



WORKERS' COMPENSATION: **2019**  
*Eliminate injuries – Restore abilities*

**COMP INSTITUTE**  
MARCH 25-26, 2019 | SASKATOON SK

# Mental Health in the Workplace Panel

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**wcb** | Saskatchewan  
Workers'  
Compensation  
Board



# **Mental Health Awareness**

**From Stigma to Discussion at Orano Canada**



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# Mental Health Awareness

## From Stigma

- Lack of internal knowledge & understanding
- Not a common discourse

## To Discussion

- Psychological Health & Wellness Survey
- Recognition of opportunities for improvement
- Holistic Approach

# Mental Health Awareness

## From Stigma

- Lack of knowledge & understanding
- Not a common discourse



# Mental Health Awareness

## To Discussion

- Psychological Health & Wellness Survey
- Recognition of opportunities for improvement
- Mental Health Initiatives



# Mental Health Awareness

## The Future

- Continue to improve and raise awareness
- Holistic Approach
- Reassess



# Thank You!

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Giving nuclear energy its full value



**OUR JOURNEY:**

**CREATING A  
PSYCHOLOGICALLY  
HEALTHY WORKPLACE**

Michael Lavis  
Creative Options Regina (COR)

What's  
**COR**

CREATING A  
PSYCHOLOGICALLY  
HEALTHY WORKPLACE

Michael Lavis  
Creative Options Regina (COR)

## What's COR?

- Non-profit in Regina, SK.
- 200+ employees supporting adults & youth experiencing disability.
- Serving 20% of provinces most challenging people in care.

our foundation:  
Safe & Valued

Empowering People, I

SUMMIT

# Rooted in a Culture of Gentleness

## our central purpose:

To Nurture, Teach and Sustain the experience of  
Connectedness, Companionship & Community

## our foundation:

Safe & Valued

Empowering People, Inspiring Change!



# Reaching a Tipping Point

“When employees feel safe and valued, they are more connected, healthy & engaged.”

- Identify personal values that align with organizational values.
- Supportive organizational policy to nurture shared values.
- Striking a balance: mental, emotional, physical and spiritual health.
- Involve employees at all levels in developing their culture.
- Human leadership.



# toward a **new** direction

Implementing meaningful change means  
understanding your 'WHY' ?

## What's your motivation?

- Reduce disability and absenteeism
- Increase productivity and reduce presenteeism
- Enhance reputation as a great place to work
- Reduce liability
- Increase employee engagement

# Understanding 'THE STANDARD'

- The 13 Factors as Risk Indicators.
- Taking stock.
- What we already know - Baseline Data.





You Don't  
**Finally**  
"Get There"  
- it is a  
Continuous Process.

# HEALTHY WORKPLACES

## Psychological Health and Safety in the Workplace

Government of Saskatchewan

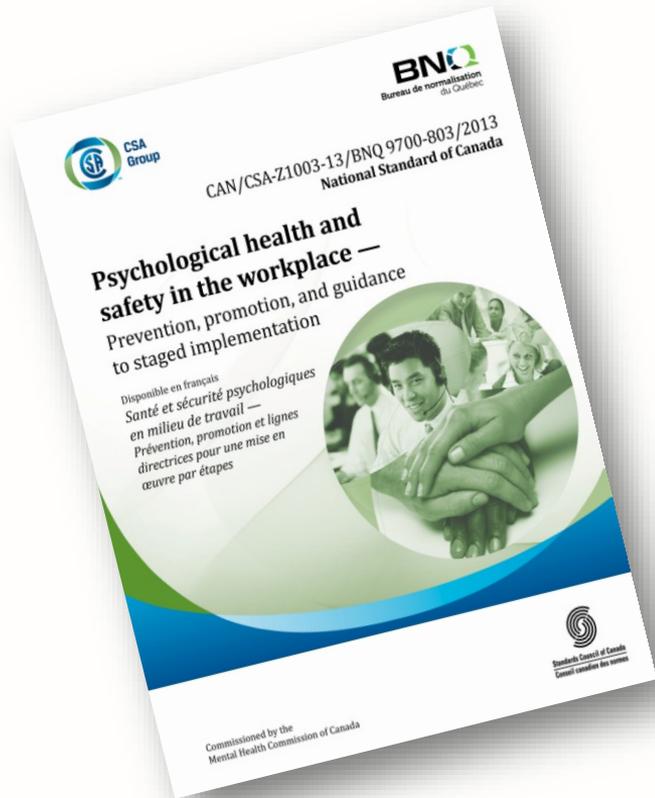
WCB Comp Institute

March 25, 2019

# WHAT IS HEALTHY WORKPLACES

- The Government of Saskatchewan's implementation of the National Standard for *Psychological Health and Safety in the Workplace* ("National Standard").
- System approach, integrates supportive initiatives.
- Includes 13 psychosocial factors identified as psychological health and safety risks in the workplace.
- An ongoing journey that requires a team, annual planning and evaluation.

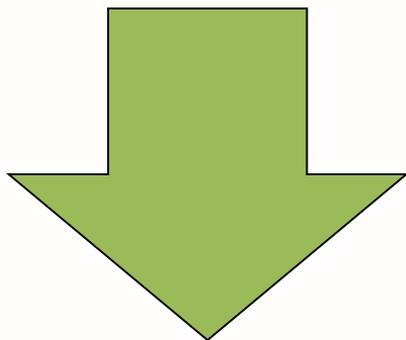
# WHAT IS THE NATIONAL STANDARD



- *Psychological Health and Safety in the Workplace* is a voluntary set of guidelines, tools and resources focused on supporting and protecting employees' psychological health and safety.
- Canadian Standards Association (CSA) Z1003.
- Championed by the Mental Health Commission of Canada (MHCC).

# LEADERSHIP SUPPORT

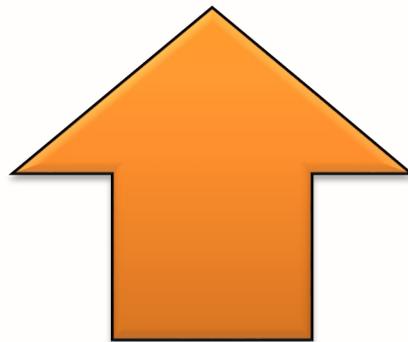
Clear executive level support and priority  
Engaged local committees to grow support



## Top-Down Approach

**National Standard:** Endorsed by the Safety Champion Council.

**Safety Champion Council:** Comprised of Deputy Ministers/Assistant Deputy Ministers/Executive Directors from each Ministry of Executive Government.

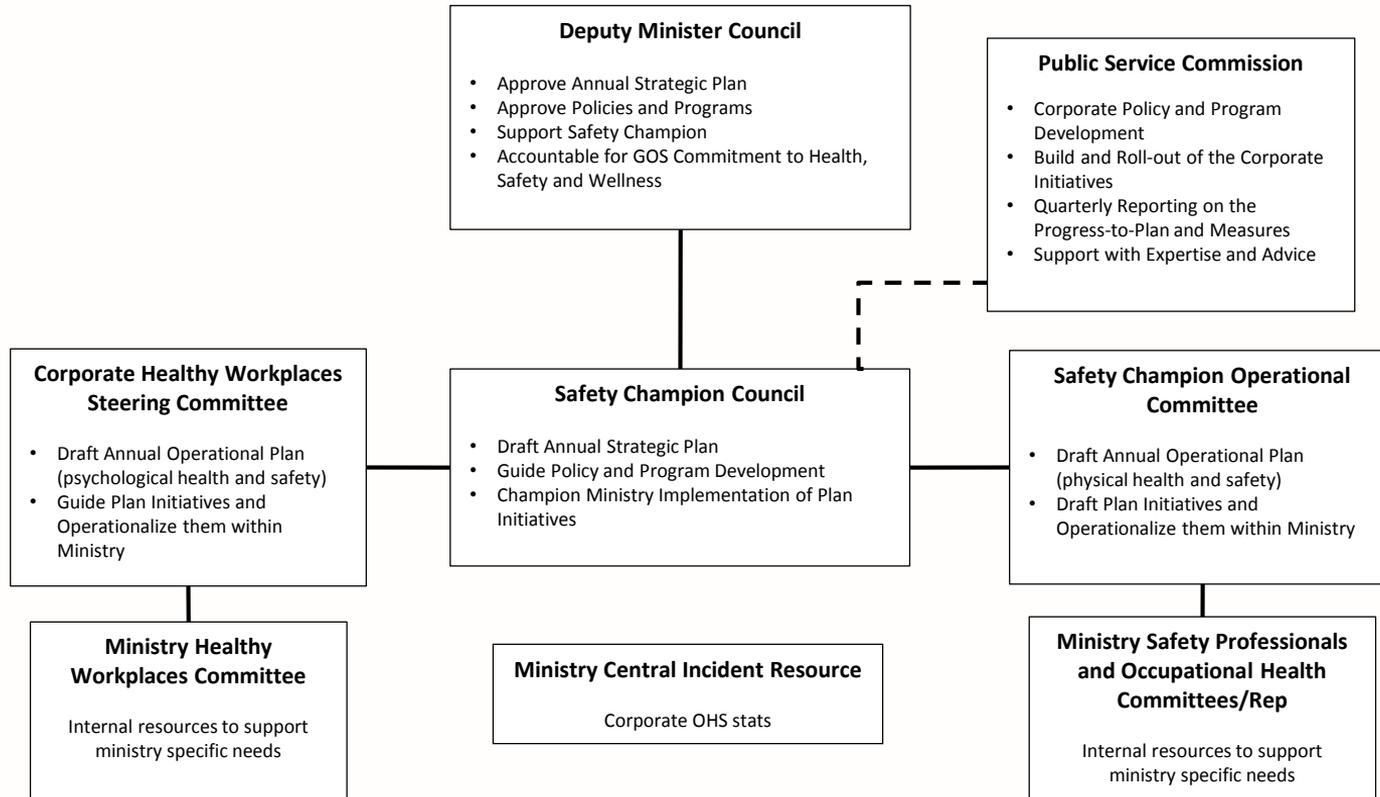


## Bottom-Up Approach

**Corporate Healthy Workplaces Steering Committee:** Develop operational plan and initiatives for implementation.

**Ministry Healthy Workplaces Committee:** Internal resources to support ministry-specific needs.

# GOVERNANCE OVERVIEW



# Corporate Health, Safety and Wellness Management System



# WHY IMPLEMENT THE STANDARD

- Depression predicted to be second leading cause of disease by 2020 (WHO)
- 500,000 Canadians will not go to work this week due to mental illness: \$51 Billion annual costs to the economy.
- OHS legislation SEA 3-1(1)(o) requires:  
“**the promotion and maintenance of the highest degree of physical, mental and social well-being of workers.”**

# WHY IMPLEMENT THE STANDARD

- Create a culture in our workplaces, following Our Commitment to Excellence:

**“Consider safety in all we do.”**

- Create a workplace that is supportive, safe and respectful of psychological well-being.

# WHAT IF WE DO NOTHING

- Absenteeism – high use of sick leave.
- Presenteeism – at work but not productive.
- Disability Claims – more and away longer.
- Injuries Illnesses – increased WCB.
- Grievances/Complaints – unhappy with work.
- Turnover – good employees leave.
- Legal Implications – OHS legislation is the law.

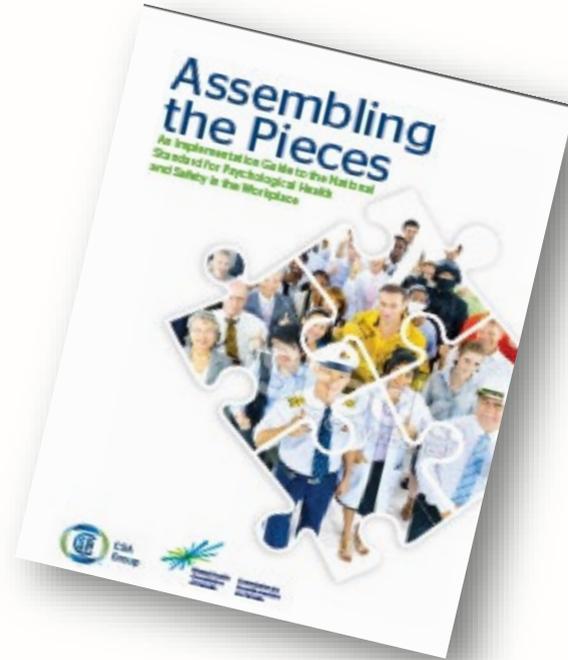
# GOS ENDORSEMENT/APPROVAL

- 2013: The “National Standard” introduced to Safety Champions.
- 2015: Safety Champions endorsed adoption of the “National Standard” for Executive Government.
- 2016: Deputy Ministers approved.
- 2016: Presentations to ministry’s executive teams to assist in ministry planning.

# HOW TO IMPLEMENT: ASSEMBLING THE PIECES

An Implementation Guide for  
the “National Standard” :

- MHCC and the CSA Group collaboration.
- Guides implementation and assists organizations through:
  - Planning stages
  - Implementation
  - Evaluation



# GOS JOURNEY: PLANNING STAGE

- Pre-Implementation
  - Introductory information on mental health, reducing stigma, and the ‘Standard’.
- ‘Ready’ system supports:
  - E.g. EFAP, prepare resources.

# GOS JOURNEY: IMPLEMENTATION

- Begin staged implementation:
  - Phase 1: Building the Foundation  
April 2016 - June 2017
  - Phase 2: Identifying Opportunities  
June 2017 - December 2017
  - Phase 3: Setting Objectives  
January 2018 - June 2018
  - Phase 4: Implementing the Plan  
June 2018 - Ongoing

# 13 PSYCHOSOCIAL FACTORS

- Psychological Support
- Organizational Culture
- Clear Leadership & Expectations
- Civility & Respect
- Psychological Competencies & Requirements
- Protection of Physical Safety
- Growth & Development
- Recognition & Reward
- Involvement & Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection

# TOP PSYCHOSOCIAL FACTORS: GOS

1. Workload Management
2. Balance
3. Psychological Support
4. Psychological Protection
5. Clear Leadership and Expectations

# U OF R SASK SAFETY SURVEY

- *Physical Safety Climate Score*
- Target: 3.41 (maintain or increase annually)
- *Psychological Safety Climate Score*
- Target: 3.43 (maintain or increase annually)
- ❖ *Psychological Distress Score* – additional data points that identify key workplace stressors

# UFRED TRAINING VALIDATION PILOT

- The PSC has partnered with WorkSafe Sask, the University of Fredericton (UFRED), and the University of Regina (U of R) on a training validation project.
  - The U of R is leading the research.
- Government is participating in the pilot to validate two different training options:
  - Enhancing Workplace Resiliency; and,
  - Manager Certificate - Psychological Health and Safety in the Workplace.



# Questions

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# Thank You



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