A RESOURCE GUIDE

Pacific Northwest Economic Region Annual Meeting
PNWER Health Care Working Group:
Mental Health and Addictions in the Workplace
SPECIAL SYMPOSUM
July 18th, 2010
Hyatt Regency Hotel, Calgary, Alberta
Chair: John Sproule, Institute for Health Economics

Mental health and psychological health and safety issues in the workplace include anxiety, depression, stress and burnout but also concerns such as bipolar disease, phobias, compulsive behavior (OCD), ADHD, and suicide. Many kinds of addictions also can impact the workplace, including abuse of alcohol, drugs, or prescription medications and addictions involving gambling, sex, food, work and other areas. All combined, these concerns affect about 1 in 3 adults over their lifetime and about 1 in 10 workers or their family members each year. Investing in a mentally healthy workforce is good business. It can lower total medical costs, increase productivity, affect absenteeism and presenteeism, and decrease disability costs.

This guide offers a listing of major organizations (and their websites) in Canada and the US that support workplace mental health and addictions and also provides a list of 50 reports written for business audiences on these issues.

Organization/Websites in Canada

Alberta Alcohol and Drug Abuse Commission (AADAC): www.aadac.com

Alberta Gaming Research Institute at University of Alberta: www.abgaminginstitute.ualberta.ca

ARCH Disability Law: www.archdisabilitylaw.ca

British Columbia Business and Economic Roundtable on Mental Health (Vancouver): www.bcmentalhealthworks.ca

British Columbia Mental Health & Addiction Services: www.bcmhas.ca

Calgary and Area Addiction Services Guide: www.calgaryaddiction.com

Canada Alcohol and Drug Rehab Programs: www.canadadrugrehab.ca

Canadian Alliance for Mental Health and Mental Illness: www.camimh.ca

Canadian Centre on Substance Abuse (CCSA): www.ccsa.ca

Canadian Centre for Occupational Health and Safety: www.ccohs.ca

Canadian Council on Rehabilitation and Work: www.ccrw.org

Canadian Harm Reduction Network: www.canadianharmreduction.com

Canadian Health Network: www.canadian-health-network.ca

Canadian Human Rights Commission: www.chrc-ccdp.ca

Canadian Institute for Health Information: www.cihi.ca

Canadian Institute for Health Research (CIHR): www.cihr-irsc.gc.ca

Canadian Mental Health Association: www.cmha.ca

Canadian Mental Health Commission of Canada: www.mentalhealthcommission.ca

CAST Canada: http://cast-canada.ca

Centre for Addiction and Mental Health (CAMH) at University of Toronto: www.camh.net

Centre for Addictions Research of British Columbia: www.carbc.ca

Center for Applied Research in Mental Health and Addiction (CARMHA) at Simon Fraser University: www.carmha.ca

Consortium for Organizational Mental Healthcare: www.comh.ca

Centre for Mental Health in the Workplace: www.gwlcentreformentalhealth.com

Disability-Related Policy in Canada: www.disabilitypolicy.ca

Employee Assistance Society of North America (EASNA): www.easna.org

Global Business and Economic Roundtable on Addiction and Mental Health: www.mentalhealthroundtable.ca

Great West Life Centre for Mental Health: www.gwlcentreformentalhealth.com/english

Guarding Minds @ Work: www.guardingmindsatwork.ca

Health Canada – Healthy Living: www.hc-sc.gc.ca/hl-vs/index-eng.php:

Here to Help (B.C. Partners for Mental Health and Addictions Information / Kaiser Foundation): www.heretohelp.bc.ca

Framework for Action to Reduce the Harms Associated with Alcohol and Other Drugs and Substances in Canada: www.nationalframework-cadrenational.ca

Know Mo – Mobilizing Knowledge About Addictions and Mental Health for Alberta: www.knowmo.ca
Mental Health Commission of Canada: www.mentalhealthcommission.ca

Mental Health Commission of Canada Leadership Initiative: www.mhccleadership.ca/

Mental Health Works: www.mentalhealthworks.ca

Mood Disorders Society of Canada: www.mooddisorderscanada.ca

National Institute of Disability Management and Research: www.nidmar.ca

Norlien Foundation: www.norlien.org

Occupational Health and Safety Agency for Healthcare in British Columbia: www.ohsah.bc.ca

Ontario Healthy Workplace Coalition: www.thcu.ca/workplace/coalition.htm

Organizations/Websites in the United States/UK

American College of Occupational and Environmental Medicine: www.acoem.org

America's Health Insurance Plans: www.ahiphiwire.org/wellbeing

Business in the Community – Business Action on Health (UK):
www.bitc.org.uk/workplace/health_and_wellbeing/index.html

Center of Alcohol Studies at Rutgers University: www.alcoholstudies.rutgers.edu

Center of International Rehabilitation: www.cirrie.buffalo.edu

Centers for Disease Control: www.cdc.gov/nchs/fastats/hinsure.htm

Centre for Psychiatric Rehabilitation: www.bu.edu/cpr/

Dartmouth Psychiatric Research Center: http://dms.dartmouth.edu/prc/

Disability Management Employers Coalition: www.dmec.org

Employee Assistance Professionals Association (EAPA):   www.eapassn.org

Employers' Forum on Disability (UK): www.employers-forum.co.uk

Employment and Disability Institute (Cornell University): www.ilr.cornell.edu/edi

Ensuring Solutions to Alcohol Problems / George Washington University Medical Center:
www.ensuringsolutions.org

Gallup-Healthways Well-Being Index™: www.well-beingindex.com

Global Applied Disability Research and Information Network on Employment and Training (GLADNET)
(UK):
www.gladnet.org

Harvard Center on the Developing Child: http://developingchild.harvard.edu/

Health Promotion Advocates: http://healthpromotionadvocates.org/sources_detail_documents.htm

Health Safety Executive (UK): www.hse.gov.uk/sicknessabsence/index.htm

Institute for Health and Productivity Management: www.ihpm.org

Job Accommodation Network: www.jan.wvu.edu

Mental Health America - formerly known as the National Mental Health Association):
www.mentalhealthamerica.net/go/about-us

Mid-America Coalition on Healthcare (Kansas City Community Initiative on Depression): www.machc.org

National Institute of Mental Health (NIMH): www.nimh.nih.gov

National Institute on Alcohol Abuse and Alcoholism (NIAAA): http://niaaa.nih.gov

National Institute on Drug Abuse (NIDA): www.nida.nih.gov

National Institutes Mental Health (NIMH): www.nimh.nih.gov

National Quality Forum: www.qualityforum.org/

National Registry of Evidence-Based Programs and Practices (NREPP): www.nrepp.samhsa.gov

Partnership for Workplace Mental Health / American Psychiatric Association:
www.workplacementalhealth.org

President's New Freedom Commission on Mental Health: www.mentalhealthcommission.gov

Psychologically Healthy Workplace Program/American Psychological Association: www.phwa.org/

Sainsbury Center: www.scmh.org.uk

Scottish Development Center for Mental Health: www.sdcmh.org.uk

Silent Treatment - Addictions in America: www.silenttreatment.info

Society for the Advancement of Sexual Health (SASH): www.sash.net

Substance Abuse Mental Health Services Association (SAMHSA): www.samhsa.gov

Working Partners for an Alcohol- and Drug-Free Workplace / Information / Program resources from the US Bureau of Labor: www.dol.gov/asp/programs/drugs/workingpartners/wp_work.asp

WorldatWork: www.worldatwork.org

Review Reports for Business

1. *A Business Case for the Management Standards for Stress.* (2006). Health and Safety Executive (HSE) [Special Report #RR431]. HSE Books, Sudbury, Suffolk, United Kingdom / Bond, F. W., Flaxman, P. E., & Loivette, S.
   www.hse.gov.uk/research/rrpdf/rr431.pdf

2. *A Mentally Healthy Workforce – It's Good for Business*. (2006). The Partnership for Workplace Mental Health – American Psychiatric Association.
   www.workplacementalhealth.org/pdf/businesscase12112006.pdf

3. *A Quiet Crisis: The Business Case for Managing Employee Mental Health*. (2008). Human Solutions / Attridge, M.
   www.humansolutions.ca/www/ResearchReport.aspx

4. *AAPL Practice Guideline for the Forensic Evaluation of Psychiatric Disability. (*2009). *Journal of the American Academy of Psychiatry Law, 36* (4 Suppl), S3–S50.
   http://peterash.com/pdf/AAPL_competence_guideline.pdf

5. *Able Minded: Return to Work and Accommodations for Workers on Disability Leave for Mental Disorders.* (2010). Human Solutions / Attridge, M., & Wallace, S.
   www.humansolutions.ca/www/ResearchReport.aspx

6. *An Employer's Guide to Behavioral Health Services: A Roadmap and Recommendations for Evaluating, Designing and Implementing Behavioral Health Services.* (2005). National Business Group on Health/Center for Prevention and Health Services.
   www.businessgrouphealth.org/publications/index.cfm

7. *An Employer's Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations*. (2009). National Business Group on Health (NBGH).
   www.businessgrouphealth.org

8. *Antidepressant Skills at Work: Dealing with Mood Conditions in the Workplace.* (2007). British Columbia Mental Health and Addiction Services / Bilsker, D., Gilbert, M., & Samra, J.
   www.bcmhas.ca/research

9. *Assessing and Treating Psychiatric Occupational Disability: New Behavioral Health Functional Tools Facilitate Return to Work*. (2008). Partnership for Workplace Mental Health / American Psychiatric Association.
   www.workplacementalhealth.org/employer_resources/index.aspx

10. Assessing Mental Illness in the Workplace Using Drug Claims. (2007). *Cubic Health & Global Business & Economic Roundtable on Addictions and Mental Health.* Report on research study of medication costs for mental disorders.
    www.mentalhealthroundtable.ca/nov_07/Cubic_Health_Roundtable_Report_(2007.10.23)_revised. pdf

11. *Assessment of Employees with Mental Health Disabilities for Workplace Accommodations: Case Reports.* (2001). *Professional Psychology: Research and Practice, 32(*4), 380-385.
http://psycnet.apa.org/index.cfm?fa=browsePA.volumes&jcode=pro

12. *Business and Economic Plan for Mental Health and Productivity.* (2006). The Global Business and Economic Roundtable on Addiction and Mental Health / Wilkerson, W.
www.mentalhealthroundtable.ca

13. *Complex Issues. Clear Solutions. A Comprehensive Resource Guide for Managing the Productivity and Performance of Employees Returning to Work from a Mental Disability Leave.* (2008). Mental Health Works. Canadian Mental Health Association.
http://cprf.ca/publication/order.html

14. *Consensus Statement on Depression in Adults: How to Improve Prevention, Diagnosis, and Treatment.* (2008). Institute of Health Economics.
www.ihe.ca/documents/Depression_Statement.pdf

15. *Depression and Work Function: Bridging the Gap between Mental Health Care and the Workplace.* (2004). Depression in the Workplace Collaborative / Bilsker, D., Gilbert, M., Myette, T. L., & Stewart-Patterson, C.
www.carmha.ca/publications/index.cfm

16. *Depression in the Workplace.* (2006). A Special Issue of *Managed Care Magazine*, *Vol. 1, Issue 1*.
www.managedcaremag.com/workplace

17. *Don't Mix It: A Guide for Employers on Alcohol at Work.* Health and Safety Executive.
www.hse.gov.uk/pubns/indg240.pdf

18. *Duty to Accommodate: Frequently Asked Questions.* (2005). Canada Human Rights Commission.
www.chrc-ccdp.ca/pdf/dta_faq_en.pdf

19. *Effectiveness of Organizational Interventions for the Prevention of Workplace Stress.* (2009). White paper. Edmonton, AB: Institute of Health Economics / Bergerman, L., Corabian, P., & Harstall, C.
http://www.ihe.ca/publications/library/2009/effectiveness-of-organizational-interventions-for-the-prevention-of-workplace-stress/

20. *Employees with Mental Health Impairments.* Job Accommodation Network/US Department of Labor's Office of Disability Employment Policy.
www.jan.wvu.edu/media/Psychiatric.html

21. *Employment: Making It Work. (*2009). CrossCurrents: The Journal of Addiction and Mental Health, Volume 13, Issue 1. [Special Issue].
www.camh.net/Publications/Cross_Currents

22. *Environmental Scan on Workplace Health in Canada.* (2009). Health Canada.
www.hc-sc.gc.ca/ewh-semt/pubs/occup-travail/env_scan-balayage_eco/index-eng.php

23. *Every Door is the Right Door: A British Columbia Planning Framework to Address Problematic Substance Use and Addiction*. (2004). British Columbia Ministry of Health Services. www.health.gov.bc.ca/library/publications/year/2004/framework_for_substance_use_and_addiction.pdf

24. *Hidden Hazards: The Business Response to Addictions in the Workplace*. (2009). Human Solutions / Attridge, M., & Wallace, S. http://www.humansolutions.ca/www/ResearchReport.aspx

25. *How Much Does Quality Mental Health Care Profit Employers?* (2005). *Journal of Occupational and Environmental Medicine, 47(11):* 1099-1109. Langlieb, A. M., & Kahn, J. P. http://www.workplacementalhealth.org/Employerprofit.aspx

26. *It's Our Business – Workplace Information Series*. (2009). Alberta Health Services (now merged with former Alberta Alcohol and Drug Abuse Commission-AADAC): www.aadac.com/documents/its_our_business_policy_development_employee_drug_testing.pdf www.aadac.com/documents/its_our_business_dealing_with_troubled_employee.pdf www.aadac.com/documents/its_our_business_the_basics.pdf

27. *Keeping Good Company: An Employer's Guide to Understanding and Avoiding Alcohol Liability*. (2009). Mothers Against Drunk Driving and the Canadian Centre on Substance Abuse. www.madd.ca/english/research/liability_employer.pdf

28. *Mental Health and the Workplace.* (2004). Special Issue of *HealthcarePapers*, Volume 5, Issue 2. www.longwoods.com/home.php?cat=350

29. *Mental Health in the Labour Force: Literature Review and Research GAP Analysis. (*2007). Watson Wyatt Worldwide / Attridge, M., et al. www.mentalhealthroundtable.ca/documents.html

30. *Mental Health at Work: From Defining to Solving the Problem (Booklets 1-3)*. (2005). Université Laval, Chair in Occupational Health and Safety Management. Canada / Brun, J-P. www.cgsst.com/chaire/eng/monographies.asp

31. *Out of the Shadows at Last: Transforming Mental Health, Mental Health Condition and Addiction Services in Canada. Highlights and Recommendations.* (2006). Government of Canada. The Standing Senate Committee on Social Affairs, Science and Technology, Hon. Michael Kirby (Chair) www.parl.gc.ca/39/1/parlbus/commbus/senate/com-e/soci-e/rep-e/rep02may06high-e.htm#_Toc133724663

32. *Preventing Needless Work Disability by Helping People Stay Employed: ACOEM Guide to Return to Work. (2007).* American College of Occupational and Environmental Medicine. www.webility.md/pdfs/ACOEM-SAW-RTW-Guideline-2007-06-19.pdf

33. *Policy and Procedures on Accommodation of Mental Illness.* Canadian Human Rights Commission. www.chrc-ccdp.ca/pdf/policy_mental_illness_en.pdf

34. *Psychiatric Disabilities and the ADA.* (2009). Equal Employment Opportunities Commission (EEOC). www.eeoc.gov/policy/docs/psych.html

35. *Quick Facts: Mental Illness & Addictions in Canada*. (2009). Mood Disorders Society of Canada. www.mooddisorderscanada.ca/page/quick-facts

36. *Resources for employers interested in employee assistance programs: A summary of EASNA's Purchaser's Guide and Research Notes.* (2010). *Journal of Workplace Behavioral Health, 25*(1), 34-45. Attridge, M.

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43. The Shain Report: Stress at Work, Mental Injury and the Law in Canada: A Discussion Paper for the Mental Health Commission of Canada. (2009). www.mentalhealthcommission.ca/SiteCollectionDocuments/Key_Documents/en/2009/Stress at Work MHCC V 3 Feb 2009.pdf

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www.ensuringsolutions.org/usr_doc/Workplace_SBI_Report_Final.pdf

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www.sunshinecoasthealthcentre.ca/key-guide.pdf