2018

Appendix E

MAUREEN GRACE





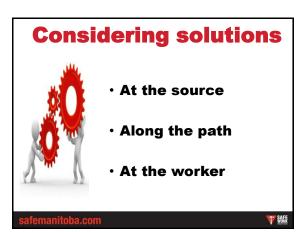


Mental Health Commission of Canada

- 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



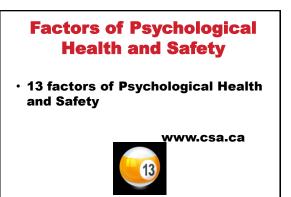
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Primary Prevention

 Psychologically Safe Workplace a workplace that promotes and protects employees' psychological well-being and safety





Psychological Safety Factors • Psychological Job Fit Clearly defined duties & leadership expectations • Employee involvement and influence Work Life balance Respect and civility Workload management Growth & development Survey • Employee recognition Psychological support and protection Organizational Culture **Engaged Employees** Physical safety

Steps

- Advisory Committee
- Project shared with 2 main JWS&H Committees
- **GM@W** survey **RRC** Ethics Committee
- Training sessions
- **Results reported to JWS&H** Committees
- Chosen factor to work on
- Working Group

Guarding Minds @ Work Survey

- Developed, well researched, anonymous, free
- Ethics Committee
- Concerns

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Training Sessions

- Half day
- Explained New Standard -**13 factors**
- Shared plans for the project
- Solicited interest
- 12 sessions approx. 150 participants (May – Sept.)

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GM@W Survey

- Develop parameters
- Write invitation letter
- Distributed early October 2016
 randomly to over 850 staff
- 2 weeks to complete
- 40% return rate

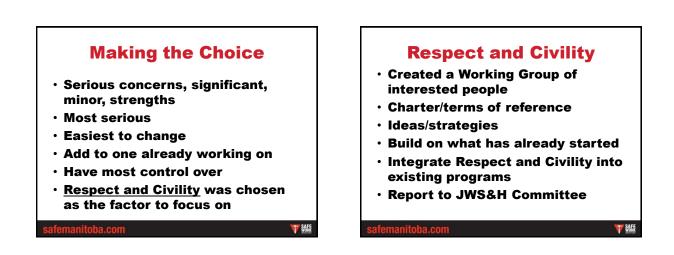
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Results

- Survey shows areas of strengths and concerns related to the 13 factors
- Results shared with JWS&H Committees and stakeholders
- JWS&H Committees decided on which factor to work on

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Learnings

- People want to be involved and to learn about "new" hazards
- The role and responsibilibies of the JWS&H Committees is not understood by everyone
- Process is important
- The JWS&HC is an existing vehicle to promote/advance safety and health

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Pros/Cons of JWS&H Committee as the Lead

Activity:

- 1. What are the strengths of your JWS&H Committee to lead the New Standard in your organization?
- 2. What would be a concern?

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Tips

- Get buy-in from leadership
- Use all your resources
- Get all stakeholders at the table
- Educate
- Know what you want to change
- Baby steps start small
- Remember it takes longer than you think

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Resources

- www.csa.ca
- www.guardingmindsatwork.ca
- www.workplacestrategiesformentalhealth.com
- www.mflohc.mb.ca
- www.winnipeg.cmha.ca and www.central.cmha.ca
- www.safemanitoba.com Mental Health Toolkit
- www.mherc.ca
- www.mentalhealthworks.ca
- www.mentalhealthcommission.ca/English/national-standard
- http://www.notmyselftoday.ca

femanitoba.com

Resources cont'd

- Mental Health Crisis Centre 204-940-1781
- Assembling the Pieces An Implementation Guide to the National Standard
- Workplace Education and Training: <u>www.vitallife.ca</u> <u>www.hamiltongraceandassociates.ca</u> or <u>maureengrace@shaw.ca</u> <u>www.mflohc.mb.ca</u>

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Thank You!

Kerilyn Zielinski kzielinski@rrc.ca 204-632-2596

Maureen Grace maureengrace@shaw.ca