Non Clinical Approach
Mental Health in the Workplace

The importance of leadership and social support
Context and factors that should motivate ACTION and INNOVATION

- Only 41% of employees feel they can acknowledge an illness and still get ahead in their careers
- 45% of benefits managers and middle managers reported knowing little or nothing about depression as an illness

Source: University of Michigan's Depression Center
“..... the longer someone is ill, the more treatment resistant their illness becomes.....”
Only 35% seek treatment while the remaining 65% do not.

Source: Dr Richard Earle of the Canadian Institute of Stress
Context and factors that should motivate ACTION and INNOVATION...

- Disability represents anywhere from 4% to 12% of payroll costs in Canada

- Mental health claims (especially depression) have overtaken cardiovascular disease as the fastest growing category of disability costs in Canada

*Source: Global Business and Economic Roundtable on Addiction and Mental Health*
Set new paradigms

Healthy | Reacting | Injured | Ill

Social | Social | Social | Social

Adaptive coping | Mild and reversible distress or functional impairment | More severe, persistent injury or impairment | Clinical illnesses and disorders requiring concentrated medical care
Set new paradigms

Mental Health

Stress Injuries  Mental Illness
Set new paradigms

Stress Injury

- TRAUMA
- FATIGUE
- GRIEF
- MORAL CONFLICT
Embrace the evidence

Before

Psychiatric History  Childhood Abuse  Other Prior Trauma  Trauma Severity  Additional Stressors  Lack of Social Support

During

After

Journal of Consulting & Clinical Psychology - Brewin et al, 2000
Conceptual Peer Support Continuum

Future certified peer support workers

Clinical Care  Peer Support  Friendship

Formal Peer Support  Informal Peer Support

Workplaces  MH System
Peer Support “Blue Print”

#1 – Certification Process
Standards of Practice

#2 – Readiness Assessment
Organizational requirements for success

#3 – Implementation protocols
Policy development, process

#4 – Evaluation Strategy
Outcomes & Evaluations Methods

Code of Conduct  Competencies
Knowledge  Experience

Principles of Practice
Core Values
References


