

# Pinnguaq Association Mental Health and Addictions Policy

The Pinnguaq Association recognizes that in any given year, 1 in 5 people in Canada will personally experience an addiction or mental health problem or illness.<sup>1</sup> We recognize as well that these problems can be debilitating if not properly treated. Vivaly, we acknowledge that it is not the choice of the afflicted person to be affected by addiction or mental illness, and they should therefore be treated with empathy and kindness.

## **Financial Assistance**

Through benefits provided by Great West Life, The Pinnguaq Association covers 50% of the total costs towards a benefits policy that includes insurance to the amount of \$500 total, 80% coinsurance for its full time employees for Registered Psychologists and Registered Social Workers. These can be identified by their membership with the College of Psychologists or the College of Social Workers and Social Service Workers, or by the C. Psych. or BSW, MSW, RSW, or CSW listed after their title.

## **Free Services**

Addictions Counselling and Psychiatrists are covered by OHIP and the Ministry of Health and Long Term Care. Employees can get mental health referrals through their primary care physician. The local Kawartha Lakes addictions counselling office is FourCast <http://www.fourcast.ca/> with offices in Peterborough and Lindsay.

If an employee is experiencing a mental health crisis, they can call Four County Crisis at 705-745-6484 or toll-free 1-866-995-9933. This is a free service provided by CMHA HKPR and is anonymous. They will also be able to provide information about mental health services in the area.

## **Mental Health, Addictions and Work**

In cases where an employee's ability to do work is affected by their mental illness or addiction, it is the position of the Pinnguaq Association to support them in seeking assistance. As long as the employee is actively engaging in their own recovery, workplace flexibility, workday accommodation, sick days and leave can be used to facilitate wellness plans at the discretion of the Director. Job instability can be a huge stressor and it is important to know that the employee is not at risk of termination unless their illness or addiction interferes with their work and subsequently they repeatedly demonstrate an unwillingness to seek treatment or counselling.

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[http://www.camh.ca/en/hospital/about\\_camh/newsroom/for\\_reporters/Pages/addictionmentalhealthstatistics.aspx](http://www.camh.ca/en/hospital/about_camh/newsroom/for_reporters/Pages/addictionmentalhealthstatistics.aspx)