Evolution of Canadian Workplace Mental Health Strategies over the Last Ten Years

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Research Methodologies

- **National Survey**
  - Collected opinions about workplace mental health strategies & initiatives

- **Key Informant Interviews**
  - Interviews with experts about the evolution of workplace mental health

- **Gap Analysis**
  - Outstanding improvements needed that were identified in past reports
National Survey

- Collected data from N = 2,148 participants.

- Participants asked about experiences/beliefs/role in workplace mental health, as well as initiatives in place at their organization.

- Collectively, an informed group - high self-rated expertise, high human resources experience, etc.
Key Informant Interviews

- Interviewed N = 87 Key informants.

- Key informants: Experts knowledge of workplace mental health. Researchers, business experts, industry/agency experts, etc.

- Informed on milestones, influential initiatives/agencies, and ongoing gaps/goals related to workplace mental health.
Gap Analysis

- Extracted unaddressed gaps related to workplace mental health from previous reports.

- Determined and assigned a progress rating towards these gaps.
Canadian Workplace Mental Health: Milestone Snapshot

1998
Launch of the Global Business and Economic Roundtable on Mental Health and Addiction

2005
Accessibility for Ontarians with Disabilities Act, 2005

2007
The Mental Health Commission of Canada is established

2004
Quebec amends its Act Respecting Labour Standards to include a workplace bullying deterrent

2006
Out of the Shadows at Last: Transforming Mental Health, Mental Illness and Addiction Services in Canada

2007
The Great-West Life Centre for Mental Health in the Workplace
Canadian Workplace Mental Health: Milestone Snapshot

2008
Launch of Prevention, Promotion and Organizational Practices Contributing to Health in the Workplace

2009
Release of Stress at Work, Mental Injury and the Law in Canada:
Launch of Guarding Minds @ Work: A Workplace Guide to Psychological Health and Safety

2013
Launch of the National Standard of Canada for Psychological Health and Safety in the Workplace

2014
Workers Compensation Amendment Act, 2011

2016
The Workers Compensation Amendment Act

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Evolution Theme Areas

- Legal & Standards
- Business
- Education & Training
- Media
- Research
- Sector
The Evolving Legal & Standards Landscape

National Standard
- Release of the National Standard of Canada for Psychological Health and Safety in the Workplace

Legislation
- Legislation enacted – increased workers’ compensation, prevention of bullying/harassment & PTSD

International Leadership
- Canadian Standards Association – submitted proposal for international standard on psych health & safety
One that promotes employees’ psychological well-being and allows no harm to employee mental health in negligent, reckless or intentional ways.
Response to the Standard
Legislative Developments: Workers’ Compensation & Safety
Gaps in the Legal & Standards Landscape
The Evolving Business Landscape

**Attitudinal Shifts**
- Awareness, understanding, and value regarding workplace psychological health and safety

**Behavioural Shifts**
- Organizations developing & providing mental health resources & supports for employees, leaders, etc.

**Employer Awards**
- Awards that recognize and incentivize employers regarding workplace psychological health and safety
Workplace Attitudes & Culture

77.4%

Indicate attitudes toward workplace mental health issues across four worker groups (executives/leaders, human resources staff, managers/supervisors and general employees) have improved since 2007.
Workplace Attitudes & Culture

Say employees with mental health issues are treated better at work since 2007.

64.7%
Awards & Recognition for Workplace Mental Health
Gaps in the Business Landscape
The Evolving Education & Training Landscape

Online Resources
- Online workplace mental health resources – free & evidence-based

Formal Education
- New psychological health & safety educational opportunities – university certificates, workshops, etc.

Influence / Reach
- Education in psychological health & safety incorporated into industry trade shows, conferences, etc.
Professional Education & Training

• 73.3% of respondents reported that availability of educational and training programs for employees are better now since 2007.

• Education in psychological health and safety is being incorporated into conferences across various industries.

• University certificates/training – University of Fredericton, Queen’s University, York University.
Gaps in the Education & Training Landscape

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The Evolving Media Landscape

Societal Attitudes
- Reductions in stigma towards mental health issues, shifts in media focus

Celebrity Stories
- Influential individuals advocating & speaking publicly about mental health issues

Influence / Reach
- Wide range of mediums – increased mental health awareness through social media, blogs, etc.
National Survey: Media Attitudes

73.3%
Report use of non-stigmatizing language regarding workplace mental health issues has improved since 2007.

87.2%
Report improvements in media coverage of workplace mental health issues since 2007; 83.3% see celebrities and media personalities as having an important role in contributing to increased awareness.

81%
of respondents seek information about mental health issues now compared to 2007 (38%); 83% say the Internet is a source of their information.
Gaps in the Media Landscape
# The Evolving Research Landscape

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<thead>
<tr>
<th>Literature Focus</th>
<th>Research Initiatives</th>
<th>Interventions Research</th>
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<tbody>
<tr>
<td>• Research literature – organizational &amp; work environment factors that impact worker mental health</td>
<td>• Scientific community - valuing research initiatives with strong business collaboration</td>
<td>• Mental health interventions being developed in technologically diverse ways – deliverable in work settings</td>
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Evolution by Sector

**Recognition**
- Recognition that psychological health and safety issues can impact all sectors and industries

**Industry Leaders**
- Select industries advocating increased awareness that worker mental health is impacted by specific job factors

**Tailored Approaches**
- Sector-tailored approaches to workplace mental health (e.g., a tailored standard for paramedics)
Sectors with Notable Developments

- Paramedics
- Higher Education
- Armed Forces
- Federal Public Service
Gaps to be Addressed in the Next 10 Years

- **Cultural**
  - Workplace stigma, lack of psychological health and safety culture, focus on physical safety

- **Leadership**
  - Minimal training/education for leaders, lack of awareness, lack of emotional intelligence

- **Resource**
  - Lack of research/dissemination of research, poor accommodation & return-to-work, ineffective EFAP
Outlook for the Next 10 Years