

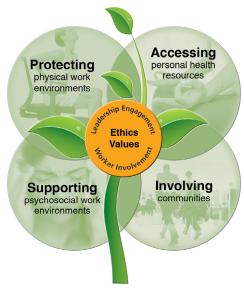
# **Healthy Workplaces**

## What is a Comprehensive Workplace Health and Safety Program?

One way to achieve a psychologically safe workplace is to create and implement a comprehensive workplace health and safety program. This program is a coordinated strategy with related activities, initiatives, and policies developed by the employer, in consultation with employees, to continually improve or maintain the quality of working life, health, and the well-being of the workforce.

These activities are developed as part of a continual improvement process to improve the work environment (physical, psychosocial, organizational, economic), and to increase personal empowerment and personal growth.

The four quadrants of a comprehensive workplace health and safety program:



#### https://www.ccohs.ca/healthyworkplaces/

#### **CCOHS Resources**

Learn more about comprehensive workplace health and safety programs in this fact sheet:

#### Workplace Health and Well-being -Comprehensive Workplace Health and Safety Program

https://www.ccohs.ca/oshanswers/psychosocial/wh/mentalhealth\_work.html

Dive deeper into comprehensive workplace health programs in this guide:

### Comprehensive Workplace Health Program Guide (paid resource)

https://www.ccohs.ca/products/publications/wellness.html

Explore sample comprehensive health and safety program elements in this fact sheet:

#### Workplace Health and Well-being - Sample Workplace Health and Well-being Program Elements

https://www.ccohs.ca/oshanswers/psychosocial/wh/sample\_elements.html

Learn more about how to start a health and wellbeing promotion program in this fact sheet:

## Workplace Health and Well-being Promotion - Getting Started

https://www.ccohs.ca/oshanswers/psychosocial/wh/wellness\_program.html

#### How do I Establish a Comprehensive Workplace Health and Safety Program That Supports Mental Health?

The steps for your workplace could include:

- Obtain management support In order to begin the process of healthy workplace planning, all levels of the organization must support the concept
- 2. Consider creating a team or teams specific for each element of the program. The team(s) should report to the same entity – such as a manager or the overall health and safety committee – Get staff involved
- 3. Conduct a situational assessment Get to the root of the problem
- Develop a healthy workplace plan Plan what to do with situational assessment results
- 5. Develop a program plan (detailed work plan) and evaluation plan
- 6. Confirm management support to implement the workplace mental health promotion plan
- 7. Implement the plan put the proposed program into practice
- 8. Evaluate your comprehensive workplace health and safety program's efforts
- 9. Continuously improve your comprehensive workplace health and safety program based on the results of your evaluations

#### There is no one "right way" to create a healthy workplace because every workplace is different.

- From the people doing the work,
- to the work that needs to be done,
- to the leaders running the organization,
- the size of the organization,
- the external environment that influences the community, and
- the external resources the company draws.

All of these factors play a role in employee mental health.

#### Resources

Our CCOHS fact sheets on having courageous conversations and recognizing and addressing stigma at work can be used to initiate discussionbased learning sessions.

#### **Having Courageous Conversations**

https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth\_ conversations.html

#### **Recognizing and Addressing Stigma at Work**

https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth\_ stigma.html

We also have many fact sheets on **psychological health and safety, health promotion, and workplace wellness** topics to help begin the conversation at work:

https://www.ccohs.ca/oshanswers/psychosocial/

Find steps to help your workplace start in this Workplace Strategies for Mental Health guide:

## Where do we start with psychological health and safety?

https://www.workplacestrategiesformentalhealth.com/resources/ where-do-we-start-with-psychological-health-and-safety

Explore some of the leading workplace mental health resources and tools available on our **Healthy Minds at Work** website:

https://www.ccohs.ca/healthyminds/

Get practical advice for implementing the National Standard of Canada for Psychological Health and Safety in the Workplace in this free course developed by the Mental Health Commission of Canada:

#### **Assembling the Pieces Toolkit**

https://www.ccohs.ca/products/courses/assembling\_pieces/

Learn from other organizations' experiences and takeaways from implementing the *National Standard for Psychological Health and Safety in the Workplace* in this **toolkit** created by the Canadian Mental Health Association and the Mental Health Commission of Canada:

https://cmha.ca/what-we-do/national-programs/workplace-mentalhealth/takeaways/

#### **Resources continued**

Review **psychosocial risks and strategies that are unique to specific industries** in this Workplace Strategies for Mental Health guide:

https://www.workplacestrategiesformentalhealth.com/resources/ sector-specific-strategies-for-psychological-health-and-safety

Get advice for **mental health policies and programs** from this Workplace Strategies for Mental Health guide:

https://www.workplacestrategiesformentalhealth.com/resources/ mental-health-policies-and-programs

Explore **recommendations for embedding psychological health and safety** into existing workplace policies in this Workplace Strategies for Mental Health guide:

https://www.workplacestrategiesformentalhealth.com/resources/ Policy-recommendations

Learn about workplace mental health for small businesses in this **toolkit** created by the Australian Government:

https://aheadforbusiness.org.au/resources/small-business-guidesto-mentally-healthy-workplaces

Introduce someone to workplace mental health with this CCOHS course:

#### **Psychological Health and Safety Awareness**

https://www.ccohs.ca/products/courses/phs-awareness/

Find ways to make the case for investing in workplace health with this free CCOHS course:

#### **Business Case for Workplace Wellness**

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