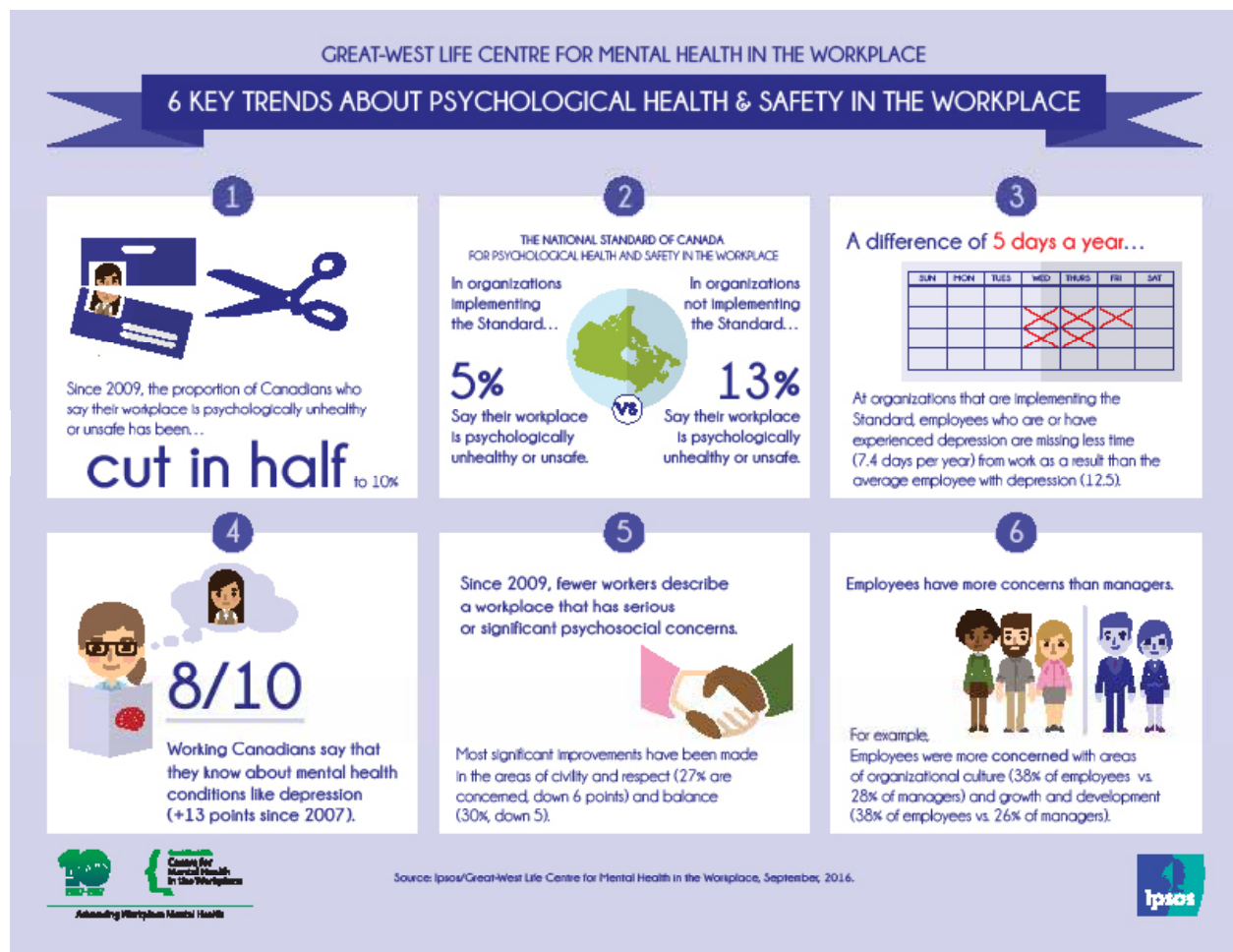


Psychological Health and Safety 2016: Survey

Ipsos Public Affairs was commissioned by the Great-West Life Centre for Mental Health in the Workplace (the Centre) to conduct a national public opinion research survey related to psychological health and safety in the workplace. This is the third such survey Ipsos has conducted on behalf of the Centre, following earlier waves in 2009 and 2012.

Similar to the 2009 and 2012 surveys, this iteration asks employees to report on those factors that impact psychological health and safety in Canadian workplaces. These snapshots in time help the Centre and like-minded organizations to track the progress of workplace mental health efforts.



Infographic courtesy of Ipsos.

Psychological Health and Safety 2016: Survey

- Fewer Canadians today than in 2009 describe their workplace as being psychologically unhealthy and unsafe, according to the new research (10% versus 20%).
- Many Canadian workplaces are now following the country's first national set of best practices, with a framework provided by the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard).
- Employees whose workplaces are implementing the Standard are much more likely to describe their workplace as psychologically healthy and safe; are more compassionate in their attitudes towards mental health conditions; and are more likely to know their own role in the workplace regarding identifying and supporting those with mental health conditions.
- Employees whose workplaces are implementing the Standard are much less likely than those in workplaces without the Standard to express concerns over psychological support in the workplace (10% versus 37%).
- Eight in ten Canadians (79%) say they know about mental health conditions like depression – up significantly from 2007 (+13 points).
- Employees were more likely than managers to describe their workplace as concerning; this result was most pronounced for “organizational culture questions” (38% of employees v. 28% of managers).
- Nine of 10 managers (89%, -3% since 2012) agree it's important for them to keep improving their skills in managing distressed workers and 8 in 10 (78%, +13% since 2012) say they could do their job more effectively if they found ways to do this more easily.
- Despite the marked progress, the survey results suggest the continuing need for improvement and that more workplaces need to implement the Standard and its principles as this may be a contributing factor to progress toward achieving psychologically healthy and safe workplaces.

About the Centre

The Great-West Life Centre for Mental Health in the Workplace (the Centre) was established in 2007 and has three main objectives:

1. Increase knowledge and awareness of workplace psychological health and safety
2. Improve the ability to respond to mental health issues at work
3. Turn knowledge into action through free, practical strategies and tools for all employers

The Centre works to achieve these objectives by:

- Funding and sponsoring research and initiatives aimed at improving the understanding, prevention and management of mental health issues, particularly as they impact the workplace
- Promoting and facilitating knowledge exchange through the sharing of research, resources and survey results
- Supporting the development of programs and resources aimed at improving psychological health and safety in the workplace

The *Workplace Strategies for Mental Health* website, www.workplacestrategiesformentalhealth.com, is the primary vehicle through which the Centre makes these resources available.



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Advancing Workplace Mental Health

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