



**Workplace
Mental Health
Risk Assessment
and Consulting
Services**

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Workplace mental health – Why strategies matter

Mental health issues are a leading driver for disability claims. Mental health problems and illnesses are behind about 30% of disability claims in Canada.¹ **57% of Canadian workplaces have no mental health strategy.**² Those who have no mental health strategy reported that it's due to:



56%²

Limited financial resources, human resources, or time



32%²

A lack of knowledge on how to address mental health



23%²

Mental health strategies not being a legal or legislative requirement



31%

Mental health not being a concern in their workplace



About Sun Life's Workplace Mental Health Risk Assessment

Sun Life offers a proprietary workplace mental health risk assessment tool. The Integrated Health Solutions (IHS) team provides consulting services to support this tool.

The risk assessment aligns with the 13 Psychological Risk Factors of the Mental Health Commission of Canada's National Standard for Psychological Health and Safety in the Workplace.

Sun Life collaborated with Dr. Arla Day to create this risk assessment. Dr. Day is a world-renowned researcher in Organizational Psychology. Her contributions were instrumental in creating the tool and ensuring its accuracy.

Your assessment experience

The assessment takes about two to three hours to complete. You'll answer questions relating to each of the 13 Risk Factors in two categories: organizational practices, and programming. Following this assessment, your OHC will produce a comprehensive and detailed report. The report includes a score summary to compare your results against the 13 Psychological Risk Factors. The report also includes a response analysis and recommendations for next steps.

Results and Reporting Details

Organizational culture and leadership

This section gives you an assessment of the general culture of your organization. You will measure the different factors that contribute to your workplace culture.

Initiative/programming checklist

This section measures the programs offered within your organization and their degree of success.

The customized report from Sun Life will integrate your qualitative responses with quantitative data. This data includes:



Employee Assistance Program results



Turnover rates



Drug utilization



Short-term and long-term disability measures relating to mental health

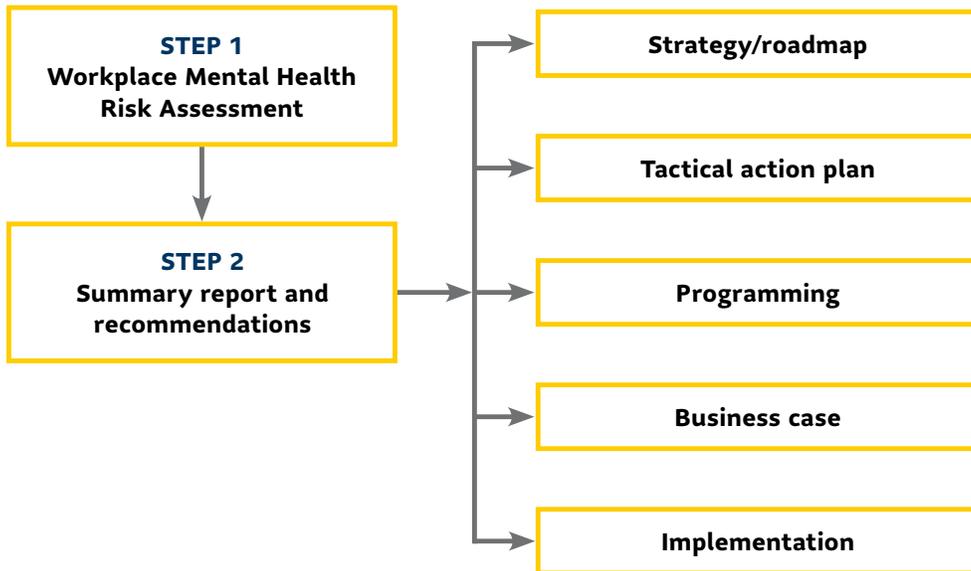
This report can help you identify which of the 13 Risk Factors are a priority for your organization. You will also receive recommendations for next steps.



Next Steps

Following your customized report, Sun Life can help you develop a strategy for a psychologically healthy and safe workplace. We'll help you create an action plan. The data will help you achieve the greatest positive impact towards the health of your organization.

How it works:





More about our consulting services

The team is passionate about supporting you and your employees' needs. We want to help your organization achieve real results. We'll work with you to make sure that you get the most value from our tools. We'll also make sure you understand the strategy we're building to improve your organization's health.

Our IHS consulting team offers the following services:



Strategy and roadmap

Your OHC can provide services to help you build a detailed, long-term mental health strategy. This strategy would include goals, priorities, actions, timing and stakeholders. It would also include elements such as leadership commitment, communication and measurement.



Programming

Sun Life can recommend various programs to support your approach to mental health in the workplace. Programs may include manager mental health training, workplace peer support, employee education and employee health engagement platforms. We will help you and your employees where you need it most.



Tactical action plan

If you're not ready for a full strategy but want to take action quickly, we can offer a tactical action plan. We'll take the recommendations included in the risk assessment summary report and put them into a specific plan. For each area, we'll highlight what actions you can take, when to take them, who to involve and how to measure progress.



Business case

Your OHC can help you develop a business case based on your data and assessment results. This business case can serve as a foundation for your comprehensive mental health strategy.



Implementation support

We can give you a framework and guidance to implement and adopt the National Standard. The framework includes multiple elements, from organizational/senior leadership through to evaluation. Sun Life can give consulting services to help guide you through this framework and each step of the process.



IHS supports workplace strategies to improve physical, mental and financial health.

At Sun Life, we have transformed the way we do business to improve the Client experience. Our goal is to advance workplace health strategies through targeted solutions. We focus on improving employee health outcomes. We know from decades of strategic Client partnerships that there is no “one size fits all” approach. Our OHCs start with data analysis to assess Client needs. We work closely with our Clients to develop a focused approach to meet their specific goals. And we use our best practice, 3-step model to do so. We look at deeper insights and offer guidance to reach their workplace health goals.

Find out how IHS can help your organization.
Contact your Sun Life group benefits representative.

¹ Sun Life (2020). Designed for Health: a focus on mental health disability claims.

² Chenier, L., & Boyer, C. (2016). Healthy Brains at Work: Employer-Sponsored Mental Health Benefits and Programs. Conference Board of Canada, Briefing (2).

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Group Benefits are provided by Sun Life Assurance Company of Canada, a member of the Sun Life group of companies.

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