

Psychological Health and Safety Standard

June 2014

A psychologically healthy and safe workplace is one that promotes employee's psychological well being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts. The focus is not on individual employee's health but rather on organizational factors that can impact an individual's health.

To assist employers in achieving a psychologically healthy and safe workplace, the Mental Health Commission of Canada and the Government of Canada commissioned the Canadian Standards Association to develop a process. This has led to the Psychological Health and Safety Standard (the Standard), which provides a systematic approach to developing and sustaining a psychologically healthy workplace. Use of the Standard is voluntary; however, it is considered a best practice.

With the support of the Trustees, the Board now has a guiding Policy. The next step in the implementation of the Standard is for all staff to complete a comprehensive online survey. **The survey will be launched on June 9th.** Although it is voluntary, it is important to have as many staff as possible complete the survey.

Once the survey is completed, an action plan will be developed using tools from Health Canada, Guarding Minds at Work, and the Standard. We will evaluate our progress and make changes where needed as part of a continuous improvement process.

This will be a multi-year project and throughout the process we will be soliciting your involvement through committee participation, providing feedback, and supporting the initiatives.

Implementing the Standard is a large undertaking and with your support, the benefits will be felt for years to come.

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RELATIONSHIPS**