

The Whole Employee Series

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this issue

What is A Healthy Workplace?

Cost vs Benefits

Risks

Why?

Number's Game

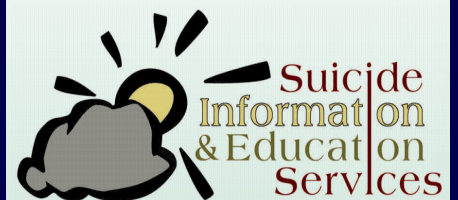
It's Just Smart Business...

Whether you are in the oilfield industry, banking, construction, service or education there are always things that you can do to ensure that your company or organization is more effective meaning more successful. For some that means an increase in productivity, many quantify it by customer satisfaction, and for others it is measured in profits. For everyone though these gains are made through and with the reinforcement of your employees. Your workforce is the key to success and it also can be the driver for failure. Your workplace will set the standard for their health and wellness. In this issue we will explore the bottom line costs and benefits to employee health and wellness programs and why it's just smart (and profitable) business.

The Whole Employee Series

A complete series of workplace sessions designed to increase a companies' bottom-line with balanced employee health.

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Does This Mean I Am Responsible For My Employees Mental Health?

Yes, your employees are adults and should conduct themselves in a responsible way but the reality is that 1 in 5 Canadians will have a mental illness this year ¹ and 500,000 Canadians will miss work this week due to mental health issues or illness ². If you want your business to be a stand out and resilient in tough times this is the place to start.

Two factors influence an employees health:

1. What they experience at work.
2. What they bring with them to work.

As an employer you have control over the first and great influence over the second, it is your choice how you run the show. Do you enforce a positive workplace where your employees can thrive and do you provide opportunities for optimal work-life balance?



\$51 Billion Dollar/ year Economic Burden to Canada Due to Mental Health Conditions ³.

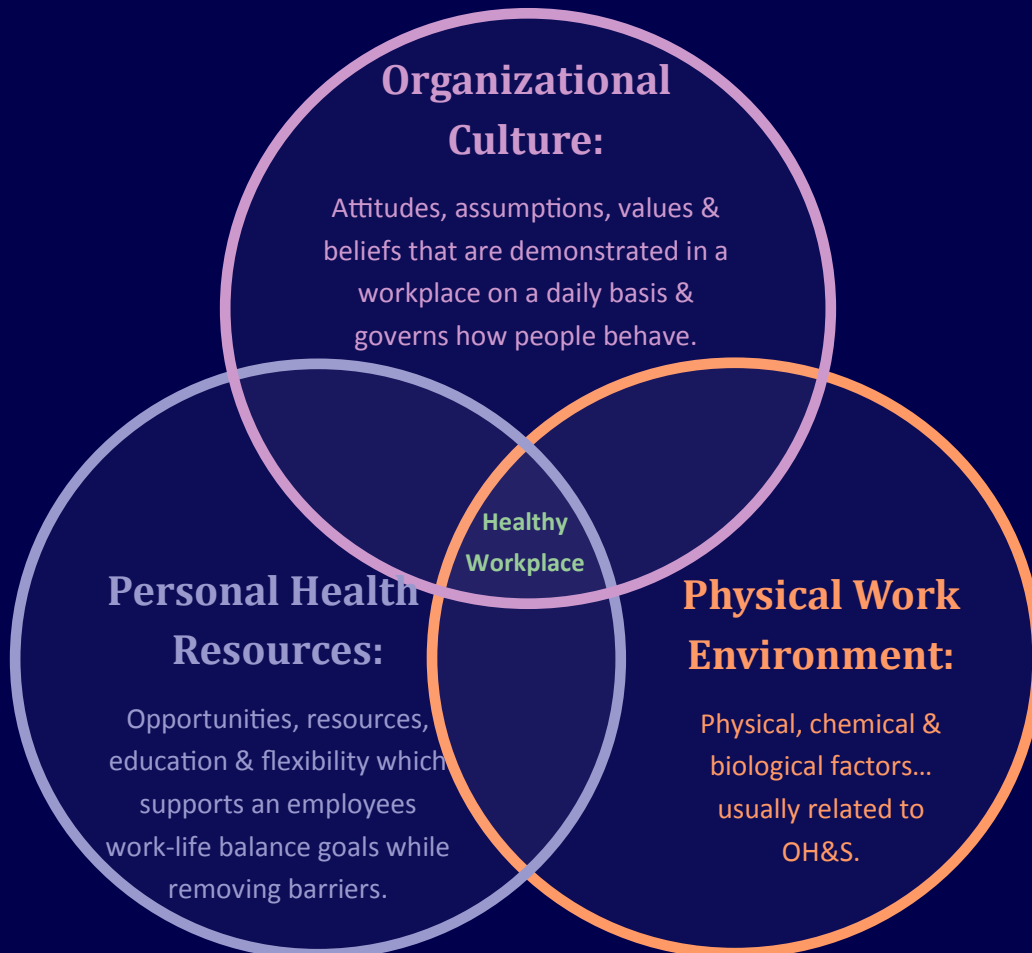


- Turnover
- Litigation
- Depression
- Absenteeism
- Short/Long term Disability
- Health Insurance Claims
- Presenteeism
- Helplessness
- Passivity
- Aggression
- Conflict
- Accidents



- Employee Satisfaction
- Employee Health
- Adaptability
- Resiliency
- Learning
- Productivity
- Innovation
- Profits

How Does Your Workplace Measure Up?



ROI

RETURN ON INVESTMENT is the ratio of money gained or lost on an investment relative to the amount of money invested. I

Why? (otherwise known as Strategic Business Drivers)



Financial Costs:

On average for every \$1 spent on workplace wellness programs the company saw a \$4 return in investment ⁴. Costs to the company are seen directly in monetary value, productivity, safety and morale. Benefits to the company are reported as improved employee recruitment and retention, greater company sustainability and enhanced employee engagement. In many cases significant benefits can be experienced with very little to even no cost at all to the employer.



Organizational Profile:

This is the snapshot of your company...all the pros and cons. Your goal is to become the employer of choice. It is about raising your esteem and corporate image in the face of your stakeholders and shareholders. Investors are beginning to place increased value in corporate responsibility and how you impact the environment and community not just physically but socially. Become a leader in your industry and stand out in the market.



Legal Case:

When you adopt healthier workplace models and programs it demonstrates the due diligence on the companies behalf and could insulate against litigation. In Canada, Bill C-45, 217.1 states "Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task." Bill C-45 also added Sections 22.1 and 22.2 to the Criminal Code imposing criminal liability on organizations and its representatives for negligence (22.1) and other offences (22.2).

The range of unacceptable conduct has expanded greatly in the past years as well as the application of the law in regards to psychological health in the workplace. There are examples of many cases utilizing the following legislations: Human Rights Laws, Law of Torts, Worker's Compensation, OH&S, Employment Contracts, Employment Standards Legislation and Labour Laws that have been successfully argued. To date the largest settlement awarded to an employee for an unhealthy workplace is just over \$1 million dollars.

It's All in the Numbers...

- ⇒ 44% of workers say they have or have had mental health issues. ⁵
- ⇒ Only 1 in 3 of those facing mental health challenges will seek help. ⁶
- ⇒ 3 in 4 short-term disability claims are related to mental illness. ⁷
- ⇒ Management of mental health in the workplace could decrease losses to productivity by as much as 30%. ⁹
- ⇒ Research shows that stress in a business contributes to at least 60% of workplace accidents. ¹⁰
- ⇒ The average suicide death costs \$1,164,499 (includes direct and indirect costs). ¹¹

References

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