PSYCHOLOGICAL HEALTH & SAFETY in the Workplace Strategy
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Message from the Chief Operating Officer

Awareness of psychological health and safety in the workplace is growing – and rightly so. For too long, physical injuries were the only measure of a workplace’s safety. We now recognize and accept that a worker’s psychological health and safety is just as important. Chronic workplace stressors can lead to just as much pain, suffering and cost as a broken arm or slipped disc – sometimes more.

On a societal level, the impact of mental health issues at work is staggering. In a typical week, 500,000 Canadians are not able to work due to psychological issues, according to the Mental Health Commission of Canada. The economic cost is also enormous – annual workplace losses due to mental health issues are estimated to be $20 billion.

Employers have as much influence on the psychological health and safety of their employees as they do on physical safety and health. With our strategy, we’re aiming to help employers improve psychological health and safety in our province’s workplaces, prevent and reduce psychological injury to workers and enhance the culture of workplace safety to include psychological health. We’ll only meet our goals if everyone in the workplace gets involved – employers, supervisors, workers, and safety and health committee members.

We’re using the National Standard for Psychological Health and Safety in the Workplace (the Standard) as our guide. The Standard defines a psychologically healthy and safe workplace as one that “promotes psychological well-being and that actively works to prevent harm to worker psychological health, including in negligent, reckless or intentional ways.”

You’ll find more details of our plan in the pages to follow, along with stories of employers at various stages of psychological health and safety development. You’ll read about the Royal Canadian Mint and the effect of its psychological health and safety efforts on one young worker’s health; a paramedic’s struggle with post-traumatic stress disorder and how he emerged from it to teach paramedics in training; and FWS Group’s early steps devising a psychological health and safety strategy with an emphasis on harassment and violence prevention.

We look forward to rolling up our sleeves to tackle this issue with our community safety partners. We’ve always said it – the goal is for all workers to go home safe at the end of the work day. That doesn’t only mean with all limbs intact. It also means feeling psychologically healthy and safe.

Jamie Hall
Chief Operating Officer
SAFE Work Manitoba
Executive Summary

SAFE Work Manitoba has developed the Psychological Health and Safety in the Workplace Strategy. With the National Standard for Psychological Health and Safety in the Workplace (the Standard) as its guide, this strategy aims to:

1. Improve psychological health and safety in Manitoba workplaces
2. Prevent and reduce workplace psychological injury and illness
3. Enhance the culture of workplace safety and health to include psychological health

This strategy rests on the following pillars:

**Partnership** – Manitoba has many services in place to help workplaces prevent psychological injury and illness. In carrying out this strategy, SAFE Work Manitoba is committed to working with industry- and community-based safety programs and community service organizations, such as the Manitoba Federation of Labour Occupational Health Centre (OHC) and the Canadian Mental Health Association (CMHA). SAFE Work Manitoba also coordinates its efforts with the Canada Labour Program, Workplace Safety and Health Branch, Workers Compensation Board (WCB) of Manitoba and other government bodies.

**Occupational health and safety framework** – The strategy is based on an occupational health and safety framework that includes identification of workplace hazards, risk reduction and corrective action to address incidents. SAFE Work Manitoba will use the framework provided by the Standard.
Developing the Strategy
To ensure this strategy meets the needs of Manitobans, SAFE Work Manitoba worked with a coalition of stakeholders, consulted an advisory group and met with representatives of workplaces (private, public and high-risk occupations), community service organizations, safety organizations and labour groups to gather insights and suggestions. To support co-ordination, SAFE Work Manitoba consulted with the Workplace Safety and Health Branch, Canada Labour Program and Workers Compensation Board of Manitoba.

Thank you to all who contributed. Your valuable insights will continue to guide the strategy as it is implemented.

The Standard
The National Standard for Psychological Health and Safety in the Workplace (the Standard) is a set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work. Launched in 2013, it is the first of its kind in the world. To learn more, and to download the Standard and implementation handbook, visit: http://www.mentalhealthcommission.ca/English/national-standard.

What is a psychologically healthy and safe workplace?
Workplace psychological health and safety is the consideration and management of factors within the control, responsibility or influence of the workplace that can contribute to the promotion or detriment of workers’ psychological health.

A psychologically healthy and safe workplace is defined by the Standard as “a workplace that promotes workers’ psychological well-being and actively works to prevent harm to worker psychological health, including in negligent, reckless or intentional ways.”

What is psychological or mental health?
A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

- National Standard for Psychological Health and Safety in the Workplace/World Health Organization
Psychosocial factors are elements that affect the way employees respond psychologically to work and working conditions, potentially causing psychological harm or promoting psychological wellness. The Standard outlines 13 of these factors.

1. Psychological Support
A work environment where co-workers and supervisors are supportive of employees’ psychological and mental health concerns, and respond appropriately as needed.
Examples: employee and family assistance programs, trauma response (debriefing, defusing, resiliency programs), training to help supervisors respond to mental health concerns, and mental health first aid training for staff.

2. Organizational Culture
A work environment characterized by trust, honesty and fairness.
Examples: conflict resolution mechanisms, team building events, values statements, diversity and equity programs.

3. Clear Leadership and Expectations
A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are changes coming.
Examples: clear job descriptions, accountability mechanisms, job performance feedback, regular communication between leadership and workers.

4. Civility and Respect
A work environment where employees are respectful and considerate in how they interact with one another, as well as with customers, clients and the public.
Examples: respectful workplace policy, conflict resolution mechanism.

The overall economic cost of mental illness in Canada is $51 billion/year; of this $20 billion stems from workplace losses.
- Mental Health Commission of Canada
5. Psychological Job Fit
A work environment where employees’ interpersonal and emotional competencies fit with the requirements of their position.
Examples: fitness-to-work reports, job demands analysis (including physical as well as psychological/cognitive demands).

6. Growth and Development
A work environment where employees receive encouragement and support in developing their interpersonal, emotional and job skills.
Examples: apprenticeship programs, progression maps, mentorship opportunities.

7. Recognition and Reward
A work environment where there is appropriate acknowledgment and appreciation of employees’ efforts in a fair and timely manner.
Examples: working safely awards, worker of the month recognition, regular job performance reviews.

8. Involvement and Influence
A work environment where employees are included in discussions about how their work is done and how important decisions are made.
Example: joint worker/management committees, input into safe work procedures, worker consultations on change.

9. Workload Management
A work environment where tasks and responsibilities can be accomplished successfully in the time available.
Examples: overtime maximums, reasonable work distribution and allocation.

10. Engagement
A work environment where employees feel connected to their work and are motivated to do their job well.
Examples: profit sharing, team goals, mission statement.

11. Work/Life Balance
A work environment where there is recognition of the need for balance among the demands of work, family and personal life.
Examples: flexible work-time, job-share programs.

12. Psychological Protection from Violence, Bullying and Harassment
A work environment where employees’ psychological safety is ensured.
Examples: harassment and violence prevention policies and training, mental health awareness (stereotype and stigma) training.

13. Protection of Physical Safety
A work environment where employees’ physical safety is ensured.
Examples: safety and health program; identification, elimination and control of hazards; and training for workers.
It’s OK not to be OK. That’s the message Phil La Riviere wishes everyone could adopt when it comes to psychological health and safety at work. As a Winnipeg paramedic for more than 12 years, he has dealt with more trauma than most can imagine. He points to a difficult call in April 2014 as the turning point towards post-traumatic stress disorder (PTSD).

“It was from that point that I started to get more and more withdrawn,” he says. “I was in a slow, downward spiral…I was just in a perpetual funk, sort of in a haze or on autopilot.”

After the call, which involved a fatal dog mauling, he began isolating himself from friends and family, making erratic decisions and finding himself unable to control his temper. Increasingly depressed, he even had thoughts of suicide.

Now an instructor at Red River College, he tries to give the young paramedics in his class as much preparation as he can, something he feels is needed across the board when it comes to paramedic training.

That thought is echoed by his wife, Jennifer Lundin, a paramedic who’s been heavily involved in promotion of mental health for those in her profession. “We’ve had so many physical improvements, with power stretchers and safety IV catheters, for example. But for the amount put into physical improvements, there hasn’t been the same focus on psychological improvements.”
That is starting to change. A local working group has been established, and the Paramedic Association of Canada is developing a standard specifically for paramedics, based on the National Standard for Psychological Health and Safety. A draft is scheduled to be completed in June 2017, with publication set for the summer of 2018.

Eric Glass, Administrative Director of the Paramedic Association of Manitoba, says it’s essential to address the consistent trauma that paramedics can face — it’s often not a single event that leads to PTSD. "When people see something graphic, they’re more likely to think they need help than when they experience chronic stress over time."

That was the case for La Riviere. He traces his issues not to a single call, but to the accumulated stress of dealing with a number of events going on in his personal life at the same time — working 12-hour shifts as a sleep-deprived father of a newborn and a two-year-old, while dealing with memories of earlier traumatic calls.

He did eventually find the help he needed, but only a year after that difficult call. Through an employee assistance program counsellor and then a psychologist, the PTSD diagnosis was confirmed. La Riviere began regular visits to a psychologist, incorporated yoga and mindfulness into his life, started on a low-dose anti-depressant, and generally makes sure he takes time to get out of the house and take part in activities he enjoys.

He doesn’t know if he could have avoided PTSD if there was greater awareness of the condition, but he likely would have recognized the symptoms sooner and looked for help earlier. He’s hopeful that improvements are imminent, particularly since the current generation of young paramedics is much more open to talking about mental health issues.

He says emphasizing the need for self-care is essential while paramedics are in training. Students may have a sense of what they’re getting into, but many aren’t prepared for just how tough it’ll be when they encounter difficult scenes in their work placements.

Both he and Lundin see the need for annual mental health checkups for paramedics, easy access to professional psychologists who have knowledge about the trauma faced by paramedics and greater education of paramedics’ families about recognizing the signs and symptoms of PTSD, anxiety and depression. “Help needs to be accessible by anybody and initiated by anyone,” says Lundin.

To that end, the Paramedic Association of Manitoba has partnered with Manitoba Public Insurance to offer a specialty paramedic licence plate. Partial proceeds will go towards a program in development by the Canadian Mental Health Association’s Winnipeg/Manitoba region specifically targeting paramedic mental health initiatives.

La Riviere, Lundin and Glass are all hopeful that the positive initiatives underway will have an impact. “I know from my colleagues, and from a number of our members, that people want to help each other,” says Glass. “The time of thinking I’ll just get over it is over.”
While the National Standard for Psychological Health and Safety in the Workplace is voluntary, prevention of workplace harassment and violence is a requirement of Manitoba safety and health legislation. Under the Workplace Safety and Health Regulation, employers must develop and implement a written policy to prevent harassment, post it in a conspicuous place and ensure that workers comply with it. They must also take corrective action if someone is harassed. The WSH Regulation also outlines the requirements of workplaces to assess the risk of violence to workers, and develop and implement a violence prevention policy.

For FWS Group, a construction and development services company headquartered in Winnipeg, updating its policies on harassment and violence was a logical first step to improving psychological health and safety among its workers. Dan Lenters, Manager, Health and Safety, says it was critical to comply with legislation but even more important to demonstrate that FWS Group cares about every aspect of workers’ health. “Our company has made such huge strides on the physical side. It’s time to start putting some of that emphasis on mental health issues.”

The company has occasionally dealt with psychological health and safety issues, including a rare bullying incident and some accommodations related to addiction. But FWS Group did not stop at what is required under the law. Considering the isolated nature of its field employees’ work, it was especially important that the company be prepared for the psychological effect of the working environment on employees. Field employees are typically away from home for long stretches, doing construction work for 10 hours a day and sharing a living space with a small group of co-workers. “I’d say we’re at a higher mental health risk,” says Elyse Lanouette, Health, Safety and Environment Co-ordinator. “It’s an environment where you have to fit in and, if you don’t, it can be a very lonely existence.”

The company has provided mental health awareness training to all of its front-line supervisors and is planning to offer it more widely to staff. “Recognizing the signs and symptoms is key to becoming more sensitive and aware of these issues,” says Lenters, stressing the need to focus on preventive measures.

Doug Henderson, Manager, Health and Safety, Agriculture Division, acknowledges policies on harassment and violence may have previously been breezed over in new workers’ orientation sessions, adding it may be a challenge to help the largely male workforce look at psychological workplace concerns with the same amount of empathy as physical ones. “Those attitudes will be hard to knock down. That “suck it up, buttercup” reaction has been around a long time.”

But with increased awareness and other efforts, Lenters, Henderson and Lanouette are all confident that change will happen. “It’ll be a culture shift, just like anything else,” says Lanouette. “After all, it used to be the case that people would laugh and say “you wear a hard hat?”

Doug Henderson and Elyse Lanouette
What is harassment?

According to the Workplace Safety and Health Regulation, harassment is defined as:

**Objectionable conduct** that creates a risk to the health of a worker – Objectionable means based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.

**Severe conduct** that adversely affects a worker’s psychological or physical well-being – Severe means it could reasonably cause a worker to be humiliated or intimidated, and is repeated or, in the case of a single occurrence, has a lasting, harmful effect on a worker.

**Conduct** includes a written or verbal comment, a physical act or gesture or display, or any combination of these.

What is violence?

Violence is the attempted or actual exercise of physical force against anyone, or any threatening statement or behaviour that gives a person reason to believe that physical force will be used against them.

Examples include:

- Threatening behaviour – shaking fists, destroying property or throwing objects
- Verbal or written threats – any expression of intent to inflict harm
- Physical/sexual attacks – includes hitting, shoving, spitting, pushing or kicking, or inciting a dog to attack

70% of Canadian employees report being concerned about the Psychological Health & Safety of their workplace.

14% don’t think their workplace is at all healthy or safe.

- Mental Health Commission of Canada
Driving to her job at the Royal Canadian Mint one morning, Echo Asher found herself having a crying spell for no particular reason. “I’d been struggling for a couple of months,” recalls Asher, a tour guide at the mint. “That day, I dropped my son off at daycare and then I couldn’t stop crying the whole way to work. I made it to the nurse’s door and I said, ‘I don’t know what’s wrong. I can’t stop crying.’ ” Asher found support through her workplace, which has brought in measures to meet the psychological health and safety needs of its employees. The staff nurse contacted Asher’s family doctor on her behalf and set in motion a plan that included therapy and medication for depression, along with a very short break from her job. It has her in better health today and speaking out on the importance of positive mental health practices at work − specifically, the adoption of recommendations outlined in the National Standard for Psychological Health and Safety in the Workplace.

The mint has more than 1,300 employees, including 380 in Winnipeg. The types of jobs performed vary greatly − making it that much more challenging to know where to begin with a program to address psychological health.

The idea for a psychological health in the workplace program was first raised by leadership at an annual employee meeting in the spring of 2015. The plan was to introduce a formal program in 2016, but employees at that meeting spoke out strongly about an urgent need to address workplace mental health. The mint responded, launching a two-year strategy called Starting the Conversation in the fall of 2015.

Jennifer Richardson, Director of Corporate Health, Safety and Environment, recalls feeling uncertain when faced with the idea of bringing in a program to reach all those employees. “It’s normal to feel overwhelmed and apprehensive when you’re first developing a program,” she says, adding that, in the beginning, it’s critical to maintain a sharp focus and capitalize on what’s already working.

Richardson kept the focus of the strategy sharp with a pair of what the mint calls “no regrets” moves − two actions that would be useful, regardless of what happened with the program down the road, and that could be implemented quickly while the foundation for an employee-led program was being constructed. For the mint, those “no regrets” moves were to:

- Provide mental health first aid training already available
- Make use of the existing Not Myself Today program

These early moves were well received across the organization. Mental health first aid training was given to 260 managers and first responders at the mint. The training, provided through a two-day workshop, teaches people how to recognize the signs and symptoms of mental health problems, provide initial help and offer guidance towards appropriate professional help.

The Not Myself Today program is offered through Partners for Mental Health. It provides organizations with a comprehensive toolkit made up of hands-on activities, tools and resources, along with ongoing support to encourage engagement among employees.

The mint established a mental health working group to help direct its strategy. The group consists of 11 employees who work in all areas and at all levels of the organization, including members of the mint’s safety and health committee. The group has led numerous activities aimed at increasing awareness of psychological health and safety in the workplace and reducing stigma. Its activities to date include:

- Offering informal “coffee chats” on the subject of psychological health during Mental Health Week and Mental Illness Awareness Week
- Leading group discussions using Not Myself Today materials
- Organizing promotional activities such as a “Stress Less Week” where employees share coping strategies on a central white board in the plant (and enter to win prizes)
- Equipping leaders with monthly mental health materials.
Measuring results
Implementing the program is just one step. The ability to measure the program’s success is also key. The mint did a baseline survey of employees shortly after the program’s launch; a follow-up survey found that 76 per cent of respondents saw an increase in psychological health awareness at work. Other methods of measuring success included participation at staff events, which was strong, and use of the mint’s employee and family assistance program, which saw an increase, including a spike just after the program was launched.

“The value of the investment is indisputable,” says Richardson, emphasizing that relatively small steps have resulted in major success. The mint spent just $6,800 in the first year of the program, excluding mental health first aid training. As well as seeing results from formal methods of measurement, anecdotes point to increased compassion and understanding. Conversations around mental health are more open and there’s less tolerance of stigma, meaning greater protection of workers from psychological harm.

Pamela Stanton, Occupational Health and Wellness Nurse in Winnipeg, is a key contact for the program, helping to turn employees towards available resources. She’s seen an uptick in inquiries related to psychological health and safety since the launch of the program. “It’s always been an issue. But I think some of the people who might not have been willing to talk about it are now coming in to see me and get the resources they need.”

Widespread impact
Asher says she’s proud of the way her employer has stepped up to address psychological health and safety in the workplace. And she’s seen huge differences in how her colleagues talk about psychological issues at work, noting the program has validated the idea that these issues are serious. Her willingness to speak up has encouraged her colleagues, and even friends and family, to talk openly about their own psychological health for the first time.

“I talk about it frankly… and other people are feeling good about being able to talk about it now, too,” she says. “It’s a road. We’ll get to the point where it’s part of everyday conversation.”

More information
For more information on mental health first aid training, visit www.mentalhealthfirstaid.ca. To learn more about Not Myself Today, including access to your own mental health toolkit, see www.notmyselftoday.ca.

### 10 TIPS FROM THE MINT
for developing a workplace psychological health strategy

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<th>1</th>
<th>Start small – get over the desire to do everything at once.</th>
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<td>2</td>
<td>Get buy-in from the top down and bottom up.</td>
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<td>3</td>
<td>Don’t expect perfection.</td>
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<td>4</td>
<td>Choose an established senior leader to act as the face of the campaign.</td>
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<td>5</td>
<td>Develop a focused strategy that speaks to the workplace’s needs and culture.</td>
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<td>6</td>
<td>Think about two things that can be done right away – what would they be and why?</td>
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<td>7</td>
<td>Stick to the strategy and don’t get derailed by negative feedback.</td>
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<td>8</td>
<td>Capitalize on what’s already in place, such as an existing occupational health and safety program or employee and family assistance program.</td>
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<td>9</td>
<td>Make use of existing communication tools – an employee newsletter, for example.</td>
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<td>10</td>
<td>Establish some baseline measures close to the official launch, so that you can measure the success of your program.</td>
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85% of people agree that workers with mental health conditions can be just as productive as other workers if they have access to the right supports.
- Ipsos Reid (2012) Depression at Work survey
TACTICS

Raise Awareness of Workplace Psychological Health and Safety

Why it matters

Psychological health and safety in the workplace is an emerging topic with which many are not familiar. Efforts to prevent psychological illness and injury, and provide protection from psychological hazards, are just as important as measures related to physical health. This strategy will help employers recognize how psychologically healthy and safe workplaces improve the bottom line. And workers will appreciate the importance of working in an environment that protects and promotes psychological health.

Raising awareness of psychological health and safety in the workplace will reinforce legislative requirements on workplace harassment and violence, and help employers ensure the safety, health and welfare of their workers. The National Standard on Psychological Health and Safety in the Workplace will help workplaces recognize expectations and opportunities to position themselves as leaders.

Tactics

• Use social media and traditional promotional materials (e.g., posters, brochures, radio spots) to promote positive workplace psychological health, as well as the Standard. Make psychological health and safety materials available through SAFE Work Manitoba venues, including trade shows and the SAFE Work on Wheels mobile unit.

• Partner with organizations that raise awareness of mental health stereotypes and stigma (such as the Mental Health Commission of Canada and the Canadian Mental Health Association) on national campaigns to support messaging and extend the psychological health and safety message. Stereotype and stigma are significant barriers to having workplace conversations about mental health; they prevent those who are struggling from reporting concerns and getting help, and keep those in leadership roles from providing support.

• Highlight leaders and leader stories through the SAFE Work Manitoba website, newsletters, awards, industry-based safety programs and other publications.

• Offer the Canadian Centre for Occupational Health and Safety’s (CCOHS) Psychologically Healthy Workplaces and Mental Health Awareness e-learning courses through the SAFE Work Manitoba website.
Develop Practical Tools and Resources for Workplaces

Why it matters
Employers that wish to move forward in creating psychologically healthy and safe workplaces require practical tools and resources to help them achieve their goals. Information on using health and safety programs to implement a psychologically healthy and safe workplace is scarce. However, there is an excess of information available on workplaces and mental health. Employers, workers and committees all need simple and practical tools.

Tactics
- Continue to expand the section on the SAFE Work Manitoba website that provides information related to workplace psychological health and safety.
- Support the development of templates and guides to help employers and committees build psychological health and safety into existing health and safety programs (create a “cheat sheet”) and update existing SAFE Work Manitoba course materials.
- Develop a “where to get assistance” guide that centralizes web-based information and directs Manitobans to clear supports and services.
Build the Capacity of Partners to Provide Services

Why it matters
Psychological health and safety is an emerging topic. Currently, services are fragmented and not widely developed. Expanding the expertise of safety and health organizations and leaders will allow them to more effectively help their members and provide services.

Tactics
- Communicate with the Canadian Mental Health Association, the Manitoba Federation of Labour Occupational Health Centre, industry-based safety programs, and other safety and health service providers to help them incorporate workplace psychological health and safety into their information and service offerings.
- Establish partnerships with individuals and organizations willing to offer consulting services to workplaces that intend to integrate the Standard into their safety and health programs; this tactic will include using the capacity of industry-based safety programs to reach employers by making SAFE Work Manitoba material available and encouraging them to engage in this topic with interested members.
- Work with partners (WCB Manitoba, industry-based safety programs, community groups and other providers) to build on existing training; co-ordinate and support the development of resources and training to allow organizations to implement the Standard. Training topics will include:
  - Psychological health and safety in the workplace – providing an overview of the Standard and guidance on its implementation
  - Mental health awareness – increasing understanding of mental health in order to support staff members and help challenge stereotypes
  - Trauma prevention and response – building resilience, and managing cumulative and traumatic stress
  - Harassment and violence – defining, preventing and responding to workplace harassment and violence.
• Support and enable the capacity of industry-based safety programs and other service partners to reach workplaces by:
  o assisting them with informing their members about this topic
  o making SAFE Work Manitoba materials available to them
  o co-ordinating training to help build expertise.
• Work with high-risk occupational groups to organize a knowledge exchange event that identifies best practices for prevention and post-vention.
• Work with the Manitoba Federation of Labour Occupational Health Centre, Canadian Mental Health Association and industry-based safety programs to support the development of leadership groups and/or communities of practice to assist workplaces and workplace stakeholders in learning from each other as they work towards implementation of the Standard.
• Work with insurance providers, employers and other stakeholders to identify the potential to evaluate and track workplace psychological health and safety, including practical means for employers to assess their progress.
• Develop a list of training options in the private and public sectors to which workplaces seeking assistance with mental health disabilities in the workplace can be directed. There are strong links among mental health issues, mental injury/illness, performance ability and accommodation.

Reporting Progress

SAFE Work Manitoba will report on the strategy’s progress annually, including tactics completed and data related to improvements in psychological health and safety in Manitoba workplaces. This information will be available at safeworkmanitoba.com.
Raise Awareness of Workplace Psychological Health and Safety

- Use social media and traditional promotional materials to promote positive workplace psychological health, as well as the Standard.
- Partner with organizations that raise awareness of mental health stereotypes and stigma to support messaging and extend the psychological health and safety message.
- Highlight leaders and leader stories through the SAFE Work Manitoba website, newsletters, awards, industry-based safety programs and other publications.
- Offer the Canadian Centre for Occupational Health and Safety’s (CCOHS) Psychologically Healthy Workplaces and Mental Health Awareness e-learning courses through the SAFE Work Manitoba website.

Develop Practical Tools and Resources for Workplaces

- Continue to expand the section on the SAFE Work Manitoba website that provides information related to workplace psychological health and safety.
- Support the development of templates and guides to help employers and committees build psychological health and safety into existing health and safety programs, and update existing SAFE Work Manitoba course materials.
- Develop a “where to get assistance” guide that centralizes web-based information and directs Manitobans to clear supports and services.
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- Work with insurance providers, employers and other stakeholders to identify the potential to evaluate and track workplace psychological health and safety.
- Develop a list of training options in the private and public sectors to which workplaces seeking assistance with mental health disabilities in the workplace can be directed.
Build the Capacity of Partners to Provide Services

- Communicate with safety and health service providers to help them incorporate workplace psychological health and safety into their information and service offerings.
- Establish partnerships with individuals and organizations willing to offer consulting services to workplaces that intend to integrate the Standard into their safety and health programs.
- Work with partners to build on existing training; co-ordinate and support the development of resources and training to allow organizations to implement the Standard. Training topics will include:
  - psychological health and safety in the workplace – an overview of the Standard
  - mental health awareness
  - trauma prevention and response
  - harassment and violence.