

PHS community of practice resource sheet – Ian Lewis

Instructions:

- In each row, circle where your organization is at – choose the best fit
- Add up total score in each row and divide by 5

	Minimum / compliance (1)	Early stages (2)	Leading practices (3)	Score
Who	Isolated people in org “off the side of their desk”	“Out of scope” team tasked with psychological health & safety (PHS) No or very little OHC awareness	Senior management takes responsibility, delegates w/ accountability, tracks key metrics Employee participation in PHS	
Company messaging	Absent	Awareness days, passive promotion of company resources “Take care of yourself”	People matter more than production and your [psychological] well-being is a priority. Invite dialogue about working conditions.	
Services	+/- passive benefits (EAP, health benefits, sick time, disability benefits)	Mental health aware RTW coordination Targeted mental health benefits Flexible work policy	Stay @ work/RTW accommodations Employee resource groups Peer support program (app, MHFA, etc.)	
Education	None or passive	Mental health awareness during workday Little training in leadership One-off education not integrated into business practices (low benefit)	Training leaders in leadership & PHS Leadership accountability for PHS (including harassment, leadership quality, communication, etc.) Employee training in hazardous tasks	
Policies & practices	Legislative compliance for violence and harassment with little monitoring	Data awareness Reactive response to PHS hazards Employee experience feedback without strategic management action.	PHS policy statement & strategy w/ objectives Tracking and using pertinent data including employee experience @ work PHS hazard identification & control program Compliance to National Standard	
Total score divided by 5				

Resources:

[CMHA Takeaways](#) – an inventory to start from

Centre for Addictions and Mental Health PHS [Leadership Playbook](#)

FlourishDx:

- [Psych Health and Safety Podcast](#) where Ian talks with Catherine Wilcox on their mental health journey at Translink.
- [Psych Health and Safety Podcast](#) where Ian talks with Leora Hornstein on their mental health journey at Cenovus.
- [Workplace maturity assessment](#)
- 20 minute presentation by [Air New Zealand](#) on their PHS journey

Deloitte guidance for organizations and [ROI from implementing the Standard](#).