



# Grace Pulver

## VP, Human Resources

Vancity



BC Mental Health &  
Addiction Services

An agency of the Provincial Health Services Authority



SIMON FRASER UNIVERSITY  
CENTRE FOR APPLIED RESEARCH IN  
MENTAL HEALTH AND ADDICTION  
FACULTY OF HEALTH SCIENCES



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# Key Facts about Vancity Employees

- 2600 employees incl. 500 unionized
- 69% female
- 36% visible minority
- 57% under age 40
- Employee engagement Top 100 range
- Named best company to work for in Canada (MacLean's Magazine, 2005)



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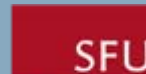
# VP Role in mental health & addictions

- Lead an extraordinary team of HR professionals who...
  - ...develop and implement policies and programs that provide a healthy, stimulating work environment and support employees in a time of life stress or crisis...
- Champion employees at the executive table



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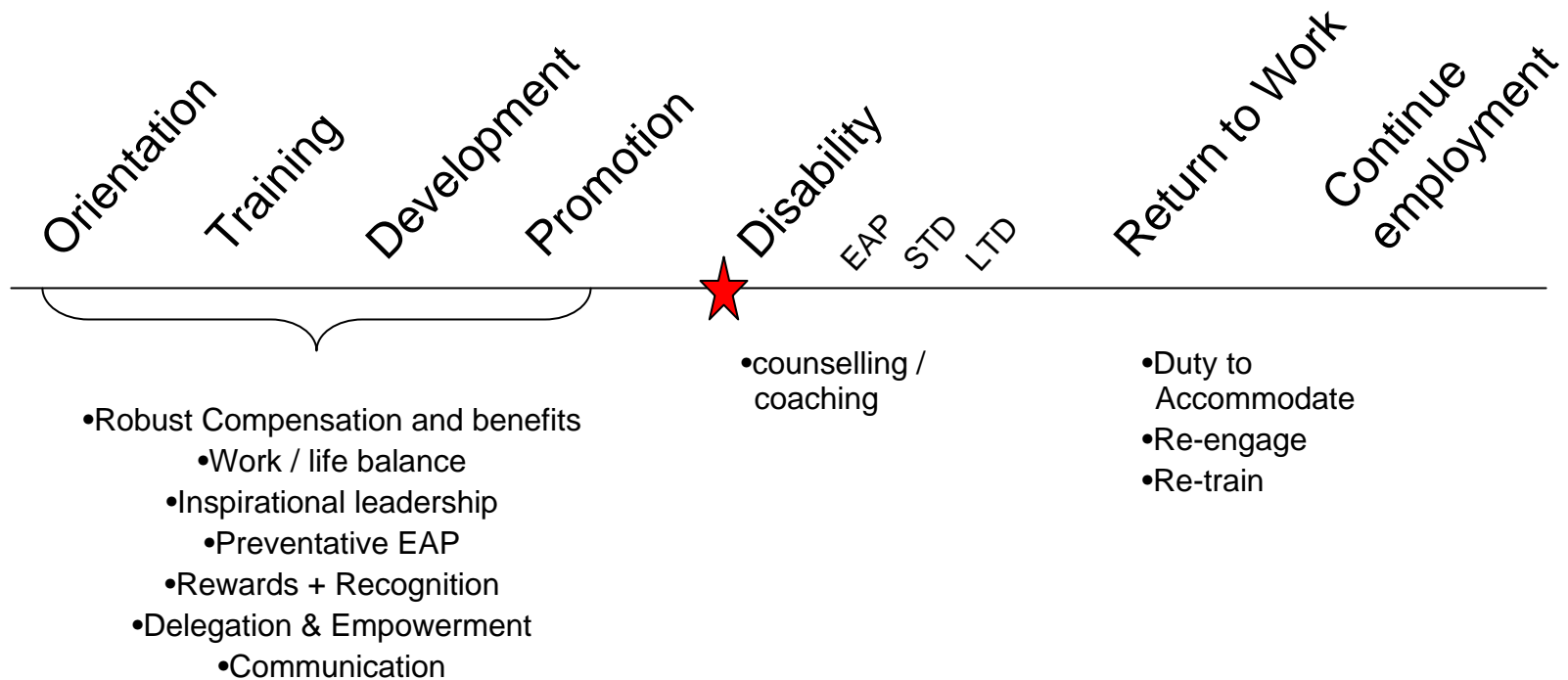


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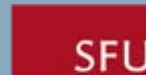
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# Continuum From Prevention To Intervention



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# Challenges/Barriers within Role(s)

- Accessing information on how to support employees with addictions or mental challenges.
- Manager perceptions about reasonable accommodation



# Needs from other Stakeholders

- Better clearing houses for information (Eg. BC Health, Addiction Research Foundation, rehabilitation case workers)



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# Key Research Questions

- 1) What is the best method of integrating employees with mental health and addictions back into the workforce who work:
  - Nightshifts
  - On-call / variable shifts
  - In call centres?

