

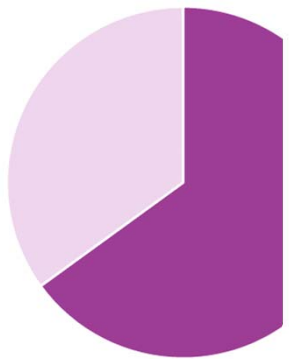
Workplace policy and practices in mental health

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November 26th, 2019



Improving business. Improving lives.

Employers play a significant role in support of the mental health of their employees

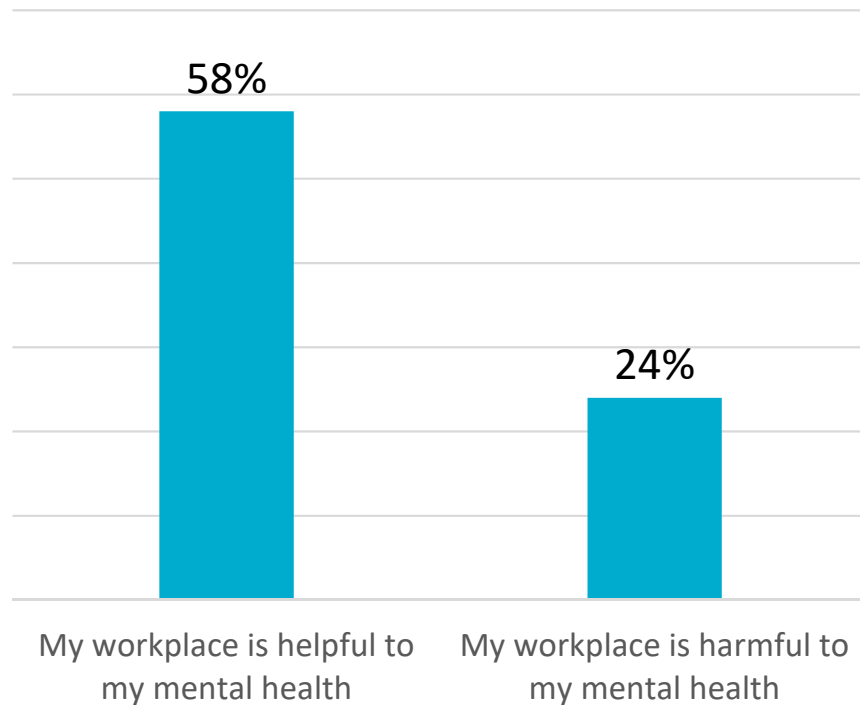


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Employee assistance programs (EAPs) are not even offered in many organizations. These costs are not even covered by health insurance plans. EAPs are not even offered in many organizations. These costs are not even covered by health insurance plans. EAPs are not even offered in many organizations. These costs are not even covered by health insurance plans.

The workplace has a clear impact on mental health and well-being



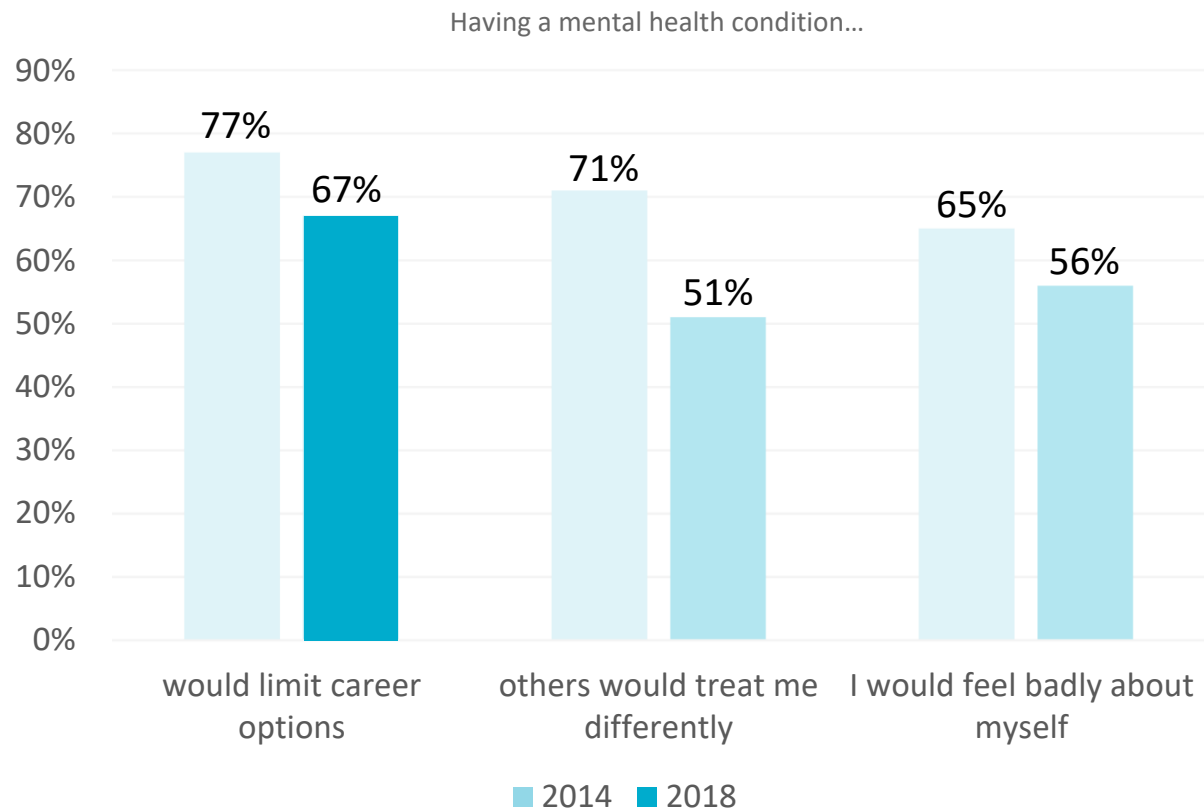
ROI of 2.18

For organizations whose mental health programs had been in place for three or more years

41% of employees report workplace isolation

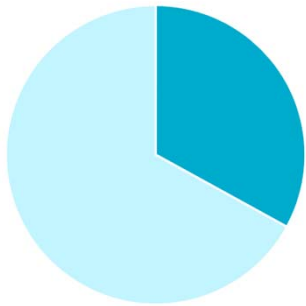
45% indicate personal isolation; both of which are increasing, and are mental health risk factors

Issues with stigma have decreased but remain a concern



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Mental health needs and risks are prevalent among working Canadians and as such are increasingly recognized as a priority



33% of employees report a current or past mental health condition

Compared to five years ago	employees
Greater workplace isolation	23%
Greater personal isolation	25%