



Health Leadership & Learning Network
Faculty of Health

Psychological Health in the Workplace-Leading in the COVID-19

Webinar date: April 30, 2020

Please find a summary of comments from both Nancy Dubois and the participants on the webinar. We would like to thank everyone on the webinar for their thoughtful input and hope that we have captured it accurately.

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**THIS FIRST SECTION INCLUDES
NANCY DUBOIS'S SLIDES**

CAN/CSA-Z1003-13/BNQ 9700-803/2013
National Standard of Canada

Psychological health and safety in the workplace —

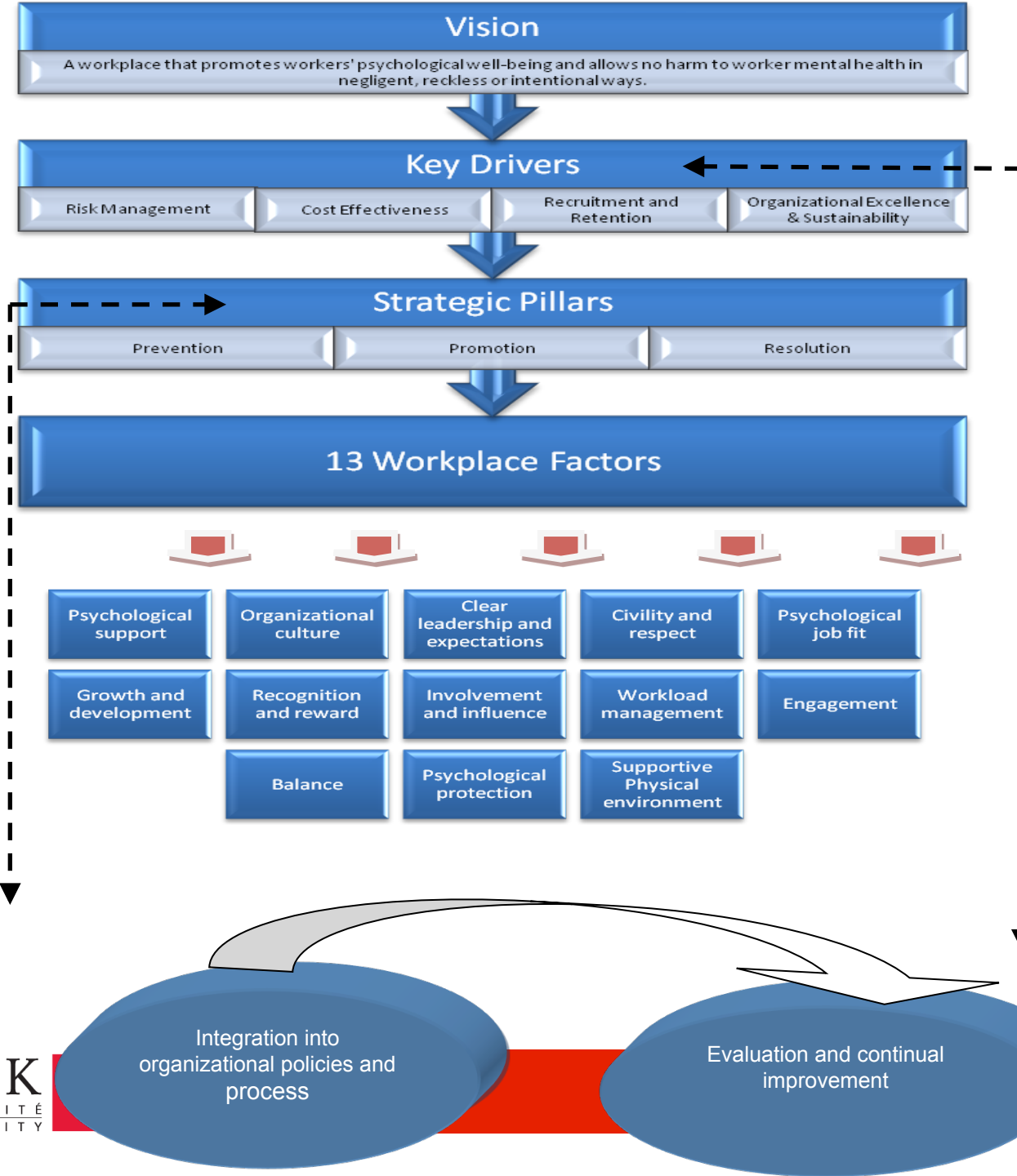
Prevention, promotion, and guidance
to staged implementation

Disponible en français

*Santé et sécurité psychologiques
en milieu de travail —
Prévention, promotion et lignes
directrices pour une mise en
œuvre par étapes*



[https://
www.mentalhealthcommission.c
a/English/what-we-do/
workplace/national-standard](https://www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard)



The overall intent of the Standard ...

... is to assist organizations in moving towards a higher position of care and ultimately reaching the goal of carefulness and diligence in protecting worker psychological health and safety.

4 Basic understandings/assumptions of the Standard

1. Mental health is strongly influenced by **the way we behave toward one another at work**. We have a duty to prevent harm to one another's mental health.
2. The Standard identifies certain **human needs** that can and must be met at work in order to support mental health and to not put it at risk.
3. The most basic of these needs (after physical safety) are for fairness (or justice) and dignity (or self worth). The climate in which these needs are most likely to be met is one of "*carefulness*".
4. When these very basic needs are *not* met, over time their frustration can turn into risks to health, productivity and corporate liability.

13 Psychosocial Factors affecting PH&S

1. psychological support
2. organizational culture
3. clear leadership and expectations
4. civility and respect
5. psychological job demands
6. growth and development
7. recognition and reward
8. involvement and influence
9. workload management
10. engagement
11. work/life balance
12. psychological protection from violence, bullying, and harassment
13. protection of physical safety, and other chronic stressors as identified by workers

Resources/References

- The British Psychological Society – Guidance Document for leaders & managers of healthcare services – “The Psychological needs of healthcare staff as a result of the Coronovirus pandemic”
 - <https://www.bps.org.uk/sites/www.bps.org.uk/files/News/News%20-%20Files/Psychological%20needs%20of%20healthcare%20staff.pdf>
- CAMH
 - <https://www.camh.ca/en/health-info/mental-health-and-covid-19/information-for-professionals>
- Toronto Star – Gabor Mate, April 29, 2020
 - https://www.thestar.com/opinion/contributors/2020/04/29/the-way-to-get-through-these-terrible-times-is-to-let-them-make-you-sad.html?source=newsletter&utm_content=a06&utm_source=ts_nl&utm_medium=email&utm_email=9FCD4DC7733BF6484AB10067A12C34B7&utm_campaign=tmh_24233

**THE NEXT SECTION,
INCLUDES THE QUESTIONS AND RESOURCES
PARTICIPANTS SHARED ON THE WEBINAR**

PARTICIPANTS' QUESTIONS:

- Should assessment surveys for staff be anonymous?
- As an employee who sees many of my coworkers struggling, how would you suggest approaching management?
- Can a workplace adopting these different types of apps that exist help with all this? Like these wellness or resilience apps
- Is this work considered part of Occupational Health and Safety?
- Can we talk about the power of open communication of mental health in the workplace especially from leadership as simple as the acknowledgement of how we are feeling and identifying that it is ok to not be "ok"

RESOURCES SHARED BY THE PARTICIPANTS:

- The Working Mind for Managers and Employees is a course that focuses on mental health in the workplace. [@ohcow.on.ca](https://theworkingmind.ca/working-mind-stress) - haldie.wicke@gmail.com:
- Mental Injury from CCOHS Workplace stress management (Copenhagen Psychosocial Questionnaires) (<https://www.jstor.org/stable/40967527?seq=1>)

Thank you to all that participated in this webinar and added commentary and insight!

We welcome you to continue to share resources with each other, and we can tweet them out and list them on our facebook page

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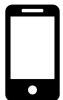
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