

# Mental Health During COVID-19



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## Questions during the webinar

- 30-45 min followed by 15-30 min Q&A
- Q&A feature at the bottom of your screen. You need to be logged in to participate
- If we can't get to your question, we will get back to you (if we have your contact information)



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## Prevention Through Education

- Our mission is to provide the education and resources necessary to effectively participate in health and safety at the workplace to prevent injury, illness, disease and death.
- The BCFED Health and Safety Centre would like to acknowledge that this training is delivered on unceded First Nations territories.



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## Objectives

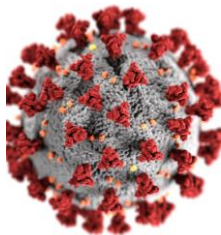
- Be able to identify the potential psychosocial hazards (working from home and the traditional workplace)
- Identify the link between OHS and psychosocial health
- Opportunities moving forward
- Resources



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## COVID-19

- Definition
- Transmission of the virus
- Relationship to mental health



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- In public mental health terms, the main psychological impact is elevated rates of stress or anxiety
- Increased levels of loneliness
- Increase of fear and worry
- Depression
- Alcohol & Drug misuse

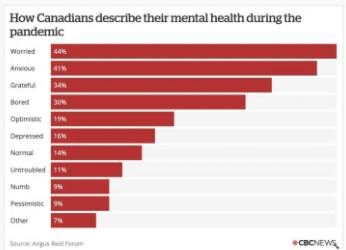


OHS EDUCATION

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## Angus Reid Study



Angus Reid Survey CBC News <https://www.cbc.ca/news/canada/canadians-angus-reid-pandemic-survey-1.5545594>



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## Information Overload

- Information shifting and evolving almost daily
- Overconsumption
- Questions to consider...
  - Are the sources reliable and reputable?
  - Are you able to disconnect?



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## Hazards Working From Home

- Loneliness/Isolation
- Family pressures
- Domestic violence
- Stress
- Grief
- No separation between work and home

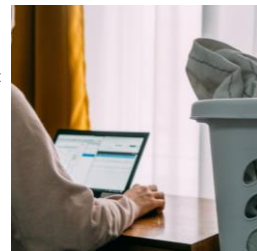


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## Hazards Working From Home

- Financial
  - Fear and worry
  - Role ambiguity or conflict
  - Workload
  - Bullying & Harassment

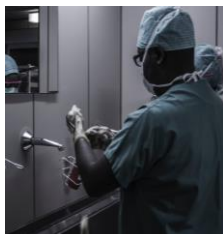


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## Hazards Traditional Workplace

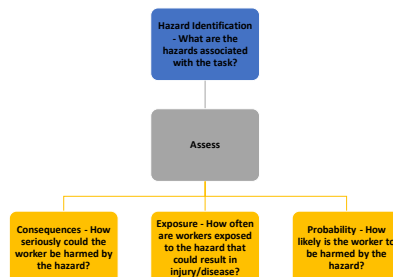
- Fear of contracting the virus
- Bullying and Harassment
- Racism
- Violence
- Stress
- Financial
- PPE
- Workload
- Trauma
- Grief



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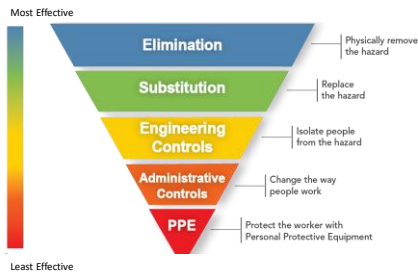
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## Risk Assessments



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## Understanding the 'Hierarchy of Controls'



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## Examples

- A definition for workplace psychosocial hazards
- A requirement for assessment
- Train to recognize
- Support
- Confidentiality
- Focus on prevention

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## What can the employer do?

- Encourage reporting
- Understand there may be a need to accommodate employees
- Foster a culture of connectivity - stay connected
- EFAP/EAP information recirculated
- Have flexibility in work scheduling
- Offer support, show empathy & be available
- Identify workers who may be struggling, recognize impact of isolation/loneliness

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## What can the employer do? (continued)

- Work from home policy
- Ensure critical incident defusing and debriefing is being offered
- Encourage dialogue regarding mental health
- Run an anti-stigma campaign
- Ensure 'Bullying and Harassment Policy' is current and understood
- Remind workers of their entitled benefits

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## What can the committee do?

- OH&S meetings need to continue during COVID!
- Have discussions around mental health & stigma. Put it on the agenda
- Stay current on information and distribute it to workers
- Consider doing a mental health check in survey (Free OCHOW stress assess tool)
- Set up regular check-ins with workers & employer
- Open communication and validating workers concerns

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## What can the committee do? (continued)

- Increase awareness about safety protocols
- Best practices in other workplaces
- EFAP information recirculated and known
- Consider training on 'Mental Health First Aid'
- Making sure policies are posted and understood
- Anonymous concern/question box
- Learn more about the CSA Standard on 'Psychologically Healthy Workplaces'

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## What can workers do?

- Report hazards
- Have open conversations about mental health
- Support fellow workers
- Stay connected
- Follow established safe work procedures
- Practice good hygiene, wear PPE, respect PHO orders
- Make use of EFAP or other related benefits if needed
- Exercise empathy
- Exercise the right to refuse unsafe work



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## What can everyone do?

- Get up! Dress up! Show up!
- Set a routine
- Follow the advice of health authorities
- Stay connected to family, friends and colleagues
- Manage your internal dialogue
- Think positively
- Stay active
- Get enough sleep
- Maintain a healthy diet
- Make use of your benefits inclusive of EFAP

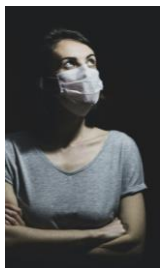


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## Post COVID-19 Opportunity

- Awareness
- Reduced Stigma
- Physically and Mentally Safer Workplaces than ever before
- Larger conversations about Mental Health



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## A conversation to be had

- PTSD-Post Traumatic Stress Disorder
- ASD-Acute Stress Disorder
- Depression
- Anxiety
- Substance Use
- We already know that 1 in 5 Canadians will suffer a mental health problem or illness within a year



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## Self Care

- Plan after work schedule
- Set boundaries
- Do something for yourself
- Meditation
- Exercise
- Spiritual/Religious connections



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## Thank You!

To all our fellow workers on the frontlines and behind the scenes, we see you and we thank you for the work you do, you are essential every day!



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## Surveys

### Stress Assess (Self or group assessment)

- [stressassess.ca/](http://stressassess.ca/)

### Surveys are a good indicator for impact

- <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/covid-19-survey>



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## Additional Webinars

- OH&S Committee Role During COVID-19
- OH&S Rights and Responsibilities
- Conducting a Risk Assessment / Exposure Control Plan (ECP) for COVID-19
- Mental Health during COVID-19 - Building Psychologically Healthy Workplaces



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## Follow Up Help and Advise

- Q&A from Webinar [ohsadmin@bcfed.ca](mailto:ohsadmin@bcfed.ca)
- [www.healthandsafetybc.ca](http://www.healthandsafetybc.ca)



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## Resources

- Mental Health First Aid [healthandsafetybc.ca/course-calendar/course-descriptions/#toc-10](http://healthandsafetybc.ca/course-calendar/course-descriptions/#toc-10)
- Mental Health & The CSA Standard <https://www.healthandsafetybc.ca/course-calendar/course-descriptions/#toc-9>
- Canadian Mental Health Association [cmha.ca/fast-facts-about-mental-illness](http://cmha.ca/fast-facts-about-mental-illness)
- Mental Health Commission of Canada [mentalhealthcommission.ca/English](http://mentalhealthcommission.ca/English)
- Occupational Health Clinics for Ontario Workers [ohcow.on.ca/ who.int/](http://ohcow.on.ca/who.int/)
- BC Center for Disease Control [covid-19.bccdc.ca/](http://covid-19.bccdc.ca/)
- Battered Women Support Services [bwss.org/](http://bwss.org/)
- BC211 [bc211.ca/](http://bc211.ca/)
- MRT <https://www2.gov.bc.ca/gov/content/overdose/mobile-response-team>



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