

# AWCBC/NASHH Working Group: Psychological Health and Safety in HealthCare

April 12, 2023

## TERMS OF REFERENCE: AWCBC/NASHH WORKING GROUP

### PURPOSE

Establish a sub-committee of AWCBC to determine the critical elements for the prevention of psychological harm in the workplace. Through a partnership with NASHH and the sub-group of AWCBC, knowledge and experience will be leveraged to identify supports, and understand the current landscape of workplace psychological health and safety in the health care industry.

The working group will (as it pertains to mental health supports and psychological harm):

1. Request data and information through an AWCBC request for information
2. Conduct a jurisdictional scan of qualitative and quantitative data specific to mental health and psychological injury/harm, research, best practices and guidelines (nationally and internationally) to identify trends, opportunities and recommendations for workplaces.
3. Synthesize and summarize the data. Review for general guidelines, best practices, tools, resources, or training for jurisdictions that may be interested in applying those findings.
4. Prepare a report to be shared with the Prevention Committee.
5. Provide guidance and recommendations for jurisdictions including current availability of organizational or systems tools and resources and mental health supports within the health care industry.)

The working group will be mindful of current standards (ie. CSA Standard) and use existing standards to influence work.

### BACKGROUND

In response to the work plan of the AWCBC Prevention Committee, is a partnership with National Alliance for Safety and Health in Healthcare (NASHH). A subset of jurisdictions from the Prevention Committee and NASHH, will establish a working group (nationally) to review the critical elements for the prevention of psychological harm within the health and community services.

Participants in the working group were chosen through NASHH and WCB's across Canada by the AWCBC Safety and Prevention Committee.

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## **GOVERNANCE**

Oversight of the working group and overall support and guidance is the responsibility of Prevention Committee (co-chairs). Final decision-making authority for the AWCBC NASHH working group and all its components rests with AWCBC Prevention Committee.

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## **MEMBERSHIP**

The members (or designates) of the AWCBC/NASHH Working Group are:

- Andrea Vardy - WCB Nova Scotia
- Denise Subotin - Worksafe BC
- Crista Carter - Worksafe SK
- Denise Paradis - New Brunswick Continuing Care Safety Association (NBCCSA)
- Henrietta Van hulle - Public Service Health and Safety Association (PSHSA)
- Ian MacDonald - WCB Nova Scotia
- Jamie Hall - SAFE Work Manitoba
- Jennifer Dyck - SAFE Work Manitoba
- Katherine Launier - Government of Alberta
- Ron Van Denakker - Manitoba Association for Safety in Healthcare (MASH)
- Saleema Dhalla - National Alliance for Safety and Health in Health Care (NASHH) (BC)
- Sandra Cripps - Saskatchewan Association for Safe Workplaces in Health (SASWH)
- Susan Dempsey - National Alliance for Safety and Health in Health Care (NASHH) (Nova Scotia)

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## **RESPONSIBILITIES**

The AWCBC/NASHH working group is responsible for:

- Gathering, synthesizing and summarizing feedback on psychological health and safety programs and strategies in health care
- Reviewing current data to ensure information is aligned with injury prevention efforts in respective jurisdictions
- Reviewing documents, programs & reports
- Providing advice and guidance on issues the working group may encounter
- Communicating and liaising with AWCBC prevention committee
- Creation of a white paper or executive brief

The Executive Sponsor is responsible for:

- Approving the final working group deliverables following review of documentation and feedback provided by the working group

Individual working group members are responsible for:

- Understanding the goals, objectives and desired outcomes
- Understanding and representing the interests of all parties
- Taking a genuine interest in the working group outcomes and overall success
- Acting on opportunities to promote the working group and deliverables
- Taking action of the tactics in their respective jurisdictions

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## MEETINGS

The working group will meet 3-4 times per year and as needed for achieving goals.

Meetings will be held virtually. Meeting notes, agenda items, and other pertinent documents will be circulated at least three days prior to meeting dates. Meeting protocols will be established by the group.

Sub-committees may be formed where the expertise and availability of the AWCBC/NASHH working group are required to address specific topics.

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## DELIVERABLES

- Collection of data to support goals and trends (sub-group will work on request)
- Jurisdictional Scan of mental health resources in healthcare (nationally and internationally)
- A resource that can be shared across jurisdictions of an inventory of workplace mental health resources within healthcare
- Opportunities for partnership and growth.
- Progress reports and a final briefing note to share with AWCBC Prevention Committee

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## MEETING SCHEDULE

Meeting Topics		Schedule
<b>Initial Communication</b>	Background Information	December 2022
	Reaching out to group	
<b>Meeting #1:</b>	Introductions	January 11, 2023
	Discussion of current landscape (provincially, nationally)	

Meeting Topics		Schedule
<b>Meeting #2:</b>	Develop Terms of Reference Questions for Consideration Key Target Areas (Front Line Responders)	April 12, 2023
<b>Meeting #3:</b>	Accept Terms of Reference Review data and trends Determine Goals	September 20, 2023
<b>Meeting #4:</b>	Support Goals Prevention Committee (collaborate on briefing note)	November 19, 2023
<b>Meeting #5</b>	Support Goals - ongoing Determine next steps Schedule additional meetings as needed.	February 14, 2024

The Terms of Reference for the AWCBC/NASHH Working Group were established on April 12, 2023 and take effect upon the approval of the Prevention Committee.

**Approval:**

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Chris Back

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Date