

ECCC MENTAL HEALTH STRATEGY

VISION

A supportive, respectful and stigma-free workplace that promotes the mental health and well-being of all employees.

MISSION

Facilitate access to the tools and resources required to promote, maintain and improve mental health, build resilience, as well as support recovery from mental illness.

GUIDING PRINCIPLES

- All employees are to have access to a psychologically healthy and safe work environment.
- All employees are entitled to inclusion in the workplace and the opportunity for professional fulfilment.
- All employees are to be treated with dignity, respect and equality.
- All employees experiencing mental health difficulties are to be supported in their recovery.

STRATEGIC GOALS

AWARENESS

Prevention + Recognition

Increase awareness of mental health in the workplace through open dialogue aimed at creating a stigma-free understanding and appreciation.

SUPPORT

Build resilience, promote mental health and wellness, and provide a psychologically healthy and safe environment that allows all employees to fully participate and thrive in the workplace.

RECOVERY

Support the recovery of employees at all levels who are dealing with mental health difficulties.

LEADERSHIP & CULTURE

Foster a culture of respect, empathy and openness, where opportunities to promote and encourage mental health and wellness are maximized, and mental health issues are addressed, while recognizing and addressing any barriers that may be present.

DESIRED OUTCOMES

Employees are empowered to care for their mental health and are aware of the resources available.



Managers feel supported and are able to support employees.



Workplace stigma related to mental health is significantly reduced.

Mental health considerations are integrated into day-to-day workplace practices and behaviours.

OBJECTIVES

AWARENESS - Increase awareness of mental health in the workplace through open dialogue aimed at creating a stigma-free understanding and appreciation.

- ★ Self-Awareness - Increase employees' understanding of their own mental health and their ability to recognize the signs and symptoms of stress.
- ★ Learning - Provide learning opportunities for employees and managers at all levels across the country to increase their awareness of mental health in the workplace.
- ★ Open Dialogue - Provide managers the tools they need to engage their staff in an open dialogue about mental health and wellness in the workplace.

SUPPORT - Build resilience, promote mental health and wellness, and provide a psychologically healthy and safe environment that allows all employees to fully participate and thrive in the workplace.

- ★ Recognition - Continue to support and acknowledge our employees' efforts through formal and informal recognition.
- ★ Healthy & Effective Communications - Nurture healthy and effective communications at all levels of the organization, in an effort to prevent conflicts and promote engagement.
- ★ Building Resilience - Develop/adapt targeted tools and resources to help build resilience, support our employees through change, and promote the overall mental health and well-being of our workforce.
- ★ Equipping our Managers - Equip managers to know how to effectively address situations where mental health of an employee is affected.
- ★ Access - Facilitate access and promote a suite of tools, information, and resources to employees at all levels.

RECOVERY - Support the recovery of employees at all levels who are dealing with mental health difficulties.

- ★ Staying Connected - Monitor and address all existing cases of long-term/extended leave for mental health reasons.
- ★ Relationships, Roles & Responsibilities - Build and strengthen relationships, as well as clarify roles and responsibilities, of all parties involved in Disability Management (DM) & Return to Work (RTW) situations.
- ★ Integrated Approach - Ensure a compassionate, consistent and integrated approach to all DM/RTW situations through clear guidance, tools and support for managers.

LEADERSHIP & CULTURE - Foster a culture of respect, empathy and openness, where opportunities to promote and encourage mental health and wellness are maximized, and mental health issues are addressed, while recognizing and addressing any barriers that may be present.

- ★ Leading by Example - Demonstrate a strong commitment to mental health in the workplace through engagement and leadership of senior management.
- ★ Enabling the Vision - Ensure existing policies & processes respect and help us achieve our vision of a supportive, respectful and stigma-free workplace that promotes the mental health and well-being of all employees.
- ★ Respect & Civility - Promote, recognize and reward behaviours and actions that instil a culture of respect and civility in the workplace.
- ★ Removing Barriers - Develop a mechanism to assess, report, and eliminate barriers and mental health hazards in the workplace, while respecting the privacy and confidentiality of all employees.
- ★ Accountability - Hold managers accountable to promote mental health and wellness, as well as report and appropriately address any issues related to mental health in the workplace.