



Accountants' Mental Health in Canada: Some Preliminary Findings and Concerns for the Future

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As a part of the Healthy Professional Worker Partnership, the following preliminary findings emerged.



Literature Synthesis

Literature is sparse and focuses on the impacts of:



Hierarchy



Workload

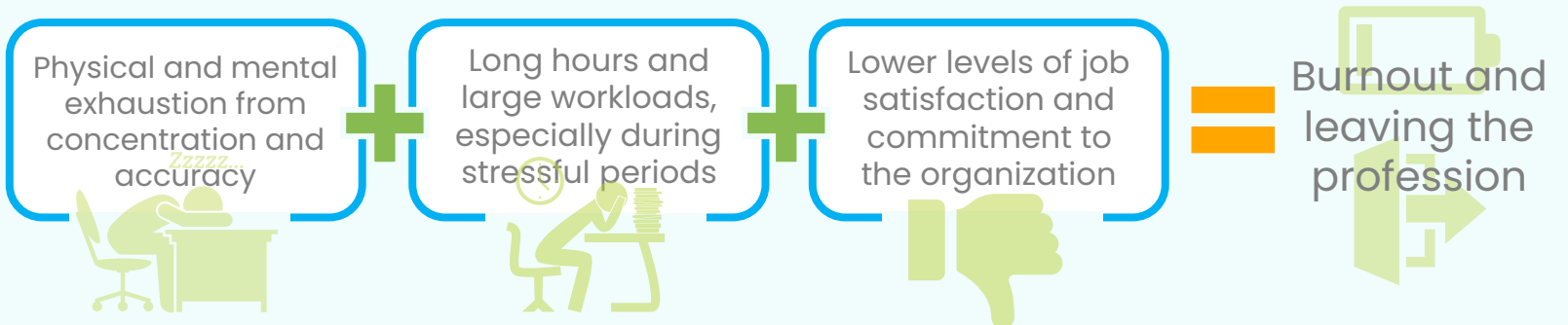


Need for accurate work



Organizational attention to employees

Literature mainly discusses the progression to burnout (Dinc., et. al. 2020)



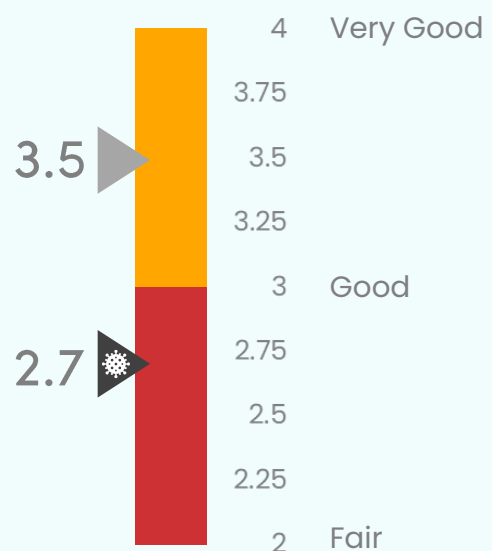
Worker Survey

The survey received 301 responses from professional and trainee accountants.

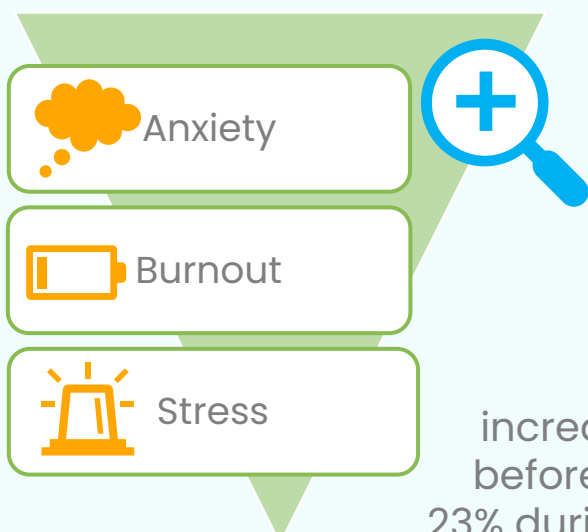


Mental Health

Accountants reported a mean mental health score of 3.5 (Good) before COVID-19 compared to 2.7 (Fair) during COVID-19.

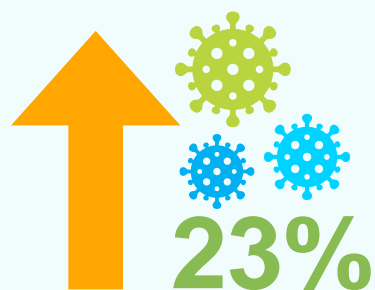


Most Common Mental Health Issues:



Anxiety, followed by burnout and stress are the most common mental health issues before and during the pandemic.

Depression increased from 11% before COVID-19 to 23% during COVID-19.



The Healthy Professional Worker (HPW) Partnership is a CIHR & SSHRC funded initiative that examines mental health, leaves of absence and return to work from a comparative and intersectional gender lens. Please visit <https://bit.ly/3o5i5PD> for details to cite this document.

! Work Stressors

The top 3 sources of work stress during COVID-19:



Work overload (188)



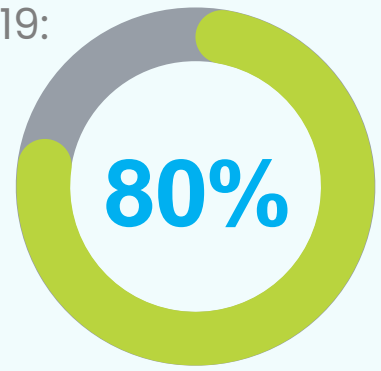
Digital stress (130)



No control or flexibility (46)



Poor relations with colleagues (46)



Approximately 80% of respondents agreed their work stress is impacted by accounting cycles or time of year.

Leaves of Absences

Facilitations & Barriers to taking a LOA



Financial coverage (28%)



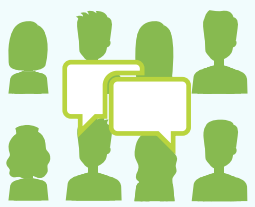
Supportive supervisor (21%)



Unsupportive supervisor (27%)



Unsupportive union representative (27%)



Worker Interviews

Preliminary themes emerging from 32 worker interviews:



Constant availability



Accurate, cyclical work



Inconsistent supports



Some LOAs and presenteeism



Ignoring personal needs



Variability in desire, ability of return to work



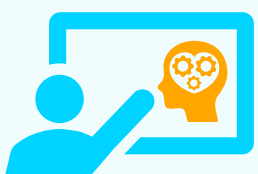
Promising Practices



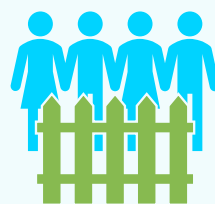
Facilitate open discussions of mental health



Rework teams for backup



Proactive provision of information on mental health & supports



Employers & employees to put boundaries in place



Link mental health to leadership – walk the talk



Recognize financial effects of not addressing MH

