

## Employee Services

Edmonton

# National Standard of Canada for Psychological Health and Safety in the Workplace 2022

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# Opening Comments

## **Psychological Health and Safety at the City**

Administration is committed to a psychologically safe and healthy work environment for all City employees.

# *The National Standard of Canada for Psychological Health and Safety in the Workplace*

- **Voluntary** guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work.
- **Assists** organizations to:
  - support their employees' psychological health and safety needs,
  - meet legislative requirements to provide employees with a psychologically safe work environment.
- **Includes** 13 factors of psychological health and safety that workplaces should consider:
  1. Organizational Culture
  2. Psychological and Social Support
  3. Clear Leadership & Expectations
  4. Civility & Respect
  5. Psychological Demands
  6. Growth & Development
  7. Recognition & Reward
  8. Involvement & Influence
  9. Workload Management
  10. Engagement
  11. Balance
  12. Psychological Protection
  13. Protection of Physical Safety

## Psychological Health and Safety at the City

- Administration recognizes psychological health and safety as part of an ongoing process of **continual improvement**
- Implementation of the Standard is a *journey*, not a *destination*
- Consultation with experts in the field of psychological health and safety in the workplace
- Professional Certificate Training for Psychological Health and Safety from the Mental Health Commission

## Expansion of Support for Psychological Health & Safety at the City

- The City is **meeting or exceeding the 13 factors** of the National Standard of Canada for Psychological Health and Safety in the Workplace through training, resources and programs, all delivered with strong leadership support.
- Expansions that occurred over the last year to support psychological health and safety in the workplace:
  - Leadership support
  - Trauma Response
  - Training
  - Programs
  - Resources and Support
  - Evaluation

# Continuous Improvement and Ongoing Implementation of the Standard

- We continue to use the elements of the Psychological Health and Safety Management System outlined in the Standard to integrate the 13 Factors into our health and safety system

Psychological Health and Safety Management System Elements
<b>Commitment, Leadership and Participation</b> - approach to psychological health and safety is communicated throughout the organization.
<b>Planning</b> - resources and strategies to help set a baseline and develop a plan for action. Align your plans with organizational goals and objectives.
<b>Implementation</b> - choosing ideas and resources to meet goals.
<b>Evaluative and Corrective Action</b> - Identifying how success will be measured and embedding evaluation metrics from the start to track progress and make adjustments along the way.
<b>Management Review and Continual Improvement</b> - strategies to engage management in reviewing psychological health and safety outcomes and supporting continual improvement.

## Next Steps

- Administration will continue to enhance and adjust its psychological health and safety programs.
- Recommend that ongoing reporting to Council is through an annual memorandum

# Thank-you

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