



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

PTSD Conference

Causes, Consequences & Responses

Discussion Panel

From Mental Health Promotion to Building Resilience:
Comprehensive Strategies for Preventing Operational Stress Injuries

Memorial University

St. John's, Newfoundland and Labrador

August 2, 2016



@mhcc_ #FirstResponders #PTSD2016



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Creating Winning Conditions to Protect & Promote Mental Health & Wellness

Ed Mantler, Vice President, Programs & Priorities

 @MHCC_  /theMHCC  /Mental Health Commission of Canada

 @theMHCC  /1MHCC



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WOULD YOU
BE THIS
SUPPORTIVE
OF A FRIEND
WITH
MENTAL
ILLNESS?

healthy  CANADA

MENTAL ILLNESS IS REAL AND CLOSER TO HOME THAN YOU THINK.



Recovery means

Living a **satisfying, hopeful and contributing life** even if there may be on-going limitations from mental health problem

**HOPE.
DIGNITY.
INCLUSION.**

Warning

Images, themes and/or subjects in this video may be disturbing to some viewers



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Complexity & Range of OSI



PTSD



Depression



Anxiety



Substance Abuse

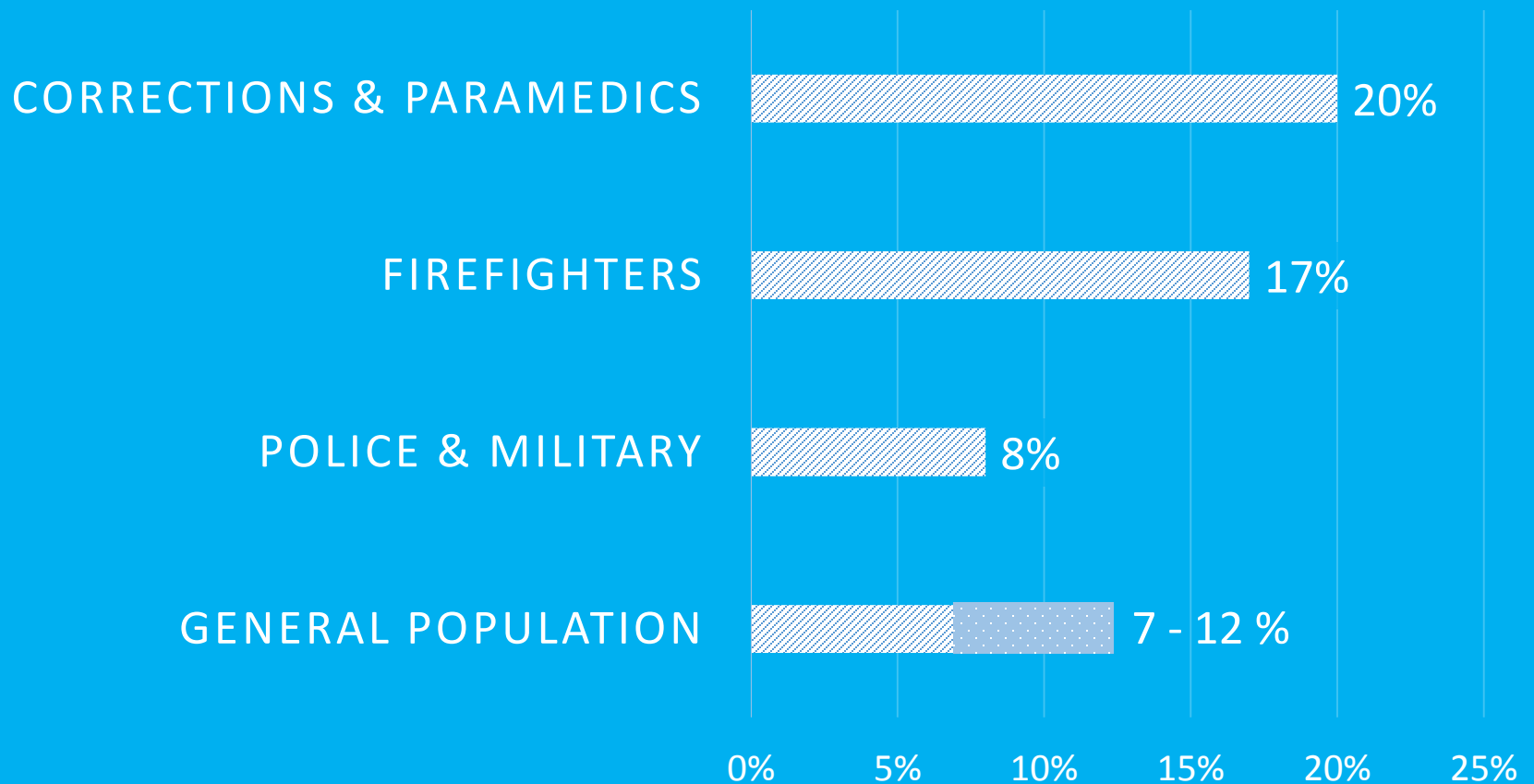


Sleep Disorders



Suicidal Ideation

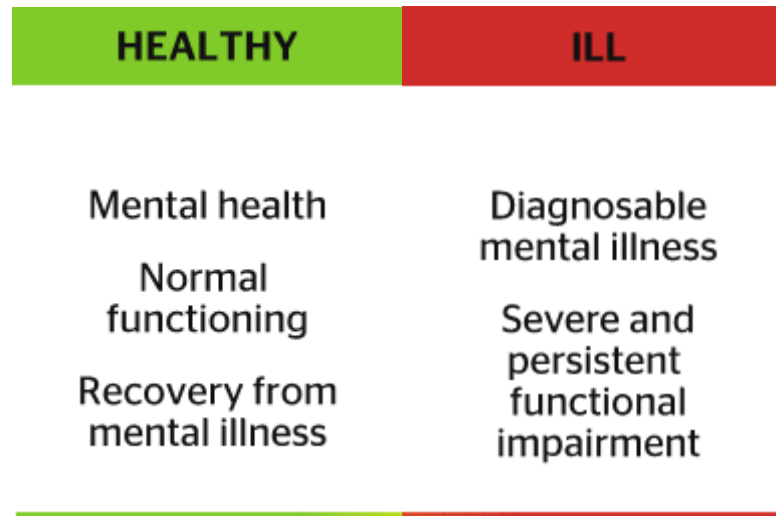
PREVALANCE RATES OF PTSD IN CANADA



Source: The Royal Ottawa Health Care Group (2016)

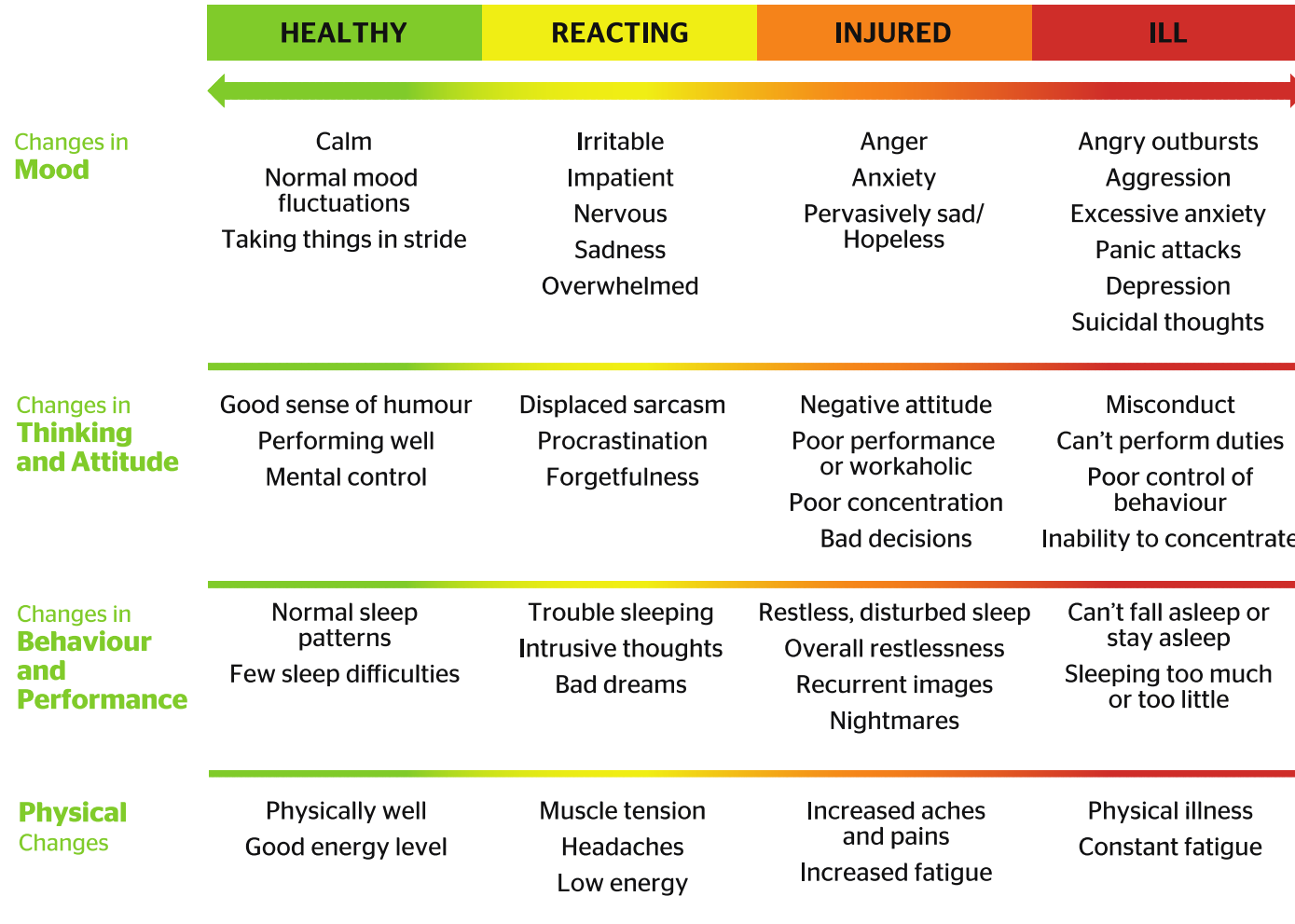


Expanding Our Current Perceptions of Mental Health and Mental Illness





Mental Health Continuum Model



Towards a Comprehensive Mental Health Strategy



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Thank You

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The logo for 'Act Three' is located in the top left corner. It features the word 'act' in a white, lowercase, sans-serif font above the word 'Three' in a similar font, both set against a yellow circular background with a white outline.

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transform

From occupational health & safety to mental health promotion: *Comprehensive strategies for preventing operational stress injuries*

Applying an occupational health & safety lens to psychological health and safety

Presentation by: Maureen Shaw

**Member MHCC Psychological Health and Safety advancement Committee;
Chair HR Committee Victoria & Esquimalt Police Board**

Maureen C. Shaw
maureenshaw@shaw.ca

PTSD Causes
Consequences
Responses

Multidisciplinary Conference July 31 – August 2, 2016





PTSD affects
even the
strongest of us

Get help Brothers &
Sisters, you're not
alone


Jan
2014

Thank you Daniel for sharing the emotion, feelings and despair – using art to give hope



<http://www.dansunphotos.com/>

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A photograph of a sunset or sunrise. The sun is a bright, glowing orb on the horizon, casting a long, horizontal lens flare across the sky. The sky transitions from a deep blue at the top to a warm orange and yellow near the horizon. The foreground is a dark, flat expanse, possibly a field or a body of water, which is mostly in shadow.

Safety & health is rising to a new era – One that embraces people as humans – an era that recognizes the whole person and the health of our organizations.

Time to transform the culture... We are at the tipping point

“Every few hundred years in Western history there occurs a sharp transformation. Within a few short decades, society, its world view, its basic values and political structure, its arts, its key institutions – rearranges itself. Fifty years later there is a new world. And the people born then cannot even imagine the world in which their grandparents lived and into which their parents were born. We are currently living through such a transformation.

Peter Drucker – Writer, management consultant, and self-described “social Ecologist”

Need for Transformational Change across all areas of First responders...

Our goal:

To develop a workplace culture that is safe and healthy place for all workers. Which means they also will be good places for those of us suffering from mental disorders & illnesses

- ***Building*** a comprehensive health and safety system is the foundation of psychologically healthy workplaces

Aim of Health and Safety systems:

- **The promotion and maintenance** of the highest degree of physical, mental and social well-being of workers in all occupations;
- **The prevention** amongst workers of departures from health caused by their working conditions;

Reference: World Health Organization and International Labour Organization 2010

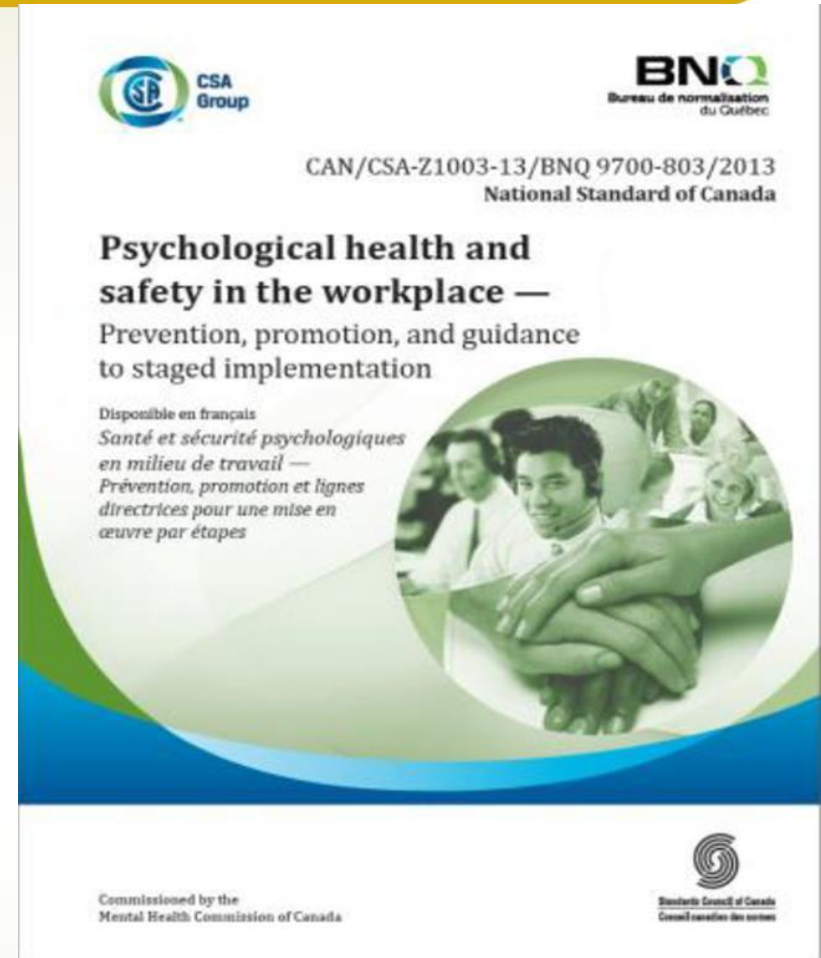
Aim Con't

- **The protection** of workers in their employment from risks resulting from factors adverse to health; and
- ***The placing and maintenance of the worker*** in an occupational environment adapted to her/is physiological and psychological capabilities.

Voluntary CSA Standard Free for the First 5 Years

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National Standard
for Psychologically
Safe Workplaces
released **January
16, 2013** – The first
in the world



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Scope

- “... provides a framework to create and continually improve a psychologically healthy and safe workplace ...”

Guiding Principles:

- Commitment by Senior Management
- Participation with all
- Integration of PHS
- Shared responsibility
- Focus on health, safety, awareness and promotion

Thirteen Psychosocial Factors

1. Psychological support

2. Organizational culture

3. Clear leadership & expectations

4. Civility & Respect

5. Psychological competencies and requirements

6. Growth & development

7. Recognition & reward

8. Involvement & influence

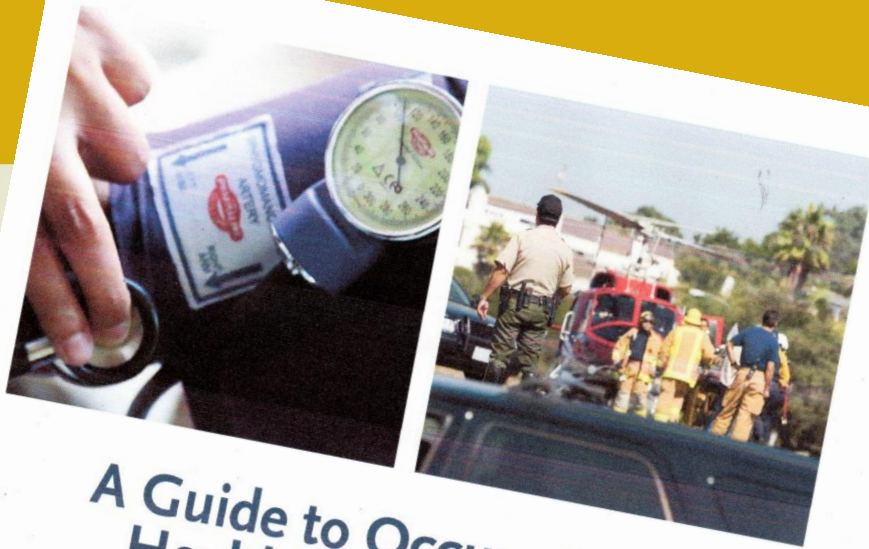
9. Workload management

10. Engagement

11. Balance

12. Psychological protection

13. Protection of physical safety



A Guide to Occupational Health and Safety for Law Enforcement Executives



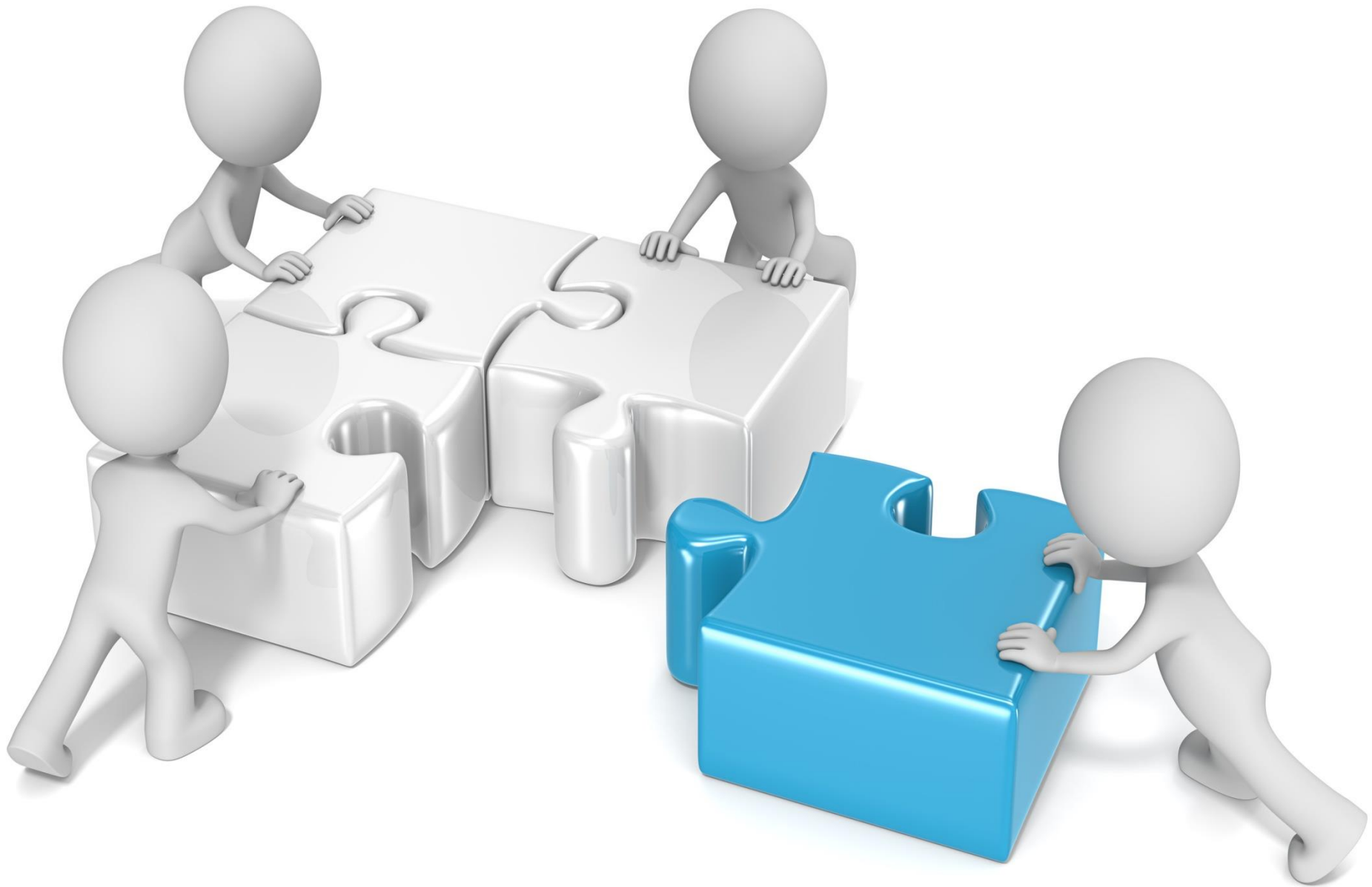
September 2010

Elizabeth Lang Sanberg
Corina Solé Brito
Andrea Morrozoff Luna
Shannon M. McFadden



All people are part of the picture....

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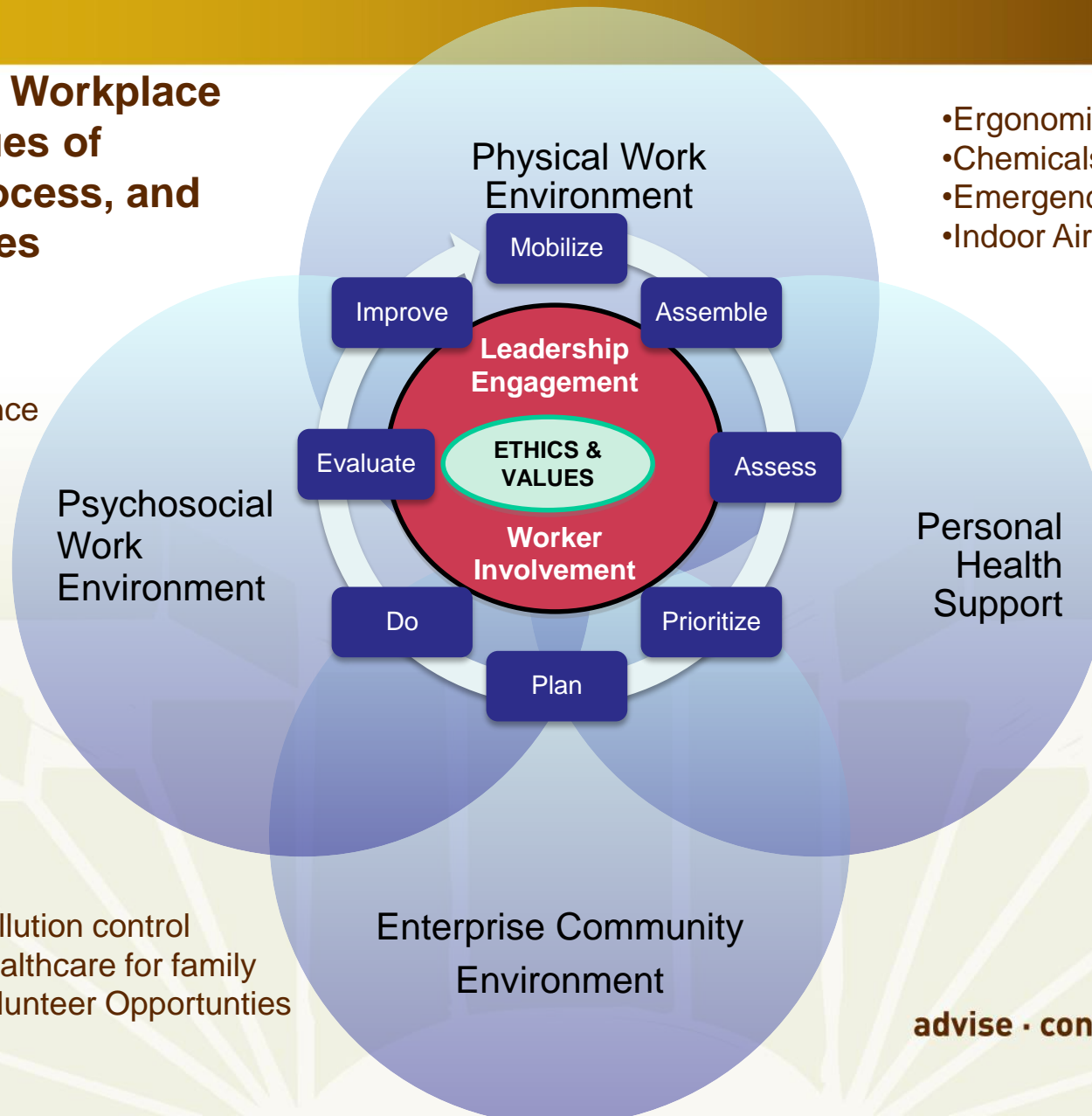


A Comprehensive Health & Safety System

WHO Healthy Workplace Model: Avenues of Influence, Process, and Core Principles

- Flexible work
- Supportive boss
- Work-family balance

- Ergonomics
- Chemicals
- Emergency planning
- Indoor Air Quality



- Physical fitness
- Flu shots
- Smoking cessation

- Pollution control
- Healthcare for family
- Volunteer Opportunities

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Human costs are more than physical

- Do we think of the psychological safety of workplaces as intrinsic to the health and safety as well as effectiveness and sustainability of our workplaces?
- Are we integrating the knowledge into our management systems?
- Are we ensuring our organizational culture reflects a caring & respectful workplace?
- **Research and experience says we should be.**

Simple Truth...

- **Building caring, healthy environments for all workers will create a supportive culture for those with mental health issues**
 - It will eliminate the toxic environment that can make us sick
 - Today's workplaces do brain work – safe toxic free workplace equal healthy productive people



Home

Navigating the GM@W Website

What is Psychological Health & Safety?

Why is Psychological Health & Safety Important? ▾

The 13 Psychosocial Factors in GM@W

GM@W Resources ▾

How to Prepare to Implement GM@W

GM@W Documents & Resources

GM@W Project Team

Contact Us

FAQ

Guarding Minds
@ Work:

A Workplace Guide
to Psychological
Health & Safety



Welcome to Guarding Minds @ Work 2.0

GM@W has been updated in order to provide clearer language, improved functionality and greater consistency with current and emerging regulatory and legal standards and practices pertaining to workplace psychological health and safety. The GM@W Survey has five new questions and results are compared with a 2012 sample of 4307 working Canadians across a nationally representative sample of industries and geographical regions.

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“There aren’t a lot of things in life where doing the right thing for people is also the right economic thing. And in this case it is both. That’s the beauty of it”.

-The Honourable Michael Kirby – Past Chair of the mental Health Commission of Canada

**Often what we can't see is the most beautiful-
Take the time to look into the whole person**

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© Heidi Borner

Thank you! Maureen Shaw@shaw.ca

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Mental Health Strategy



SAFER COMMUNITIES THROUGH POLICING EXCELLENCE

Employee Assistance Program

The RNC has had an EAP program since the early 90's.



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Psychological First Aid

Psychological First Aid utilizes the E. A. R. model

- Educate
- Assess
- Refer



Mental Health First Aid (MHFA)

MHFA is a program of the Mental Health Commission of Canada. The RNC adopted the program in 2014.



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Operational Stress Injury (OSI)

There was a realization that our EAP program wasn't enough so we set out to develop a Mental Health Strategy. That began with OSI education.



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SAFER COMMUNITIES THROUGH POLICING EXCELLENCE

Road to Mental Readiness (R2MR)

R2MR is program of the MHCC. This training reduces stigma that often surrounds mental health problems and mental illness and increases resiliency. The RNC adopted R2MR in 2015.



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What's Next?

- Self Awareness Tool.
- Tool Kit for Managers/Supervisors.
- Family Support Tool Kit.
- Annual Mental Health Assessments.





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