

Quick Reference

Resources Guide

BUILDING THE FOUNDATION

NAME	DESCRIPTION	LINK
Assembling the Pieces: An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace	This step-by-step is the perfect guide to help you put the Standard in place at your workplace. The guide breaks it down into four pieces: building the foundation, identifying opportunities, setting objectives and implementation.	https://www.csagroup.org/documents/codes-and-standards/publications/SPE-Z1003-Guidebook.pdf
A Clear Business Case for Hiring and Accommodating Workers Living with a Mental Illness	This study examined five Canadian businesses from three different provinces where the employers took active steps to hire and accommodate workers living with mental illness. For each of the businesses, data was gathered to form a comprehensive economic breakdown of the estimated net benefit and benefit-to-cost ratio for the employee and employer. In all of the case studies completed, there was a significant return on investment for providing accommodations to workers with mental illness, meaning there were financial gains associated with the accommodation measures for both workers and employers.	https://www.mentalhealthcommission.ca/English/media/4067
A practical toolkit for employers to accommodate the needs of workers living with a mental illness	In January 2019, MHCC will release a toolkit to walk employers through a step-by-step approach to recruit and retain workers living with a mental illness and successfully build an inclusive work environment that includes people living with a mental health problem or illness.	https://www.mentalhealthcommission.ca/English/what-we-do/workplace/aspiring-workforce
20 Questions for Leaders About Workplace Psychological Health and Safety	When the time comes to build a business case with leaders in your organization, use this tool to help you start a conversation about mental health in the workplace.	https://www.workplacestrategiesformentalhealth.com/20-questions-for-leaders-about-workplace-psychological-health-and-safety
The Shain Reports on Mental Health in the Workplace	A series of four reports that focus on the legal duty of organizations to give employees a psychologically safe work environment.	https://www.mentalhealthcommission.ca/English/media/3047
OHCOW's Mental Injury Toolkit	What is workplace stress, and what do you do about it? This toolkit gives workers a basic understanding of workplace stress and how to reduce it.	https://www.ohcow.on.ca/measure-workplace-stress.html
Mood Disorders Society of Canada's Workplace Mental Health	This handbook was designed for both employees and employers to support the introduction of mental health initiatives in the workplace.	https://mdsc.ca/workplace/

KNOW WHERE YOU STAND

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Assembling the Pieces Toolkit	<p>This free online toolkit is designed to support organizations working to implement the Standard. As a companion to the “Assembling the Pieces Implementation Guide” and the Standard, this toolkit provides practical advice for implementing key elements of the Standard, as well as links to customizable tools that will assist organizations in taking action.</p> <p>Recommended for employers, senior leaders, human resource managers, and occupational health and safety professionals.</p>	https://www.ccohs.ca/products/courses/assembling_pieces/
Psychological Health and Safety: An Action Guide for Employers	<p>Improve your employees’ psychological health and safety with this action guide filled with evidence-based and measurable actions for any type of employer.</p>	https://www.mentalhealthcommission.ca/sites/default/files/Workforce_Employers_Guide_ENG_1.pdf
The Standard audit tool	<p>This audit tool can be customized to your unique workplace to help you gather data and set a baseline measurement of psychological health and safety.</p>	https://www.workplacestrategiesformentalhealth.com/pdf/Sample_Audit_Tool_English.pdf
Guarding Minds @ Work	<p>Use the Guarding Minds @ Work resources to help you assess and address the 13 psychosocial workplace factors of the Standard.</p>	https://www.guardingmindsatwork.ca/
20 Questions for Unions About Workplace Psychological Health and Safety	<p>Made specifically for union representatives, this questionnaire can help unions understand current approaches for psychological health and safety, and support employees who may be struggling with their mental health.</p>	https://www.workplacestrategiesformentalhealth.com/psychological-health-and-safety/making-the-business-case/union-management-cooperation

IMPLEMENTING YOUR OWN PLAN

NAME	DESCRIPTION	LINK
Case Study Project – Implementation Q&A	Refer to this list of frequently asked questions developed by the MHCC to help you with your implementation journey.	https://www.mentalhealthcommission.ca/English/csrp-implementation-questions-and-answers
Case Study Project Research Report	This is a summary report of promising practices and lessons learned from 40 participating organizations. It synthesizes their experiences and discoveries to support other Canadian employers embarking on their own journey in promoting employee psychological health and preventing psychological harm.	https://www.mentalhealthcommission.ca/English/case-study-research-project
Assembling the Pieces: An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace	This step-by-step is the perfect guide to help you put the Standard in place at your workplace. The guide breaks it down into four pieces: building the foundation, identifying opportunities, setting objectives and implementation.	https://www.csagroup.org/documents/codes-and-standards/publications/SPE-Z1003-Guidebook.pdf
Assembling the Pieces Toolkit	<p>This free online toolkit is designed to support organizations working to implement the Standard. As a companion to the “Assembling the Pieces Implementation Guide” and the Standard, this toolkit provides practical advice for implementing key elements of the Standard, as well as links to customizable tools that will assist organizations in taking action.</p> <p>Recommended for employers, senior leaders, human resource managers, and occupational health and safety professionals.</p>	https://www.ccohs.ca/products/courses/assembling_pieces/
Great-West Life Centre for Mental Health in the Workplace	Visit this website by Great-West Life to access a variety of workplace mental health tools and resources.	https://www.workplacestrategiesformentalhealth.com/

GETTING RECOGNIZED

NAME	DESCRIPTION	LINK
Excellence Canada’s Mental Health at Work® Award	Excellence Canada offers this award to recognize workplace mental health programs in organizations.	https://www.excellence.ca/en/awards/about-the-canada-awards-for-excellence/Award%20Categories-en#MHAW
Canada’s Safest Employers Award: Psychological Safety Award	This award recognizes Canadian companies that provide a wide range of occupational health and safety protection for their employees, including psychological health and safety.	https://www.safestemployers.com/
Psychologically Healthy Workplace Awards Program (PHWA)	These awards are presented by regional psychological associations to acknowledge employee involvement, growth and development, recognition, health and safety, and work-life balance in the workplace.	https://www.apaexcellence.org/resources/creatingahealthyworkplace/

RAISING MENTAL HEALTH AWARENESS

NAME	DESCRIPTION	LINK
Not Myself Today	The Not Myself Today initiative is a workplace mental health program offered by the Canadian Mental Health Association to guide your journey to workplace mental health	http://www.notmyselftoday.ca/
Elephant in the Room Anti-Stigma Campaign	This campaign offered by the Mood Disorders Society of Canada is designed to help eliminate stigmas linked to mental illness.	https://mdsc.ca/stigma/elephant-in-the-room-campaign/
Videos on the Psychosocial Workplace Factors	Gain a deeper understanding of the thirteen psychosocial workplace factors of the Standard by watching these videos produced by Ottawa Public Health and the MHCC.	https://www.youtube.com/playlist?list=PL2NuAPXp8ohZmoVaECl6sRiV9IQ25XkId
Webinars	The MHCC offers a series of webinars on workplace wellness to guide you in raising awareness around mental health in the workplace.	https://www.mentalhealthcommission.ca/English/workplace-webinar-series-archive
Employee Orientation Online Training	“Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace” is a free online training program for employees. The goal is to help employees understand the 13 psychosocial workplace factors from the National Standard of Canada for Psychological Health and Safety in the Workplace. More importantly, the program demonstrates what can impact employee mental health and what we can all do to support ourselves and others in the workplace.	https://www.ccohs.ca/products/courses/mindful_employee/?url=/products/courses/mindful_employee/
The Working Mind	With two versions, one for managers and one for employees, The Working Mind is an effective tool to educate workplaces on mental health and wellness. The course includes videos, manuals and handouts to offer a deeper understanding.	https://www.theworkingmind.ca/
Mental Health First Aid	Mental Health First Aid, similar to physical first aid, is a training program that teaches individuals to administer mental health support in times of crisis before professional treatment is found.	https://www.mhfa.ca/
Canadian Mental Health Association (CMHA) Certified Psychological Health and Safety Advisor (PH&S Advisor Training)	CMHA’s PH&S Advisor certification provides experiential training to help individuals effectively implement a mental health plan in their workplace.	https://cmha.ca/workplace/training
Respect in the Workplace Training	This training course is designed to empower individuals to recognize and prevent bullying, abuse, harassment and discrimination in the workplace.	http://respectgroupinc.com/respect-in-the-workplace/
CMHA’s Mental Health Works (MHW)	Available for both employers and employees, Mental Health Works offers three programs (full day, half day and one hour) to fit your workplace mental health needs.	http://www.mentalhealthworks.ca/
Workplace Mental Health Leadership Certificate	This three-module certification program for organizational leaders can help build understanding of legal, ethical and business concerns related to workplace mental health.	https://healthsci.queensu.ca/faculty-staff/cpd/programs/workplace
UFred Certificates in Psychological Health and Safety	Online programs offered through the University of Fredericton to help workplace leaders understand the psychosocial factors and support employees experiencing mental health issues.	http://www.ufred.ca/programs/school-of-occupational-health-and-safety/centre-for-psychological-health-sciences/certificate-in-psychological-health-and-safety-in-the-workplace/