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Performance Management

Thanks to those that attended Dr. Samra's Webinar on Tuesday, March 17th. We had great turnout and engagement, with over 125 attendees, followed by lively and engaging dialogue in a more intimate office hours setting.

*If you missed the session, you can access it at our PH&S Community of Practice Page below. WorkSafe Saskatchewan also has special discounts on all MyWorkplaceHealth e-Learning programs for Saskatchewan workers and workplaces with **67% off certificate programs** and **33% off single courses** automatically applied at checkout.*

[PH&S Community of Practice Page](#)

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Performance Management Q&A

Question: *How should a workplace manage an employee who cannot perform effectively and uses psychological issues as an excuse for poor performance?*

Answer: Within any workplace or employment setting, contractual obligations exist where an employee is expected to effectively perform a set of tasks/roles/responsibilities in exchange for monetary compensation. When performance is not effective, regardless of the reasons or perceived "excuses," the role of the

away from assumptions and labels, such as “psychological health issues are being used as an excuse for not showing up on time” and instead focus on behaviours. For example, ask, “Your role requires you to be on site and shift-ready by 8:25 a.m. How can we ensure this happens moving forward?”

Resources:

- Performance management:
workplacestrategiesformentalhealth.com/topicsearch?searchstring=Performance&page=0&pagesize=10
- Problem solving and conflict management: worksafesask.ca/resources/psych-health-safety-resource-centre/psychologically-safe-leadership/problem-solving-and-conflict-management/
- Task Improvement Worksheet:
workplacestrategiesformentalhealth.com/resources/Task-improvement-worksheet

Submit your Performance Management Questions Here for Dr. Joti Samra

Upcoming Community of Practice Sessions

June 16, 2026 | 10 - 11:30am

- Topic: **Return to Work**
- Office hours: 11:30am-12:30pm

September 22, 2026 | 10 - 11:30am

- Topic: **Psychologically Safe Leadership**
- Office hours: 11:30am-12:30pm

December 9, 2026 | 10-11:30am

- Topic: **Psychological Health & Safety for Small Businesses / Teams**
- Office hours: 11:30am-12:30pm

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