



Your next step in psychological health and safety

De-mystifying and using strategy

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Poll





Round table

1. What is your name / org?
2. What do the poll results say to you?



PHS & ladders

- You can't jump rungs
- There may be rungs missing you need to create or get help to create.

PHS Maturity self-assessment

| | Minimum / compliance (1) | Early stages (2) | Leading practices (3) |
|----------------------|---|---|---|
| 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 |




Your next steps

- Assess maturity (poll)
- Inventory: what do you have?
- Where are the gaps?
- Where is our momentum?
- What are the barriers?
- What is the next logical step?
- Set goals and re-evaluation date.



Getting help continuum

- Way finding (pre-contemplative, contemplative)
 - Ad hoc support (education/training, inspirational talks)
 - Professional consultant or employee accountable for specific deliverables.
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Thank you!

Happy to connect

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