

To be the best place in Canada to raise a child, promote innovation,  
engage citizens and provide diverse economic opportunities.

# City of Hamilton Workplace Mental Health Strategy



To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.



If we are going to be an employer of choice, we need to show we care about our employees

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

# Mental Health and Well-being

*“Mental health is a state of well-being in which the individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her own community.”*

World Health Organization 2001



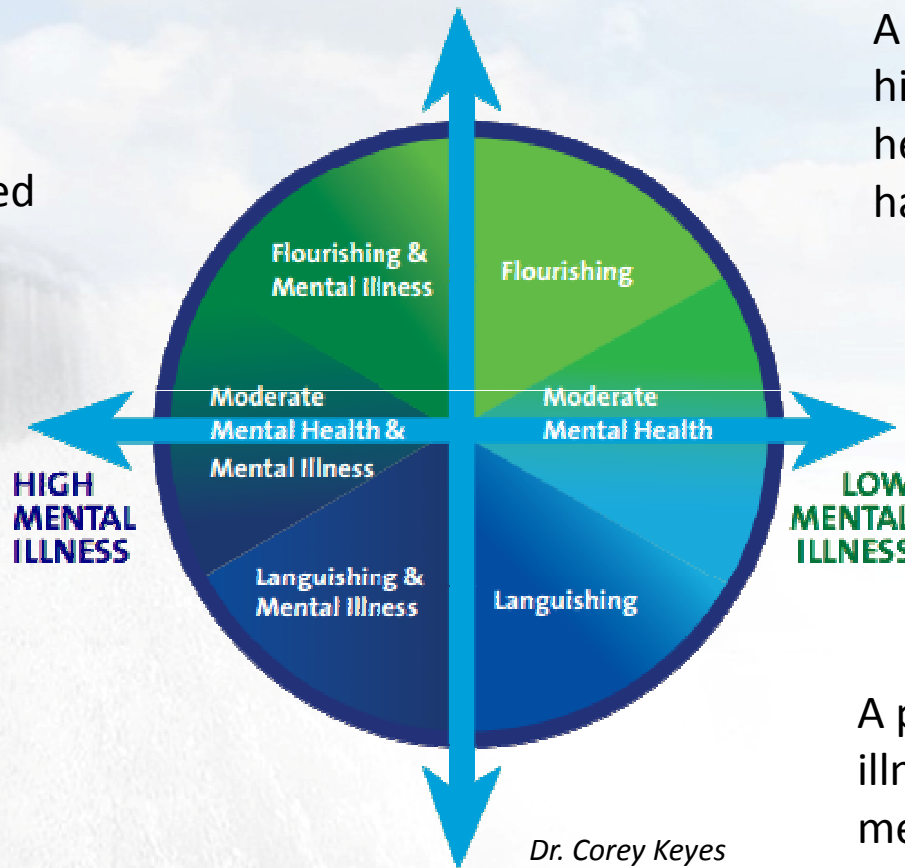
To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

# Mental Health Continuum

**HIGH MENTAL HEALTH**

A person experiences high levels of mental health and wellbeing despite being diagnosed with a mental illness

A person experiences high levels of mental health and wellbeing and has no mental illness



A person experiencing mental illness and low mental health and wellbeing

A person has no mental illness and has low mental health and wellbeing

*Dr. Corey Keyes*

**LOW MENTAL HEALTH**

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

# Goals of the Strategy

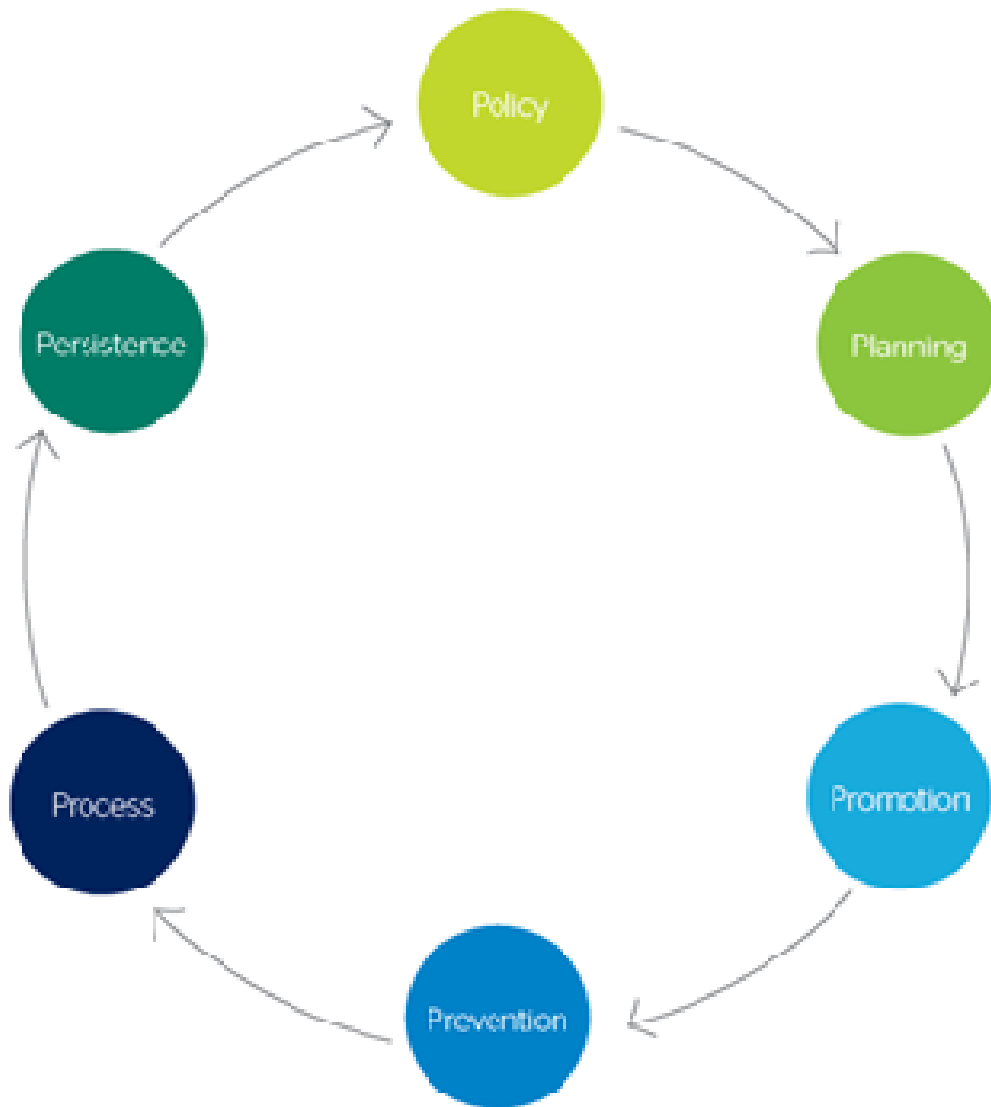
- Raise awareness of mental health and wellbeing and reduce stigma associated with mental illness
- Align strategy with workplace culture development
- Provide people leaders with the skills, knowledge, tools and supports they need to create a workplace that supports positive mental health and wellbeing.
- Provide employees with the skills, knowledge, tools and supports they need to improve personal resilience and achieve optimal mental health and wellbeing.
- Create a sustainability plan

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

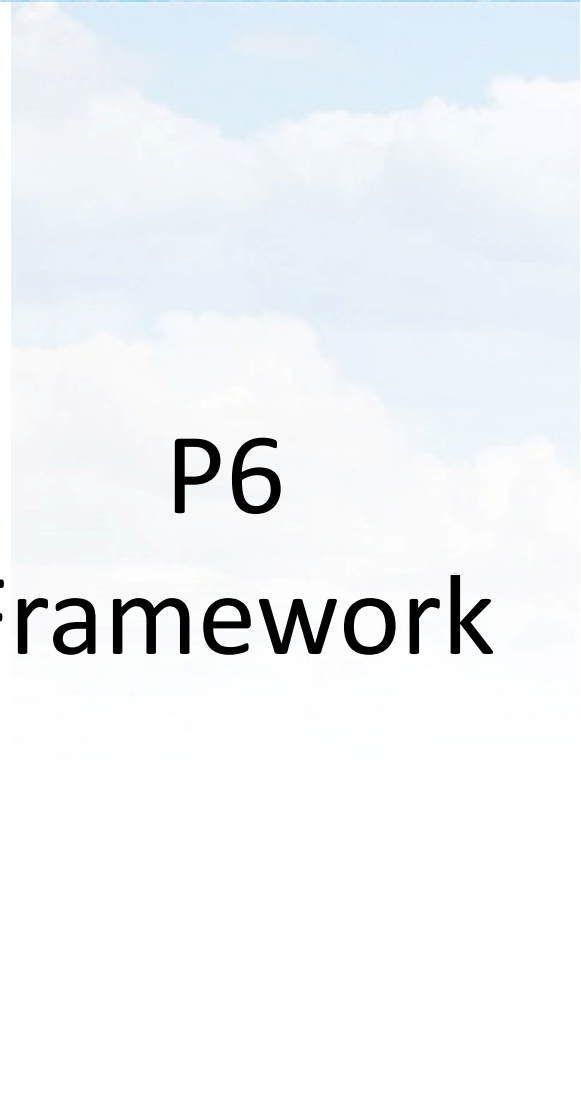
# Guiding Principles

- The strategy and programs are based on evidence-based best practices
- Employee mental health and wellbeing is a key consideration in decision making
- Everyone in the workplace has a role to play in creating and maintaining a workplace that promotes mental health and wellbeing
- Each employee has responsibility for their own health and behaviour
- Creating a workplace that supports mental health and wellbeing is only possible if aligned with our Culture Pillars
- Sensitive employee health information will remain confidential

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.



# P6 Framework



To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Commitment by organizational leadership to enhance psychological health and safety through workplace interventions



To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Determination of key mental health indicators across the organization, selection of actions, and specification of objectives

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Actions taken to promote the general psychological health of the workforce

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Actions taken to prevent the occurrence of significant psychological problems or mental disorders -- may occur at the primary, secondary or tertiary level

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Evaluation of  
implementation and  
results of actions taken to  
enhance psychological  
health and safety

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

Policy

Planning

Promotion

Prevention

Process

Persistence

Sustainment of effective actions in a process of continuous improvement

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

# How are we supporting employees?



Policy

- Harassment and Discrimination Prevention Policies
- Workplace Violence Prevention Policy
- Telecommuting Policy
- Flexible Work Arrangements Policy

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

## How are we supporting employees?



Promotion

- Departmental Wellness Committees
- Physical, social and mental health activity tracker
- Chronic pain support program
- Resiliency workshops

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

## How are we supporting employees?



Prevention

- Our Employee and Family Assistance Program
- Mental Health@Work Certificate Training for Leaders
- Respectful workplace training
- Critical Incident Peer Support team



To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

## Impact of ignoring workplace mental health issues:

- Increased absenteeism
- Poorer physical health
- Higher benefits costs
- Lower levels of commitment and job satisfaction
- Recruitment and retention problems
- Declines in creativity and innovation



## Year One Actions

- Consolidate and analyze 2014-15 employee data
- Establish an advisory committee
- Establish a communication strategy to reach all employees
- Promote our EFAP and mental health supports
- Continue to educate people leaders

## Year One Actions

- Provide targeted workshops for our employees
- Address first-responders PTSD prevention and response
- Provide educational resources for all employees
- Monitor the outcomes
- Survey employees

To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

# Future Actions

- Evaluation
- Continuous improvement
- Support for champions
- Benchmark with other organizations
- Celebrate successes

To be the best place in Canada to raise a child, promote innovation,  
engage citizens and provide diverse economic opportunities.

# City of Hamilton Workplace Mental Health Strategy

