

# Workplace Psychological Health & Safety is Important

Employee mental health is a top priority for Alberta employers. Building mental health capacity in all workplaces will reduce the financial cost of mental illness on the economy.



## Issue Summary

In Canada, 500,000 employees are unable to attend work due to mental illness, and employees report stress as the primary cause of their mental health problems.<sup>16</sup> It is important for employers to consider the 13 psychosocial factors that affect the mental health of all working Albertans.<sup>17</sup>



## Solution

Employers and employees need to be educated and empowered to make changes in their workplace that will benefit the mental health of the workforce. Further, investments in mentally healthy workplaces should be a priority.



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## Research

“It’s critical that employers consider the mental health of the entire workforce and develop a strategy that addresses all levels of mental health programming, including preventative measures to keep employees healthy, early intervention to navigate through challenges, and supportive policies to aid in effective transition back into the workplace.”

—Shepell, Mental Health Commission of Canada<sup>16</sup>, 2018



## Alberta Examples

The Canadian Mental Health Association (CMHA), Alberta Division’s Certified Psychological Health and Safety Advisor Training is a groundbreaking certification program for individuals and consultants who want to help organizations improve psychological health and safety in their workplaces. After completing the training, Advisors can address employers’ challenges, obstacles and needs, while creating more safe, healthy and productive places to work.

For more information on workplace training and conferences, please visit [www.workingstronger.cmha.ca](http://www.workingstronger.cmha.ca).

<sup>16</sup> Canadian employees report workplace stress as primary cause of mental health concerns (2018, July). *Mental Health Commission of Canada*. Retrieved from <https://www.mentalhealthcommission.ca/English/news-article/13522/canadian-employees-report-workplace-stress-primary-cause-mental-health-concerns>

<sup>17</sup> 13 Factors: Addressing Mental Health in the Workplace (n.d.). *Mental Health Commission of Canada*. Retrieved from <https://www.mentalhealthcommission.ca/English/13-factors-addressing-mental-health-workplace>

