

EDUCATION & TRAINING SCHEDULE FALL 2009

ASIST (SUICIDE INTERVENTION) NOV 25 & 26 2009

MAR 3 & 4 2010

CMHA /PEEL BRANCH PROGRAMS & SERVICES

ACTT (Assertive Community Treatment Team)

ACCESS TO RECOVERY

COMMUNITY DEVELOPMENT

CONSUMER SURVIVOR SUPPORT NETWORK

FACT Peel +

HASP (Housing and Support Peel)

MCEVENUE HOME WORKS

MENTAL HEALTH & JUSTICE SERVICES

OUTREACH

PAR CLUBHOUSES

RESOURCE CENTRE

YOUTH NET

A Special Thank You

CMHA/Peel wishes to thank all who volunteered their time to our 2009 Geranium Campaign.

Alice Lim—Mississauga Libraries
S.H.I.P.
PAARC

United Way of Peel
DTZ Barnicke
PricewaterhouseCoopers
Canadian Tire
Hydraux
CCAC

Region of Peel
Ontario Works
Peel Living
Malton Medical Centre
Second Cup

Dupont Canada
Ev's Vending
Bank of Nova Scotia
Deeth & Company
Vita Manor
Stanley Securities
Peel Board of Education

Debbie Brassington
Carol Todhunter
Tim Peterson
Greg Gemmell
CMHA/Peel Staff

Visit our website www.cmhapeel.ca for further information on the above programs

Finance & Operations

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905 451 1718
nuttalls@cmhapeel.ca

Resource Centre

102-2 County Court Blvd.
Brampton, ON L6W 3W8
905 451 2123
info@cmhapeel.ca

MISSION STATEMENT

CMHA/Peel enhances the well being of all people in our community by promoting and supporting good mental health ~ serving our community since 1962

Promoting mental health, one mind at a time



Mental Health in the Workplace

Mental Health Works at Work

"There's this attitude out there that if you come back from cancer you're a hero, but if you come back from depression, you're damaged goods," says Bill Wilkerson, CEO of the Global Business and Economic Roundtable on Addiction and Mental Health.

It's that kind of perception – that mental illness is less legitimate than physical illness – that makes dealing with mental health in the workplace problematic.

It doesn't have to be.

The first step, Wilkerson says, is to persuade employers to take mental health issues seriously. It makes good business sense because:

- health and productivity go hand in hand;
- employers need to protect themselves from liability, as they are being held accountable in the courts for creating stressful workplace climates that causes burnout and depression;
- good employers are led by good people, whose management credo is human decency;

Wilkerson reminds employers that when they hire someone "we hire the whole person – vulnerabilities included. And if we didn't do that we would have to recruit people from another universe because all of us are vulnerable to one kind of illness or health problem."

We can't afford to ignore mental illness. Depression and anxiety, which represent up to 90% of mental illnesses, translate into 35 million lost workdays per year and \$51 billion in lost production.

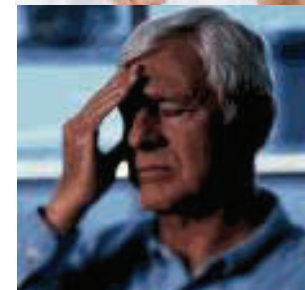
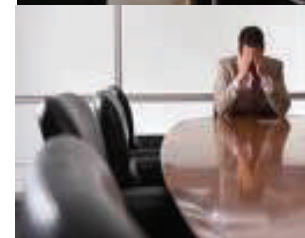
How did this happen? Wilkerson blames chronic job stress (endless e-mails and blackberrying) and job insecurity (beginning with "the mass layoff culture") for triggering an epidemic of depression and anxiety.

The statistics are overwhelming, but there is hope.

Canadian Mental Health Association, Ontario Division developed an educational program called *Mental Health Works* to help organizations to manage their duty to accommodate employees experiencing mental disabilities. CMHA, Ontario says: "In many cases, employers are so afraid of saying or doing the wrong thing, that they say nothing. This can lead to decreased productivity, lower morale, and conflict in the work environment. *Mental Health Works* trains employers to respond immediately and appropriately when employees experience mental health problems, and effectively manage performance and productivity issues -- to benefit employers and employees alike.

" CMHA/Peel offers *Mental Health Works* training. "Complex Issues, Clear Solutions" is a full-day training for managers. Eight shorter presentations and workshops pinpoint specific issues for employers and employees. Some are awareness-oriented, and some help employers strategize about return-to-work situations. To read more about *Mental Health Works* go to:

<http://www.cmhapeel.ca/mentalhealthworks.htm>





A Message from the CEO

Depression will rank second only to heart disease as the leading cause of disability worldwide by the year 2020(World Health Organization).

In a recent Canadian Wellness survey of over 400 companies, 83% found that stress was considered to be the major workplace health risk (Buffet Taylor's National Wellness Survey).

Given the above, not only does supporting mental health in the workplace enhance employee morale but it also makes good business sense. Employers can't afford **not** to address mental health in the workplace.

The tremendous challenges of the economy in the past year have exacerbated issues of mental health in the workplace. Employees are stressed, losing confidence and worried about their own jobs as they see their family members, friends and colleagues being laid off. Although they are still employed they are affected by seeing the impact on others and understanding the tenuousness of the economy. The result is similar to the symptoms of vicarious trauma that people experience as the result of being observers of traumatic episodes.

The stressed out workplace experiences increased presenteeism (someone who is present at the job but just can't manage to get it done), burn out and depression. A mentally healthy workplace experiences fewer disability claims, lower absenteeism and better productivity.

A mentally healthy workplace encourages responsibility for staff and control over the work environment. Flexible work hours and schedules, a manageable workload and attention to work/ life balance as well as supporting attention to health care all contribute to the mental health of the workplace. Employers and employees win!

At CMHA/Peel we support the development of mental health in the workplace through our Mental Health Works program. This program consists of a series of workshops to manage mental health in the workplace. In addition, many of our programs, The Clubhouses, Access to Recovery, Fact Peel+, Assertive Community Treatment and Consumer Survivor Support Network, have a focus on employment and supporting those with serious mental illness to access employment opportunities. Internally CMHA/Peel also offers an excellent vacation, sick time benefit package, and a wellness plan to support work/ life balance. These initiatives, along with a structured performance development plan, all contribute to the health of our workplace.

Employment is critical to one's identity and self-confidence. Managing employees effectively and positively contributes to a healthy economy. We can no longer afford to ignore the personal and financial cost of mental health issues in the workplace.

For further information about Mental Health Works please contact the Resource Centre at 905 451 2123 or info@cmhapeel.ca.

Sandy Milakovic

Everyone Welcome.....



You are invited to CMHA/Peel's:

United Way Luncheon
Thursday October 22nd
and
Halloween Bash
Friday October 30th.

For more information Please call ..

Shelagh Nuttall 905 451 1718 x 320



In The News.....

Coffee? Tea? Panini? All systems are go for a new consumer initiative, Oasis Café, slated to start up in early 2010. Working with community partners, including United Way, Trillium Foundation, the Ministry of Health, and Second Cup, Oasis staff will sell hot drinks, sandwiches, donuts and muffins. Oasis will employ five part-time staff and a part-time manager who will run every aspect of the business, from planning and ordering, to retail sales. More details will follow in the new year.

Bramalea Community Health Centre and CMHA/Peel have established a partnership to develop a "Healthy Eating" program which will teach consumers about good nutrition and how to meet the special dietary needs of diabetes. Once it is up and running we will tell you more.



HOW MUCH JOB STRESS DO YOU HAVE?

ENTER A NUMBER FROM THE SLIDING SCALE THAT BEST DESCRIBES YOU

STRONGLY DISAGREE AGREE SOMEWHAT STRONGLY AGREE

1 2 3 4 5 6 7 8 9 10

I can't honestly say what I really think or get things off my chest at work

My job has a lot of responsibility, but I don't have very much authority.

I could usually do a much better job if I were given more time.

I seldom receive adequate acknowledgment or appreciation when my work is really good.

In general, I am not particularly proud or satisfied with my job.

I have the impression that I am repeatedly picked on or discriminated against at work.

My workplace environment is not very pleasant or particularly safe

My job often interferes with my family and social obligations or personal needs.

I tend to have frequent arguments with superiors, coworkers or customers.

Most of the time I feel that I have very little control over my life at work.

Add up the replies to each question for your TOTAL JOB STRESS SCORE

If you score between 10-30, you handle stress on your job well; between 40-60, moderately well; 70-100, you're encountering problems that need to be addressed and resolved.



Thanks to Everyone at CMHA /Peel

Seven years ago, I was diagnosed with bipolar disorder. After taking a few programs at the local hospital, I quickly learned that the mental health system in Mississauga was disjointed, and there weren't many mental health programs available. This really infuriated me.

I eventually found out about the Canadian Mental Health Association-Peel. I went to an open invitation to CMHA Peel's Annual General Meeting that I noticed in the community newspaper. I found the information encouraging. I visited CMHA Peel's Resource Library, PAR Clubhouse and Eden Place. The atmosphere was warm, inviting and supportive. Both the staff and the members (consumers) were friendly. PAR and Eden Place offered support groups, access to staff and comfortable recreation areas, where members could relax with friends they've made. PAR was also structured so that members could learn new skills and have responsibilities.

I personally have benefited from participating in self help groups, and I have volunteered with CMHA/ Peel in a mental health advocacy group which lobbied the government for extra funding for mental health resources within Peel.

I am extremely grateful for all the CMHA /Peel has done for me and I have gotten to know other consumers who have had positive experiences with CMHA /Peel.

Furthermore, I have the utmost respect for the caring staff that work for the CMHA Peel, some of whom are consumer-survivors and can relate to the I individuals and can truly empathize *with you*.

Teresa.....

Monthly Giving Plan

Join CMHA/Peel's Monthly giving plan.

Convenient automatic donations that suit your budget are the way to help the most.

Monthly giving makes it easier for you to lend ongoing support to CMHA/Peel. Ongoing support lets us provide services to those affected by mental illness in Peel Region.

Monthly giving ensures that CMHA/Peel has a stable source of funding. It also means that we have a pool of resources available when an emergency occurs. Because monthly giving is more cost-effective, more of each dollar you give goes directly to programs in the field.

Your generosity will help provide support today and ensure that CMHA/Peel can continue its work tomorrow.

\$5 \$10 \$25 \$50 \$100 Other\$___

I/We authorize CMHA/Peel to withdraw the following amount from my credit card on the 15th of each month, or we are enclosing post-dated cheques.

Signature(s)

Personal Information:

Name: _____

Street: _____

City: _____ Postal Code: _____

Telephone: _____

CMHA/Peel Branch Membership

CATEGORY	FEES
<input type="checkbox"/> Consumer	Free
<input type="checkbox"/> Individual	\$20.00
<input type="checkbox"/> Family	\$40.00
<input type="checkbox"/> Non-Profit Organization	\$50.00
<input type="checkbox"/> Corporate	\$100.00

Applicable Fee: \$ _____

Donation: \$ _____

Total: \$ _____