# A Quick Guide to the Standard for Psychological Health and Safety in the Workplace

### WHAT IS THE STANDARD?

The National Standard of Canada for Psychological Health and Safety in the Workplace (CAN/CSA/BNQ Z1003-13), known simply as "the Standard," provides a framework with guidelines to help organizations prevent harm and support mental wellbeing at work.

The Standard offers a step-by-step way to:



Find and remove hazards that pose a risk of psychological harm



Assess and manage risks that cannot be fully removed



Promote wellbeing through workplace practices



Build a respectful, supportive work culture

### WHY THIS MATTERS

In B.C. healthcare, psychological injuries are rising, yet they can be prevented. As a Joint Occupational Health and Safety Committee (JOHSC) member, you already play a key role in protecting physical safety and preventing injuries. Because psychological safety and physical safety are closely connected and equally important, understanding your role in putting the Standard into action helps you support both.



## Putting the Standard into practice can help organizations:

- Prevent injuries and illnesses
- Build trust, respect, and inclusion
- Improve staff engagement, retention, and recruitment
- Boost productivity, creativity, and innovation
- Strengthen teamwork and communication
- Reduce conflict and complaints
- Improve quality of care



### WHAT DOES THE STANDARD LOOK LIKE?

The Standard includes 8 key principles and 5 system factors. Together, they work to create a psychologically healthy and safe workplace.

8 KEY PRINCIPLES

Senior leaders must show a clear and ongoing commitment to creating and supporting a psychologically healthy and safe workplace

### Organizational Commitment

Drive lasting change - a leadership responsibility

#### Workplace Assessment

Collect data, feedback, and observations to find hazards, risks, and strengths The organization follows all laws and rules about psychological health and safety at work. This is the minimum requirement

The workplace should focus on awareness, prevention, and skills development for anyone responsible for managing work arrangements, processes, or people

### Worker Involvement

Engage and involve workers at all levels to shape a healthy workplace

## 5 SYSTEM FACTORS

Create and carry out policies and programs that address needs

Planning and

Implementation

All workers and representatives are expected to take an active role in supporting psychological health and safety

The workplace should be built on respectful relationships between leaders, and workers

### Evaluation and Continuous Improvement

Check results and adjust strategies

Organizational decisions must consider psychological health and safety in the process

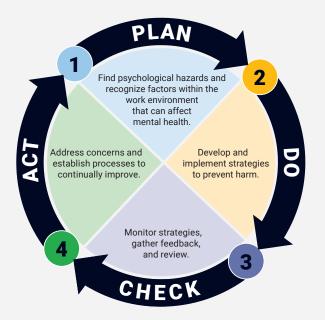
Everyone is responsible for their own health and behaviour at work

Psychological health and safety is a shared responsibility between leaders, supervisors, workers, and worker representatives



### **HOW DOES THE STANDARD WORK?**

The Standard provides a structured framework for organizations, using the Plan-Do-Check-Act cycle, a simple, well-known method in health and safety that guides continuous improvement.





### WHAT CAN YOUR JOHSC DO?

Your JOHSC plays a key role in supporting the creation and sustainment of a psychologically healthy and safe workplace.



### **START HERE**

Here are some ways you can treat psychological health and safety with the same importance as physical health and safety:

- Review related policies and procedures and how they connect to your role as a JOHSC
- Talk about psychological health and safety at your monthly JOHSC meeting
- Connect physical and psychosocial hazards they often influence each other
- Include psychological health and safety in your JOHSC activities, such as inspections, assessments, investigations, and data collection reviews
- Model respectful, supportive, and inclusive behaviour in your interactions
- Share this guide with new committee members and use it to start conversations



### **KEEP LEARNING**

#### Continue to build your knowledge by:

- Exploring mental health training options, such as Mental Health First Aid
- Taking a deeper dive into the Standard, available for free download
- Reviewing your organization's Equity, Diversity, and Inclusion, and Indigenous Cultural Safety resources



### **TAKE ACTION**

**REFLECTION:** What's one way your JOHSC members could support improving psychological health and safety in your workplace this month?

**ACTION:** Add a psychological health and safety topic to your next JOHSC meeting agenda.