



Status Update of Integrated Framework on Mental Health

PROMOTE

	2015-2016	2016-2017	2017-2018
Information sessions with PMB to educate and get a strong and visible commitment on mental health at work	COMPLETED	WORK CONTINUES	WILL CONTINUE
Identify and promote executive learning options	COMPLETED	WORK CONTINUES	
Develop a menu of learning options to enhance understanding of mental health	COMPLETED	ON-GOING UPDATES	EXPECTED TO CONTINUE
Facilitate access to mental health learning opportunities	WORK STARTED	WORK CONTINUES	
Establish partnership with the CSPS to integrate mental health into existing learning products	WORK STARTED	WORK CONTINUES	
Develop new learning tools to facilitate discussions and resolve workplace conflict related to mental health issues	POSTPONED	WORK CONTINUES	
Promote coaching services offered by the Office of informal conflict management	COMPLETED	WORK CONTINUES	WILL CONTINUE
Develop a dedicated iService site on mental health	COMPLETED	ON-GOING ENHANCEMENTS	WILL CONTINUE
Provide learning sessions on personal resilience to all employees	COMPLETED	COMPLETED	WILL BECOME PART OF LEARNING OPTIONS
Adapt and publish a Mental Health Passport for ESDC	COMPLETED		
Promote Employee Assistance Services	COMPLETED	WORK CONTINUES	WILL CONTINUE
Develop and implement yearly communication plan to support the implementation of the Framework	COMPLETED	COMPLETED	WILL CONTINUE

PREVENT

	2015-2016	2016-2017	2017-2018
Enhance how human resources programs and services can support mental health in the workplace	WORK STARTED	RECOMMENDATIONS IDENTIFIED	IMPLEMENT RECOMMENDATIONS
Provide integrated human resources services to management	WORK STARTED	RECOMMENDATIONS IDENTIFIED	WILL CONTINUE
Identify and mitigate psychological hazards for high risk occupations	WORK STARTED	WORK CONTINUES	EXPECTED TO CONTINUE
Implement a standard process to conduct workplace inspections	COMPLETED		
Promote the prevention of workplace harassment	COMPLETED	WORK CONTINUES	EXPECTED TO CONTINUE
Reinforce manager's and executive's leadership and people management skills	WORK STARTED	WORK CONTINUES	EXPECTED TO CONTINUE

RESOLVE

	2015-2016	2016-2017	2017-2018
Provide support to facilitate team-based conversations		WORK STARTED CONSIDERING OPTIONS	IMPLEMENT OFFERINGS
Develop and implement a workplace-based peer support program		WORK CONTINUES	WILL CONTINUE
Train labour relations practitioners on Mental Health First Aid	POSTPONED	RECOMMENDATIONS IDENTIFIED	WILL CONTINUE
Create opportunities for human resources practitioners to share knowledge	WORK STARTED	RECOMMENDATIONS IDENTIFIED	WILL CONTINUE
Provide opportunities for managers to share experiences and discuss challenges and solutions	LEARNING CIRCLES PILOT COMPLETED	PART OF REGULAR OFFERING	PART OF REGULAR OFFERING
Organize Specialized Organizational Services (SOS) sessions for managers through Health Canada (HC)	PROMOTION OF SOS OFFERINGS	VARIOUS SESSIONS HELD BY HC AND COLLEGE	WILL BECOME PART OF LEARNING OPTIONS
Review procedures to respond and resolve harassment issues	WORK STARTED	WORK CONTINUES	IMPLEMENT NEW PROCESS