



Taking the Pulse

A Mentally Healthy and Safe Workplace:

→ Promotes positive culture and employee well-being

→ Prevents stigma and discrimination

→ Contributes to a productive and positive working environment

A Mentally Healthy Workplace Can:





A fundamental way to better healthcare is through healthier healthcare workplaces. It is unacceptable to work in, receive care in, govern, manage and fund unhealthy healthcare workplaces.”

– Quality Worklife - Quality Healthcare Collaborative



of people with a mental health problem or illness won't seek help for fear of being labeled.

Cause for Concern

1.5x

Healthcare workers are 1.5 times more likely to miss work due to illness or disability than people in all other sectors

40%

Over 40% of physicians say they are in advanced stages of burnout



Working in healthcare, and helping people cope with illness and death, can result in 'compassion fatigue'



Exhaustion and sleep deprivation can negatively affect the delivery of care



Stress, anxiety, depression, burnout and substance misuse are common workplace-related conditions



About Us

The Mental Health Commission of Canada

Through its mandate from Health Canada, the MHCC brings together the best and most influential minds in the mental health community. With our hundreds of partners, we are working to build a mental health system that is inclusive, adaptable, and supports Canadians living with mental health problems and illnesses in their journey of recovery.

HealthCareCAN

HealthCareCAN is the national voice of healthcare organizations and hospitals across Canada. We foster informed and continuous, results oriented discovery and innovation across the continuum of healthcare.

We act with others to enhance the health of the people of Canada; to build the capability for high quality care; and to help ensure value for money in publicly financed healthcare programs.

The Standard in Action

The Toronto East General Hospital is using the *Standard* to create a mentally healthy workplace, with impressive results:



7%

Decrease in overall healthcare costs



Overall decrease in days absent



Increase in staff engagement scores



Improved patient satisfaction and overall quality metrics



Take Action

Read the *National Standard for Psychological Health and Safety in the Workplace* (the *Standard*):

- Voluntary set of guidelines, tools and resources
- Promotes employees' psychological health
- Prevents psychological harm due to workplace factors
- Free to download at www.csa.ca/z1003

Look at HealthCareCAN's positioning statement calling on all its members to implement the *Standard*:

- www.healthcarecan.ca

Use the *Implementation Guide* to assist organizations in using the *Standard*:

- www.mentalhealthcommission.ca/nationalstandard

The Prognosis is Good

89% of Health Leaders Agree:

→ The *Standard* is **most often downloaded** by organizations in the health sector

→ At the 2015 Great Canadian Healthcare Debate, 89% of health leaders agreed with the MHCC's motion to **increase mental health care budgets by two percentage points**

→ Accreditation Canada **references psychological health and safety** in its standards



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