

Pickering Public Library: Resources for Implementing a Workplace Mental Health Program

Facts according to the Mental Health Commission of Canada:

- In Canada, 1 in 5 people will experience a mental health problem or illness.
- 60% of people with a mental health problem or illness won't seek help for fear of being labeled.
- 500,000 Canadians, in any given week, are unable to work due to mental health problems or illnesses.
- 1 in 3 workplace disability claims are related to mental health problems or illnesses.

Call to Action: What can you do?

- Fight the stigmas by talking about mental health in the workplace. Support co-workers
- Prioritize mental health and wellness in your workplace by starting a workplace mental health program. Form a committee and share resources.
- Follow the guidelines in the National Standard for Psychological Health & Safety. The Standard was released in 2013 <https://www.csagroup.org/article/canca-z1003-13-bnq-9700-803-2013-r2018/>

What did Pickering Public Library do?

Pickering Public Library was the **first library in Canada** to serve as an early adopter of the National workplace mental health standard in Canada along with 40 other organizations who sought assistance from the Mental Health Commission of Canada. In 2014, using the National Standard for Psychological Health & Safety (The Standard) Pickering Public Library chose to take a proactive and collaborative approach to better understand and support our employees by forming a mental health committee. The WorkWell committee is a dedicated group employee mental health advocates representing all departments in our organization. As industry leaders, Pickering Public Library made proactive efforts to use the Standard to identify and minimize the impact of psychological risks and hazards in the workplace. This is an ongoing and committed endeavour for our library that is now entrenched in everything we do. We continue to see a high level of support and benefits from our workplace mental health program from all our stakeholders— our employees, management, the Board, the union, and the library clients we serve. As a workplace, we feel that **having a mental health program is simply the right thing to do**. We encourage all libraries and all workplaces to do the same.

Here is a list of **workplace mental health resources** Pickering Public Library recommends for implementing a similar program in your workplace:

[Assembling the Pieces Implementation Guide](#)
[National Psychological H&S Standard](#)
[Mental Illness: What you see/what you don't see](#)
[Mental Health Statistics](#)
[Workplace Strategies for Mental Health](#)
[Costs of a Psychologically Unsafe Workplace](#)
[Canada's Safest Employers Article](#)
[Canada's Safest Employers Awards](#)
[Globe & Mail article-self-care-and-productivity-are-not-mutually-exclusive](#)

[Case Study Research Project](#)
[Case Study Research Project Findings](#)
[Press Release](#)
[13 Psychological H&S Factors](#)
[Gap Analysis Self Audit Tool](#)
[Guarding Minds at Work Facilitator Resource](#)
[Management Style Quiz](#)
[Guarding Minds at Work Assessment Tools](#)
[CMHA Work-Life Balance Quiz](#)