WORKPLACE MENTAL HEALTH

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ANNIVERSARY

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Work and mental health

- Essential bidirectional relationship - positive and negative impact.
- *No other technique for the conduct of life attaches the individual so firmly to reality as…work… for work gives one a secure place in a portion of reality, in the human community*- **Sigmund Freud**.
- McKinsey survey – 59% of global workforce faces mental health challenges.
- WHO – 840,000 deaths caused by psychosocial risks.
- Unemployment associated with many adverse health outcomes, particularly mental health.

Signs of poor workplace mental health

- Absenteeism
- Presenteeism
- Reduced productivity and performance
- High Turnover rates
- Burnout / Depression
- Interpersonal Conflict / Frequent Workplace accidents
- Substance Use during work hours

Measuring Risk

- Employee assessment / person-task fit / mental health support
- Workload management/culture
- Clear communication/reporting framework
- Workplace environment/job design – comfortable, safe, minimize injury risk
- Performance feedback/reward – mutual understanding and agreement
- Workplace accommodations / facilitation of help seeking / decreased stigmatistion

Workplace Mental Health Policy

- Training
- Clear procedural framework for management of mental health issues
- Guidelines for Reporting - NB Confidentiality
- Effective referral and evaluation system e.g. EAPs
- Substance Use Testing
- Familiarity and Consistency with relevant legislation re: discrimination,victimization and worker's rights

TAKE HOME MESSAGE

- Work should not cost a person their health, relationships or their sense of self.
- What happens at work follows us home.
- It shows up in how we think, how we feel, how we speak to the people closest to us, how we see ourselves.