



Psychological Health & Safety A Strategic Direction

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Overview

What is mental health?

According to the World Health Organization (WHO) mental health is defined as:

- *“a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to her or his community”*
- Mental health is an important contributing factor to an individual's *overall* health status. Mental health is not merely the absence of mental illness but rather a state of well-being.



Overview

The Standard

National Standard of Canada - Psychological Health and Safety in the Workplace

CAN/CSA-Z1003-13/BNQ 9700-803/2013



Overview

Costs To Society

- The cost of a disability leave for a mental illness is about double the cost of a leave due to a physical illness.
- A small proportion of all health care patients account for a disproportionately large share of health care costs. Patients with high mental health costs incur over 30% more costs than other high-cost patients.
- A growing body of international evidence demonstrates that promotion, prevention, and early intervention initiatives show positive returns on investment.



Challenges

Stigma

- 57% believe that the stigma associated with mental illness has been reduced compared to 5 years ago.
- 81% are more aware of mental health issues compared to 5 years ago.
- 70% believe attitudes about mental health issues have changed for the better compared to 5 years ago.

But stigma remains a significant barrier:



What is the relationship between mental health and work?

- In recent years there has been an increased awareness and understanding of the relationship between the workplace and mental health.
- The impact of mental health problems in the workplace has serious consequences not only for the individual but also for the productivity of the business enterprise.
 - Employee performance
 - Rates of illness,
 - Absenteeism,
 - Presentism
 - A contributing factor in safety related incidents and,
 - Staff turnover



Strategy – A Multi-Phase / Multi Year Approach

Throughout the literature review for this strategy there is a consensus:

- The research on the Mental Health has affirmed the scope and significance of the issue globally.
- That the research indicates a better general understanding of Mental Health.
- That although better understood than a decade ago, remains a largely misunderstood issue when it comes to proactive preventative social and business strategies to address it.



Strategy – A Multi-Phase / Multi Year Approach

Strategically the Saskatchewan WCB would see approaching the issue of Mental Health/ Psychological Health and Safety along three general lines of thought:

1. Awareness
2. Education
3. Events and Training

Multiple phases, tactics and timelines will be developed and rolled out and where advised be done using partnerships with subject matter experts and industry partners.



Strategy – A Multi-Phase / Multi Year Approach

Awareness

Acting on guidance from the literature and jurisdictional scans we will work to address the known lack of awareness and understanding of this issue through:

- Promotion and advocacy of the “CSA Z-1003-13 *Psychological Health and Safety in the Workplace*” as the benchmark standard or best practice on the topic and integrated in to all activities.



Strategy – A Multi-Phase / Multi Year Approach

Awareness

- Presentation of WorkSafe Co-branded downloadable resources;
- Development of a supporting WorkSafe communications plan; and
- Develop internet ads, broad based stakeholder email send out



Strategy – Where Are We At ?

Awareness

- WorkSafe Co-branded print / download resources are available for download free and through the WorkSafe Saskatchewan website.
- Development of a supporting WorkSafe communications plan is nearing completion and should be out by November 5th;
- Internet ads, broad based stakeholder email send out and other forms of marketing are developed and will be used to support our message.



Strategy – A Multi-Phase / Multi Year Approach

Education

- Identify, co-brand and make available multiple e-course selections for placement on the WorkSafe website;
- Develop new or re-use internet Ads;
- Broad based email stakeholder send out and press releases.

The strategy will include a focus on providing all deliverables in a cost effective manner for Saskatchewan workers and employers.



Strategy – Where Are We At ?

Education

- 5 Co-branded e-courses are now available for registration through the WorkSafe;
- The cost is free as part of our new seating agreement with our partners at CCOHS;
- WorkSafe presented speakers on Psychological Health and Safety during the 2017 Comp Inst event;
- WorkSafe hosted a workshop facilitated by CCOHS on Psychological Health and Safety in March of 2017



Strategy – A Multi-Phase / Multi Year Approach

Events and Training

- Develop a free standing WorkSafe branded event on the subject of Mental Health for Saskatchewan.
- Develop a supporting event partnership to include:
 - Mental Health Commission of Canada (MHCC)
 - Canadian Mental Health Commission (CMHC)
 - Canadian Center for Occupational Health and Safety (CCOH&S)
 - U Fred
 - Industry and Employer partners.



Strategy – Where Are We Today

Events and Training

- Develop a free standing WorkSafe branded event on the subject of Mental Health for Saskatchewan.
- Develop a supporting event partnership to include:
 - University of Fredericton
 - Canadian Mental Health Commission (CMHA)
 - Canadian Center for Occupational Health and Safety (CCOH&S)
 - Industry partners



Strategy – Where Are We ?

Events and Training

- We are in the process of finalizing the development of our first large scale learning event for the fall of 2018.
- The event is planned for December 6th at TCU in Saskatoon.

This event will bring together National and Provincial subject matter experts, industry leaders and employers interested in the path to improved mental / psychological health and safety.

Registration for this event is free and we really hope some of you can join us.





Psychological Injuries

How WCB Manages These Claims

Shelly McFadden
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Saskatchewan WCB



Physical Injury VS Psychological Injury

How are they Managed Differently?



Legislation Change

- Proclaimed Dec 20, 2016. Retroactive application
- SWCB did have a policy and program for psychological injuries
- “presumption” added



Presumption Clause

“Presumption of psychological injury

– 28.1(1) In this section:

(a) ‘**psychological injury**’ means a psychological injury, including post-traumatic stress disorder, as described in the edition of the Diagnostic and Statistical Manual of Mental Disorders published by the American Psychiatric Association that is prescribed in the regulations;

(b) ‘**worker**’ means a person who works and:

(i) is exposed to a traumatic event; or

(ii) is in an occupation that is prescribed in the regulations.

(2) Unless the contrary is proven, if a worker or former worker is diagnosed with a psychological injury by a psychiatrist or psychologist, that injury is presumed to be an injury that arose out of and in the course of the worker’s employment.”

Impact on Program

CHALLENGE

- Provide more comprehensive and timely coverage for psychological injuries without unduly increasing costs. (should these costs be covered by the public health system or the WCB program).



Policy

“..presumed to be an injury that arose out of and in the course of the workers’ employment when all of the following criteria are met:”

- The worker is, or the former worker was, exposed to a traumatic event
- The traumatic event arose out of and in the course of employment
- The traumatic event has caused the worker or former worker to suffer a psychological disorder that is diagnosed in accordance with the DSM, and
- The psychological disorder is diagnosed by a psychologist or psychiatrist licensed to practice and make diagnoses.”



Key Concepts

Traumatic event:

a single or series of events or incidents that arose out of and in the course of employment that may result in a psychological injury

- Direct exposure to actual or threatened death or serious injury to worker/others.
- An event or series of events that are specific or sudden and generally accepted from a public perspective as being unusually shocking or horrific.
- Workload or work related interpersonal incidents that are excessive and unusual in comparison to pressures and tensions experienced in normal employment. These must be beyond the normal scope of maintaining employment from a public perspective.



Process/Practice

- Acute situations (single event) can be dealt with as before
 - (eg – held up at gunpoint at work, immediate treatment sought, typically short term affect)
- Series of events – more background typically required
 - Mental Health assessment (eg - pre existing conditions, etc)
 - DSM V diagnosis confirmed
 - Guide appropriate approach to RTW

Process/Practice Challenges

- Access to Mental Health Assessments delays adjudication
 - Pay for treatment prior to adjudication
- Assessing situations where presumption can be rebutted

“Rebuttals”

- Incident didn't cause disorder
- Incident didn't arise at work
- Workload or interpersonal incidents not considered traumatic compared to normal
- Incident did not escalate to be “threatening”
- Incidents are result of voluntary personal relationships within workplace



What We Have Heard From Our Customers....



On the Horizon...





Thank you

Questions?





Zero Injuries. Zero Fatalities. Zero Suffering.

