

Who does what in PHS?

Supporting workplace psychological health and safety is a team effort. Here is where JOHSCs and other health roles work collaboratively in organizations.

	JOHSC Members	Managers/Supervisors	Human Resources/PHS programs/ Workplace Health and Safety programs	Workers
Primary Role in Psychological Health and Safety (PHS)	<ul style="list-style-type: none"> Identify system patterns Support risk assessments and incident investigations Make recommendations to the employer 	<ul style="list-style-type: none"> Implement controls Manage team conditions Respond to concerns 	<ul style="list-style-type: none"> Provide programs Coordinate initiatives Manage accommodations 	<ul style="list-style-type: none"> Report concerns, participate in solutions Use available supports
Areas of Responsibility	<ul style="list-style-type: none"> Site-level Cross-unit Organizational patterns 	<ul style="list-style-type: none"> Team-level Operational Unit-specific implementation 	<ul style="list-style-type: none"> Organization-wide programs and policies 	<ul style="list-style-type: none"> Individual experience and needs
Decision making or scope of influence	<ul style="list-style-type: none"> Advisory (recommend to the employer) 	<ul style="list-style-type: none"> Decision-making (within a health authority/organization) 	<ul style="list-style-type: none"> Program design and coordination 	<ul style="list-style-type: none"> Voice concerns Participate when consulted
Response and reaction time	<ul style="list-style-type: none"> Pattern recognition over weeks/months 	<ul style="list-style-type: none"> Real-time response Prevention 	<ul style="list-style-type: none"> Long-term and strategic 	<ul style="list-style-type: none"> Day-to-day
Key Question	<i>"Is this a system issue affecting multiple workers?"</i>	<i>"How do I address this in my team now and prevent recurrence?"</i>	<i>"What programs support workforce PHS?"</i>	<i>"Am I safe and supported here?"</i>
Example Actions	<ul style="list-style-type: none"> Inspect for hazards Investigate incidents Recommend changes 	<ul style="list-style-type: none"> Adjust schedules Distribute workload Provide feedback and support Investigate incidents Ensure worker safety Advocate for team PHS, health and safety, etc. 	<ul style="list-style-type: none"> Coordinate training Manage benefits and Employee and Family Assistance Program (EFAP) Develop PHS policies, procedures, resources, respect at work, bullying and harassment, return to work, etc. Support JOHSCs and leadership 	<ul style="list-style-type: none"> Use EFAP Participate in surveys Report hazards to supervisor/JOHSC Report incidents Voice concerns, etc.
Not Their Role	<ul style="list-style-type: none"> Individual performance management Clinical diagnosis or treatment Implementing controls 	<ul style="list-style-type: none"> JOHSC hazard identification processes Organizational policy development 	<ul style="list-style-type: none"> JOHSC functions Line management decisions 	<ul style="list-style-type: none"> Investigating incidents Making system recommendations

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