



MH*i*nnovations

Are you prepared to rethink how you support your people?

Good morning!

How are you?



What is socially acceptable?



10

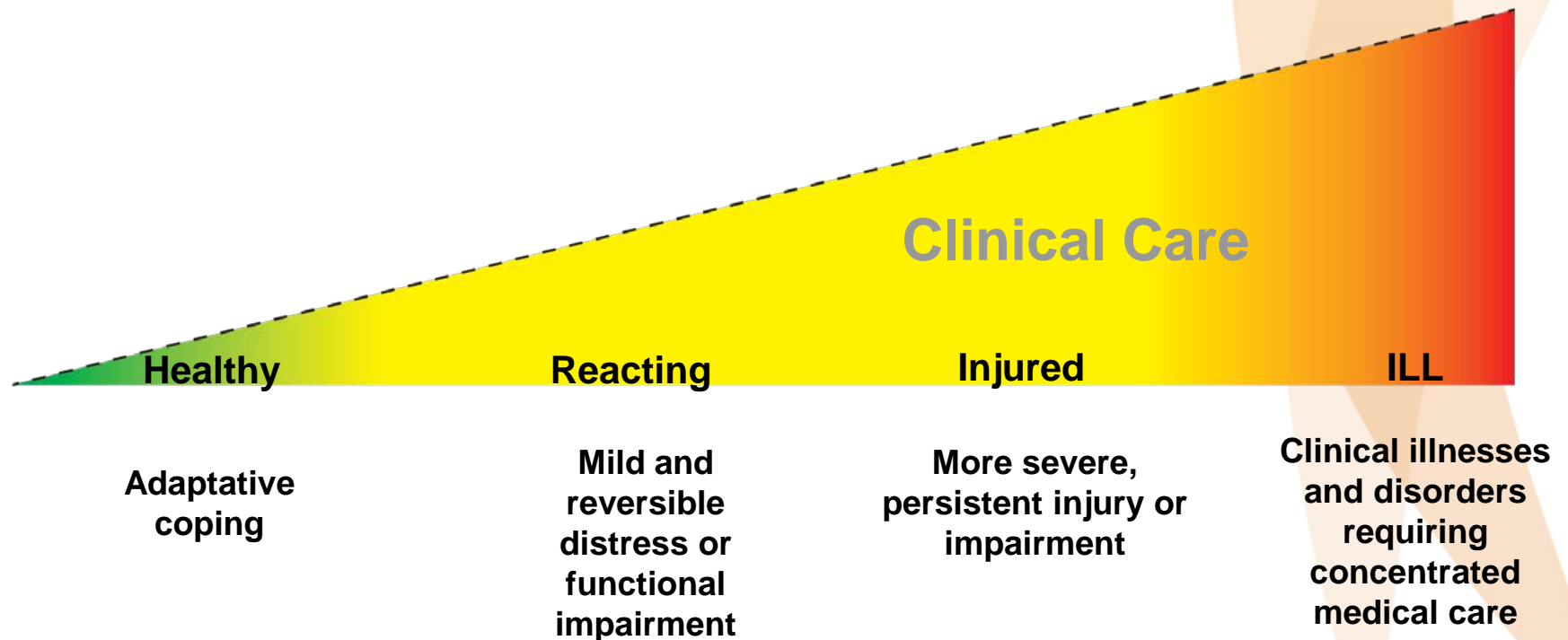
We rarely engage in the 7 to 10 zone

5

0







Over **3300** individuals die from suicide every year

Some studies state numbers as high as 4500



18 crashes per year



CLOSE TO HALF

of employees feel they cannot acknowledge an illness and still get ahead in their careers

of managers reported knowing little or nothing about depression as an illness

Only 35% seek treatment while the remaining 65% do not.

- Disability represents up to 12% of payroll costs in Canada
- Mental health claims have overtaken cardiovascular disease as the fastest growing category of disability costs in Canada (30% of disability claims are for mental health reasons)
- In any given week approximately 500,000 Canadian workers will not go to work due to mental health issues.

Perceived Barriers

MD

No MD

(n=731)

(n=5422)

Don't trust

38%

17%

Too Embarrassing

41%

18%

Harm my career

50%

24%

My colleagues less confidence in me

59%

31%

Me leaders will blame me

51%

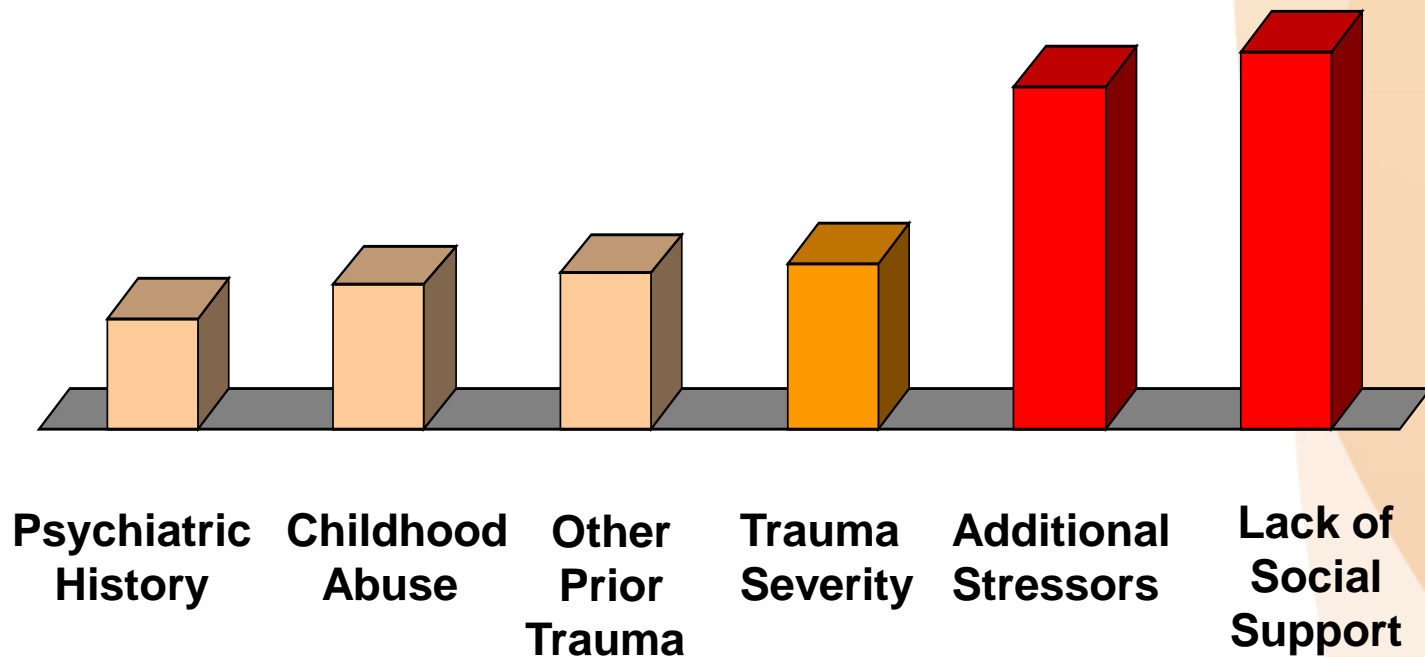
20%

I will be seen as weak

65%

31%

Risk Factors



The correlation of social support with mental health: A meta-analysis

- **64 studies reviewed**
- **high effect size of the correlation between social support and mental health**
- **Workplace is a key risk area identified in study conclusion**

Millennials hit hard by depression in the workplace

Research suggests younger generations lack the necessary supports to deal with the pace of change in the workforce

- 1/3 of the Canadian workforce is struggling with depression and anxiety.
- Those under the age of 30 were 2X more likely to take a mental health sick leave.

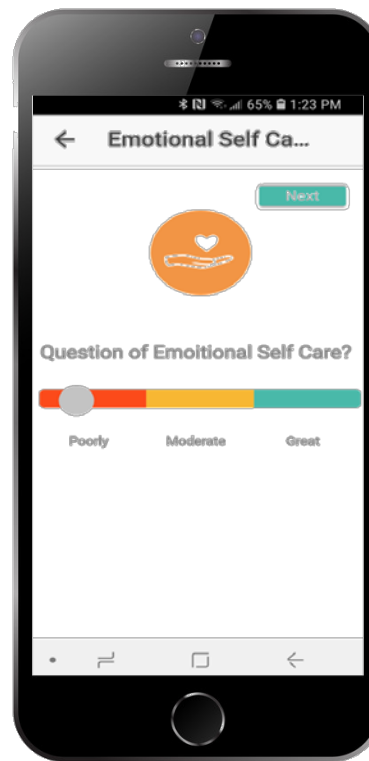
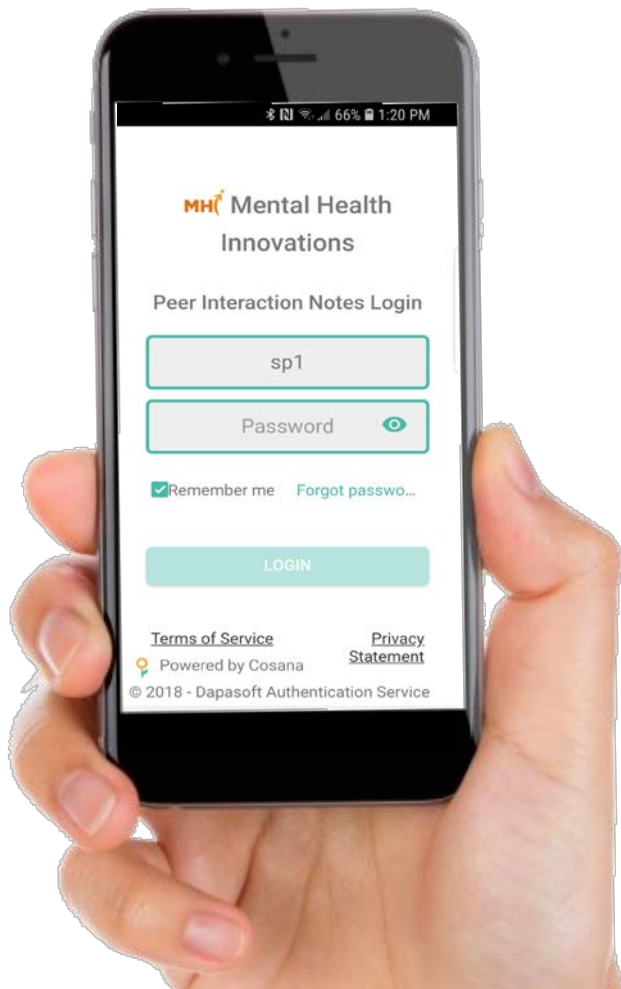
Primary Reasons:

- Pace of societal change
- Erosion of social supports

Gap between clinical appointments







**Your Peer Supporters
will be the backbone of
the program**

**Our platform is the
back end that connects
your people and
maintains accountability**



2007 - Kandahar

Joined the military in 1983

Rwanda 1994

Cambodia 1996

Haiti 1997

Persian Gulf 1997

Lebanon 1997

Kuwait 1998

Diagnosed PTSD & Depression 2000

Kandahar Afghanistan 2007

Seconded to the Mental Health Commission 2010

Retired and launched **MH**nnovations 2012

Recovery is not a cure"... Still working at it...

 **Bell**
Let's Talk

Mental health
BEGINS WITH *Me*

Lunch and learn



1 IN 5

KEEP CALM
AND END
MENTAL HEALTH
STIGMA AND
DISCRIMINATION

MIND YOUR MENTAL HEALTH
mymh.ca



Mental Health
First Aid

How to have the
conversation

Management
training

 **MENTAL
HEALTH
MONTH
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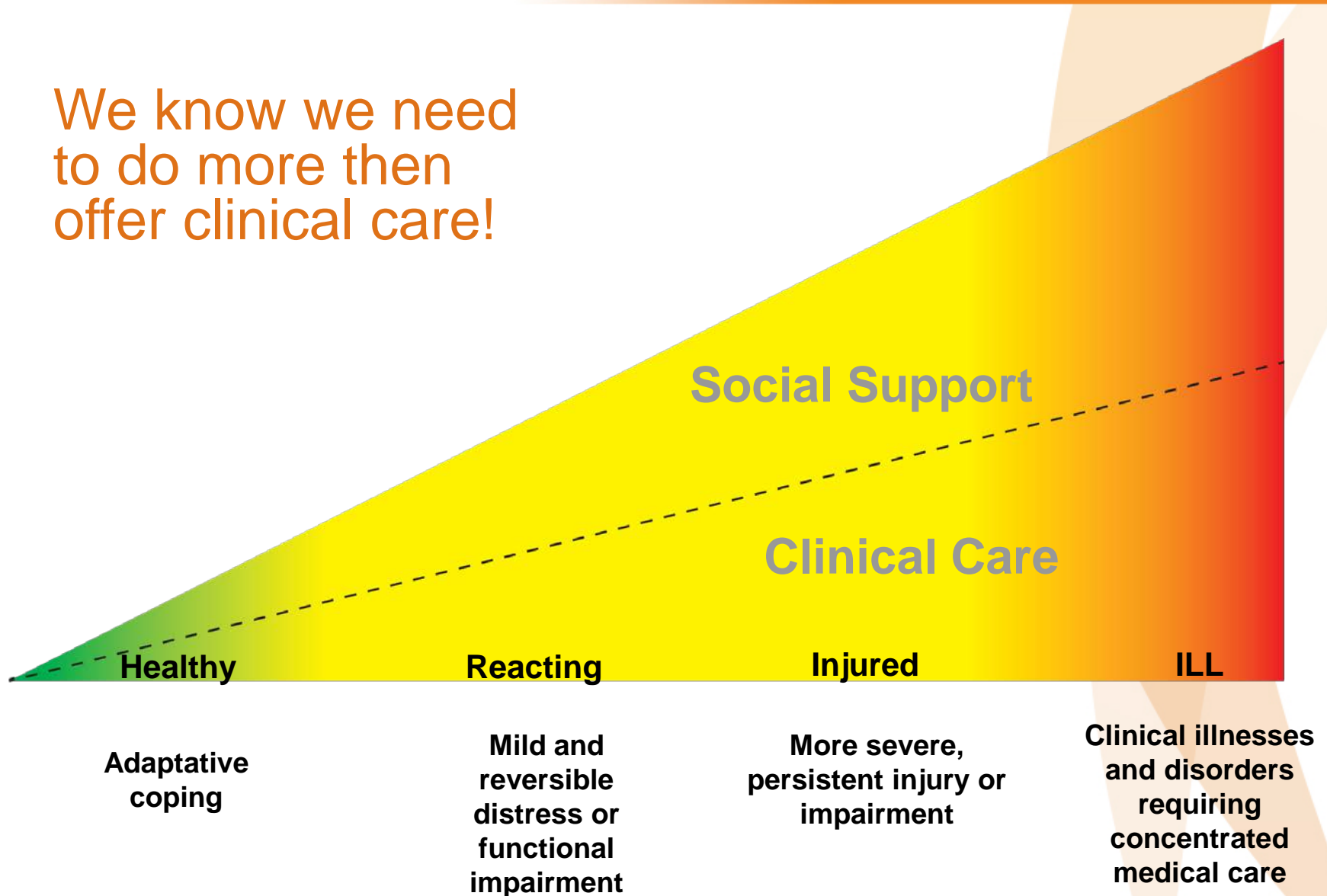
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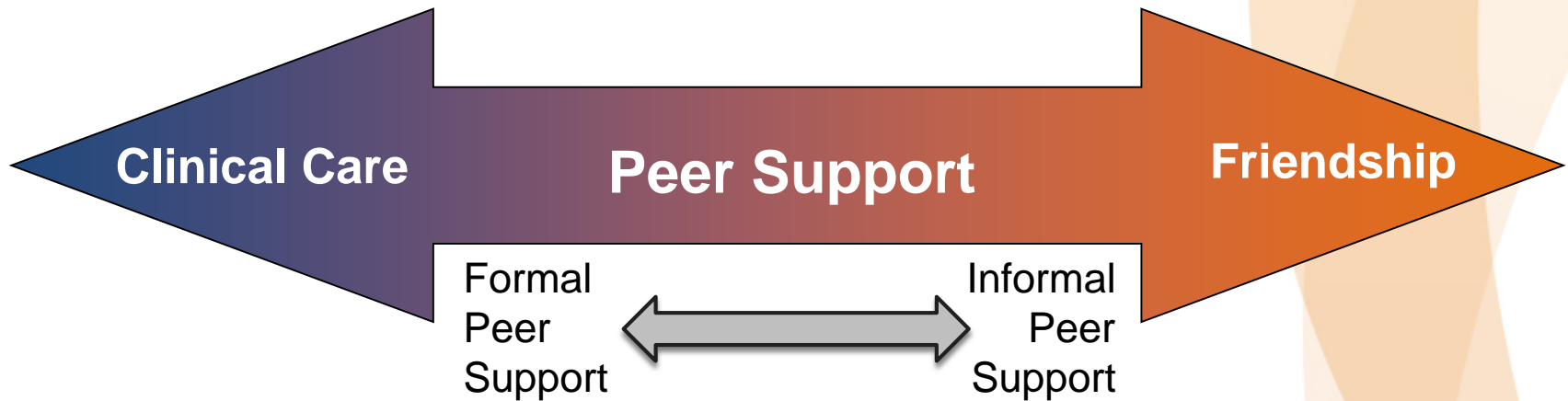


WORKPLACE PEER SUPPORT

We know we need
to do more then
offer clinical care!



Peer Support Continuum



WORKPLACE PEER SUPPORT

Demographics

Number of employees : 4800 with 8 bargaining agents

Date of PSP : October 2012

Number of Peer Supporters : Initially 40

Program expanded to 65 Peer Supporters in April 2015

Outcomes

Reduction of STD and LDT claims by 20%

Increase in EAP utilisation from 9 to 24%

Increase in psychological services costs by 40%

Decrease in sick leave due to mental health problems.

Demographics

Number of employees : 1300

Date of PSP : March 2013

Number of Peer Supporters : Initially 17

Program expanded to 28 Peer Supporters in March 2015

Outcomes

Reduction of STD by 30%

No change in EAP utilisation

Other wellness program increased use

Shorter length absences when sick time is taken (20% shorter)

Other wellness programs are referring cases to the program



- Stigma
- Fear of doing harm
- Lack of evidence
- Liability concerns
- Lack of expertise in the field
- Perceived complexity of implementation



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We have solutions!