



National Healthy Workplace Month

Prevent Disability by Managing Casual Absences

The Current State

Every day, many employees across Canada are currently experiencing challenges related to physical and mental health conditions, or are struggling to cope due to work place issues.

Mental health problems alone are estimated to cost employers about \$20 billion a year, according to Statistics Canada. In addition, the average employee reported the equivalent of 9.3 days in lost work time for personal reasons in 2011. (BenefitsCanada, October 2012).

As well, only 23% of Canadians feel comfortable talking to their employer about their mental illness for fear of facing discrimination or dismissal.

Source: Canadian Centre for Occupational Health and Safety

What is a Healthy workplace?

- Visible senior leadership
- Appropriately trained managers
- Fostering staff engagement
- Integration of OHS with health promotion and illness prevention
- Monitoring & measurement of workplace absences
- Empowering employees to care for their own health

Innovative Solutions

“The 2012 Sanofi Canada Healthcare Survey showed that only 38% of employers formally track absenteeism. It is difficult to address a problem if you don’t know the extent of the problem, so getting a good read on the current state of your organization is important”
(BenefitsCanada, October 2012).

Initiatives to facilitate a Healthy Workplace should focus on effective communication skills and support with a goal to optimize proactive intervention, promote a collaborative relationship and better quality of life.

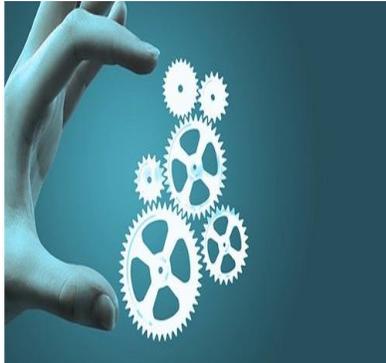
Educational workshops can support employees experiencing some challenges by improving their self-awareness and coping skills by offering guidance with behaviour change and taking action.

Workshops for managers on effective communication skills as well as mental health management enable managers to act proactively with confidence.

To ensure workers can stay at work safely or return to work successfully and sustainably, specific services can assist, such as:

- ✓ Effective Communication Skills Webinars
- ✓ Motivational Interviewing Training
- ✓ Mental Health at Work Webinars
- ✓ Educational Wellness Workshops
- ✓ Ergonomic Assessments
- ✓ Stay at Work Services
- ✓ Absence Management IT Solutions

Banyan Solutions



Atworkpro – Banyan has developed an easy-to-use absence/incident tracking and reporting on-line tool to assist employers. This unique tool uses state of the art techniques to track and report all workplace absences and incidents that directly impact your bottom line.

Via a web portal, employers have the capability to access an end to end solution to effectively and efficiently manage, report and track all absences. Atworkpro is flexible enough to allow for customization for employers who have specific reporting and tracking requirements related to their industry.

View our Demo – <http://banyanitsolutions.com/atworkpro.html>

INQUIRE TODAY

To learn more about Healthy Workplace Solutions, contact



Julie Gagnon, M. Sc.
Manager Insurer Services
Banyan Work Health Solutions Inc.
866-226-9262 Ext. 606
jgagnon@banyanconsultants.com



Caroline Jacob
Behavioural & Physical Assessment Services
Banyan Work Health Solutions Inc.
866-226-9262 Ext. 628
cjacob@banyanconsultants.com

More Information

Work is important for many reasons. It provides routine, purpose, a sense of identity and belonging and the opportunity to develop skills as well as financial security. Identifying innovative solutions to assist Canadians in maintaining and resuming their regular activities, including work, through personalized attention is a step in the right direction.