



WORKPLACE MENTAL HEALTH ACTION PLAN 2018-21

EMBEDDING WELLNESS WITHIN THE WORKPLACE

Action 1: Integrate workplace mental health (WMH) considerations into the way we work, to improve workplace practices that reduce job stress, and support work-life balance.

- Identify what things in the workplace could be changed to help lower job stress and manage workload
- Ensure the department's policy instruments, practices and procedures are looked at through a workplace mental health lens
- Identify the competencies managers need in order to create a work environment where employees feel safe, competent, connected and recognized
- Identify and address workplace psychological hazards through the Hazard Prevention Program

LEVERAGING KNOWLEDGE AND BEST PRACTICES

Action 2: Leverage connections between the WMH Champions Network and other communities/networks to create a more integrated approach to WMH, and positive change throughout the department.

- Work with the WMH Champions Network to increase learning between branches and regions
- Maintain diversity of perspectives by continuing to work with other Networks and communities

Action 3: Collaborate with other WMH experts for input and influence while implementing the Federal Mental Health Strategy, with leading edge practices that respond to departmental WMH needs.

- Align and update the ESDC Framework and Progress Evaluation Strategy to the 2018-21 Action Plan
- Conduct Best Practices Review of Workplace-based interventions
- Be a key partner in an interdepartmental pilot for the creation of a Canadian Innovation Centre for Mental Health in the Workplace

COMMUNICATIONS AND EMPLOYEE MOBILIZATION

Action 4: Design accessible and meaningful opportunities for employees to be involved as co-creators of a psychologically healthy and safe workplace.

- Find innovative ways to keep all employees discussing the challenges of WMH issues and their potential solutions

DEVELOPING AND SUPPORTING MANAGERS

Action 5: Equip managers with the competencies required to be effective and confident in supporting a psychologically healthy and safe workplace.

- Continue the implementation of the Manager to Manager (M2M) Ambassador Program, where trained and experienced managers can guide other managers dealing with WMH issues within their teams
- Integrate mental health clinical services into complex case consultations involving potential WMH issues
- Implement Leadership Development Training for non-EX management that will build their capacity for support employees' workplace psychological needs

Action 6: Continuous updating of HR programs and services, while equipping HR practitioners to provide sound advice related to WMH.

- Continue the implementation of the 2017-20 HR Action Plan

LEARNING AND DEVELOPMENT

Action 7: Continue to strengthen the collection of WMH learning opportunities to facilitate employee participation

- Assess current learning opportunities to find gaps and address any additional needs or objectives
- Develop WMH learning opportunities tailored to the needs of employees at different levels and roles

DEVELOPING SERVICES, RESOURCES AND TOOLS

Action 8: Continue to develop, implement and monitor WMH services, resources and tools that help employees at all levels thrive in the workplace.

- Continue the implementation of the Peer Support Program (PSP), where trained, experienced peer supporters (all levels) guide and inspire peers

