

## **CEIU Mental Health (MH) Committee**

### **October 10<sup>th</sup>, 2018 Meeting Report**

#### **Present**

Sisters Lyne Cartier and Lynda MacLellan and brothers Marco Angeli and Paul Croes

**Regret:** Sister Rhonda Rumson

Technical Support: Luc Pomerleau

Present for a few parts of the meeting: brother Eddy Bourque

#### **Agenda**

Adopted as submitted with the addition of other business at the end.

m/s Paul & Marco, **carried**

#### **Change of the Committee Structure**

The Committee decided to have a co-chair as there are 5 members sitting on it. The Committee will elect one of its members based on gender parity.

m/s Marco & Paul, **carried**

Brother Paul has put his name forward as a candidate, seconded by Lynda. Brother Paul was elected by acclamation.

#### **Committee's Work Plan**

The Committee reviewed its work plan. (Appendix A)

#### **Recommendation 1**

As all aspects from this Committee have to be approved by the NE, this could bring delays as the Committee decided to produce frequent newsletters and some articles for the CEIU website, the Committee wants some changes linked to them. The Committee recommends that articles for the website, newsletters or other relevant documents for CEIU members that are produced by the Committee can be approved for distribution by the National President directly.

#### **Newsletters**

The Committee finalized its 1<sup>st</sup> newsletter and sent it to National President for distribution.

The Committee decided to use themes when producing its newsletters. They would be based on the themes such as the ones found on the [Ottawa Public Health web site](#), the 13 factors from on the [Mental Health Commission of Canada web site](#), or from the list from the [Calendar of Health Promotion Days](#). The themes would be:

- November: Post-traumatic stress disorder (PTSD) + Mois national de sensibilisation à la violence familiale
- December: Suicide prevention
- January: Depression
- February: Attention Deficit + Psychologic Month
- March: Anxiety
- April: Panic attack + Autism
- May: MH Week

### **Updating the Table on the MH Committees of the Three Departments**

The members provided their updates for their departments. The updated table is in Appendix B.

#### **Main changes/points:**

ESDC Framework on MH (3-year plan) has been developed. All other points remain the same in the table.

At IRCC, it seems that there's not a lot of support other than EAP. At the NPHSC, CEIU heard that when clients calling and mentioning committing suicide, IRCC recommends that these agents hang up. Also, it appears that agents don't get training to handle difficult calls and don't have anything to help themselves afterwards. There's an increase of the access of ICMS services. It might be the fact that staff knows more about its services. All IRCC points remain the same in the table.

At IRB, with the new budget (linked to the backlog) and a report, these put pressure on IRB and affects some units, this includes MH issues. There have been many changes at senior management level. This has slowed down the progression of the MH file. There are many new names and a few other updates in the table.

#### **Other businesses**

##### **Training**

National President confirmed that the training "*Avoiding Burnout: Self Care for Activists and Changemakers*" (recommendation 3 from March, 2018 report) will be delivered at the

spring NE meeting. He also reiterated that the training at York University for the Committee members (recommendation 1 from March, 2018 report) was too expensive.

### **Recommendation 2**

Based on the comments following attendance of Brother Luc Pomerleau at the York University MH training in the next months and the costing (by the end of 2018), the Committee recommends that the NE approves that this training should be provided to all NE members before the end of 2019.

### **Adjournment**

m/s Lyne & Paul **Carried**

## **Appendix A – Workplan for the CEIU MH Committee**

### **Short Term (6 months)**

- Find a logo or other visual that would help to find the MH section and identify it clearly on the website
- Find links and existing information that could be added on the MH section of the website
- Review existing documentation (World Health Organization, National Joint Council, etc.) on MH that could be used by the Committee for its work.
- Identify MH Policies from the three departments (could be posted on CEIU's MH page)
- Determine the communication channels to be used with members to receive their feedback effectively
- Promote the [2018 Mental Illness Awareness Week](#)

### **Medium/Long Term**

- Develop/share tools for the members such as summaries, diagrams, etc.
- Develop a questionnaire to better know the situation in various workplaces
- Explore other avenues on how CEIU could support its activists in the MH field
- Other elements to be developed later

## Appendix B – ESDC – IRCC – IRB: Mental Health (MH) Status

Initiative	ESDC	IRCC	IRB
Co-Chair/Co-Champion Employer (co-selected)	S. Filbee (Champion) L. Sterling (Sponsor) (not co-selected)	D. Edlund (Champion, not co-selected)  C. Imrie (co-champion wellness)  S. Kirkland (co-champion MH)  J. Lapointe (on various committees)	<b>Sponsor to be confirmed: Jason Choueiri</b> <b>Lori Simpson (Employer Acting Co-chair)</b>  <b>Co-champions in each region have been selected: Christine Price (+ national level), 1 in Montréal to be confirmed, Monica Thibault, Berzoor Popatia</b>
Co-Chair Employee	L. Cartier	P. Croes	<b>Johanne Payette</b>
MH Committee (members selected, reporting to NPHSC, Terms of Reference)	<ul style="list-style-type: none"> <li>• In place for a few years</li> <li>• employer driven, but there are efforts</li> <li>• some employee members since 2017</li> <li>• Report to PHSC by providing updates</li> <li>• <b>A 3-year action plan has been developed and is part of the Integrated Framework on MH</b></li> </ul>	<ul style="list-style-type: none"> <li>• In place</li> <li>• ToR developed</li> <li>• Will report to NPHSC</li> <li>• Same co-presidents as NPHSC</li> </ul>	<ul style="list-style-type: none"> <li>• The members have been selected by the NPHSC and there will be composed of 15 people and <b>the 4 Co-champions</b></li> <li>• Reports to the NPHSC.</li> <li>• ToR developed by the NPHSC and based on the technical committee <b>and meets more often (every other week)</b></li> </ul>
Strategy/framework (co-developed, in place)	<ul style="list-style-type: none"> <li>• Framework developed in 2015 with some consultation with NPHSC</li> </ul>	<ul style="list-style-type: none"> <li>• Done in consultation with the NPHSC</li> </ul>	<ul style="list-style-type: none"> <li>• Done in consultation with the NPHSC</li> </ul>

<p>Some key initiatives developed, in progress, or planned</p>	<ul style="list-style-type: none"> <li>• Peer Support Program in development</li> <li>• Manager to Manager Support Program in development</li> <li>• MH Passport</li> <li>• Survey done and results shared</li> <li>• Learning activities for target audience: all employees, supervisors, executive.</li> <li>• iService section to MH in the workplace</li> <li>• Tools to managers, but would cover Team Leaders</li> <li>• Communication plan</li> <li>• Coaching services offered by the Office of Information Conflict Management</li> <li>• MH Strategy Group</li> <li>• Fabienne Jean-François sits on the Québec MH Regional committee</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of a Psychological Health and Safety Management System</li> <li>• MH communication plan</li> <li>• Self-assessment questionnaire (CMHA)</li> <li>• Webex training sessions</li> <li>• Tools + plan specific to prioritized groups</li> <li>• In the past, some sessions were given during WFA to handle stress</li> </ul>	<ul style="list-style-type: none"> <li>• MH Passport</li> <li>• MH 1<sup>st</sup> Aid given, Guarding Minds @ Work considered, + others</li> <li>• To be developed: Build awareness, Develop accessible resources, Learning opportunities, Ensure MH is considered when developing policies and procedures, DTA understanding</li> <li>• MH survey (Guarding Minds @ Work) <b>will be used</b></li> <li>• In place: Engagement Pillar of the Quality Workplace Working Group. There's a MH pillar, but this MH part must be referred to the NPHSC</li> <li>• <b>The NPHSC Co-chairs visited the regions to promote MH</b></li> <li>• <b>There is a MH budget by region for them to develop regional initiatives.</b></li> </ul>
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