MWH THE IMPERATIVES

for Psychological Health & Safety in the Workplace

Psychological health is as

important as physical well-being.



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

11111

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,



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?

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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 healthrelated 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 ESTIMATED COST OF **POOR MENTAL HEALTH IS:**

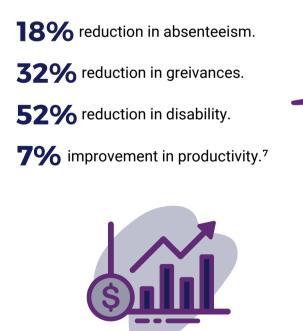
billion

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

billion

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

The Benefits of Investing in Mental Wellness at Work



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 wrk or family conflict.⁸

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INSPIRING INDIVIDUAL & **ORGANIZATIONAL CHANGE**

