

PSYCHOLOGICAL HEALTH AND SAFETY PROGRAM SUMMARY

PSHSA's Psychological Health and Safety Program takes a focused approach to prevention, intervention and recovery designed to support worker well-being and decrease risk of work-related psychological injury/illness.



PREVENTION

Leadership Commitment & Participation

- Organizational Commitment
- PHS Policies & Program
- Workplace Party Roles & Responsibilities
- Recognition program for PHS

Risk Management

- Hazard Recognition, Assessment and Control for Organizational and Job Specific Psychological Hazards
- Procedures and Safe work plans
- Workplace Inspections for Psychological Hazards
- Incident reporting and investigation process for psychological incidents

Training and Education

- General MH Awareness Training (new workers and ongoing)
- Job specific MH training
- Advanced Mental Health training for workers and supervisors



INTERVENTION

Incident Response

- Incident response protocol for situations that may affect mental health

Worker Supports

- Program for pro-active worker well-being
- Community supports and treatment
- Employee and Family Assistance Program
- Psychological Benefits
- Specialized internal support

Supervisor Response

- Supervisors have the knowledge, skills and training to respond to signs and symptoms of mental ill health

Peer Support

- Peer supporters with shared workplace experiences are selected and trained
- A Peer Support program is developed and communicated to all workplace parties



RECOVERY

Post-Incident Response

- Self-screening tools are available and communicated to workers
- Informal and/or formal Incident debriefing processes are in place

Stay at Work & Return to Work After Injury

- Compensation process for mental health injury
- Training for all workplace parties on RTW roles and responsibilities
- Processes are in place to ensure job demands meet worker capacity

Evaluation and Continual Improvement

- PSHSA Psychological Audit Tool

For more information on the Psychological Health and Safety Program, please contact your Consultant or visit pshsa.ca/psychological