

Psychological Health & Safety

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Small Beginnings

- In early 2017 a decision was made to develop a broad based strategy addressing Psychological Health and Safety in the Workplace.
- The project like most of what we do was developed as a WorkSafe Saskatchewan product.
- With no personal background or education in this area the journey has been a revelation.

Small Beginnings

- Initial steps were to gain a much higher level of understanding of the issues.
- Environmental scan through the AWCBC;
- Attended multiple training sessions through the Mental Health Commission, the Canadian Centre for Occupational Health and Safety (CCOHS) and others; and
- Reading, research papers nationally and globally;

Small Beginnings

- Talking with various stakeholders,
- Participation in a number of newly developed best practice groups; and
- Taking inventory.

Keyboard to Screen

- A need to create broader awareness and understanding;
- A need to provide more easily accessible education;
- That we would need partners;
- We wanted to move quickly; and
- Things would continue to evolve and we'd have to adjust.

Getting Started

- With the strategy developed we started doing frequent lunch and learn sessions;
- We reached out to the CCOHS; and
- Started to look at opportunities to include topic in learning events.

Key Deliverables

- All deliverables must be aligned to the CSA Z100-13 Standard for Psychological Health and Safety;
- We needed to address the issue of creating awareness and education options;
- Started to look at opportunities to include the topic in learning events; and
- Planning for a one day learning event specifically on Psychological Health and Safety.

Moving Forward

- Invited CCOHS to present a session at our March 2018 Comp Institute Learning Event;
- Presented a relatively new two day workshop developed by CCOHS “Psychologically Healthy Workplaces” for a select group of stakeholders immediately following our Comp Institute event; and
- Reached an agreement with CCOHS on the co-branding of multiple print and e-course offerings including pricing.

A Chance Meeting

- While we were hosting our CCOHS workshop we had opportunity to meet with representatives from the University of Fredericton (UFred).
- Although not “planned” the meeting would ultimately create a great opportunity and a wonderful partnership.
- An agreement was reached with UFred on the co-branding of multiple e-course offerings at the University level as well as a very economical price point.

Launch

- The CCOHS print and e-course offerings came on-line in March in conjunction with our Comp Institute event;
- An announcement of our Psychological Health and Safety event was made; and
- We began planning that first learning event.

The Agenda – Who Do You Call ???

- Our new relationship with UFred;
- Our ongoing support and participation with a best practices group;

Sales and Catering

- Our first WorkSafe event was held December 5th 2018;
- The focus of the agenda was predominately “awareness” oriented.
- Our initial print and e-course offerings through CCOHS had been in place for awhile and we were encouraged by feedback we were seeing.
- We were also announcing our new partnership with UFred on those additional e-course offerings and the negotiated pricing.

Leveraging

- Opportunity to partner with the Safety Champions group from our Government Ministries.
- Utilizes the UFred e-course offerings in conjunction with a research Project being lead by Dr. Sean Tucker from the Edwards School of Business.
- Provided in roads into other “high risk” rate codes (Corrections, Education, Social Services).

First Responders

- In 2019 opportunity was provided to work closely with our First Responders;
- A working group was created and in roughly 6 months a website launched with industry specific resources largely provided through WorkSafe BC and co-branded; and
- On going work will include a free standing industry focused education event in 2020.

2019 Psych Learning Event

- Planning well underway;
- Agenda will include:
 - Dr. Jodi Samra
 - Dr. Sean Tucker & Dr. Sheri McKillop UFred
 - Loraas Disposal (small employer)
 - City of Regina (larger employer)

2020

- Currently working on an RFP for a contract position to increase our level of subject matter expertise;
- Provide ongoing support both internally and externally;
- Support for future content and delivery.

A heartfelt thanks to the many people who've supported us in this important work.

Please enjoy the rest of your day and this event.