“NEW” STANDARD: PSYCHOLOGICAL SAFETY IN THE WORKPLACE

Maureen Grace
I’m going to challenge the “new” part

.......with a spin

?
Canadian Standards Association

• Around since 1919
• National consensus of producers and users
• Often adopted by municipalities, provincial, and federal governments in their regulations in the field of health and safety
Mental Health Commission of Canada

• Catalyst in creating this standard
• Standard is to protect all….not just those living with mental illness
• Workplace stress is one of 4 risk factors for mental illness
• Goal of prevention
What is Psychological Safety and Health?

Safety: Practices and Conditions which protect against risks of injury to mental well being

Health: Ability to think, feel and behave so that we can perform effectively at work, home and in society at large

http://workplacestrategiesformentalhealth.com
www.guardingmindsatwork.ca
Psychological Health and Safety in the Workplace

A Workplace that promotes and protects employees’ psychological well-being and safety

Consortium for Organizational Mental Healthcare (COMH)
www.guardingmindsatwork.ca
Elements of Psychological Safety and Health

• The way people regularly interact

• The way working conditions and management practices are structured

• The way decisions are made and communicated

• Promotion of workers’ psychological well-being

• Prevention of harm to workers’ mental health in negligent, reckless or intentional ways

*From Draft Standards from BNQ and CSA under review and revision - to be offered as a voluntary national standard for Canadian workplaces*
Factors of Psychological Health and Safety

- 13 factors of Psychological Health and Safety

www.csa.ca
Healthy Workplace Practices

• Employee participation and decision making
• Defining employees duties and responsibilities
• Work-life balance
• Respectful workplace initiatives
• Workload management
• Continuous learning
• Conflict resolution practices
• Employee recognition

Taken from “The Healthy Workplace...Making it Work” by the Workplace Stress Initiative 2006
New Standard Additions ++

- Psychological job fit
- Organizational culture
- Psychological support
- Engagement
- Psychological protection
- Physical safety
All together now........

- Psychological Job Fit
- Clearly defined duties & leadership expectations
- Employee involvement and influence
- Work Life balance
- Respect and civility
- Workload management
- Growth & development
- Employee recognition
- Conflict Resolution
- Psychological support and protection
EQUALS.....= 

• A healthy, supportive organizational culture
  +

• Engaged employees
All I really I need to know I learned in Kindergarten

by

Robert Fulghum

1990
Kindergarten Rules

- share everything
- play fair
- don’t hit people
- put things back
- clean up your mess
- say sorry when you hurt someone
- wash hands before eat
- Flush

- warm cookies and cold milk are good for you
- live a balanced life
- nap every afternoon
- hold hands & stick together
- be aware of wonder
So let’s compare.....

• conflict resolution

• civility and respect

• employee participation and decision making

• Balance

• workload management

• don’t hit people, play fair

• say you’re sorry, clean up your mess

• hold hands and stick together, play fair

• live a balanced life

• take a nap every afternoon
The WHO and ILC says

• Occupational Health is....
  ▪ the promotion and maintenance of the highest degree of physical, mental, and social well-being of workers
  ▪ in an occupational environment adapted to their physiological and psychological condition
Health & Safety Act

In Manitoba the **purpose** of the H&S Act is:

- the promotion and maintenance of the highest degree of **physical**, **mental**, and **social** well-being of workers

- the placing of workers in an occupational environment adapted to their physiological and **psychological** condition
New Standard Purpose:
Create and continually improve a psychologically healthy and safe workplace including....... 

• Identification and elimination of hazards that pose a risk of psychological harm to workers
• Assess and control the risks that cannot be eliminated
• Implement structures and practices that support and promote psychological H&S
• Fostering a culture that promotes Psychological H&S
• ......sound familiar
Duties of health & safety committees – 
*a shift in thinking*

- Participation in the identification of risks to mental well-being
- Development and promotion of measures to protect the psychological safety, mental health, and social welfare of workers
- Development and promotion of programs for education and information concerning psychological safety and mental health of workers
So really, tell me.......  

What’s new?
...shameless self promotion
Resources

• www.hamiltongraceandassociates.com
• www.mentalhealthworks.ca
• www.guardingmindsatwork.com
• www.mflohc.mb.ca
• www.csa.ca
• www.civilityexperts.com
• www.qnet.ca
In closing...

• 2 suggestions/thoughts for when you are back at work