
REVIEW OF LAST MONTH'S TALK

Before we discuss this month's safety talk, let's refresh our memory of last month's talk about winter safety:

- How do winter conditions affect our work?
 - What are some controls we use to address these hazards?
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ASKING FOR HELP

Our mental health is impacted by current and past life experiences, environmental factors, our physical health, and our genetics. Everyone's experience of their mental health is unique and mental health challenges can look and feel different for everyone.

Many people have mental health concerns from time to time. However, if left unaddressed, mental health challenges can become worse and may impact our ability to connect with loved ones, engage in our work, and enjoy our lives. Unaddressed mental health challenges can lead to excessive fatigue and inhibit our ability to focus and concentrate, all of which increase the risk of workplace injuries and accidents.

Recognizing when you might need help

Mental health challenges may be experienced as changes to one's thoughts, feelings or body that make it hard to manage responsibilities at home or work, maintain relationships, and engage in self or community care. When we are experiencing mental health challenges and not feeling well, it can be harder than usual to ask for help.

Symptoms of mental health challenges can include:

- Difficulty completing simple, everyday tasks
- Changes to normal habits
- Isolation and withdrawal from loved ones and social settings
- Changes in mood or extreme mood swings
- Difficulty thinking or concentrating
- Excessive fatigue or sleep issues
- Inability to cope with daily problem or stressors
- Physical health problems such as digestive issues, headaches or unexplained pain

Benefits of seeking help

It is always a good time to ask for help. Just like with physical health, caring for our mental health requires ongoing effort and we often need support and guidance to maintain our well-being and achieve our health goals.

Many people will wait until things get really bad before reaching out for support or seeking professional assistance, but it is important to receive treatment when early signs and symptoms present themselves.

Asking for help and getting connected to the resources that are right for you can prevent symptoms from worsening, provide you with skills and approaches for maintaining positive mental health, and give you the tools to feel stronger in the face of challenges.

When we are mentally healthy, we enjoy our life and the people in it. We can be creative, learn, try new things, and excel in our work. We are better able to cope with difficult times in our personal and professional lives and have energy to support ourselves, our colleagues and our communities.

Where can I ask for help?

Asking for help takes courage and vulnerability, it is not a sign of weakness. You might consider letting your loved ones know you need help, talking with a trusted medical professional, connecting with community resources, or accessing the resources available to you through the City.

Mental health support is available to all City employees through the following resources:

- Homewood Health free and confidential support via 1-800-663-1142 or [Homewood.ca](https://homewood.ca)
- Homewood Health [Trauma Care Program](#) and [Depression Care Program](#)
- Homewood Health [Indigenous Support Services](#)
- BC Municipal Safety Association [Connection to Care](#) program via 778-247-2273
- Canada's [9-8-8 Suicide Crisis Helpline](#)
- [Mental Health and Well-being Resources](#)
- [Mental Health and Well-being Resources](#) (Accessible to off-network staff)

MANAGERS/SUPERVISORS DISCUSS THE FOLLOWING WITH YOUR TEAM

- What are some symptoms of mental health challenges?
- What are the benefits of asking for and receiving help for mental health challenges?
- What is one resource I can use to access mental health support?

FINAL THOUGHTS

Taking care of your mental health is an important part of supporting a physically and psychologically safe work environment. Just like with physical health, caring for our mental health requires ongoing maintenance and effort; there is no need to wait until you are in crisis before reaching out and seeking the support you need.

DID YOU KNOW...

Canada's [Mental Health Index](#), a monthly report issued by TELUS Health, shows that in 2024 between 32-37% of working Canadians were at high risk of developing a mental health issue or illness. Of this group, approximately 30% are actively managing a diagnosis of anxiety or depression.

Safety Talk Sign-in Sheet

Business Unit:	Worksite:
Department:	Date

Topics Discussed:

Record of those attending:

NAME (Please print clearly)	Initials	NAME (Please print clearly)	Initials

Absent: (ensure absent staff receive this safety talk upon their return)

NAME (Please print clearly)	Initials	NAME (Please print clearly)	Initials

Safety Concerns/Comments/Suggestions/Action Items

Delivered By: _____ Signature: _____
(Print Name)

Save records of:

Safety talk sign in sheets in your department's VanDocs **Safety Training Program Records** folder in 07-4000-40 Or your meeting minutes that include safety talks in your department's VanDocs **Staff Meeting Records** folder in 01-2500-10 Or the TrackIT application, if your group uses TrackIt