

Executive Overview:

**The CSA/BNQ National Standard of Canada for
Psychological Health & Safety:
*From Awareness to Action***

Dr. Joti Samra, R. Psych.

CEO & Founder:

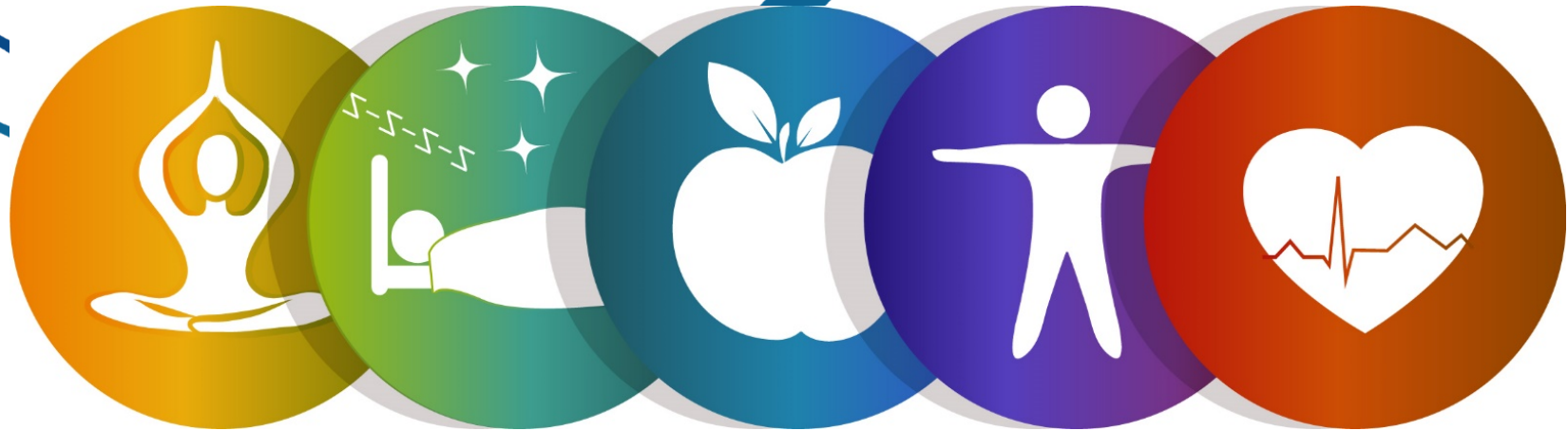
DrJotiSamra.com

MyWorkplaceHealth.com

*WORKSAFE SASKATCHEWAN: PSYCHOLOGICAL HEALTH & SAFETY IN THE WORKPLACE
DECEMBER 3, 2019*



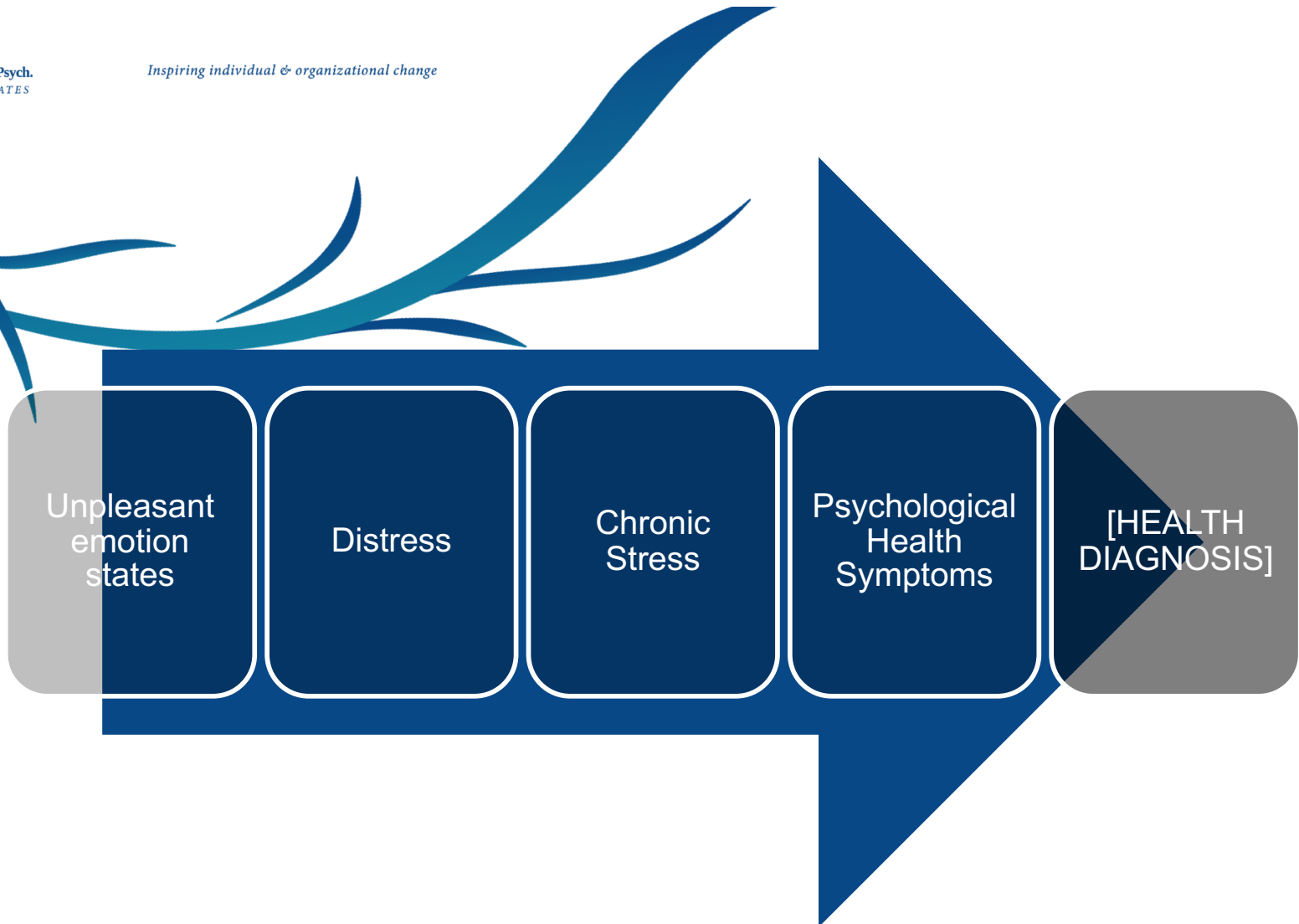




HEALTH:

“...a state of complete physical, mental & social well-being, and not merely the absence of disease or infirmity.”

- World Health Organization



Per annum...

1 out of 5 (*6.7 million*) Canadians will experience a psychological (or, mental) health issue or illness

...vs. 2.2 million Type 2 diabetes & 1.4 million heart disease

World Health Organization: depression = leading cause of disability **worldwide**

... pre-2017, second only to heart disease



Dr. Joti Samra, R. Psych.
& ASSOCIATES

Inspiring individual & organizational change

***Love & work are the
cornerstones of our
humanness.”***

~ Sigmund Freud

Nhat Hanh





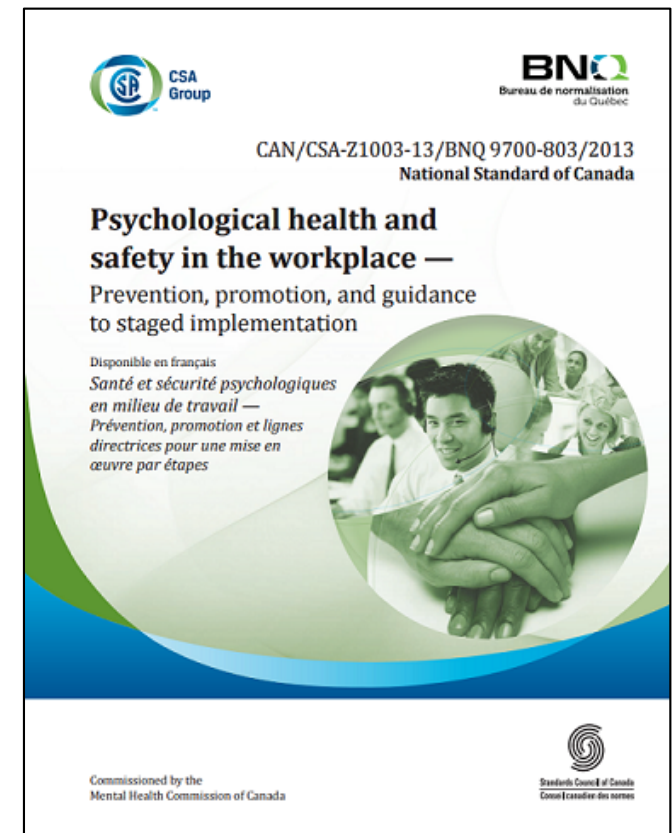
**Assess, Address &
Evaluate
Organizational
Practices**

**Employee
Well-Being**

Organizational Functioning
(National Standard / 13
Psychosocial Factors)

National Standard of Canada for PH&S (CSA Z1003)

“A PSYCHOLOGICALLY HEALTHY & SAFE WORKPLACE is one that promotes employees’ psychological well-being and allows no harm to employee mental health in negligent, reckless or intentional ways.”







Promotion of PH&S

- Outlines the responsibility of organizations to **set expectations and requirements** for those in leadership positions to ***“prevent psychological harm, promote PH&S of workers, and address problems related to PH&S”***

Training of PH&S Skills

- Outlines the responsibility of organizations to ***“provide accessible coaching and supports as required”***, and to **assess and address PH&S skills** of those in leadership roles



Assess → Address → Evaluate

Psychological
Support

Organizational
Culture

Clear
Leadership &
Expectations

Civility &
Respect

Psychological
Job Fit

Growth &
Development

Recognition &
Reward

Involvement &
Influence

Workload
Management

Engagement

Balance

Psychological
Protection

Protection of
Physical
Safety

(Other
Chronic
Stressors)





Organizational Assessment of Work Environment (structured review)



Psychologically Safe Leadership (people leaders)

Building Stronger Teams
Supporting Effective Team Leaders



Enhancement of Psychological Resiliency (all)





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FREE RESOURCES:

<https://linktr.ee/myworkplacehealth>