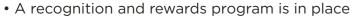# PSYCHOLOGICAL HEALTH AND SAFETY PROGRAM SUMMARY

PSHSA's psychological health and safety program is designed to provide tools and resources to workplaces in the broader public sector to support the creation and maintenance of a psychologically healthy and safe workplace. The program and supporting elements are designed to take an integrated approach and fit within a health and safety management system, using the Plan-Do-Check-Act (PDCA) cycle to promote continual improvement.

Leadership Commitment and Participation
- Senior leadership is committed to a psychologically healthy and safe workplace
- Workers participate in creating a psychologically healthy & safe climate
- A psychological health and safety policy is created & communicated
- A recognition and rewards program is in place

PREVENTION

Hazard Recognition and Control
- Organizational Psychosocial factors assessed
- Job Specific psychological factors are identified
- Job Demands are identified
- JHSC monthly inspections include psychological hazards
- Safe work plan and procedures are developed and communicated for job tasks at risk of causing psychological harm

Training and Education
- General Mental Health Awareness training provided
- Workplace-specific psychological health and safety training is provided on policies and procedures
- JHSC is trained on psychological health and safety
- Training provided specific to psychological hazards on the job
- Leaders are trained in roles and responsibilities for psychological health and safety

Prevention

Recovery

Intervention

INTERVENTION

Incident Reporting and Investigating
- Psychological incidents included in hazard and incident reporting
- Formal process in place for investigation of psychological incidents and injuries

Incident Response
- Serious incident plan developed and communicated
- Crisis response plan developed and communicated
- Supervisors respond appropriately to psychological incidents

Workplace Supports
- Community supports identified and communicated
- Employee and Family Assistance Program is in place
- On-site supports in place such as:
  - Peer Support program
  - Organizational psychologist

RECOVERY

Post-Incident Response
- Informal and/or formal de-briefing process developed and communicated
  - initiation of EFAP
  - initiation of Peer Support / other

Return to work and Stay at Work
- RTW/SAW process for psychological injury/illness is established and communicated
- Workplace stakeholders trained on R&R and RTW process
- Suitable work is identified and provided in-line with worker cognitive/psychological ability

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