

MENTAL HEALTH & WELLBEING

Safety Talk 5
MAY 2024



1 MEETING OBJECTIVES:

The primary objectives of Safety Talk 5: Mental Health & Wellbeing are:

1. Increase knowledge and awareness of mental health and wellbeing.
2. Spark innovative conversations and ideas for promoting mental health in the workplace.
3. Encourage open communication and the expression of concerns within the group.
4. Develop a plan to explore and investigate ideas and concerns raised.

2 SAFETY TALK:

Take 5 minutes to review Safety Talk 5: Mental Health & Wellbeing on the next page. Your team may choose to each read the Safety Talk individually or take turns reading out loud.

3 KNOWLEDGE CHECK:

As a team, spend a couple minutes completing this knowledge check:

- What are common signs and symptoms of poor mental health?
- Can you name three strategies to support mental health and wellbeing in the workplace?
- How can we implement these measures in our workplace?

4 GROUP DISCUSSION:

Take a few minutes to share with your team your thoughts, experiences, and innovative ideas for promoting mental health and wellbeing at work. Questions to guide the discussion can include:

- Have you experienced work-related stress?
- What initiatives can we introduce to our team to support mental health?
- What self-care practices do you enjoy?

5 CONCLUSION & POST-MEETING FOLLOW-UP:

The supervisor will be responsible for investigating any raised occupational health, safety, and/or wellness innovations, issues, or concerns as well as establishing a timeline for follow-up and reporting back to the group.

To learn more about this topic, the following documents on CKCentral can be reviewed:

1. Respectful Workplace and Anti-Violence Corporate Policy Statement
2. Anti-Violence Policy

MENTAL HEALTH & WELLBEING

Section 1: Understanding Mental Health and Wellbeing

Everyone has **mental health**. According to Health Canada, being mentally healthy means the capacity to feel, think and act in ways that enhance one's ability to enjoy life and deal with challenges. There is no health without mental health.

Mental wellbeing is a balance of the 8 dimensions of wellbeing (emotional, physical, spiritual, social, environmental, financial, occupational, and intellectual). This balance is enriched when individuals have purpose, hope, belonging, and a sense of meaning in life.

Mental illness refers to conditions where thinking, mood, and behaviours impact how we function in daily life. Mental illness is affected by a complex mix of social, economic, psychological, biological, and genetic factors. In Chatham-Kent, about 1 in 5 people have a mental health condition or illness. Research shows equity-deserving groups are more at risk of developing mental health concerns.

Why Mental Health Matters at Work:

- **Because You Matter:** We care about you and your wellbeing.
- **Reduced Stress:** Prioritizing mental health enhances resiliency and coping mechanisms, fostering a positive work environment.
- **Team Dynamics:** Improved mental health contributes to better team collaboration, communication, empathy, and morale.
- **Impact on Performance:** Mental health influences innovation, creativity, and ability to focus, communicate, and solve problems.
- **Job Satisfaction:** When mental health is prioritized, employees feel safe and supported to bring their whole selves to work every day, leading to better satisfaction and motivation in their roles.



Section 2: Tips to Improve Mental Health and Wellbeing

1. **Prioritize Self-Care:** Dedicate time to activities you enjoy and establish clear work-life boundaries.
2. **Stay Active:** Exercise regularly; even short periods of movement can make a difference.
3. **Practice Mindfulness:** Incorporate meditation/deep breathing to manage stress and stay present.
4. **Be Social:** Connect with friends, family, and colleagues for positive mental wellbeing.
5. **Seek Support:** Don't hesitate to ask for help from friends, family, supervisors and/or professionals.
6. **Get Quality Sleep:** Aim for 7-9 hours per night to support physical and mental health.
7. **Nutrition Matters:** Maintain a balanced diet rich in fruits, vegetables, and whole grains.
8. **Learn Stress Management:** Develop skills, such as time management and organization.
9. **Continuous Learning:** Do activities that stimulate your mind and make you feel accomplished.

Section 3: Resources Available

1. **Employee & Family Assistance Program (EFAP):** Free, 24/7, confidential support with resources and counselling services for mental, financial, physical, and emotional wellbeing. See next page.
2. **Mental Health Workshops:** Attend monthly wellbeing webinars on different topics from Telus Health. See the full schedule on the Employee and Family Assistance Program page of CKCentral.
3. **Community Resources:** Includes professional counseling services, Community Navigators, CMHA Lambton-Kent, the Mental Health Network of CK, and Chatham-Kent Community Health Centres.
4. **Online Resources:** CK Public Health's website has many mental health resources available, including info for youth, adults, seniors, first responders, Indigenous, and 2SLGBTQIA+ individuals.

Welcome to your EAP.

Feel supported and connected with a confidential Employee Assistance Program (EAP) and innovative wellbeing resource. Life can be complicated. Get help with all of life's questions, issues and concerns with TELUS Health. Any time, 24/7, 365 days a year. We offer support with mental, financial, physical and emotional wellbeing. Whether you have questions about handling stress at work and home, parenting and child care, managing money, or health issues, you can turn to TELUS Health for a confidential service that you can trust.



Life

- Retirement
- Midlife
- Student life
- Legal
- Relationships
- Disabilities
- Crisis
- Personal issues

Family

- Parenting
- Couples
- Separation/divorce
- Older relatives
- Adoption
- Death/loss
- Child care
- Education

Health

- Mental health
- Addictions
- Fitness
- Managing stress
- Nutrition
- Sleep
- Smoking cessation
- Alternative health

Work

- Time management
- Career
- development Work
- relationships Work
- stress Managing
- people Shift work
- Coping with change
- Communication

Money

- Saving
- Investing
- Budgeting
- Managing debt
- Home buying
- Renting
- Estate planning
- Bankruptcy



Access your TELUS Health EAP 24/7 by phone:
1.844.880.9142 or 1.844.671.3327

Visit: one.telushealth.com or Download the APP
Username: EAP-chatham-kent
Password: EAP