



Supervisor Communication Opening Message Week 1: October 2-8, 2017 Mental Health Awareness Month - Points to share with your team

- Good health is more than just physical well-being; it also means mental well-being. Good mental health is essential for our health and safety in getting HomeSafe.
- A working group from Vale, the United Steelworkers and the Canadian Guards Association was formed in 2015 to work on the “Mining Mental Health” Study. They have continued working jointly on mental health initiatives for the Ontario Operations. As part of this work October was chosen as a month to focus on mental health awareness as it aligns with Canadian Mental Illness Awareness week (October 1-7) and World Mental Health Day (October 10). The Theme for the Month is **“Take 5 for Mental Health”**
- The following is a summary of activities that are happening throughout the month
 - Each week, a risk management share will be communicated with a focus on mental health
 - Each week, the Vale News will have articles each week highlighting someone who was courageous in sharing their story about mental health.
 - A banner will be put up in the plant and we encourage all employees to sign the banner pledging to “Take 5 for Mental Health”.
 - A Poster/board related to mental health will be put in the plant where mental health information will be available on an ongoing basis. Please take time to visit the board and complete a ballot for prizes to be drawn at the end of the month. Pick up stickers and information!
 - October 10, 2017 is World Mental Health Day, the focus is Mental Health in the Workplace.
 - There will be a video developed by the joint working team that will be shared with all employees.
 - An announcement will be made about enhancements coming to our EFAP program.
 - At the end of the month ballots from the plants will be gathered and drawn and prize winners will be communicated.

Thank you very much for all your help in this important initiative, we all really appreciate you being a part of this. Any questions please call Keith Hanson at 705-682-8408.

Let’s all “Take 5 for our Mental Health”

The Ontario Operations Mental Health Working Group:

Keith Hanson, Marc Saini, Katy Scharf, Anne Turner, Amanda Brosseau, Jamie West, Sherri Hawkes, James Pender, Rob Levielle, Amanda Drisdelle.





How might you know when someone is struggling with their mental health?

MONITORING FOR SIGNS

Mental health problems are common and are the fastest growing **AND** are the leading cause of disability worldwide.

- **1 in 5** people in Canadian workplaces will struggle with a mental health problem this year. This means it will affect approximately **800 people in Ontario Operations** this year!
- When someone is struggling with their mental health it is not always obvious.
- Identifying when someone may be struggling or in need of help is important as they may not recognize it in themselves.



5 common signs when someone may be struggling with their mental health:

1. A sudden or gradual change in their emotions or behavior from how they are normally.
2. More frequent problems controlling their emotions (anger, anxiety, agitation or moody).
3. Withdrawal and isolation from others around them.
4. They stop taking care of themselves, caring about themselves and alienating others.
5. They stop being optimistic about life and become overwhelmed easily.

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- CARE:** **Talk about what you are feeling with someone and get the help you need. Care and encourage others to seek assistance if needed.** Access the Employee and Family Assistance Program (EFAP) or other community supports.
- PLAN:** **Learn about the common signs of when someone may be struggling – Read the MINES for Minds poster and/or talk to a mental health representative.**
- ACCEPT:** **Sometimes we need some help with our mental health.** Look for signs in yourself and others around you and help them.
- LEAD:** **Set an example.** Access assistance for yourself or help someone else. Sharing your story with others.

Please review with all employees and encourage them to visit the **MINES for Minds Poster/Board for information and enter a ballot for available prize draws.

