

# **Online Addiction and Mental Health Workplace Resources**

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Addiction and Mental Health  
Knowledge and Strategy**



## INFORMATION REQUESTED BY

The Alberta Construction Industry Workplace Wellness Working Group

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## Overview

This report responds to the request for information of online, workplace addiction and mental health resources.

## Limitations

The scan was limited to English language websites from Canada, the United States, and the Commonwealth; therefore, the sites listed may not be inclusive of all available resources on the Internet.

## Results

### A) Addiction-related Resources

#### Alberta Health Services – Addiction and Mental Health

Alberta Health Services provides workplace resources to inform employers and employees about alcohol, other drugs, and gambling problems as well as advice for making workplaces safe and healthy. <http://www.albertahealthservices.ca/2673.asp>

- The basics: alcohol, other drugs and gambling  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-the-basics.pdf>  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-affecting-my-work.pdf>
- Alcohol/drug policy development and employee testing  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-policy-dev-employee-drug-testing.pdf>
- Dealing with the troubled employee  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-dealing-with-troubled-employee.pdf>
- Workplace peer support  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-workplace-peer-support.pdf>  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-someone-at-work.pdf>

- Workplace health and wellness  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-workplace-health-and-wellness.pdf>
- An addiction in the family: what it means for the workplace  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-addiction-in-the-family.pdf>
- Fitness for work  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-support-employee-fitness-for-work.pdf>  
<http://www.albertahealthservices.ca/AddictionsSubstanceAbuse/if-wrk-its-our-bus-fitness-for-work.pdf>

### **Addictions Foundation of Manitoba (AFM)**

Website: <http://www.afm.mb.ca/>

The Addictions Foundation of Manitoba strives to reduce the harm associated with gambling, alcohol, and other drug use through education, prevention, rehabilitation and research.

- Workplace issues: Topics covered include: impact and cost of substance abuse, signs and symptoms, fitness for work policies and testing, basic steps for intervention, demographics and groups of concern, and return to work strategies.  
<http://www.afm.mb.ca/Learn%20More/workplace.htm>

### **Canadian Centre on Substance Abuse (CCSA)**

Website: <http://www.ccsa.ca>

The CCSA has a legislated mandate to reduce alcohol- and other drug-related harms through national coordination, leadership and research in the area of substance abuse.

- Workplace information: Topics covered include an overview of alcohol and other drug use in the workplace, recommended readings, and related resources.  
<http://www.ccsa.ca/Eng/Topics/Populations/Workplace/Pages/default.aspx>

## Canadian Centre for Occupational Health and Safety

Website: [www.ccohs.ca](http://www.ccohs.ca)

The vision for the Canadian Centre for Occupational Health and Safety is the elimination of work-related illnesses and injuries. They provide tools and resources to improve workplace health and safety programs. Examples of their resources include:

- Substance Abuse in the Workplace: information on the effects of substance use on the workplace, what a workplace can do to address substance abuse, and elements of a substance abuse policy.  
<http://www.ccohs.ca/oshanswers/psychosocial/substance.html>
- Environmental Tobacco Smoke (ETS): Workplace Policy: information for businesses considering introducing a smoke-free workplace policy.  
[http://www.ccohs.ca/oshanswers/psychosocial/ets\\_resolutions.html](http://www.ccohs.ca/oshanswers/psychosocial/ets_resolutions.html)

## Substance Abuse and Mental Health Services Administration (SAMHSA)

Website: <http://www.samhsa.gov/>

SAMHSA is an agency of the United States Department of Health and Human Services. It operates three centres to carry out its mission: the Center for Mental Health Services, the Center for Substance Abuse Prevention, and the Center for Substance Abuse Treatment. Examples of their resources include:

- Substance abuse in the workplace: resources for employers  
<http://csat.samhsa.gov/IDBSE/employee/ResourcesforEmployers-wpb11.pdf>
- Workplace publications  
<http://workplace.samhsa.gov/>  
<http://ncadistore.samhsa.gov/catalog/results.aspx?topic=12&h>
- Workplace programs: These websites have information on drug-free workplace programs.  
<http://www.drugfreeworkplace.gov/>  
<http://workplace.samhsa.gov/WPWorkit/index.html>
- The National Registry of Evidence-based Programs and Practices (NREPP): A searchable online registry of mental health and substance abuse interventions. Workplace can be chosen as a search option.  
<http://nrepp.samhsa.gov/find.asp>

**Sunshine Coast Health Centre:**

Website: <http://www.sunshinecoasthealthcentre.ca/>

The Sunshine Coast Health Center is a residential alcohol and drug rehabilitation program located in British Columbia.

- 10 Steps for Employers to a Drug-Free Workplace: this resource provides steps an employer can take to create a drug-free workplace policy.  
<http://www.sunshinecoasthealthcentre.ca/key-guide.pdf>

**U.S. Department of Labor - Working Partners for an Alcohol- and Drug-Free Workplace**

Website: [http://www.dol.gov/asp/programs/drugs/workingpartners/wp\\_work.asp](http://www.dol.gov/asp/programs/drugs/workingpartners/wp_work.asp)

Federal agencies formed an alliance with eight labor unions and four contractor/owner associations to establish the Working Partners program. The goal is to equip businesses and communities with tools, data, and information to effectively address drug and alcohol problems.

- Substance Abuse Information Database (SAID): SAID provides access to documents and resources that may assist employers and others to learn about workplace substance abuse issues and develop drug-free workplace programs. Examples include sample policies, research reports, training and educational materials, and legal and regulatory information.  
<http://www.dol.gov/asp/programs/drugs/said/>

**B) Mental Health-related Resources****Antidepressant Skills at Work: Dealing with Mood Problems in the Workplace**

Website: <http://www.carmha.ca/antidepressant-skills/work/>

This is a self-care manual authored by scientist-practitioners with expertise in issues relating to workplace mental health and addiction. The workbook was developed in consultation with a range of stakeholders concerned with depression in the workplace. Copies of this book can be downloaded and printed at no cost. Employers and organizations who wish to do a print run of this manual are requested to contact [info@carmha.ca](mailto:info@carmha.ca).

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- Workplace Stress - General: information for businesses on the effect of and dealing with stress in the workplace.  
<http://www.ccohs.ca/oshanswers/psychosocial/stress.html>

## Canadian Mental Health Association

Website: <http://www.cmha.ca/>

The Canadian Mental Health Association is a voluntary organization that promotes mental health and supports resiliency and recovery from mental illness. The CMHA offers research and information services, and sponsors research projects and workshops, seminars, pamphlets, newsletters and resource centres.

- Work/life balance: Topics include: work/life balance quiz, information for staff, information for employers and managers, and work/life balance resources.  
[http://www.cmha.ca/bins/content\\_page.asp?cid=2-1841&lang=1](http://www.cmha.ca/bins/content_page.asp?cid=2-1841&lang=1)

## Centre for Addiction and Mental Health (CAMH)

Website: <http://www.camh.net/>

The Centre for Addiction and Mental Health (CAMH) is the largest teaching hospital and research centre in the area of addiction and mental health in Canada. CAMH is affiliated with the University of Toronto, and is a Pan American Health Organization/World Health Organization Collaborating Centre.

- CAMH tips for a psychologically healthy workplace  
[http://www.camh.net/Publications/Cross\\_Currents/Winter\\_2005-06/tipsworkplace\\_crcuwinter05\\_06.html](http://www.camh.net/Publications/Cross_Currents/Winter_2005-06/tipsworkplace_crcuwinter05_06.html)
- Work and Well-being Research and Evaluation Program: The program has four research streams: epidemiology; prevention and promotion; diagnosis and treatment; and disability management of mental disorders at the workplace.  
[http://www.camh.net/Research/Areas\\_of\\_research/Social\\_Prevention\\_Health\\_Policy/work\\_well\\_being.html](http://www.camh.net/Research/Areas_of_research/Social_Prevention_Health_Policy/work_well_being.html)

## Global Business and Economic Roundtable on Addiction and Mental Health

Website: <http://www.mentalhealthroundtable.ca/>

The Roundtable is an instrument of information analysis and ideas concerning the linkage between business, the economy, mental health and work. Features of this site include: *The Charter for Mental Health in the Global Economy*, *Mental Health in the Workforce: Literature Review and Gap Analysis*, and materials from the 2<sup>nd</sup> Annual US-Canada Forum on Mental Health and Productivity, all available for download. The *CFO Framework for Mental Health and Productivity* is also available at this site.

## Great-West Life Centre for Mental Health in the Workplace

Website: <http://www.gwlcentreformentalhealth.com>

The Centre seeks to support employers in turning knowledge about mental health issues in the workplace into action plans. Features of the Centre include:

- The business case: In addition to workplace assessment tools and resources, this section highlights the *CFO Framework for Mental Health and Productivity*, a downloadable guide developed by the Global Business and Economic Roundtable on Addictions and Mental Health. The document outlines five steps in creating a plan to manage the costs of mental health.  
<http://www.gwlcentreformentalhealth.com/display.asp?l1=3&d=3>
- Return to work: issues, accommodations, and strategies: Discusses occupation-specific mental health issues and suggests approaches to reduce risk. Recommendations at the supervisory level are offered to facilitate successful transitions back to work, as well as strategic direction for management in policy development.  
<http://www.gwlcentreformentalhealth.com/display.asp?l1=5&d=5>
- Workplace mental health resource listing: Compiled by Working 4 Wellness, services throughout the Canada are listed according to area of specialty.  
<http://www.gwlcentreformentalhealth.com/display.asp?l1=146&d=146>

## Guarding Minds @ Work

Website: <http://www.guardingmindsatwork.ca/>

Guarding Minds @ Work states that it provides evidence-based tools that employers can easily and quickly use to assess risks to psychological health in their workplace, implement appropriate solutions, and measure the effectiveness of their actions. The online resources

are available to all employers at no cost and there is a nominal print cost for employers who would like to order a hard copy of the GM@W kit.

## **Health and Safety Executive (HSE) - Health and safety in the construction industry**

Website: <http://www.hse.gov.uk/construction/index.htm>

The Health and Safety Executive (HSE) is an independent regulator and acts in the public interest to reduce work-related death and serious injury across Great Britain's workplaces. Its mission is to prevent death, injury and ill health in Britain's workplaces.

- Health and safety in the construction industry  
<http://www.hse.gov.uk/construction/index.htm>
- Health risks – Stress: The work-related stress page cites six sources of stress as identified by the Health and Safety Executive. This page also contains links to HSE Management Standards for Stress, and Research Report 518: *An analysis of the prevalence and distribution of workplace stress in the construction industry*.  
<http://www.hse.gov.uk/construction/healthrisks/stress.htm>
- Construction Industry Advisory Committee (CONIAC): Public access to committee meeting materials and proceedings.  
<http://www.hse.gov.uk/aboutus/meetings/iacs/coniac/index.htm>

## **Manulife Financial Workplace Solutions for Mental Health**

Website: [https://hermes.manulife.com/Canada/wmHomePagesPub.nsf/Public/mh\\_home](https://hermes.manulife.com/Canada/wmHomePagesPub.nsf/Public/mh_home)

The site aims to help employers and employees achieve better mental health outcomes by providing tools and resources to increase their educational awareness.

- Employer series: One of several resources to help employers address workplace mental health, *Return to Work – A Manager's Guide* is an informational brochure and online, interactive guide to help front line managers better understand their role in making an employee's return to work successful.  
[https://hermes.manulife.com/canada/wmhomepagespub.nsf/Public/mh\\_return\\_employeemanager](https://hermes.manulife.com/canada/wmhomepagespub.nsf/Public/mh_return_employeemanager)
- Employee series: Tools and resources available exclusively through Manulife Financial Group Benefits are designed to help employees better understand and deal with mental health issues – either their own or those of family members and friends.  
[https://hermes.manulife.com/canada/wmhomepagespub.nsf/Public/mh\\_return\\_employeemanager](https://hermes.manulife.com/canada/wmhomepagespub.nsf/Public/mh_return_employeemanager)

## Mental Health Works

Website: <http://www.mentalhealthworks.ca/index.asp>

An initiative of the Canadian Mental Health Association, Mental Health Works helps employers learn ways to accommodate their employees experiencing mental illness. Several learning methods are presented: speaker events, consultations, training, workshops, online learning, and information toolkits.

- Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace: An interactive web-based course that trains employers to manage mental health problems in the workplace. Interactive exercises and scenarios demonstrating approaches to mental illness at work help employers understand how to help employees to remain productive.  
<http://www.mentalhealthworks.ca/elearning/index.asp>
- Employer information: information for employers about mental health problems and legal rights and responsibilities.  
<http://www.mentalhealthworks.ca/employers/index.asp>
- Employee information: information for employees about mental health problems or preparing for a return to work after disability leave.  
<http://www.mentalhealthworks.ca/employees/index.asp>

## OzHelp Foundation

Website: <http://www.ozhelp.org.au/index.html>

The OzHelp Foundation aims to enhance the resilience of apprentices and workers in the construction and building industry, while strengthening the leadership and support roles of industry leaders. The Australian Government announced grants for OzHelp to expand its operations throughout Australia.

- OzSupport: Apprentices and workers can confidentially contact an OzSupport worker if there are personal-, work-, or home-related issues that are affecting their ability to work safely and efficiently. Family members are also eligible for support.  
<http://www.ozhelp.org.au/ozsupport/index.shtml>

## **American Psychiatric Foundation – Partnership for Workplace Mental Health**

Website: <http://www.workplacementalhealth.org/researchworks.aspx>

The Partnership for Workplace Mental Health is a collaboration of employers and the American Psychiatric Association.

- *Research Works*, is a published series that focuses on translating research into action. It is published bi-monthly and reviews the research literature, suggests action steps, and provides employer case examples on specific workplace mental health topics.  
<http://www.workplacementalhealth.org/researchworks.aspx>
- Employer resources: includes workplace emergency preparedness and mental health-related brochures for workplaces.  
[http://www.workplacementalhealth.org/employer\\_resources/index.aspx](http://www.workplacementalhealth.org/employer_resources/index.aspx)
- Employee resources: includes depression and anxiety toolkits and dealing with mood problems in the workplace.  
[http://www.workplacementalhealth.org/employee\\_resources/index.aspx](http://www.workplacementalhealth.org/employee_resources/index.aspx)

## **University of Laval - Chair in Occupational Health and Safety (OHS) Management**

Website: <http://www.cgsst.com/eng/accueil-chaire-gestion-sante-securite-travail.asp>

The Chair in Occupational Health and Safety (OHS) Management at Université Laval has created a series of booklets that form a prevention kit for work-related mental health problems. The kit is designed for those who want to understand and prevent workplace stress.

- Mental Health at Work  
<http://www.cgsst.com/eng/publications-sante-psychologique-travail/trousse-la-sante-psychologique-au-travail.asp>