

# Impacts of Mental Health in the Workplace



Costs employers

**\$20 Billion+**<sup>1</sup>

Annually due to turnover, absenteeism and presenteeism



**1 in 5**

Canadians experience a mental health problem or illness<sup>2</sup>



Mental health problems account for approximately

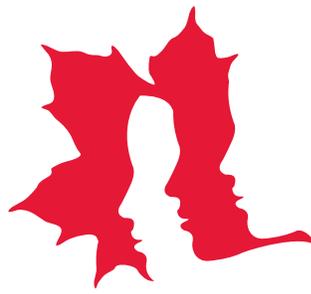
**30%** Short- & Long-term Disability Claims

**70%** of the Cost<sup>2</sup>



**Burn-out**

is now classed as an "occupational phenomenon" resulting from chronic workplace stress<sup>3</sup>



CANADIAN COUNSELLING AND PSYCHOTHERAPY ASSOCIATION

L'ASSOCIATION CANADIENNE DE COUNSELING ET DE PSYCHOTHÉRAPIE

## IMPROVING ACCESS AND COORDINATION OF MENTAL HEALTH AND ADDICTION SERVICES: MANITOBANS HAVE SPOKEN

In 2018, the Government of Manitoba commissioned the Virgo Report on the state of mental health services in the province. The conclusions of the report called for action and change. Manitoba's professionally trained counsellors and psychotherapists are here to help.

VIRGO REPORT FINDINGS	HOW MANITOBA'S COUNSELLORS AND PSYCHOTHERAPISTS CAN HELP
50% of Manitobans polled identified <b>access/availability</b> of services as a <b>top issue</b> with wait times ranging from <b>5 weeks to over 2 years.</b>	<b>68% of Manitoba CCPA members</b> report they can see new clients in <b>less than 2 weeks.</b>
There is a <b>shortage of highly trained, experienced and competent</b> mental health providers.	<b>Manitoba CCPA members could reduce this shortage</b> and were not counted.
There is a need for more <b>culturally appropriate care.</b>	<b>Cultural competency</b> is an integral part of CCPA's Standards of practice and ethics.
There is a need for more <b>diversity in treatment options.</b>	Manitoba CCPA members offer a <b>wide range of evidence based therapeutic interventions and options.</b>
More than <b>60% of Manitobans</b> would benefit from mental health supports.	75% of Manitoba CCPA members surveyed report that many of their <b>clients have had to stop treatment to wait for publicly funded care because their insurance did not cover counsellors and psychotherapists.</b>
There is a <b>lack of funding</b> for mental health and addiction services.	Counsellors and psychotherapists provide one of the most <b>cost-effective mental health services</b> available.

<sup>1</sup>Mental Health Commission of Canada, 2018

<sup>2</sup>Smetanin et al, 2011

<sup>3</sup>World Health Organization, May 2019



The issue is NOT service availability, but rather accessibility to and choice of quality service provider.



Canadian Certified Counsellors (CCCs) have extensive education that includes a minimum of a master's level training.



Canadian Certified Counsellors (CCCs) are nationally certified through the CCPA.

## WHAT CAN COUNSELLING HELP YOU WITH?



MENTAL HEALTH



PSYCHOLOGICAL ILLNESS OR DISTRESS



PERSONAL GROWTH



CAREER DEVELOPMENT



WELLNESS



RELATIONSHIPS

## MANITOBA CCPA MEMBERS HAVE WITNESSED HOW LACK OF ACCESS TO SERVICES IMPACTS THEIR CLIENTS

"...the lack of third party billing largely contributed to giving up my private practice... Subsequently the rural Manitoba community was left with... even more limited mental health services."

"Clients want to be able to choose the type of therapist and modality that they most resonate with and be covered through their insurance which allows for most beneficial service."

"...(clients) often wish my services were covered because they would be able to access more sessions, and session would be more affordable."

"I have had many calls from potential clients who... (were) unable to access my services because their insurance provider only covers clinical psychologists and sometimes registered social workers."

DID YOU KNOW THE COUNSELLING AND PSYCHOTHERAPY PROFESSION IS STATUTORILY **REGULATED** IN FOUR PROVINCES, WITH A FIFTH IN PROGRESS?



Why does this matter?

Because regulation increases the chance of services being covered by health plans. Across Canada, this is becoming the new norm.

To find a Canadian Certified Counsellor in Manitoba, go to:  
<https://www.ccpa-accp.ca/find-a-canadian-certified-counsellor/>

To join the effort to make quality mental health services more accessible, check out:  
<https://www.ccpa-accp.ca/chapters/manitoba/>