



Group Benefits

Workplace Solutions for Mental Health – Manager Training

It is highly likely that managers within your organization will encounter an employee with a mental illness at some point in their career. Managers play a critical role in many aspects of the health and safety of employees, yet according to an Ipsos Reid 2012 survey, only 1 in 3 managers have the training to intervene with employees who are showing signs of mental illness.

As an employer, you can play a key role in supporting employees suffering from a mental illness. Workplace Solutions for Mental Health – Manager Training is our newest addition to Manulife's comprehensive line up of psychological health products and services.

What is Workplace Solutions for Mental Health – Manager Training?

Manager Training is an interactive training program that was developed in partnership with Homewood Human SolutionsTM, a recognized leader in providing prevention and intervention support in the field of Employee & Family Assistance, substance abuse, addictions and mental health. The training is designed to provide managers with the knowledge they need to create a 'psychologically healthy workplace' and the skills to respond confidently and proactively when they feel an employee's psychological safety is at risk or they are showing early signs of mental illness.

Managers will receive education and training on the following topics:

- The signs and symptoms of the most common mental illnesses
- The challenges of addressing mental illness in the workplace
- Addressing behaviour and performance issues when mental illness may be present
- Rights and responsibilities of employers in situations involving mental illness
- The most likely accommodations that are necessary for return-to-work planning; and,
- How to manage a mental illness crisis.

You will have the flexibility to choose the delivery method that best suits your organization:

- In person full day workshop
- Two half day in person workshops or webinars
- Online e-module course with certification and a 1-hour follow up webinar (unlimited access for 1 year)

The in-person workshops and webinars are delivered by Homewood Human Solutions facilitators with a psychology or social work background, clinical experience in mental health, and corporate facilitation experience.

Key facts about mental illness

- One in five Canadians has, or will develop, a mental illness at some point in their lifetime. (The Mental Health Commission of Canada)
- Adults in their early and prime working years are among the hardest hit by mental health problems and illness (The Mental Health Commission of Canada)
- Mental health problems and illnesses are rated one of the top three drivers of both short- and long-term disability claims by more than 80% of Canadian employers (Towers Watson, Pathway to health and productivity)
- Clinical studies estimate that major depression reduces productivity by 11% (ROI-One Life-Mental Health, 2012)
- Canadians with depression estimate that they work at 62% of their capacity (ROI – One Life- Mental Health, 2010)

Why Offer Workplace Solutions for Mental Health – Manager Training?

Mental Illness cost the Canadian economy **\$51 billion** last year alone. Approximately **500,000 Canadians** miss work every week due to a mental health issue. This is the fastest growing cause of disability and is expected to be the number one cause by 2020 (according to WHO).

Employers can make a difference

According to a recent publication by Mental Health Commission of Canada, “The UK National Institute for Health and Clinical Excellence (NICE) estimates that improving the management of mental health in the workplace including prevention, early action to combat stress and early identification of problems could decrease losses to productivity by as much as 30% and result in annual savings of \$397,713 in an organization of 1000 employees”.

NICE 2009, Promoting Mental Health at Work: Business Case



Creating awareness and educating managers about the effects of mental illness is the first step you can take towards creating a psychologically healthy workplace. To learn more about Workplace Solutions for Mental Health – Manager Training or for information on fees associated with it, please contact your advisor or Manulife Group Benefits representative.

