

PREVENTATIVE MEASURES For the Workplace

- Reduce possible triggers by educating employees.
- Provide a proactive work environment.
- Support communication to resolve stressful situations.
- Promote healthy lifestyles.
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- Promote healthy lifestyles.
- Be alert to potential discriminatory workplace relationships.
- Encourage people to seek help and advice.
- Accept depression and bipolar as illnesses.

**Mood disorders do not
discriminate!**

WE CAN HELP!

Services we provide:

Peer Support
(for consumers & families)

Peer Support Groups
(for consumers & families)

Educational materials

Volunteer Opportunities

For more information

Contact:

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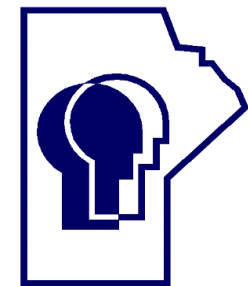
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Regional Office

UNDERSTANDING DEPRESSION FOR MANAGERS & EMPLOYERS



**Mood Disorders
Association of
Manitoba**

Depression: The Facts

DEPRESSION is a common illness, affecting one in four employees each year. It impacts everyone in the work place either directly or indirectly.

DEPRESSION is as much of an illness as Diabetes or Heart Disease. It is not a personal WEAKNESS.

DEPRESSION can be treated successfully-- the sooner it is recognized the quicker the recovery.

DEPRESSION can affect any of your employees irrespective of their age, sex, position or ability.

TREAT IT... DEFEAT IT!



Depression contributes to 155 million lost working days per year.

Depression accounts for 20% of all sickness absence in the workplace.

The annual loss to the Canadian economy due to mental illness in the workplace is \$33 billion dollars. Depression is the fastest growing category of disability costs to employers.

REDUCING COSTS

Recognizing depression early and providing support is effective in reducing long-term costs,

Severe depression can take longer to treat and results in greater financial and personal costs.

Does depression always mean time off work?

Not Always. The majority of people with mild depression will be able to continue in their usual job if offered support and appropriate treatment. If the employee does need to take time off work, this may not be any longer than a person suffering from any other physical illness. However, with depression the employer can help reduce absences by understanding the illness and applying preventative measures.

Triggers for Depression In the Workplace

- Lack of job security
- Repetitive work
- Bullying and harassment
- New responsibilities
- Poor working environment
- Excessive workload
- Hours that inhibit social interaction
- Shift work

