

Mental Health and Wellness in the Workplace

Creating Healthy Workplaces
Supports for Members
Local and Provincial Resources



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Changing Context of Workplace Mental Health

- People are talking more about mental health and mental illness
- Creation of Mental Health Commission of Canada, recommended through various reports (2012 - Changing Directions, Changing Lives – Mental Health Strategy)
- Development of National Standard on Psychological Health and Safety (brought together employers, unions and mental health professionals)

Source: CUPE Steward Learning Series: Creating psychologically healthy and safe workplaces



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National Standard on Psychological Health and Safety

- Creates a framework to implement everything needed to create psychological health and safety in the workplace
- Includes comprehensive workplace assessment tools
- However, implementation is VOLUNTARY, must be the champions to get our employers to implement the Standard

Source: CUPE Steward Learning Series: Creating psychologically healthy and safe workplaces



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National Standard on Psychological Health and Safety

The Standard includes 13 factors:

1. Psychological support
2. Organizational culture (trust, honesty and fairness)
3. Clear leadership
4. Civility and respect
5. Psychological demands (are monitored and managed)



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National Standard on Psychological Health and Safety

6. Growth and development

7. Recognition and reward

8. Involvement and influence

9. Workload management

10. Engagement

11. Balance (recognize need to balance work, family and personal life)

12. Psychological protections

13. Protection of physical safety



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Implementing the Standard

- [National Standard on Psychological Health and Safety](#)
- [Introductory Video National Standard](#)



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Further Developments

- More employers are signing on to the Standard, i.e. Bell's "Let's Talk" campaign
- Recent WSIB decisions and WSIB policy changes that includes Chronic Mental Stress (Policy 15-03-14) and Traumatic Mental Stress (Policy 15-03-02) available <http://www.wsib.on.ca>
- The inclusion of psychological harassment (bullying) as hazards under the OHSA

Source: CUPE Steward Learning Series: Creating psychologically healthy and safe workplaces



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Reporting to WSIB

- WSIB has released a new Form 8 that should be utilized when a medical practitioner documents a claim for mental stress on behalf of an injured worker
- Can be a doctor or nurse practitioner however, a psychiatrist or clinical psychologist are ideal
- Diagnostic and Statistical Manual of Mental Disorders (DSM) diagnosis required for a claim to be approved



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Overall benefits of creating healthy work environments

Good mental health correlates with:

- Job satisfaction
- Higher morale
- Engagement
- Retention
- Productivity



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Creating Mental Health and Wellness

What things can make a workplace psychologically healthy and safe?



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What things can make a workplace psychologically healthy and safe?

- Accommodations/Return to Work – policies, collective agreement language, information and communication for members away from work, plans developed member, union and employer together
- Workplace Policies – harassment policies, return to work policies, efficient processes for dealing with problems, union input, respectful of collective agreements
- Response to harassment, bullying and intimidation – labour management committee, open accessible management
- Input and influence at work



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What things can make a workplace psychologically healthy and safe?

- Shift in paradigms – fight stereotypes and stigma, accommodation friendly respect
- Input and Influence – discussion of ideas for change, active joint health and safety committees
- Work pace – reasonable scheduling
- Physical stressors - location, maintenance, equipment, ergonomics, air quality



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Employer's Role in Creating Mental Health and Wellness

- Workplace training in stress management
 - Workshops on different aspects of stress and coping
- Employee Assistance Programs
 - Every school board has EAP, benefits vary from board to board, offer free services and/or counselling – family, marriage/divorce, depression, grief, addiction, finances, stress management
 - Referrals to psychiatrists, psychologists, stress specialists, addiction counsellors



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Creating Healthy Work Environments for Ourselves

- Managing your stress can lead to healthier and more productive work environment teachers and students
- Set realistic expectations for yourself and others
- Strive to change only what is changeable
- Consider what actions you can take (big or small) that would have a positive impact
- Dealing with change - be part of the solution, proactive and effective



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Creating Healthy Work Environments for Ourselves

- Promote understanding and celebrate differences
- Be decisive and don't procrastinate – indecision prevents action, which can cause a sense of loss of control
- Prioritize – keep a to-do list
- Improve time management skills
- Job satisfaction is linked to tasks that are personally and professionally meaningful



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Creating Healthy Work Environments for Ourselves

- Reflect on what you do well
- Create a positive space
 - Remove unnecessary stressors
 - Make classroom as functional and welcoming as possible
 - Healthy airflow, natural lighting can have a dramatic impact
- Connect with co-workers, have a support network



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Creating Healthy Work Environments for Ourselves

- Strategies to promote health and wellness
- Find your retreat
- Connect to your breath
- Meditating
- Being mindful
- Focus on the positive
- Exercise and eat right



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Get Help When Needed

- Recognize and address problems early, can prevent more serious issues
- Reach out to colleagues or local OECTA unit or CMS at Provincial office
- OECTA can direct you to support through EAP, can answer questions about sick leave, LTD and workplace accommodations
- OECTA Benefits provides coverage for up to \$1500 per person per year for services of psychologist, marriage and family therapist and social worker

Members are not alone and should not be afraid to ask for help



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Taking Care of the OECTA Release Officer

- Providing support to members with mental health issues can create physical and mental stress for the OECTA Release Officer
- Important to take time for yourself when you are providing support
- Impact of Caring:
 - Compassion Satisfaction
 - Burnout
 - Compassion Stress
 - Compassion Fatigue



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Tips for Self-Care

- Eat well balanced diet
- Drink plenty of water
- Exercise
- Get enough rest
- Know and respect your limits
- Be on the lookout for any changes in your habits, attitudes and moods
- Develop a self-care plan and take some time to do something for yourself every day



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Mental Health First Aid

- The help provided to a person developing a mental health problem, experiencing the worsening of an existing mental health problem, or in a mental health crisis
- Recognize – a change in behaviour
- Respond – with a confident conversation
- Guide – to appropriate resources and support



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On-Line Resources/Tools

[Mental Health and Mental Illness Resources.pdf](#)

Located on the OECTA website under Health and Safety – Mental Health and Wellness Regional Workshops



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On-Line Tools/Resources

- CCOHS and OCHOW – Mental Stress Workplace App

[Measure Workplace Stress App](#)



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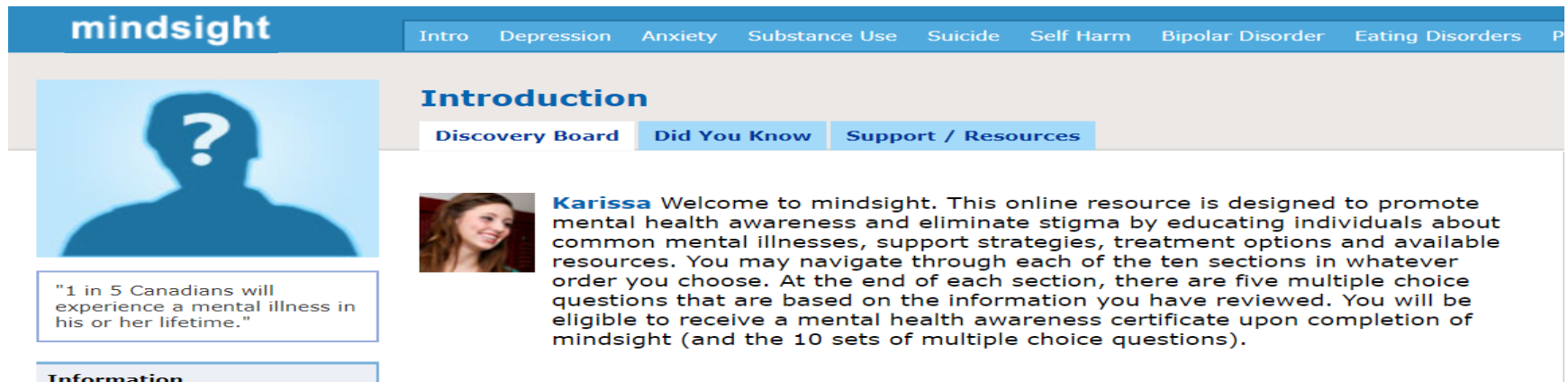
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On-Line Tools/Resources

- Mindsight – An On-Line Mental Illness Awareness Resource

[Mindsight](#)



The screenshot shows the Mindsight website interface. At the top is a blue navigation bar with the logo "mindsight" on the left and a menu of topics: "Intro", "Depression", "Anxiety", "Substance Use", "Suicide", "Self Harm", "Bipolar Disorder", "Eating Disorders", and "P". Below the navigation bar is a light gray header area with the title "Introduction" and three sub-sections: "Discovery Board", "Did You Know", and "Support / Resources". On the left side, there is a blue silhouette of a person's head with a white question mark inside. Below this is a quote in a white box: "1 in 5 Canadians will experience a mental illness in his or her lifetime." Underneath the quote is a section labeled "Information". On the right side, there is a small photo of a smiling woman named Karissa, followed by a paragraph of text: "Karissa Welcome to mindsight. This online resource is designed to promote mental health awareness and eliminate stigma by educating individuals about common mental illnesses, support strategies, treatment options and available resources. You may navigate through each of the ten sections in whatever order you choose. At the end of each section, there are five multiple choice questions that are based on the information you have reviewed. You will be eligible to receive a mental health awareness certificate upon completion of mindsight (and the 10 sets of multiple choice questions)."



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On-Line Tools/Resources

Feeling Better Now - OTIP

[Feeling Better Now](#)



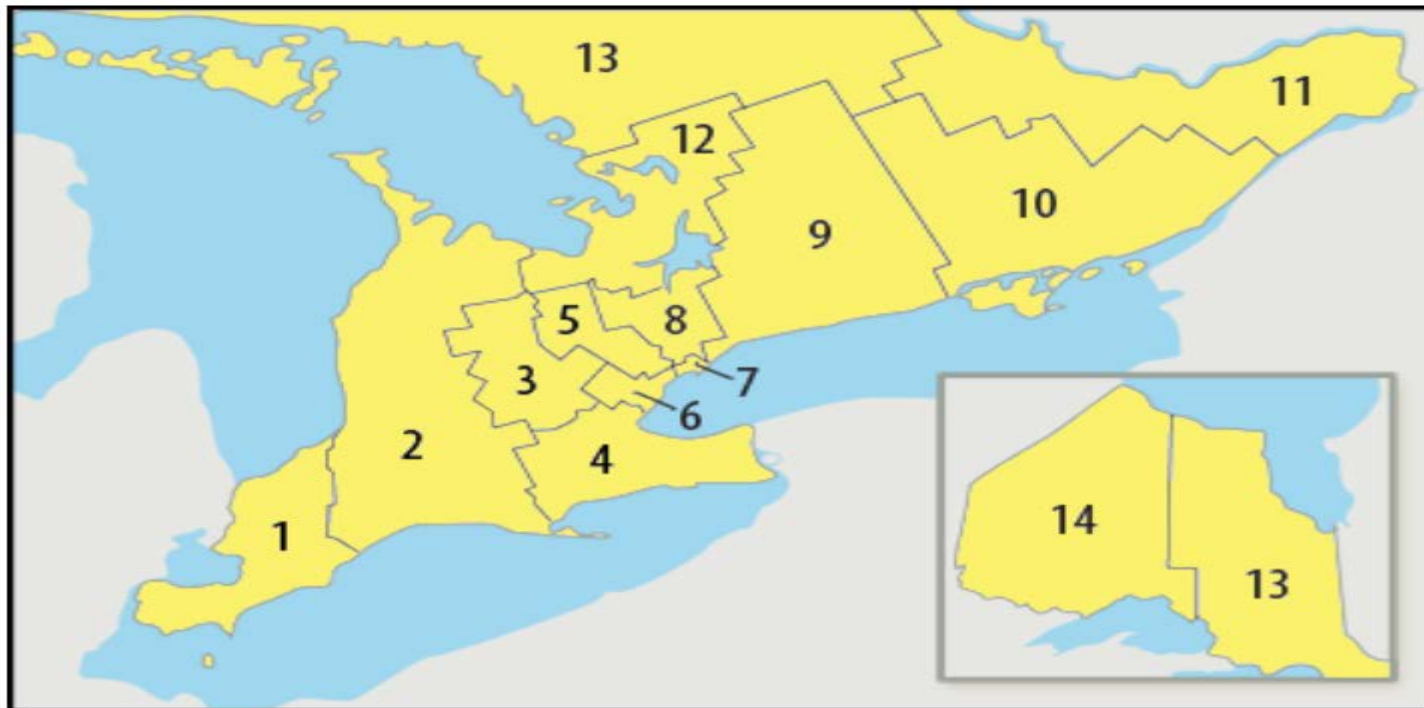
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On-Line Tools/Resources

www.thehealthline.ca



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Questions



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