Mental Health in the Workplace Panel

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Mental Health Awareness
From Stigma to Discussion at Orano Canada
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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Our Journey: Creating a Psychologically Healthy Workplace

2019 COMP INSTITUTE - Saskatoon, SK.
OUR JOURNEY:
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.
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

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

Bottom-Up Approach


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

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

Deputy Minister Council
- Approve Annual Strategic Plan
- Approve Policies and Programs
- Support Safety Champion
- Accountable for GOS Commitment to Health, Safety and Wellness

Public Service Commission
- Corporate Policy and Program Development
- Build and Roll-out of the Corporate Initiatives
- Quarterly Reporting on the Progress-to-Plan and Measures
- Support with Expertise and Advice

Safety Champion Council
- Draft Annual Strategic Plan
- Guide Policy and Program Development
- Champion Ministry Implementation of Plan Initiatives

Safety Champion Operational Committee
- Draft Annual Operational Plan (physical health and safety)
- Draft Plan Initiatives and Operationalize them within Ministry

Corporate Healthy Workplaces Steering Committee
- Draft Annual Operational Plan (psychological health and safety)
- Guide Plan Initiatives and Operationalize them within Ministry

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

Ministry Central Incident Resource
- Corporate OHS stats

Ministry Safety Professionals and Occupational Health Committees/Rep
- Internal resources to support ministry specific needs
## Corporate Health, Safety and Wellness Management System

<table>
<thead>
<tr>
<th>Management &amp; Leadership, Safety Commitment, Building Culture</th>
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<tbody>
<tr>
<td>Occupational Health &amp; Safety (“Foundational Pillars”)</td>
</tr>
<tr>
<td>Hazard Assessment and Controls</td>
</tr>
<tr>
<td>Inspections</td>
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<td>Investigations</td>
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<td>Emergency Response</td>
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<tr>
<th>Strategic and Operational Planning, Policies, Procedures, Guidelines</th>
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<td>Psychological Health &amp; Safety: (“Healthy Workplaces”)</td>
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<tr>
<td>Implement: “National Standard for Psychological Health &amp; Safety in the Workplace”</td>
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<tr>
<td>Employee and Family Assistance</td>
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<tr>
<td>Organizational Health &amp; Wellness (CISM, Consultation Services, Education)</td>
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| Medical Accommodation: (“Be at Work”)                              |
| Prevent Absenteeism                                               |
| Early Intervention                                                |
| Accommodation                                                     |
| Rehab / Re-employment for prolonged absence                      |

| Audits, Evaluations, Performance Measures, Corrective Action      |

| Education, Training, Awareness                                   |

| Workplace Responsibility System (Occupational Health Committees, Healthy Workplaces Committees, etc..) |

| Legislation, Standards, Codes of Practice, Collective Bargaining Agreements |

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`saskatchewan.ca`
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
• 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
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
Thank You