

One in five Canadians will experience a mental health problem or illness this year.

More than **6.7 million** Canadians are living with a mental health problem or illness today.

Currently, **only 25%** of employees believe that their supervisor manages mental health issues effectively.

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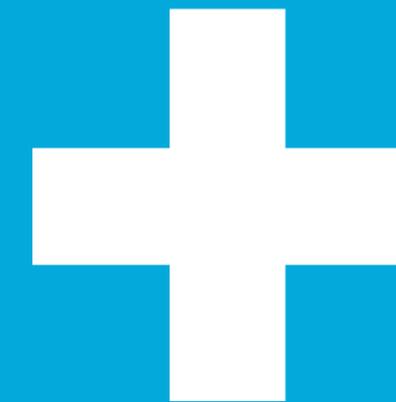
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Workplace first aid includes
mental health

Mental Health First Aid CANADA

Employers are increasingly being held legally responsible for psychological health and safety in the workplace. As a result, employers **may be held liable** if for example, an employee is harassed, bullied or chronically overworked.



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada



Employers who set a strategic direction for improving mental health are rewarded with **dramatic cost and effectiveness benefits**, enjoying significant and sustainable enhancements in:

Productivity: happy and psychologically healthy employees work harder and more efficiently

Recruitment and Retention: today's top-quality employees expect a workplace that supports their personal and professional growth

Cost Savings due to Disability and Absenteeism: there is a strong link between mental health, physical well-being and injury prevention

Conflict Reduction: better mental health among employees means fewer grievances and complaints and a stronger corporate reputation

Operational Success: mentally healthy workplaces are characterized by higher levels of employee motivation, commitment, innovation and creativity, as well as fewer errors, better decision making and improved planning



30% of all short- and long-term disability claims are due to mental health problems and illnesses.

In 2011, lost productivity due to absenteeism and planning presenteeism (present but less than fully productive at work) due to mental health problems and illnesses was approximately \$6 billion.



In a recent major Canadian study, 82% of responding organizations ranked mental health conditions among their top three causes of short-term disability (72% for long-term).

The average responding organization reported spending more than \$10.5 million annually on absence claims.



Colleagues and managers are best placed to be the first to recognize the signs and symptoms of mental health issues in their coworkers, provided they are properly trained in Mental Health First Aid.

Mental Health First Aid is the help provided to a person developing a mental health problem or experiencing a mental health crisis. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is provided until appropriate support is found or until the crisis is resolved.

MHFA trained employees will help equip your organization to:

- Recognize and understand the symptoms of mental health problems, including those related to substance abuse
- Provide help to prevent the mental health problem from developing into a more serious state

- Promote the recovery of good mental health by accommodating employees in distress or recovering from a crisis
- Increase productivity and reduce absenteeism and overall pressure on benefits

Evidence has shown that individuals who complete the 12-hour basic course have:

- Significantly greater recognition of the most common mental health illnesses and problems
- Decreased social distance from people with mental health illnesses or problems
- Increased confidence in providing help to others
- Demonstrated increase in helpful actions

