

Openly Discuss Mental Health Issues on Bell's Let's Talk Day



Jan. 25, 2017 is [Bell's Let's Talk Day](#), which is intended to draw attention to mental health initiatives in Canada. According to the [Mental Health Commission of Canada](#), on any given week, more than 500,000 Canadians are unable to go to work due to mental health problems or illnesses. And because of [the stigma attached to mental illness](#), such workers may be reluctant to ask for an accommodation or any help at all.

More key statistics on mental health and the workplace:

- The personal toll on employees' and the financial costs to their employers' is enormous. Many of these costs can be avoided by ensuring a mentally healthy workplace.
- 1 in 5 Canadians will experience a mental health problem or illness this year.
- 30% of disability claims are related to mental health.
- Lost productivity due to mental health issues could cost Canadian business \$198 billion over the next 30 years.

What can employers do? They can take these steps:

1. Download and adopt the [National Standard of Canada for Psychological Health and Safety in the Workplace](#) to help safeguard employees' mental health. (Use [this checklist](#) to implement the standard.)
2. Use the [Action Guide for Employers](#) to help put the

Standard into action and encourage senior management to make mental health a workplace priority.

3. Train managers and workers in [Mental Health First Aid](#) so they can spot problems early and provide initial help. (Learn more about [mental health first aid officers](#) and whether your workplace needs them.)
4. Support Canadians with mental illness who want to enter, or re-enter, the workforce by championing the changes recommended in the [Aspiring Workforce](#)
5. Listen to other business leaders who are creating healthier workplaces by visiting the [Leadership Framework for Advancing Workplace Mental Health](#).

The [OHSInsider.com](#) has resources, articles and tools that you can use to ensure [psychological health and safety](#) in your workplace, including:

- A [discussion of a study](#) on mental health issues and workers
- A [handout](#) for workers on workplace stress
- A [stress prevention at work checklist](#)
- An [infographic](#) on depression in the workplace.