



WORKPLACE MENTAL HEALTH AND WELLBEING STRATEGY

2023-2026

May 18, 2023



Maintaining Workplaces that Promote Mental Health and Wellbeing

Mental Health and Well-being

“Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. It is an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in. Mental health is a basic human right. And it is crucial to personal, community and socio-economic development.”

World Health Organization

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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



- Dr. Linda Duxbury

Building on our Strategy

- Aligned with Canadian Standard for workplace psychological safety and Mental Health Commission of Canada framework



Policy

Planning

Promotion

Prevention

Process

Persistence



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

P6 Framework

Guiding Principles

- The strategy and programs are based on evidence-based best practices
- The strategy aligns with our Inclusion, Diversity Equity and Accessibility work
- 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

Goals of the Strategy

- Raise awareness of mental health and wellbeing and reduce stigma associated with mental illness
- 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
- Future Proof our investments in mental health

What Actions Have We Taken?

- Mental Health and Wellbeing Policy, approved and Workplace Mental Health Advisory Committee established
- Flexible work; work from home; disconnecting from work policies
- Annual Anti-stigma Campaigns, e.g., Shifting Minds – Video Campaign
- New Critical Incident Peer Support teams

What Actions Have We Taken?

- Increased employee medical benefits for psychological services and access to depression and trauma services through EFAP
- In-house Employee Chronic Pain Self-management Program
- Staff workshops on mental health topics
- Benchmarking with other municipalities

What Actions Have We Taken?

- LifeSpeak, online mental health and wellbeing platform
- Our People Survey (OPS), 2017 and 2021, included employee mental health and wellbeing
- Mental Health@Work Certificate Training for leaders and The Working Mind employee training
- Respectful workplace training required for all employees

Where Are We At?

- Stigmatization associated with mental illness persists in society.
- Respectful relationships are essential.
- Mental health of workers is heavily impacted by how well they trust management.
- Covid-19 affected employee mental health.
- Leaders are a vulnerable group.
- Employees who are also caregivers are at-risk.

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Sustainment of effective
actions in a process of
continuous improvement

Future Proof our
Investments

Moving Forward 2023-2026

- Embedding the Strategy into Our Culture
- Leadership Support
- Employee Accountability
- Facilitating Access to Key Resources



Hamilton

QUESTIONS?