



Employee and Legal Services

Edmonton

# Employee Psychological Health and Safety Programs and Practices - Annual Update 2023

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## Psychological health and safety in the workplace

- Defined by The National Standard of Canada for Psychological Health and Safety in the Workplace,  
*“A workplace that promotes employees’ psychological wellbeing and actively works to prevent harm to worker psychological health, including in negligent, reckless, or intentional ways”*  
(CSA Z1003)

## Where we've been: psychological health and safety at the City



# Where we are now: expansion of support for psychological health and safety in the workplace

## 2023 Highlights:

- Certificate of Recognition (COR) Audit Performance Process (CAPP) Leadership Review was held in May/June 2023 and included discussion about psychological hazards and controls
- Peer Support Program - increased the number of teams and trained members; held an in-person event to learn, connect and share
- Two new Employee Resource Networks:
  - Able@theCity
  - ArmedForces@theCity

## Where we are heading: continuous improvement and exceeding the Standard

- Leverage Plan-Do-Check-Act (PDCA) for continuous improvement
- Pilot Psychological Health and Safety Audit
- Actively explore evaluation, measurement and auditing processes
- Use administrative data and monitoring as part of program impact assessment

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# Thank-you

The logo for the city of Edmonton, featuring the word "Edmonton" in white text on a blue square background. The background of the slide is a dark blue gradient with a faint, semi-transparent image of the Edmonton arena's distinctive steel structure.

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