

Psychological Health and Safety in the Workplace

Presented by:

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Presentation Overview

Topic	Speaker
Welcome and Introductions	Jessica
Overview of the MHCC	Jessica
The Workforce Advisory Committee and the National Standard	François
The Action Guide	Merv and Dan
Questions	All
Wrap-up	Jessica

The Mental Health Commission of Canada

- Background
- Mission
 - To promote mental health in Canada, and work with stakeholders to change the attitudes of Canadians toward mental health problems, and to improve services and support.

The Mental Health Commission of Canada

Strategic Objectives:

- Strategic Objective #1: **To be a catalyst for system and social change** that leads to improved mental health for Canadians;
- Strategic Objective #2: **To create and foster collaboration** that will help to make meaningful change in the mental health of Canadians;
- Strategic Objective #3: **To focus on sustainability and capacity development** so that the work of the Commission will continue, and momentum for positive change will be sustained.

Workforce Advisory Committee

- Composed of volunteers with a variety of experience and from different backgrounds
- Develop activities/actions to improve the mental health of those working in Canadian workplaces with a focus on prevention – primary, secondary, and tertiary.

A Standard for Psychological Health and Safety in the Workplace

Objective: to provide a methodology that will lead to measurable and sustainable improvements in psychological health and safety:

- Stand alone, voluntary standard;
- Will align with other international efforts - British Standards Institute Performance Standard (PAS 1010), OHSAS 18000 and CSA Z1000 and Z1002, and the BNQ Healthy Enterprises standard;
- Will follow the ISO framework.

A Standard for Psychological Health and Safety in the Workplace

- Funding for standard development : HRSDC is the lead, support from Health Canada and the Public Health Agency of Canada (PHAC);
- Support for MHCC specifically for this project also provided by Bell Canada;
- The Standard development process with BNQ/CSA finalized in February 2011;
- Draft for 60 day public comment ending December 31, 2011;
- Final draft March 2012;
- Release – Summer of 2012;

A Standard for Psychological Health and Safety in the Workplace

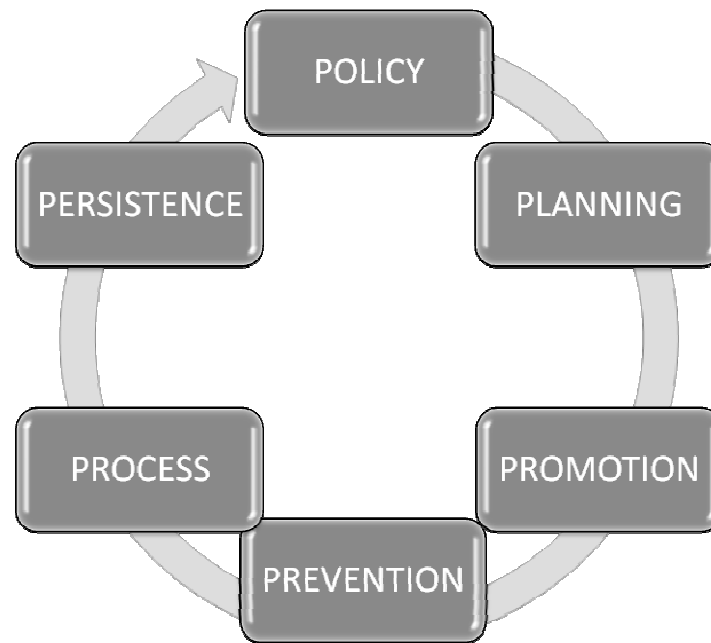
- The Standard will include a preface, an introduction, scope, normative references and definitions, the standard process, and several annexes to help users;
- The process follows the ISO format;
 - Commitment, Leadership, Participation
 - Planning
 - Implementation
 - Evaluation and Corrective Action
 - Management Review and Continual Improvement;
- The process respects the HIRARC principles – Hazard Identification, Risk Assessment Risk Control.



Workforce Advisory Committee

Psychological Health & Safety: An Action Guide for Employers

The P6 Model



In the Guide:

24 employer actions to enhance and protect PH&S.

Actions are:

- Evidence-consistent
- Practical
- Flexible
- Stand-alone

The Menu

POLICY ACTIONS

- Get Management Endorsement
- Build the Action Team
- Communication the Policy

PLANNING ACTIONS

- Gather the Facts
- Survey your Employees
- Measure Readiness to Change

PROMOTION ACTIONS

- Build Employee Resilience
- Create a Respectful Workplace
- Enhance Understanding of Psychological Health

PREVENTION ACTIONS

Primary

- Provide Stress Management Training
- Use the PH&S Lens for Job Design & Selection
- Support Work-Home Balance

Secondary

- Provide Self-Care Tools
- Provide Manager Training
- Provide EFAP Early Intervention

Tertiary

- Support Stay At Work
- Ensure Access to Psychological Treatment
- Provide Coordinated Disability Management

PROCESS ACTIONS

- Plan your Evaluation
- Measure the Implementation Process
- Measure Short- and Longer- Term Outcomes

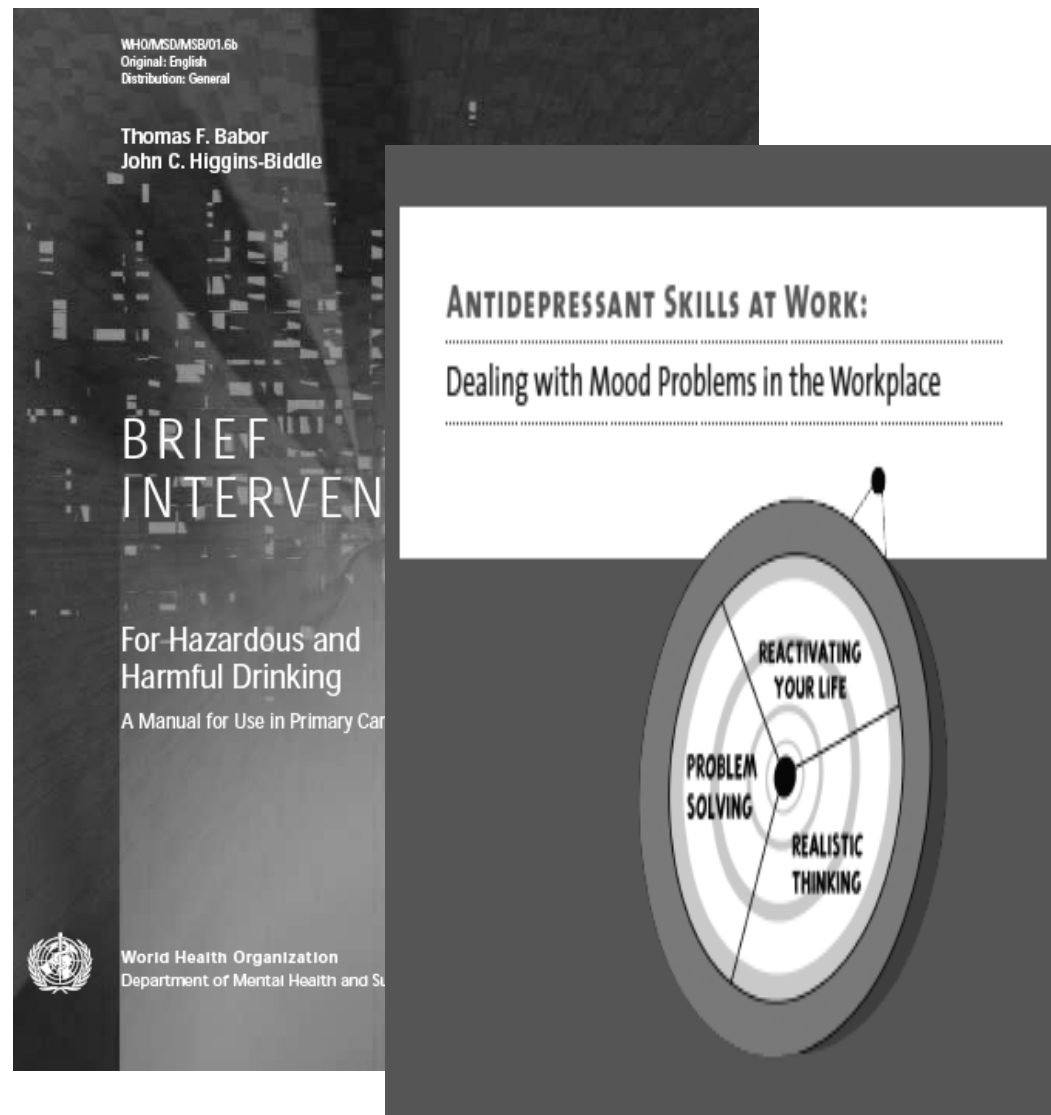
PERSISTENCE ACTIONS

- Support Champions and Communities of Practice
- Create a Culture of Psychological Safety
- Conduct PDCA Cycles

**Gather the
facts**



Provide early intervention



**Ensure access to
psychological
treatment**

Work-Focused CBT

Work-Focused Treatment of Common Mental
Disorders and Return to
Work: A Comparative Outcome Study

Get a copy of the Action Guide:

www.mentalhealthcommission.ca

Questions...

Upcoming Webinar with CCOHS

FREE!

May 8th, 2012 at 1-2pm EST

Register: <http://www.ccohs.ca/>

Visit the MHCC booth for a copy of the Action Guide!

Thank you!

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