


Mental Health
Commission
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Commission de
la santé mentale
du Canada

Building Healthier Workplaces National Standard on Psychological Health and Safety in the Workplace


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Every Day ½ Million Canadians Miss Work due to a Mental Illness



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Factors that lead to a psychologically unsafe workplace

1. Job demands and requirements of effort
2. Job control or influence
3. Reward (praise, recognition, credit)
4. Fairness
5. Support



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A loss of \$50 billion a year



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Thirteen psychosocial factors addressed in the standard

1. Psychological support

2. Organizational culture

3. Clear leadership & expectations

4. Civility & respect

5. Psychological competencies and requirements

6. Growth &
development

7. Recognition and reward

8. Involvement and influence

9. Workload management

10. Engagement

11. Balance

12. Psychological protection

13. Protection of physical safety

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What is the purpose of the Standard?

Provides a framework to create and continually improve workplaces, striving to make them psychologically healthy and safe.

Provides guidance on putting into place a documented and systematic approach:

- Establish a psychological health and safety management system (PHS)
- Establish a management review to measure progress

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Annexes

- Additional background information
- Resources for building a PHS framework
- Sample implementation methods
- Implementation scenarios for small and large enterprises
- Sample audit tool
- Discussion of relevant legislation or regulation
- Related standards and guides

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Where can you find the standard?

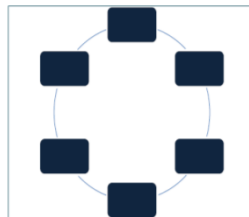
• CSA's website:

• www.csa.ca/z1003

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Psychological Health & Safety: An Action Guide for Employers



Available at no cost at:

<http://www.mentalhealthcommission.ca/>

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What is Mental Health First Aid Canada?

- Two day course
- Recognize signs and symptoms of mental health problems
- How to provide initial help during a crisis
- Guide colleague towards appropriate professional help

For more information on MHFA Canada, please visit our website:

www.mentalhealthfirstaid.ca



<http://www.guardingmindsatwork.ca/info>

The screenshot shows the homepage of the Guarding Minds @ Work website. On the left is a navigation menu with links such as 'Home', 'Navigating the GM@W Website', 'What is Psychological Health & Safety?', 'Why is Psychological Health & Safety Important?', 'The 13 Psychosocial Factors in GM@W', 'GM@W Resources', 'How to Prepare to Implement GM@W', 'GM@W Documents & Resources', 'GM@W Project Team', 'Contact Us', and 'FAQ'. The main content area features a header with the 'Guarding Minds @ Work' logo and a photograph of a diverse group of smiling professionals in business attire. Below the photo is the text 'A Workplace Guide to Psychological Health & Safety'. At the bottom of the screenshot, there is a 'Welcome to Guarding Minds @ Work 2.0' section with a paragraph of introductory text.



Thank you!

Contact us: info@mentalhealthcommission.ca

Visit: www.mentalhealthcommission.ca

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