

## Employee Services

Edmonton

# National Standard of Canada for Psychological Health and Safety in the Workplace 2021

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# Opening Comments

## **Mental Health and Wellness at the City**

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

We strive to create a work environment that bolsters employees' wellbeing and provides support through difficult times.

## ***What is 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 need to consider.

## City of Edmonton's Position on The Standard

The value the City of Edmonton places on creating and sustaining a psychologically healthy work environment for employees cannot be overstated and continues to expand.

Examples include:

- Mental health training programs
- Peer support teams
- Comprehensive and inclusive EFAP
- Respectful Workplace policy and training and GBA+
- One-stop employee wellness webpage

We actively work to align our programs, policies and strategic planning to the Standard's 13 psychosocial workplace factors and believe we are well aligned.

## Anticipating 2021 and Beyond

**The City is working to expand current support for psychological health and safety in the workplace, including:**

- Expansion of trauma response through creation of a trauma team to support employees
- Ongoing enhancements to virtual mental health supports
- New programming related to financial wellbeing and literacy
- Expansion of our Peer Support Teams
- Implementation of the Connected City Program
- Mental health training opportunities, such as The Working Mind course, for incoming City Council members.

# Considerations for Adoption of The Standard

**Formal adoption of the Standard is voluntary and would include:**

- establishing, documenting, implementing, and maintaining a psychological health and safety management system (PHSMS) in the workplace
- continual improvement of the PHSMS's effectiveness in accordance with the requirements of this Standard

## Closing Remarks

Administration is committed to ongoing action and alignment with the Standard.

We look forward to continuing to embed psychological health and safety into the City's culture and way of doing business.

# Thank-you

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