

Frequently Asked Questions – PHS Toolkit for JOHSCs Pilot: Tier 1

1. What is the Psychological Health and Safety (PHS) Toolkit for Joint Occupational Health and Safety Committees (JOHSC) Tier 1 Pilot?

The PHS Toolkit for JOHSCs pilot is focused on testing new PHS resources and tools by committees in the health sector. PHS is a growing issue for health workers. JOHSCs are key to creating safer and healthier workplaces.

This pilot will run from January to March 2026. JOHSCs are invited to test practical resources that support PHS in workplaces and provide their feedback. The pilot is about testing, learning, and improving the tools together. It does not mean these resources will automatically go live. We'll review committee feedback and make changes before any broader rollout.

2. What do you mean by Tier 1 pilot and how do you know this is the right starting point?

Tier 1 resources and tools are meant to be foundational information and supports for JOHSCs to build awareness and understanding of PHS. These resources will help create a common language and shared understanding of PHS across committees and align with what we heard from committee members.

We created Tier 1 resources first based on feedback from JOHSCs. SWITCH BC engaged with health sector JOHSCs from July to November 2025. We learned that while many committees are interested in PHS, they are often not familiar with PHS, the CSA Standard, or their role in it. Committees asked for resources that are simple, clear, easy to use, fit into regular meetings, and are available in different formats.

3. What's the difference between Tier 1 and Tier 2 PHS resources and tools?

Tier 1 resources and tools are foundational. They are designed to be quick and easy to use during regular JOHSC meetings or as reference materials.

Tier 2 tools are more advanced and help committees put PHS ideas into action. These tools may need extra support to use effectively, such as guidance before a pilot, feedback on each tool, and possibly small group discussions.

4. What specific PHS resources and tools are included in Tier 1? What is coming in Tier 2?

Tier 1 (Foundational resources and tools):

- What is Psychological Health and Safety
- Psychological Health and Safety Definitions
- Quick Guide to the Standard for Psychological Health and Safety in the Workplace

- The Role of Joint Occupational Health and Safety Committees (JOHSCs) in Psychological Health and Safety (PHS)
- Henry the Fish and the Tank: JOHSC's Role in Psychological Health and Safety
- Healthcare Workplaces: Factors Influencing Psychological Health and Safety -In
- JOHSC PHS Check In
- Discussion Guides (DGs) – select number available as a prototype
- Scenario videos to support Discussion Guides

Tier 2 (Application tools) – *to be finalized and tested after Tier 1 pilot.*

- Risk and Hazard Assessment Guide
- Hazard Identification Guide and Tool
- Inspection Guide and Tool
- Recommendation Development Guide

5. When will the Tier 2 tools be available to pilot?

Tier 2 tools need more preparation and support. We will share more information in spring 2026, and plan to start the Tier 2 pilot in summer 2026. Committees must take part in the Tier 1 pilot before joining Tier 2.

6. What do we need to do as part of the pilot for Tier 1?

- Confirm you wish to participate and are willing to provide feedback on Tier 1 resources and tools.
- Use Tier 1 resources. Complete the evaluation questionnaire(s) by March 31, 2026 or sooner.

7. Do we have to use all the Tier 1 tools?

No. Committees are not expected to use all Tier 1 tools. The pilot is flexible, and you can choose the resources that best fit your committee's interests and meeting times.

Most committees will realistically try 2 to 4 tools during the pilot. The goal is quality feedback, not quantity.

8. How do we choose which Tier 1 tools to test?

Your committee can select whichever tools feel most relevant. The digital toolkit is organized in a logical learning flow that builds awareness and understanding step-by-step, but you do not need to follow it in order.

You can:

- choose resources that align with psychosocial factors your committee is already discussing
- try resources or tools that fit within available meeting time
- select the foundational, bite-sized materials to get started, then explore more if time allows

You're in control of what, when, and how many tools you try.

9. Will our feedback be anonymous?

Yes. All evaluation responses are confidential and reported in aggregate. Individual names, committee member details, or site-identifying information will not be shared with employers, unions, or other groups.

We want committees to feel safe giving honest feedback, positive, constructive, or critical.

10. How will our feedback be used?

Your feedback will help us make these resources practical, meaningful, and easy to use, and fine tune them before broader rollout. Additionally, depending on what JOHSCs indicate, we might learn about additional future PHS supports that JOHSCs need.

11. How do we submit our evaluations, and can multiple people submit feedback?

Committees will be provided with a link to an evaluation questionnaire. You can choose how you want to provide feedback. JOHSCs can choose if they would like to submit one overall questionnaire providing feedback on all the resources tested or submit a questionnaire per resource or tool.

You can also:

- submit one collective evaluation on behalf of your whole JOHSC, or
- have multiple members submit individual evaluations

Each completed evaluation counts as one prize-draw entry, so multiple submissions from the same committee are welcome. Evaluations can be submitted at any time during the pilot period, and we recommend submitting shortly after viewing the resources.

12. I heard there are prizes?

Yes! Each completed evaluation questionnaire enters your committee into a prize draw. The more questionnaires you complete, the more chances you have to win. Committees can submit just one evaluation or several, depending on how many resources or tools they choose to test. Each completed feedback form counts as one entry.

13. How much time will this take?

It depends on how many resources your JOHSC chooses to test and provide feedback on. Our goal was to create bite-sized resources that can be used during committee meetings or as reference materials.

The digital toolkit format follows a logical learning flow designed to build awareness and understanding of PHS. However, your committee can choose which resources you want to try, and how many. There is no requirement to work through everything or to follow the toolkit in order. Select whatever best fits your committee's needs and meeting time.

To help committees plan:

- Most Tier 1 tools take about 5 to 15 minutes to review.
- Most committees will realistically be able to test 2 to 4 resources during the pilot.

14. Is our time paid for?

JOHSC committee time is paid time. One of the goals of the pilot is to ensure the tools and resources can be used during existing JOHSC meetings. Participation in the Tier 1 pilot is voluntary, and we encourage committees to incorporate

review of resources into existing JOHSC meetings wherever possible. There will not be any additional payment for this pilot.

15. What happens after the Tier 1 pilot ends?

After the pilot closes, SWITCH BC will:

- review and analyze all feedback
- refine and improve the Tier 1 tools
- share overall themes and updates with participating JOHSCs
- finalize or update versions of the Tier 1 tools and share them publicly on our website.

We will also be preparing for the Tier 2 “application tools” pilot.

16. Who do we contact for help?

Email phs@switchbc.ca for questions or support.