Workplace Psychological Health and Safety – Make it the Standard

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Statistics

Size of the issue -

• 1 in 5 will be touched by mental illness in a given year
• By age 40, 50% of us will experience a mental health issue
• 20% of absences in workplaces
• 30% of disability claims
Defining Psychological (Mental) Health

The World Health Organization defines mental health as:

“. . .a state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and are able to make a contribution to their community.”
Optimal Mental Health

No Mental Illness

Minimal Mental Health

High-Level Mental Illness

Source: Corey Keyes
Statistics

Size of the issue -

- 70% of workplaces are concerned about psychological health and safety of their workplaces
- 14% don’t believe their workplace is healthy or safe
- 60% of managers/supervisors say dealing with conflict is one of most stressful parts of their job
- Of the more than 51 billion economic costs each year attributed to mental illness in Canada, 20 billion stems from workplace losses.
- *Source: Mental Health Commission of Canada*
New Standard!!

CSA Group
Background

Kirby Report – Out of the Shadows at Last

• 2006
• Three-year study on mental health, mental illness and addiction in Canada.
• Revealed massive gaps in Canadian mental health care.
• Recommended the establishment of MHCC.
Background

- **2007** – Mental Health Commission of Canada established
  - Knowledge Exchange Centre
  - MHCC National Mental Health Strategy released
  - CMHA Mental Health First Aid
  - Opening Minds Anti-Stigma Strategies
National Standard for Psychological Health & Safety in the Workplace

2013 – the Standard released.

A psychologically healthy and safe workplace actively works to prevent harm to worker psychological health and promotes psychological wellbeing.

Embedded in health & safety framework considering 13 workplace factors that affect PH&S of workplace.
What is the Standard?

Standard Elements

- Commitment, Leadership and Participation
- Planning
- Implementation
- Evaluation and corrective action
- Management review

Also Includes

- Audits
- Case Studies
- Resources

What it is not
Defining...

Psychological Safety
Psychological Risk Factor
Psychologically Healthy and SAFE Workplace

A workplace that promotes workers’ psychological well-being and actively works to prevent harm to worker psychological health including in negligent, reckless or intentional ways the absence of harm and/or threat of harm to mental well-being that a worker might experience”

There are 13 work factors that can affect psychological health and safety in the workplace
Business Case

Financial Implications

• Disability claim costs
• Absenteeism and presenteeism
• Productivity
• Retention
• Recruitment
• Labour relations legal costs
Legal Influences

- Occupational health and safety regulations
- Employment contract law
- Labour law
- Tort law
- Human Rights
- Workers’ compensation
- Employment standards

(Dr. Martin Shain : Weathering the Perfect Legal Storm)
Psychological Support
Organizational Culture
Clear Leadership and Expectations
Civility and Respect
Psychological Job Demands / Job Fit
Growth and Development
Recognition and Reward
Involvement and Influence
Workload Management
Engagement
Work / Life Balance
Psychological Protection
Protection of Physical Safety
Other Stressors
Dot-Mocracy

Psychological Support

Organizational Culture

Clear Leadership & Expectations

Civility & Respect

Psychological Job Fit

Growth & Development

Recognition & Reward

Involvement & Influence

Workload Management

Engagement

Work-Life Balance

Psychological Protection

Protection of Physical Safety

Other stressors

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Small Group Discussion

1. What do you see as priority factors in your workplace that require attention?
2. Why did you choose these as the highest priorities?
3. What happens in the workplace when this factor is lacking?
Who’s Responsible?

- Owner
- Managers and Supervisors
- Other Leaders
- Human Resources
- Joint Committees
- Health and Safety Committee
Consider a “Quick Wins” Approach

What is a Quick Win?
Starting where you’re at....

What do you have in place you can leverage?

**Health and Safety Program:**
- Commitment Statements
- Violence & Harassment Prevention
- Hazard Assessments
- Joint Committees
- Inspections

**Corporate /HR Programs**
- Wellness Program
- Diversity Programs
- Respectful Workplace
- Conflict resolution supports
- EAP Programs
Recommendations for Action

• Leadership commitment to adopt the standard
• Form joint committee / identify champion(s)
• Assess for workplace strengths and needs (surveys, focus groups)
• Develop A plan which leverages strengths
• Evaluate progress
• Perform continuous improvement
• Adjust recommendations as needed
Resources

- Manitoba Federation of Labour – Occupational Health Centre
- Canadian Mental Health Association (CMHA)
- CSA Group – Copy of the Standard
- Assembling the Pieces – Standard’s Implementation Guide
- Great-West Life Centre for Mental Health in the Workplace
- SAFE Work Manitoba
- Consultants
Video

- MHCC video
Wrap Up

• Every workplace is different

Affecting change at this level is a marathon, not a sprint!

• Please complete evaluations 😊