

# CANADIAN WORKERS' BENEFITS ARE **INSUFFICIENT AND TOO RESTRICTIVE IN THE TYPES OF CARE COVERED** TO EFFECTIVELY SUPPORT EMPLOYEES<sup>1</sup>.



**Lack of adequate support in the workplace impacts Canadian workers, employers, and our economy.**

- **38%** of Canadian workers have taken time off work in the last 5 years due to mental health issues<sup>1</sup>.
- **\$645** million annually are lost by Canadian companies to presenteeism and absenteeism<sup>2</sup>.
- **\$39.2** billion dollars were paid by the insurance industry in benefits to Canadians in 2021<sup>3</sup>.
- **35%** of Canadian workers are burned out<sup>4</sup>.
- **27%** of Canadians working in the health care and social assistance industry report work-related stress, making it the industry with the most stressed employees<sup>5</sup>.

**A comprehensive benefits plan benefits employers and employees.**

- Organizations with comprehensive mental health strategies **perform better on average** in all areas, including shareholder returns<sup>6</sup>.
- **68%** of Canadians would take a job with a comprehensive benefits plan over another job with a higher pay, but without a benefits plan<sup>7</sup>.
- **39%** of Canadian workers would consider switching employers for better mental health supports and resources<sup>8</sup>.

## Occupational therapists can help by:

- Providing low cost, high impact solutions to many physical and mental-health related issues.
- Preventing problems before they occur.
- Developing work wellness programs and better practices.



- Reduced employee absenteeism.
- Increased employee productivity and meaning in work.
- Enhanced employee well-being and quality of life.



<sup>1</sup> Future Skills Centre. (2023). Improving quality of work in Canada: prioritizing mental health with diverse and inclusive benefits. [https://fsc-cfc.ca/wp-content/uploads/2023/06/Final\\_Bounce3\\_QOW\\_1.pdf](https://fsc-cfc.ca/wp-content/uploads/2023/06/Final_Bounce3_QOW_1.pdf)

<sup>2</sup> Manulife Group Benefits. (2022). The Wellness Report. <https://www.manulife.ca/business/group-benefits/wellness-report/wellness-report-in-2022.html>

<sup>3</sup> Canadian Life & Health Insurance Association. (2022). Canadian Life & Health Insurance Facts: 2020 Edition. [https://www.clhia.ca/web/CLHIA\\_LP4W\\_LND\\_Webstation.nsf/resources/Factbook2022/\\$file/2022+CLHIA+Fact+book+EN.pdf](https://www.clhia.ca/web/CLHIA_LP4W_LND_Webstation.nsf/resources/Factbook2022/$file/2022+CLHIA+Fact+book+EN.pdf)

<sup>4</sup> Mental Health Research Canada & Canada Life. (2021). Psychological Health & Safety in Canadian Workplaces. [https://static1.squarespace.com/static/5f31a311d93d0f2e28aaf04a/t/61e59ce735bb7b247057299d/1642437865230/Long+Form+EN+Fi](https://static1.squarespace.com/static/5f31a311d93d0f2e28aaf04a/t/61e59ce735bb7b247057299d/1642437865230/Long+Form+EN+Final+-+MHRC+PHS+Report.pdf)

<sup>5</sup> Statistics Canada. (2023). Work-related stress most often caused by heavy workloads and work-life balance. <https://www150.statcan.gc.ca/n1/daily-quotidien/230619/cg-c002-eng.htm>

<sup>6</sup> Centre for Addiction and Mental Health. (2020). Mental Health Playbook for Business Leaders – Research-informed Workplace Recommendations from Canada's Foremost Mental Health Hospital and Global Leader in Mental Health Research. <https://www.camh.ca/-/media/files/wmh-pbook-130120-pdf.pdf>

<sup>7</sup> Ipsos. (2021). <https://www.ipsos.com/en-ca/news-polls/four-in-ten-working-canadians-say-they-experienced-a-decline-in-their-physical-health>

<sup>8</sup> <https://www.roberthalf.ca/en/half-of-canadian-workers-plan-to-look-for-a-new-position-in-the-new-year>