

Psychological health is as
important as physical well-being.



In fact, research shows that
**mental illness is the
LEADING CAUSE**
of disability worldwide. ¹



1 in 5

Canadians experience a
mental health issue or
illness in any given year. ²

By the time Canadians
reach 40 years of age,

50%

have
experienced

mental illness. ²

500,000

employed Canadians

ARE UNABLE TO WORK

due to mental health
challenges in any given
week. ³

63%

of physicians say
**depression,
anxiety, and
stress**

are the fastest-growing
health issues over the
past 3 years. ⁴

What impacts the psychological health of a worker?



PERSONAL FACTORS:

Personal factors that can impact the psychological health of employee include their home environment, health-related habits, diet, genetics, values, beliefs, attitudes, and personal relationships.



WORK FACTORS:

Work factors that can impact psychological health of employees include the physical work environment, the psychosocial work environment (a.k.a. organizational culture), and the health-related resources, opportunities, and flexibility that an organization provides.



An unhealthy workplace negatively
impacts employees' well-being and
increases the risk of:

- Substance abuse
- Heart disease
- Workplace injuries
- Mental health issues
- Back pain
- Workplace conflict ⁵

The Impact of Mental Illness on Canadian Businesses

Mental illness is harmful and can be debilitating. Employers have a social responsibility to protect their workers' psychological health and safety while on the job. Regardless of this social responsibility, there is a financial incentive to invest in mental wellness at work. Mental illness costs businesses both **directly**, in the form of health care and disability claims, and **indirectly**, from lost productivity.



The economic burden of mental illness can come from:

- Absenteeism
- Lower productivity
- Health insurance claims
- Presenteeism
- Increased turnover
- Short- & long-term disability

THE ESTIMATED COST OF POOR MENTAL HEALTH IS:

\$ 88 billion

of annual economic costs associated with mental illness at work.⁶

\$ 6 billion

lost annually to indirect costs due to decreased productivity each year.⁶

The Benefits of Investing in Mental Wellness at Work

18% reduction in absenteeism.

32% reduction in grievances.

52% reduction in disability.

7% improvement in productivity.⁷



This means that Canadian businesses have the opportunity to save:

\$ 700 million per year
in stress-induced absenteeism.

\$ 6.6 billion per year
in lost productivity due to mental illness.

\$ 1.1 billion per year
in absences due to work or family conflict.⁸



¹ World Health Organization. (2019). Mental disorders.

² Smetanin et al. (2011). The life and economic impact of major mental illnesses in Canada: 2011-2041. Prepared for the Mental Health Commission of Canada. Toronto: RiskAnalytics.

³ Dewa, Chau, and Dermer (2010). Examining the comparative incidence and costs of physical and mental health-related disabilities in an employed population. *Journal of Occupational and Environmental Medicine*, 52: 758-62.

⁴ Morneau Shepell. *Workplace Mental Health Priorities*: 2016. February 2016.

⁵ Health Canada. (2000). Best advice on stress risk management in the workplace.

⁶ 2021 estimate

⁷ Canadian Institute of Stress, Bell Canada Operators Services research. <http://www.stresscanada.org/reputation.html>

⁸ Health & Safety Ontario. (2011). The business case for a healthy workplace. Workplace Safety & Prevention Services.