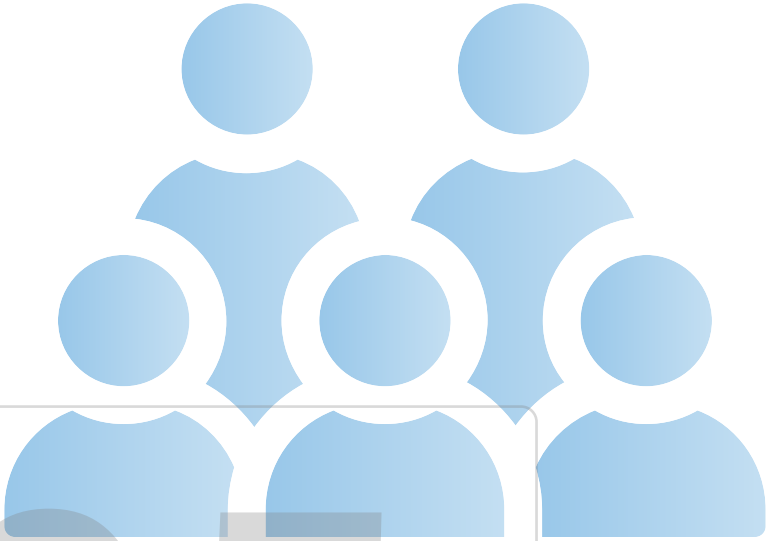
SYSTEM MANAGEMENT

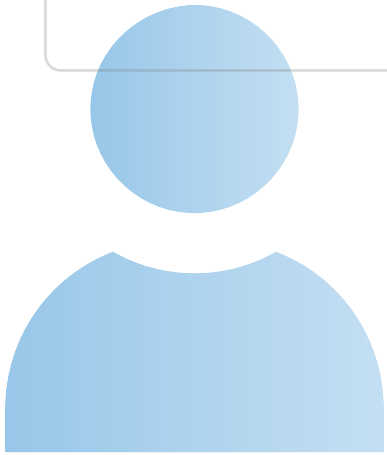
(Psychosocial Hazard Focus)

This is JOHSCs focus - identifying risks and hazards and recommending controls, just like you do for physical risks and hazards.

- Look for workplace conditions and day-to-day activities that could create risks or affect people's mental health and wellbeing.
- Use inspections, investigations, and regular reviews to identify where risks show up. As well as where things are working well or could be improved.
- Recommend practical actions that help reduce risks and improve psychological health and safety across the workplace.
- Promote psychological health and safety through all interactions within the worksite.
- Bring forth concerns and feedback raised by colleagues.



PILOT



INDIVIDUAL SUPPORT

(Mental Health Focus)

This is important work, usually led by Human Resources, psychological health and safety and/or wellbeing programs, and leadership.

- Help individual workers cope with stress.
- Provide extended health benefits, Employee and Family Assistance Programs (EFAP), and Mental Health First Aid.
- This does not mean providing counseling or therapy unless qualified to do provide such services.
- Provide training on resilience and stress management skills.
- Make accommodations for mental health injuries and illnesses.