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What does mental health in the workplace mean to you?

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Introductions



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An industry funded, non-profit association working to ensure injury free, safe working conditions for care workers in BC.



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Promoting and fostering healthy and safer workplaces in community social services.

Today's Session

- Session Goals
- Context Setting
- WorkSafeBC Statistics
- Learning through collaboration
- SafeCare BC Resources
- Closing Remarks and Q&A



Session Goals

Participants share thoughts and collaborate in this hands-on session, with the aim that tangible goals will be set and actioned on a long-term, sectoral basis.

An opportunity for employers to actively engage and play a role in contributing content of future psychological health and safety resources, educational offerings, and more.

SafeCare BC sharing effective psychological health and safety initiatives as a catalyst to begin the dialogue on how employer mental health initiatives should look in our sector.

During the interactive workshop, session participants will receive an overview of resources and initiatives that are currently being planned and undertaken to support the social services sector.

Context Setting

Mental Health Commission of Canada

What is psychological health?

A psychologically healthy and safe workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts.

[National Standard for Psychological Health and Safety In the Workplace](#)

Video (2:35)

Context Setting

World Health Organization & International Labour Organization

The World Health Organization (WHO) and the International Labour Organization (ILO) have called for concrete action to address mental health concerns in the working population.

An estimated 12 billion workdays are lost annually due to depression and anxiety costing the global economy nearly US\$ one trillion.

[WHO&ILO Mental health at work: Policy Brief Link](#)

The aim is to support the prevention of mental health risks, protect and promote mental health at work, and support those with mental health conditions so they can participate and thrive in the world of work.

WorkSafeBC Statistics

Psychological Injury Claims (Mental Disorder Claims)

The *Workers Compensation Act (Act)* was amended July 1, 2012, and under section 135, WorkSafeBC may accept a mental disorder that is work-related and is a reaction to: one or more traumatic work-related events; or a significant work-related stressor, or a cumulative series of significant work-related stressors.

To be allowed for compensation under section 135 of the *Act*, a mental disorder claim requires a diagnosis by a psychologist or psychiatrist.

WorkSafeBC may also accept a psychological condition on claims where the psychological injury develops as a consequence of a physical injury.

WorkSafeBC Psychological Injury Claims 2018–2022

Psychological Injury Claims Only (Mental Disorder) Reported to WorkSafeBC:

Industry Subsector:	2019	2020	2021	2022
Total - All Sectors	4,510	4,444	5,458	5,914
<i>Health Care and Social Services</i>	<i>1,661</i>	<i>1,764</i>	<i>2,321</i>	<i>2,503</i>
Public Administration	319	467	577	735
Education	361	318	414	416
General Construction	135	109	121	110

Source: WorkSafeBC – Psychological Injury Claims (Mental Disorder Claims)
2018 to 2022 Background

Source: WorkSafeBC Resource

WorkSafeBC Psychological Injury Claims Only 2022

Psychological Injury Claims Only* (Mental Disorder) Reported to WorkSafeBC:

2022 Industry Subsector C.U.:	Claims	Allowed	Disallowed	Allow Rate
Total - All Sectors	5,914	1,997	1,704	54%
<i>Health Care and Social Services</i>	2,503	951	637	60%
• Acute Care	878	300	236	56%
• Pre-hos. Emergency Health Care	358	242	43	85%
• Long-Term Care	315	71	115	38%
• Com. Health Support Services	301	84	91	48%
• Residential Social Service Facility	295	122	50	71%
• Counselling or Social Services	214	78	51	60%

Note: 2022 Claims Health Care & Social Services constitute 43% of the total of claims.*

Learning through collaboration

Psychological Health and Safety Standard



A set of guidelines, tools & resources focused on promoting employees' psychological health & preventing psychological harm due to workplace factors.

13 Factors (+ 2 more in Healthcare)

Psychological support

Organizational culture

Clear leadership & expectations

Civility and respect

Psychological competencies and requirements

Growth and development

Recognition and reward

Involvement and influence

Workload management

Engagement

Balance

Psychological Protection

Protection of safety

Moral distress

Support for psychological self-care

Why does psychological safety in the workplace matter?

Recruitment



Retention



Costs



Group Exercises

What is psychological safety?

What does a psychologically safe workplace look like to you?

How can you promote psychological safety in the workplace?

Group Work

How do you measure psychological safety?

What challenges are you facing in the workplace concerning psychological safety and health?

Are staff at the organization able to bring up problems and tough issues?

What are the attributes or characteristics of a psychologically safe and healthy workplace?

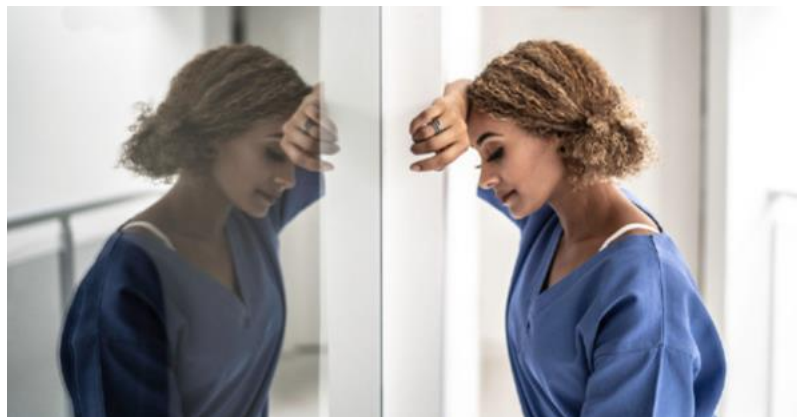
To create a psychologically health and safe workplace...

- 1 Be engaged and participate on an ongoing basis
- 2 Be aware of your own behaviors and their impacts
- 3 Suspend judgement
- 4 Have an open dialogue with employees
- 5 Be open to suggestions



Resources

SafeCare BC Mental Health Resources



- Mental health and well-being of staff are top health and safety concerns for SafeCare BC members
- Care for Caregivers, Care to Speak, and Care to Listen
- Recently launched a workplace civility toolkit www.safecarebc.ca/civility-matters
- Enhancing Psychological Health, Wellness and Resilience (SafeCare BC course)
- The Working Mind – Leaders and frontline editions offered

BC's HUB for Workplace Mental Health

BC's hub for Workplace Mental Health

Urgent Help Discover Contact Us Sign In Sign Up

Community Social Services

You support our communities in so many important ways.

Many of you have been responding to the opioid overdose emergency and all of you have been grappling with the physical risks of coronavirus on the frontline.

We want to support you and your workplaces to get the right supports for mental health to help keep our communities strong.

Coaching Supports For Stress, Low Mood, And Worry

Provincial Mental Health Supports And Services

Workplace Mental Health Training Workplace CARE Certificate

Confidential Mental Health Support Chat

Online. Click here to enter.

ONLINE

Discover More Resources

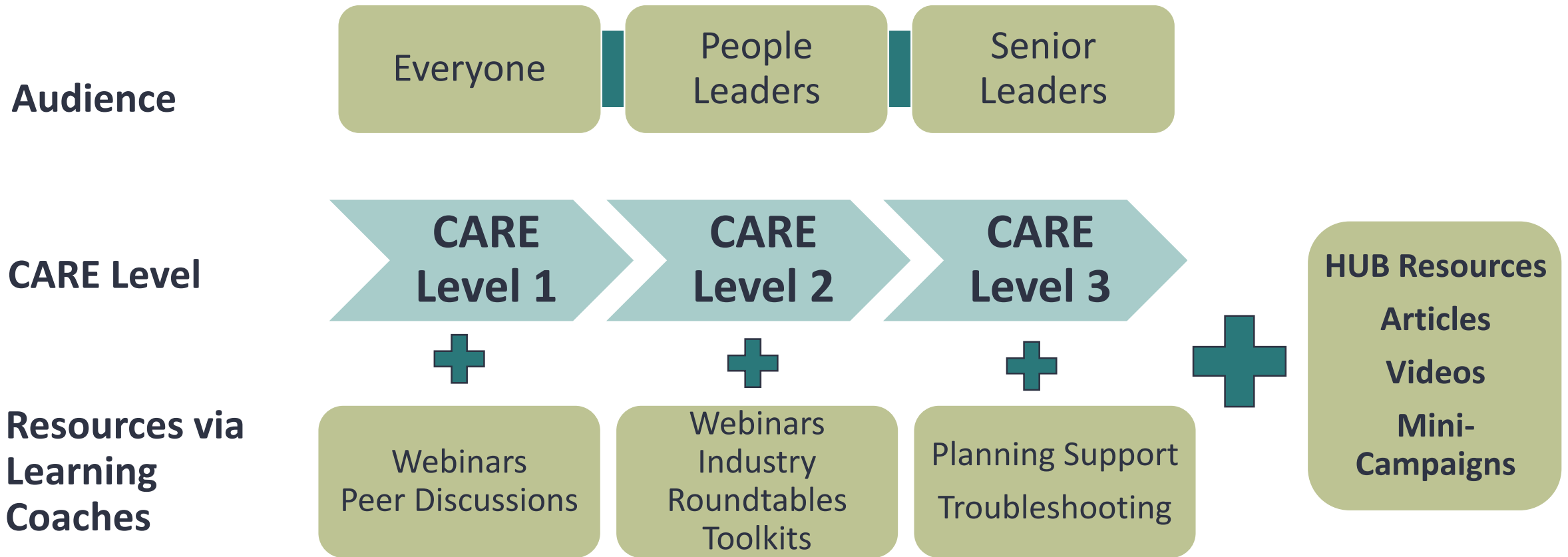
There are more resources to help you including **training** and an opportunity to **join the discussion** and be part of the mo workplace.

[BC's HUB for Workplace Mental Health](#)

BC's HUB for Workplace Mental Health

CARE Training

[BC Hub for Mental Health - - Community Social Services Link](#)



Canadian Mental Health Association – BC Division



Our Vision:

A Canada where mental health is a universal human right.

Founded in 1918, the Canadian Mental Health Association (CMHA) is the most established, most extensive community mental health organization in Canada.

Wellness Programs

CMHA believes that good mental health is essential to overall health and well-being. Whether you are managing a mental illness, supporting someone you care about, or looking to build your own overall health, we can help you build mental health skills and resilience for yourself and your family.

[CMHA – BC Link Resources](#)



WorkSafeBC

Psychological Health and Safety Planned Inspectional Initiative

The Psychological Health and Safety Planned Inspectional Initiative was developed to support the management of psychological risks in the workplace that contribute to injuries or illnesses. The initiative focuses prevention activities on identified areas of high psychological risk in order to apply consultation, education, and enforcement efforts where they will be most effective. It expands beyond bullying and harassment obligations to promote broader issues impacting psychological safety and mental well-being in the workplace.

[WorkSafeBC Link Resource](#)

CSSHSA Website – csshsa.ca

Throughout the pandemic, the Association worked tirelessly to provide updates and information/resources.

Some of these resources included the **WSBC COVID-19 Safety Plans for Community Social Services** in a residential and non-residential workplace setting.

Others such as the **Communicable Disease Practice Overview Template**, webinars on violence prevention, psychological health and safety in the workplace, WSBC industry level presentations and others.



[Community Social Services Health and Safety Association of BC Website Link](https://csshsa.ca)



What's an actionable
opportunity you will take
away from today's
session?



Thank You for participating. Questions?

We would like to express our appreciation to

WORK SAFE BC

for sponsoring this session.