

Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

Expanding the Notion of Health and Safety: Getting Up to Standard in Canada

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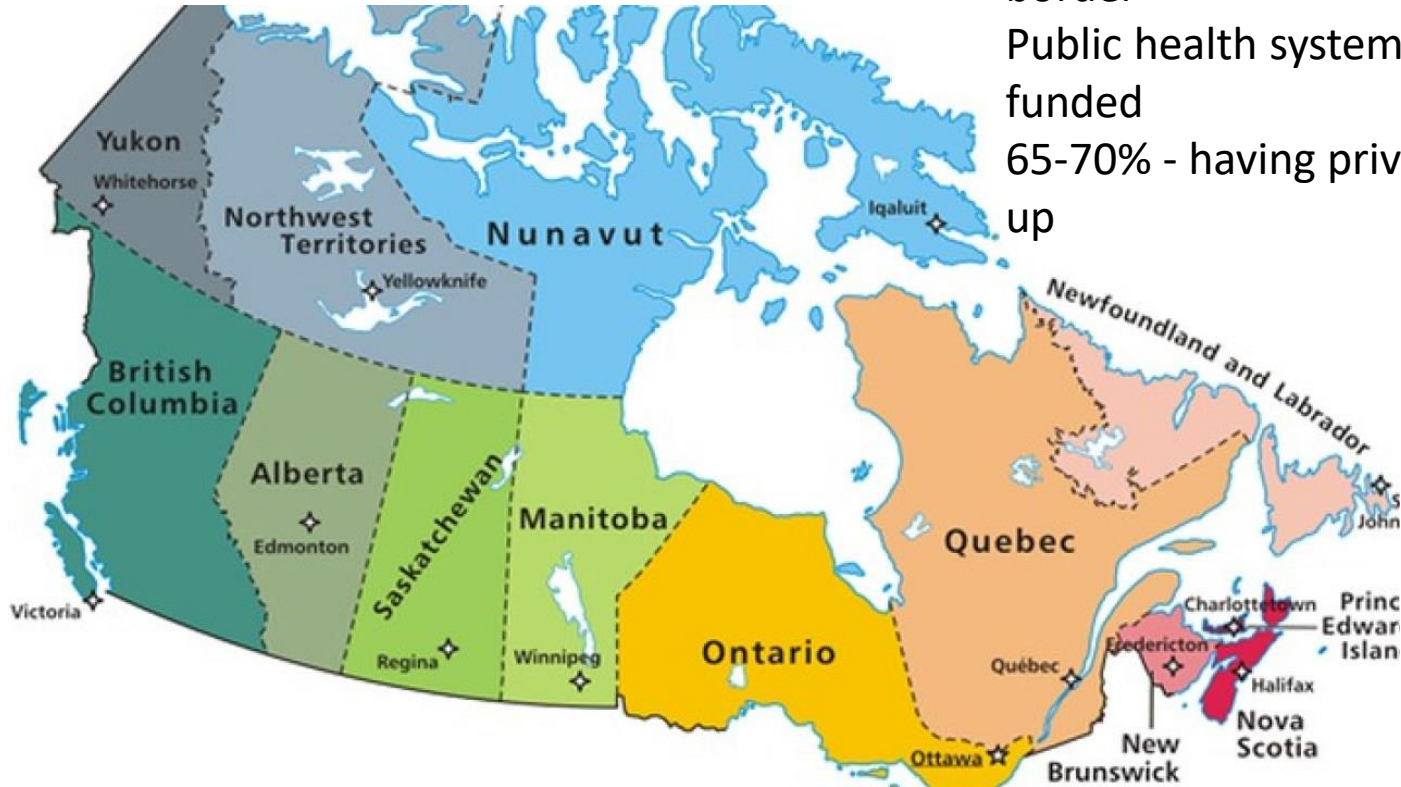
Population: 37M

14 Jurisdictions

4/5 population – lives 150km from USA border

Public health system – but 30% privately funded

65-70% - having private insurance topping up



Everybody's Business



500,000

Canadians, in any given week, are unable to work due to mental health problems



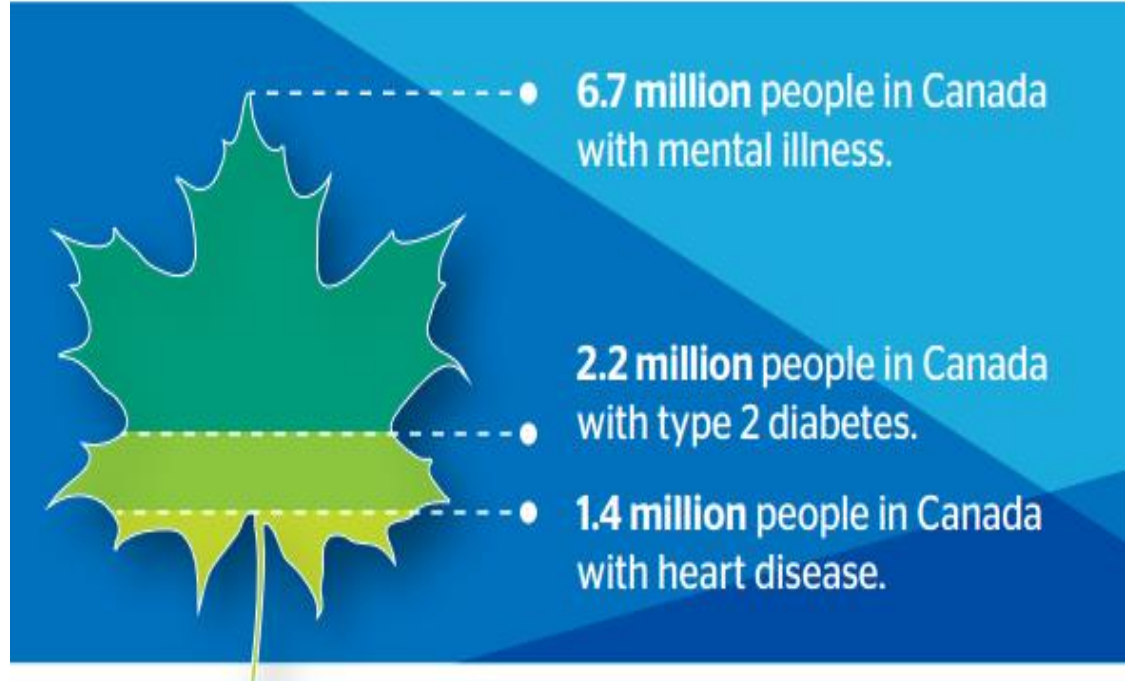
1 in 3

workplace disability claims are related to mental illness



70%

of disability costs are attributed to mental illness





The Cost of Doing Nothing

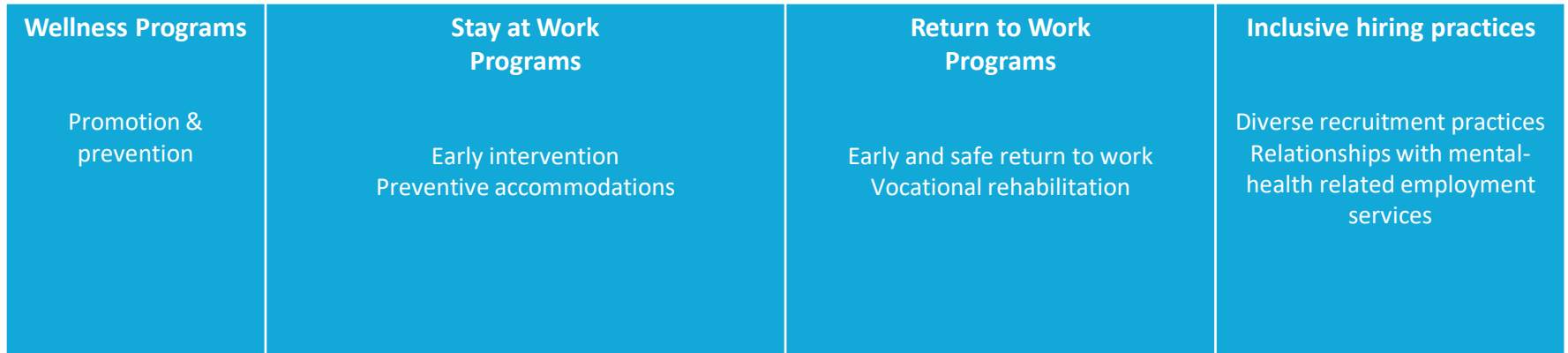
- ✓ Absenteeism
- ✓ Presenteeism
- ✓ Disability claims
- ✓ Injuries / illnesses
- ✓ Grievances / complaints
- ✓ Turnover
- ✓ Legal implications

Global Impact of COVID...



...The ECHO pandemic

Canada's Accelerated Approach





Mental health

Common and self-limiting distress

More severe functional impairment

Diagnosable mental illness

Normal functioning

Recovery from mental illness

Severe and persistent functional impairment



1998



Early 2000's



2009

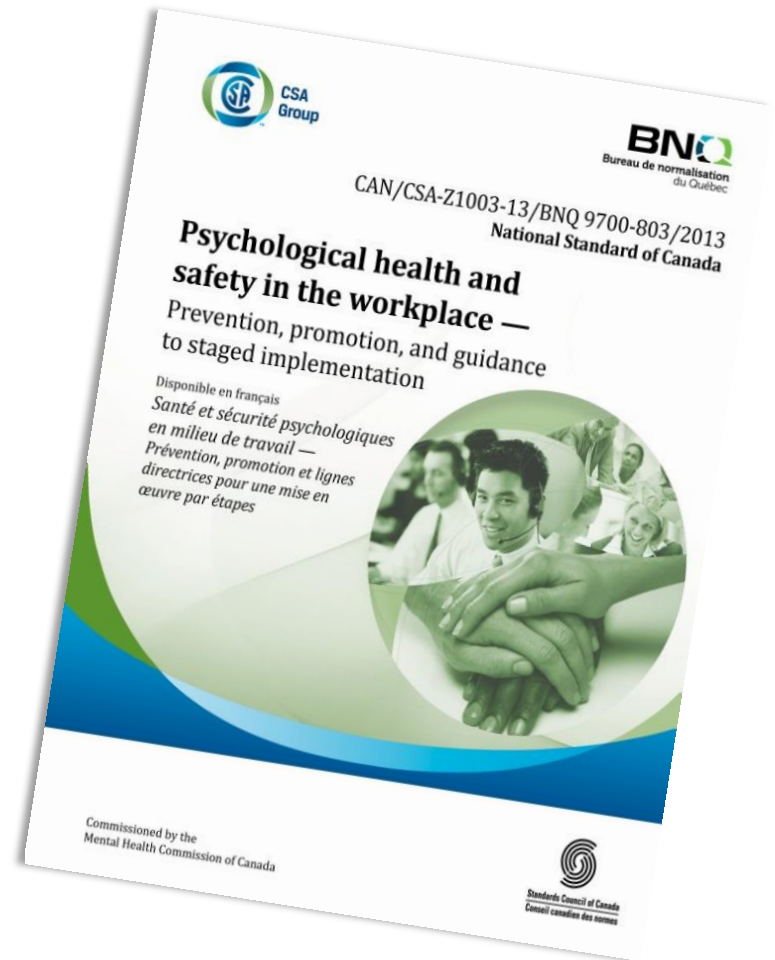


Up to Standard:

A global First

- Free
- Changing the Culture
- Voluntary, non prescriptive
- Measuring progress
- Applicable to all organizations
- Continuous Improvement
- Embedded in Health and Safety

Download: www.csagroup.org/z1003/



Time is Now: Opportunity for Action

4.4.7 Critical event preparedness — Individual(s)

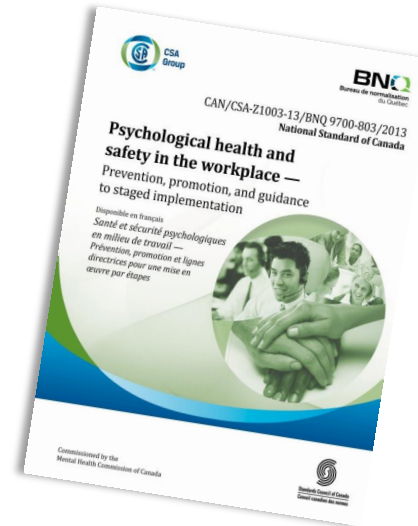
The organization shall establish and sustain processes to

- a) identify potential critical events where psychological suffering, illness, or injury is involved, or likely to occur, while respecting confidentiality and privacy of all parties;
- b) provide response and support, including consideration of specialized external supports;
- c) provide related training for key personnel involved in critical event response; and
- d) ensure there are opportunities for debriefing and for revising guidelines for critical events as applicable.

4.4.8 Critical event preparedness — Organization

The organization shall establish and sustain processes to

- a) ensure the psychological health and safety risks and impacts of critical events are assessed;
- b) manage critical events in a manner that reduces psychological risks to the extent possible and supports ongoing psychological safety;
- c) incorporate learning from critical events into established plans related to the psychological health and safety system; and
- d) ensure there are opportunities for reviewing and for revising guidelines for critical events as applicable.





Psychological Support



Civility & Respect



Recognition & Reward



Balance



Organizational Culture



Psychological Demands



Involvement & Influence



Psychological Protection



Clear Leadership & Expectations



Growth & Development



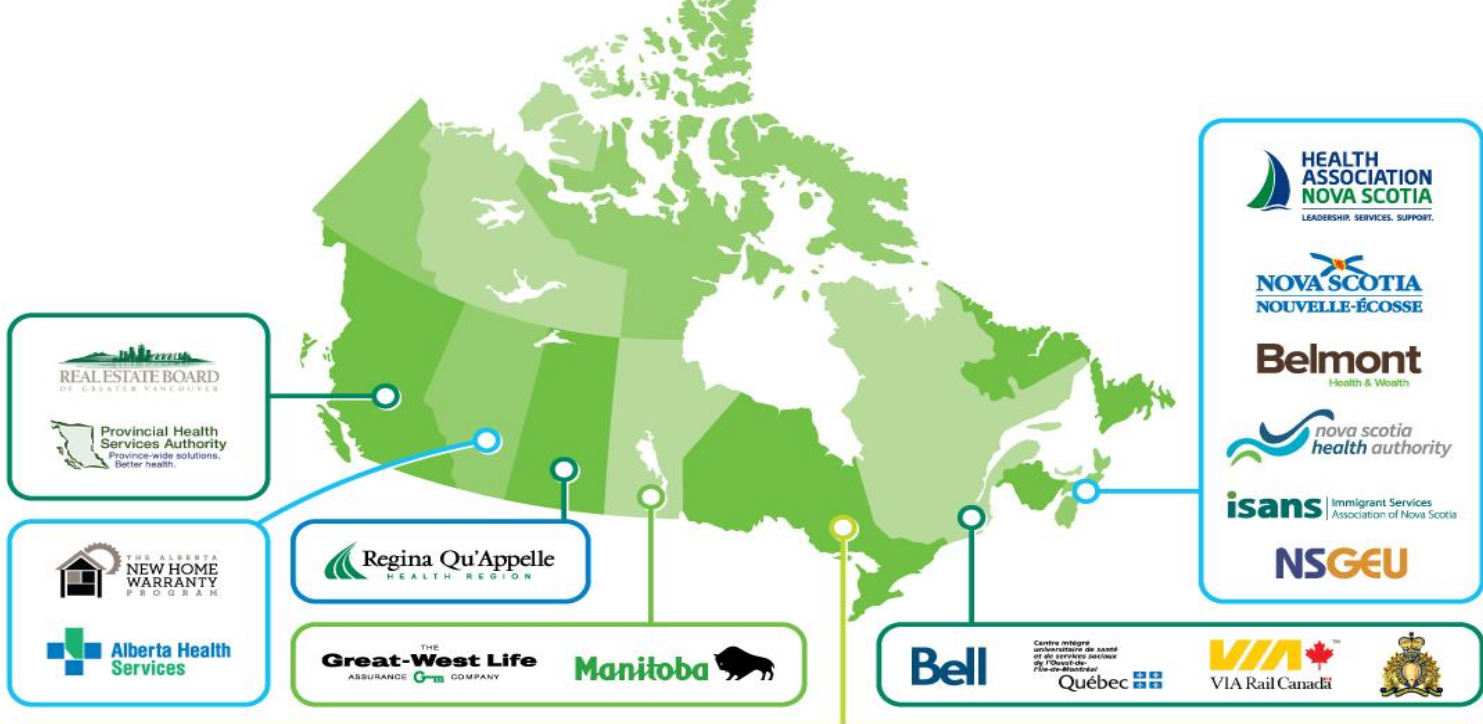
Workload Management



Supportive Physical Environment



Engagement



A grid of logos for various partner organizations, including:

- bernardi** HUMAN RESOURCE LAW LLP
- PICKERING PUBLIC LIBRARY**
- MICHAEL GARRON HOSPITAL** TORONTO EAST HEALTH NETWORK
- Manulife**
- The | Le Royal** Mental Health - Care & Research / Santé mentale - Soins et recherche
- AGS** MOVING YOU FORWARD
- Sinai Health System**
- Region of Peel** Working for you
- York Region**
- FRONTENAC**
- CCOHS.ca** Canadian Centre for Occupational Health and Safety
- Ontario Shores** Centre for Mental Health Sciences
- Lakeridge Health**
- The Scarborough Hospital** Local in Spirit. Global in Care.
- HALBURTON, KAWARTHA, PINE RIDGE DISTRICT HEALTH UNIT**
- Canadian Security Intelligence Service** / Service canadien du renseignement de sécurité
- Canadian Mental Health Association Toronto** Mental health for all
- UNIFOR** theUnion | lesyndicat
- ROGERS**
- GARDEN CITY FAMILY HEALTH TEAM**
- ENBRIDGE**
- Carleton UNIVERSITY** Canada's Capital University

Development of 45003 – Key Considerations from Canadian Delegation

- Integration of 45003 with health and safety, ISO 45001: 2018 Occupational health and safety management systems;
- Worker consultation and union engagement;
- External factors and their role in psychosocial risk;
- Training/building competence;
- Prevention and promotion – upstream as well;
- Stigma and discrimination;
- Data/measurement and evaluation;
- Draft policy and baseline assessment tool in an annex.