

#TogetherGC



Driving change for a healthy workplace

Public Service Alliance of Canada
National Capital Region
Health and Safety Conference

Denis St-Jean, Co-Chair
Centre of Expertise on Mental Health

April 6, 2019 – Ottawa, ON

A Changing Context

1 in 7 self-identify as having a disability

1/5 of Canadians will experience mental illness in their lifetime

up to 13% of Canada self-identifies as LGB and/or T

members of visible minorities could represent 29% of Canada by 2026

gender identity and gender expression added as prohibited grounds of discrimination to CHRA

immigrants make up 2/3 of population growth

#MeToo movement spotlighted sexual harassment

PM apology to LGBTQ2+ public servants in November 2017

Canadians have rising expectations of accessibility

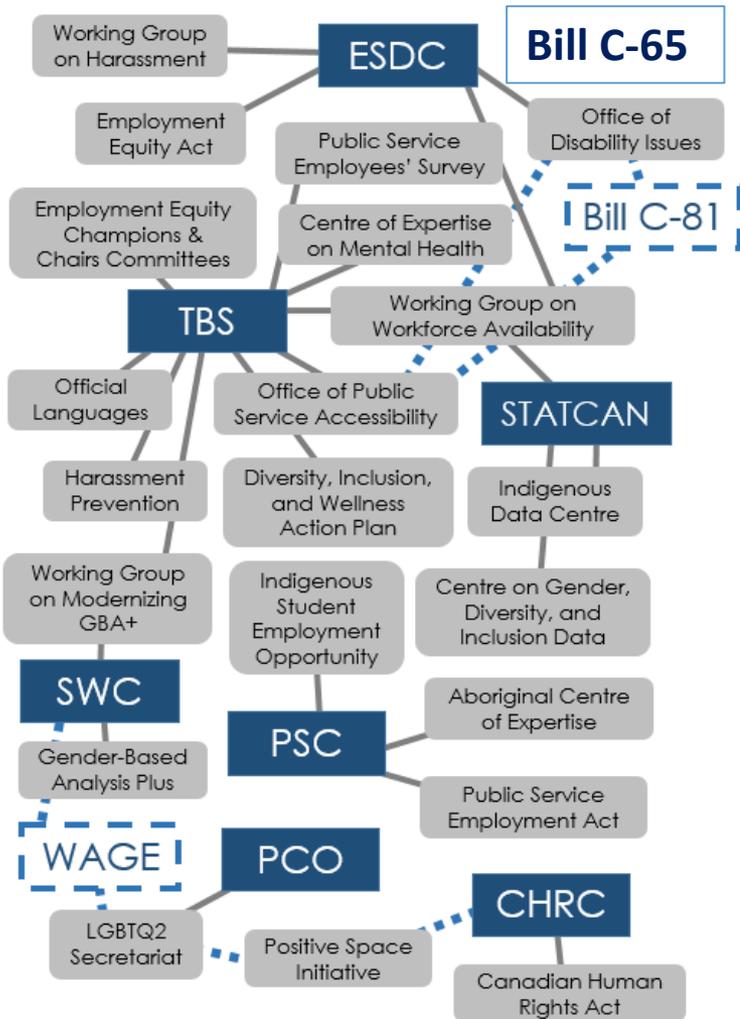
22% of public servants reported experiencing harassment in the past 2 years

generation Z is projected to represent 20% of the workforce by 2026

Indigenous population is growing 4x as fast as non-Indigenous population

Context

Departments and Initiatives



Commitments



Calls to Action



Journey

The Government of Canada and the Public Service Alliance of Canada established a Joint Task Force



The Clerk of the Privy Council placed mental health at the top of the management agenda, and convened an advisory group

the Federal Public Service Workplace Mental Health Strategy was released



The Joint Task Force on Mental Health released three reports
September 2015 / April 2016 / January 2018

... to build a healthy, respectful, and supportive work environment that strengthens the public service

Centre of Expertise Taking Shape

3 pillars of the Mental Health Strategy:

Changing Our Culture

We **raise awareness** and help **reduce stigma** through **mental health promotion campaigns, outreach activities and speaking engagements.**

Building Capacity

We **connect, convene** and **engage** employees, communities, networks and organizations by providing **resources**, facilitating **information exchange** and sharing **best practices.**

Measuring, Reporting, & Continuous Improvement

We **inform, influence** and **impact** accountability, performance and policy tools to identify and address psychosocial hazards in federal workplaces.

#GCMentalHealth Map: Our Universe

The **Clerk's Contact Group on Mental Health** meets regularly to have frank and honest conversations about mental health issues being faced in the workplace. This group helps the Clerk stay in touch with employees who share their diverse views on mental health initiatives planned or underway across the Federal Public Service.

Health Canada's Employee Assistance Services is the primary service provider for GC employee psychological supports and offer mental health training such as Mental Health First Aid and the Working Mind. Informal Conflict Management Systems and organizational Ombudsperson services play supporting roles.

The Canada School of Public Service offers the Mental Health and Well-Being in the Workplace half day session and is currently putting plans together to develop curriculum focused on improving mental health.

Joint Learning Program's Mental Health in the Workplace two-day workshop aims to raise awareness and to equip federal public servants with the skills and knowledge to promote mental health in the workplace.



The **Service-wide Occupational Health & Safety Committee** sets the direction for joint organizational OHS committees to identify and address psychosocial hazards in federal workplaces. The Canadian Centre for Occupational Health & Safety plays a supporting role.

Workplace Mental Health Performance Measurement Steering Committee brings together departments to discuss measurements and reporting around psychological health and safety.

The Canadian Centre for Occupational Health & Safety offers free resources, tools and information on psychological health and safety in the workplace.

ISED's Canadian Innovation Centre for Mental Health in the Workplace delivers seminars and workshops to support the well-being and mental health of all federal public servants.

Roles & Responsibilities for Centre of Expertise



Our Reach in Numbers

70+

Mental Health
and Wellness
Champions

100+

Deputy Ministers
Mental Health
Pledge

2,000+
Twitter
followers

128,155+
web page
views

2,000+
GCconnex
members

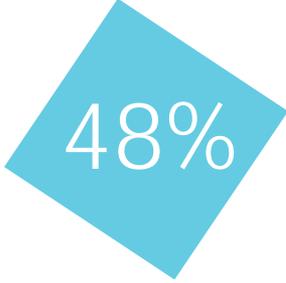
More than
20,000
public servants reached
through Federal Speakers
Bureau Testimonials

Impact across Government



56%

of employees believe their workplace is psychologically healthy



48%

of LDAs have performed a joint psychological hazard analysis informed by survey results



67%

of employee believe their organization does a good job of raising awareness of mental health in the workplace



29%

of employees feel emotionally drained at the end of their day



34%

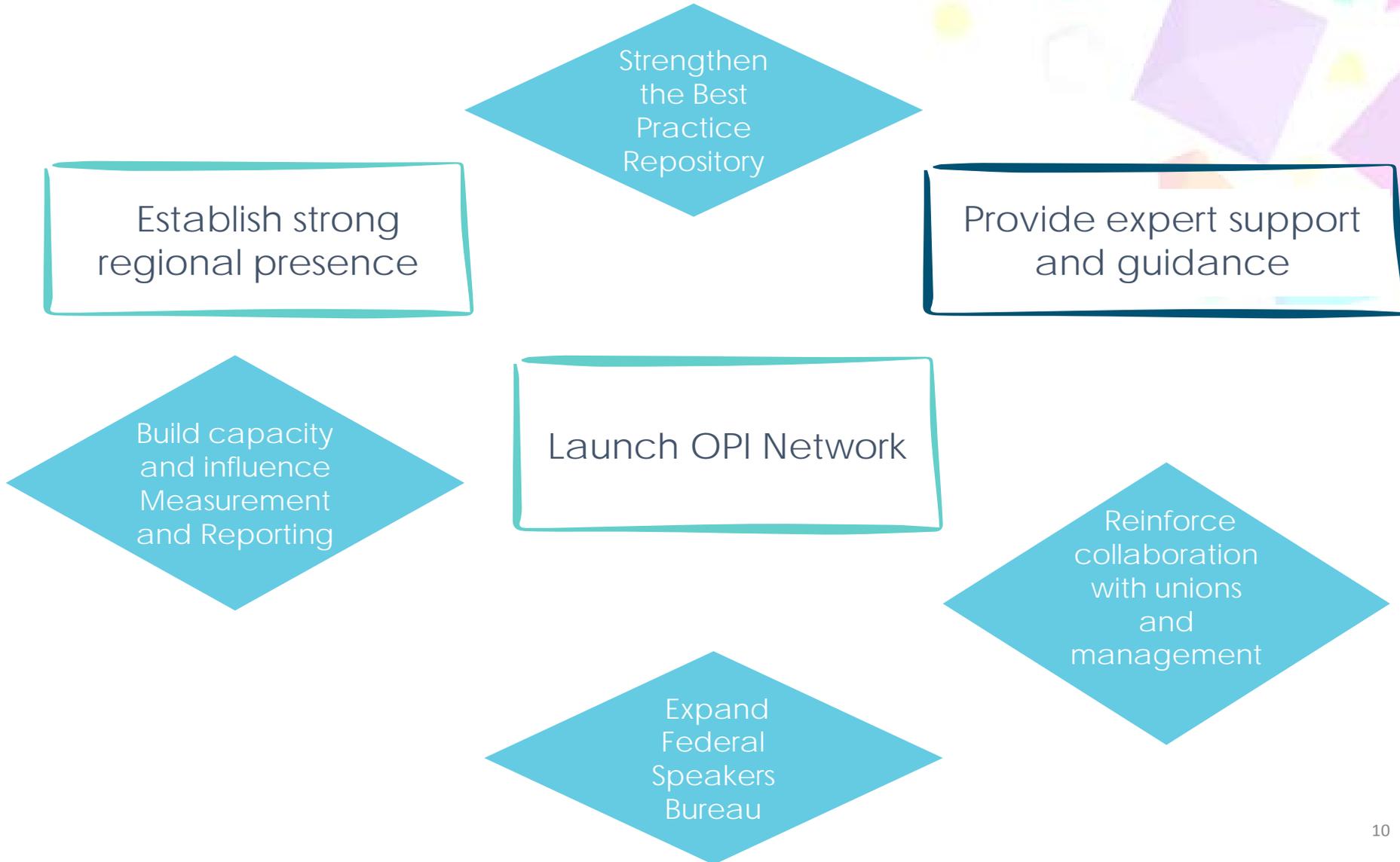
of employees feel a high level of stress related to pay or other compensation-related issues



32%

of employees feel a high level of stress related to not having enough employees to do the work

Prioritizing Future Efforts





Centre of Expertise on Mental Health in the Workplace

Find information about how the Government of Canada addresses mental health in the workplace and access resources, tools and services for organizations, managers and employees.

ⓘ If you are in distress, please contact your nearest [distress centre](#). If it is an emergency, call 9-1-1 or go to your local emergency department.

Services and information

[Resources for organizations](#)

Find information to help develop your organization's action plan.

[Resources for employees](#)

Find resources and tools to help you improve and maintain your mental health.

[Our commitments](#)

View the Government's commitments to support mental health and wellness in the workplace.

[Pension and benefits](#)

Access information, tools and services regarding the public service pension plan and group insurance benefit plans.

[Resources for managers](#)

Find information to help managers understand and manage issues related to mental health in the workplace.

[Learning and training](#)

Register for courses and events related to mental health

[Collective agreements](#)

Search for the most recent collective agreements for public service employees for each public sector employer.

Most requested

- [Federal Public Service Workplace Mental Health Strategy](#)
- [Values and Ethics Code for the Public Sector](#)
- [Telework Policy](#)

Contributors

- [Treasury Board Secretariat](#)
- [Federal Bargaining Agents](#)

Connect with us

 Canada	Visit Canada.ca/workplace-wellness to find resources, tools and services for organizations, managers and employees on any device.
 GCintranet	Visit GCintranet Mental Health in the Workplace for additional resources, tools and services, only available to public servants.
 GCconnex	Join the CoE Mental Health on GCconnex to participate in discussions, share information, and leverage the power of networking.
 GCpedia	Visit the GCpedia page to find multimedia tools and resources that can be tailored to your own organization's realities, challenges and environment.
 @CEMHW_CESMMT	Follow us @CEMHW_CESMMT for the latest news, events, developments, and activities relating to mental health and psychological health and safety in the workplace.

Questions or comments to mhstrategy@tbs-sct.gc.ca