



## CAMH in the Community



Winter 2011   Brant | Burlington | Haldimand | Hamilton | Niagara | Norfolk | Waterloo | Wellington

# Mental Health and the Workplace

Workplaces have a direct influence on the physical, mental, economic and social well-being of workers. In turn, the health of their families and communities at large are affected. Work is a meaningful part of most people's adult life, and has value far beyond a regular paycheck. Work substantially contributes to a person's identity; it provides income for an individual and his or her family, and can make a person feel that he or she is playing a useful role in society.

There is increasing evidence that both the content and context of work can play a role in the development of mental health problems in the workplace. Mental health problems, such as depression, anxiety and stress are common, and directly impact workplaces through increased absenteeism, reduced productivity, and increased costs.

According to a study done by the Centre for Addiction and Mental Health (CAMH), mental illness causes more lost work days in Canada than any other condition, costing the economy \$51 billion a year in lost productivity. The study also found that mental health leave on average costs double that of leave for a physical illness. Clearly, there is still a great need to reduce stigma, promote early intervention and provide a healthy environment by putting better supports and strategies in place for employees suffering from a mental illness. Employers have a responsibility to not only provide a psychologically healthy workplace, but also promote positive mental health in the workplace.

Dr. Ash Bender, a well known clinician in the Work, Stress and Health Program at CAMH and keynote speaker at the upcoming CAMH in the Community event. "There is not only a need for awareness of mental health issues and their impact on work, but a need for action. Awareness and action will undoubtedly benefit employees, employers and society at large," said Dr. Bender. These issues, along with strategies for action will be discussed on February 24th, 2011 at a free **CAMH in the Community event: Mental Health Promotion and the Workplace** from 1:00 pm - 4:30 pm in Burlington, ON.

The event is sponsored by the Centre for Addiction and Mental Health (CAMH) in partnership with the Hamilton Niagara Haldimand Brant LHIN. This event will be of interest to those working in the addiction and mental health sector, social services, human resources, EAP, wellness and disability management.

In addition to Dr. Bender from CAMH, this event will also feature Dr. Vishwanath

### Events

CAMH in the Community event, **Mental Health Promotion and the Workplace**, in Burlington, Ontario, February 24, 2011 from 1pm - 4:30pm.

**Location:** Silver City Theatre  
1250 Brant Street. Free parking and refreshments.

[More information and to register >](#)

### Girls Talk Facilitator

**Training:** February 1st, 2011, 9:30am - 4pm **Location:** CAMH - 20 Hughson Street South, Ste. 804, Hamilton, Ontario. [To register >](#)

### ADAT Training

Admission and Discharge Criteria and Assessment Tools: Helping Clients Navigate Addiction Treatment in Ontario. February 16th & 17th, 2011, 9 am - 4: pm.

**Location:** CAMH, 20 Hughson Street South, Ste 804 Hamilton, Ontario

[More information and to register >](#)

### Asking the Right

**Questions 2:** Increasing skills in working with issues of sexual orientation & gender

Baba, a Professor in the Human Resources & Management Department at McMaster University. Dr. Baba will discuss some of the psychological elements of organizational behaviour and how they relate to the mental health of employees. Opening remarks will be provided by Kim Sunderland, Project Director of the Ten Year Report with the Global Business and Economic Roundtable on Addiction and Mental Health. [For more information and to register>](#)

identity in mental health and addiction settings. February 18, 2011 **Location:** Thorold, Ontario. [More information and to register >](#)

### **Dr. Ash Bender, MD, FRCPC**

Dr. Bender is a staff psychiatrist and Deputy Clinical Director Mood and Anxiety Disorders Program at CAMH. Dr. Bender is also Clinic Head of the Work, Stress and Health Program and Psychological Trauma Program at CAMH and an Assistant Professor with the Faculty of Medicine at University of Toronto.



### **Dr. Vishwanath Baba**

Professor in the Human Resources & Management Department in the DeGroote School of Business at McMaster University. Dr. Baba is a leading academic in organizational behaviour and will discuss some of the psychological elements of organizational behaviour and how they relate to the mental health of employees.



### **Kim Sunderland**

Kim is the Project Director of the Ten Year Report with the Global Business and Economic Roundtable on Addiction and Mental Health. Kim will provide a relevant overview of how to use the wisdom, advice and strategies in the report in getting started on the road to psychologically healthy workplaces.



## **CAMH in the Community Projects**

### **Brant | Burlington | Haldimand | Hamilton | Niagara | Norfolk**

Professional Development: [Research and Knowledge Exchange](#) | [Concurrent Disorders](#) | [Education and Training](#)

Prevention & Health Promotion: | [Suicide Prevention](#) | [Anti Stigma](#) | [Youth Mental Health Promotion](#)

[Young Women and Depression](#) | [Seniors Medication and Alcohol Resource Team](#)

[Drug Awareness Initiatives](#) | [Prevention Program for Families](#)

System Planning: [Local System Planning](#)

### **Waterloo | Wellington**

Professional Development: [Education and Training](#) | [Primary Care](#) | [Diversity, Inclusion & Health Equity](#)  
[Concurrent Disorders](#)

Prevention & Health Promotion: [Drug Strategy](#) | [Strengthening Families](#)

System Planning: [System Planning and Development](#)

## CAMH Resources



## CAMH Research

**Workplace mental health:** [exploring social forces that shape experience](#)

**Workers with mental illness:** [New study](#) indicates the need for increased workplace prevention and support

**Drug costs a deterrent to depression treatment:** Troubling connection between expenses for physical illnesses and [accessing antidepressant treatment](#)

## CAMH Public Policy and Health Promotion

Employment and Education for People with Mental Illness  
[Discussion Paper](#)

## Related Links

MHCC report: [Shain Report on Psychological Safety in the Workplace](#)

## CAMH KnowledgeX portal

A new web resource features a section with a focus on [Workplace Mental Health](#).

## Crosscurrents

Featured article: [Helping addiction clients get back to work](#). The Autumn 2009 edition explores supported employment - [Employment: Making it Work](#)

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