- **Watch video testimonials** | Learn how champion organizations are promoting psychological health & safety in their workplace

For more on Mental Health First Aid visit
www.mentalhealthfirstaid.ca

THREE PILLARS FOR SUCCESS

Leadership Commitment



Employee
Engagement and
Collaboration



Effective and
Continuous
Communication



For more information please contact Sapna Mahajan at smahajan@mentalhealthcommission.ca