

# National Standard for Psychological Health and Safety in the Workplace



Mental Health  
Commission  
of Canada

Commission de  
la santé mentale  
du Canada

## What is the *Standard*?

Set of guidelines, tools and resources focused on promoting employees' psychological health and preventing psychological harm due to workplace factors.



### Features

- Voluntary and flexible
- Set of tools NOT rules
- Applicable to any type of organization
- Helps shift organizational culture to support psychological health
- Measures progress



### Cost of Inaction

- Absenteeism
- Presenteeism/lost productivity
- Disability claims
- Injuries/illnesses
- Grievances/complaints
- Turnover
- Legal implications
- Staff disengagement



### Get Started

set your own pace | keep it bite sized | stay nimble

Elements for successful implementation

- Secure a champion
- Gain leadership support
- Take stock of what's already in place
- Develop a policy
- Engage employees
- Establish a baseline
- Develop a multi-year plan



# 500,000

Canadians, in any given week, are unable to work due to mental health problems



# 1 in 3

workplace disability claims are related to mental illness



# 70%

of disability costs are attributed to mental illness



### Download

The *Standard* and access other free resources:

[csa.ca/z1003](http://csa.ca/z1003)

*Assembling the Pieces:*

*An Implementation Guide to the Standard:*  
[mentalhealthcommission.ca/standardguide](http://mentalhealthcommission.ca/standardguide)

[mentalhealthcommission.ca](http://mentalhealthcommission.ca)

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