



Helping employees manage mental health challenges



Employers want to help, but many are at a loss for how to support employees struggling with mental illness. Employers must also find ways to manage the cost and impact of absence in the workplace. At many workplaces, an absence management program can help to address both needs.

A well-developed absence management program helps employers reduce the cost and impact of all types of short-term and long-term illness and disability in the workplace.

At Bayshore Therapy & Rehab, our Absence Management Solutions program helps employees stay healthy and productive at work. We work with employers across Canada to develop effective, customized prevention strategies and disability management programs.

We provide services to clients with mental health conditions as primary diagnoses, and to clients experiencing mental health issues concurrent with other conditions or injuries.

We support clients whose mental health condition affects their activities of daily living, as well as individuals who are struggling with remaining at or returning to work.

Clients access psychological and mental health services as their needs and experiences change. The type of service could include psychological assessment, complex psychological treatment and mental health occupational therapy. The goal is to support clients in achieving mental well-being, regaining independence in their personal and professional lives, and developing long-term resilience and coping techniques.

When an employee is on medical leave, our early intervention services will facilitate a timely and safe return-to-work program. We engage the employee, the manager, the union, the insurer and other parties as appropriate to ensure a successful resolution. We bridge the gap between a treating physician's recommendations and an employee's return to work.

What services are involved?

We work closely with our clients to customize intervention programs. Options may include:

- Initial screening of the challenges affecting an individual, which will help to connect clients to appropriate services (e.g., psychological assessment, counselling, mental health occupational therapist, clinical approaches, etc.)
- Psychological and mental health assessments to determine employment readiness and needs, including psych-vocational assessments, career guidance assessments, functional assessments, cognitive and developmental assessments, etc.
- Counselling and skill development coaching for clients around various goals, including motivation, attendance, assertiveness, effective communication, etc.
- Integrating psychological intervention with occupational therapy to determine the need for accommodation in the workplace (e.g., ergonomics, modified work hours and duties)

Return-to-work interventions

When the rehabilitation process enters the return-to-work phase, we use our Resiliency@Work Program, designed for individuals experiencing mental health issues as a primary barrier to staying at work or returning to work.

Bayshore provides a Risk Assessment to identify employees at risk for short-term disability claims. It also provides a clinical framework for return to work for those who are already absent from work on short-term or long-term disability benefits.

By actively working with complex conditions including mental health cases using a validated approach focused on function and work, we improve both clinical and return-to-work outcomes and help employers minimize the impact of absence and disability in the workplace.



Contact Bayshore for expert advice.

Bayshore Therapy & Rehab can work with you to help accommodate an employee. These services can be provided in home and in workplace settings.

We specialize in:

- disability management programs
- vocational assessments and physician support
- functional abilities evaluations
- job demands analyses
- occupational therapy and other workplace services to keep employees safe and productive

To find out more,
contact Bayshore at
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Bayshore Therapy & Rehab, a division of Bayshore HealthCare, assists Canadians to achieve maximum function and independence through physiotherapy, occupational therapy, speech-language pathology and rehabilitation services. These services are designed to help people overcome injuries, illnesses and disabilities and are delivered in home, workplace, school or residential settings.

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