

Contact Universal HR

One of the ways to make it possible to achieve HR efficiency and workforce management is through outsourcing HR functions



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Resources

The National Standard

- CSA Z1003 Psychological Health & Safety in the Workplace provides a framework for addressing mental injury and harm prevention
 - <https://www.csagroup.org/article/spe-z1003-implementation-handbook/>
- Voluntary standard is available at no cost
- Systematic approach to address workplace factors that affect psychological health & safety
- Focuses on workplace practices & processes not individual health issues
- Tailored to the needs & existing resources of each workplace
- Developed by employer/worker/regulator and subject

Resources

- **Ottawa Public Health**
- **The Mental Health Commission of Canada's (MHCC)**
- **Canadian Centre for Occupational Health and Safety (CCOHS)**

- **Guarding Minds at Work**
 - Guarding Minds at Work, A unique and free comprehensive set of online resources to help employers - large or small, in the public or private sector, designed to assess, protect and promote psychological health and safety in the workplace.
<https://www.guardingmindsatwork.ca/>

- **Workplace Strategies for Mental Health Website**

The Great-West Life Centre for Mental Health in the Workplace

Resources

WorkSafe Saskatchewan - Online Courses

WorkSafe Saskatchewan offers many training courses online. You can work on them at your own pace and when it's convenient for you. This also makes it easier to have more of your staff trained.

Worksafe Website: <http://www.worksafesask.ca/training/online-courses/>

Psychological Health and Safety

- Awareness
- Health and Wellness
- Signs Symptoms and Solutions
- Communications
- Psychologically Healthy Workplaces

Psychological Health and Wellness programs, University of Fredericton – Online Courses

- Enhancing Workplace Resiliency
- Certificate in Managing Psychological Health Issues at Work
- Advanced Certificate in Psychological Health and Safety in the Workplace

Resources

Ottawa Public Health

Animation videos on the 13 factors in the [National Standard for Psychological Health & Safety in the Workplace](#).

Have that talk: Workplaces

<http://www.ottawapublichealth.ca/en/public-health-services/htt-workplaces.aspx>

Canadian Centre for Occupational Health and Safety (CCOHS) - Free online training.

Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace

Gain an understanding of the 13 factors that influence psychosocial health and safety in the workplace.

https://www.ccohs.ca/products/courses/mindful_employee/

Resources

Guarding Minds at Work - <https://www.guardingmindsatwork.ca/>

Guarding Minds at Work, a unique and free online resource to help employers - large or small, in the public or private sector - assess, protect and promote psychological health and safety in their workplaces.

What Guarding Minds @ Work (GM@W) offers is a way to zero in on the areas that indicate a risk to psychological safety or mental health in your workplace. GM@W is a set of resources for employers to assess and address the 13 psychosocial factors that have been found to have an important impact on workplace psychological health and safety, the health of employees, and the organizational bottom line.

From website: *You're welcome to use the website materials however we ask that you do not alter the wording of the content. When you are using the material, you must include the following citation: Gilbert, Bilsker, Shain & Samra. (2018). Guarding Minds at Work.*

Resources

The Mental Health Commission of Canada's (MHCC)



13 Factors: Addressing Mental Health in the Workplace

<https://www.mentalhealthcommission.ca/English/13-factors-addressing-mental-health-workplace>

The Mental Health Commission of Canada (MHCC), in partnership with **Ottawa Public Health**, adapted content from **The Mindful Employer**, to develop a series of short animated videos that aim to raise awareness around the 13 factors that can impact the mental health of employees in the workplace and encourage conversations on methods for promoting psychologically safe places to work.

The video series is applicable to any workplace in any type of workforce. They are especially useful for organizations with limited resources, as they can be shared at no cost.

Videos: <https://www.youtube.com/playlist?list=PL2NuAPXp8ohZmoVaECI6sRiV9lQ25XkId>

Facilitators Guide: https://www.mentalhealthcommission.ca/sites/default/files/2017-02/Workplace%20Videos%20Facilitator%20Guide_ENG.pdf

Resources

The Mental Health Commission of Canada's (MHCC) – Continued

Workplaces can play an essential part in maintaining positive mental health. They can give people the opportunity to feel productive and be a strong contributor to employee well-being. Yet it can also be a stressful environment that contributes to the rise of mental health problems and illnesses.

To learn more about the National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard) and how implementing the standard in your organization can address these risk factors and create a psychologically healthy and safe workplace. Watch this **video**

<https://www.mentalhealthcommission.ca/English/media/4183>

- **Webinar Series** - The Mental Health Commission of Canada (MHCC) has hosted over 50 webinars on this topic. Visit the [webinar archives](#) to access past events.
- <https://www.mentalhealthcommission.ca/English/workplace-webinar-series>

Resources

The Mental Health Commission of Canada's (MHCC) – Continued Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace.

- “*Being a Mindful Employee: An Orientation to Psychological Health and Safety in the Workplace*” is a free online training program for employees.
- <https://www.mentalhealthcommission.ca/English/online-training-psychological-health-and-safety>

Posters

- https://www.mentalhealthcommission.ca/sites/default/files/2019-02/13_factors_posters_eng.pdf

Resources

The Great-West Life Centre for Mental Health in the Workplace (the Centre)

- Workplace Strategies for Mental Health Website

- **The Centre** is a leading source of free, practical tools and resources designed to help Canadian employers with the prevention, intervention and management of workplace mental health issues. All tools and resources are available in English and French, at no cost. <https://www.workplacestrategiesformentalhealth.com/>
- **On the Agenda** is a series of videos, presentation slides and supporting materials that can help trainers, team leaders, managers or others to pave the way for discussions and action aimed at developing a psychologically healthy and safe workplace. Each presentation is related to one of the factors described in *Guarding Minds @ Work*.
- On the Agenda can be used as a supplemental resource to Guarding Minds @ Work™ after the survey or audit has been completed, or on its own if you wish to address workplace mental health in general. These sessions can be part of team building, organizational improvement, managing change, opening up conversations about workplace issues, or part of a continual improvement process.

<https://www.workplacestrategiesformentalhealth.com/Free-Training-and-Tools/On-the-Agenda>