

Mental Harm Prevention Roadmap: AN INTRODUCTION

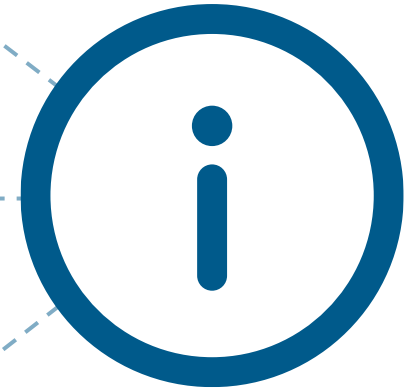


What is the Roadmap for Mental Harm Prevention?

An **evidence-based** tool to **support** organizations in creating and implementing a psychological health and safety strategy at work, tailored to their level of readiness

A user-friendly interface for the *National Standard for Psychological Health and Safety in the Workplace* (CSA Z1003) to help promote mental health and prevent mental harm

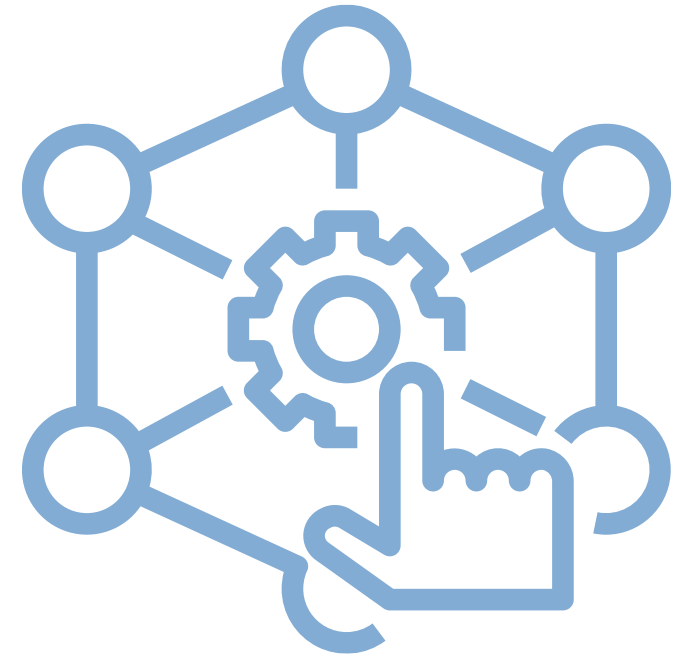
A flexible framework to guide employers in putting programs and policies in place that will have a positive impact on the employee experience



Who Created the Roadmap?

Workplace Safety & Prevention Services (WSPS)

- A not-for-profit organization offering health and safety expertise and resources to protect Ontario workers and businesses since 1917
- A key partner in Ontario's health and safety system
- The largest health and safety association in Ontario, supporting the agricultural, manufacturing, and service sectors
- A leader in promoting the importance of creating physically and psychologically safe workplaces
- WSPS worked in collaboration with the Conference Board of Canada, as well as Dr. Bill Howatt, for the conception, design, and research in developing the Roadmap



Mental Health

Mental Health

A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her own community (*Source: World Health Organization*)

Psychological Health = Mental Health (*Source: CSA Z1003*)

Psychological Safety

National Standard for Psychological Health & Safety in the Workplace

The intent of CSA Z1003 is to frame psychological safety as a state in which workers are free from exposure to reasonably foreseeable, significant risks to their mental health arising from the acts and omissions of other people in the workplace so that... there is a *low risk of mental injury*

(Source: Dr. Martin Shain)

Psychologically Healthy & Safe Workplace

Psychologically Healthy & Safe Workplace

A workplace that promotes workers' psychological well-being and actively works to prevent harm to worker psychological health including in negligent, reckless, or intentional ways

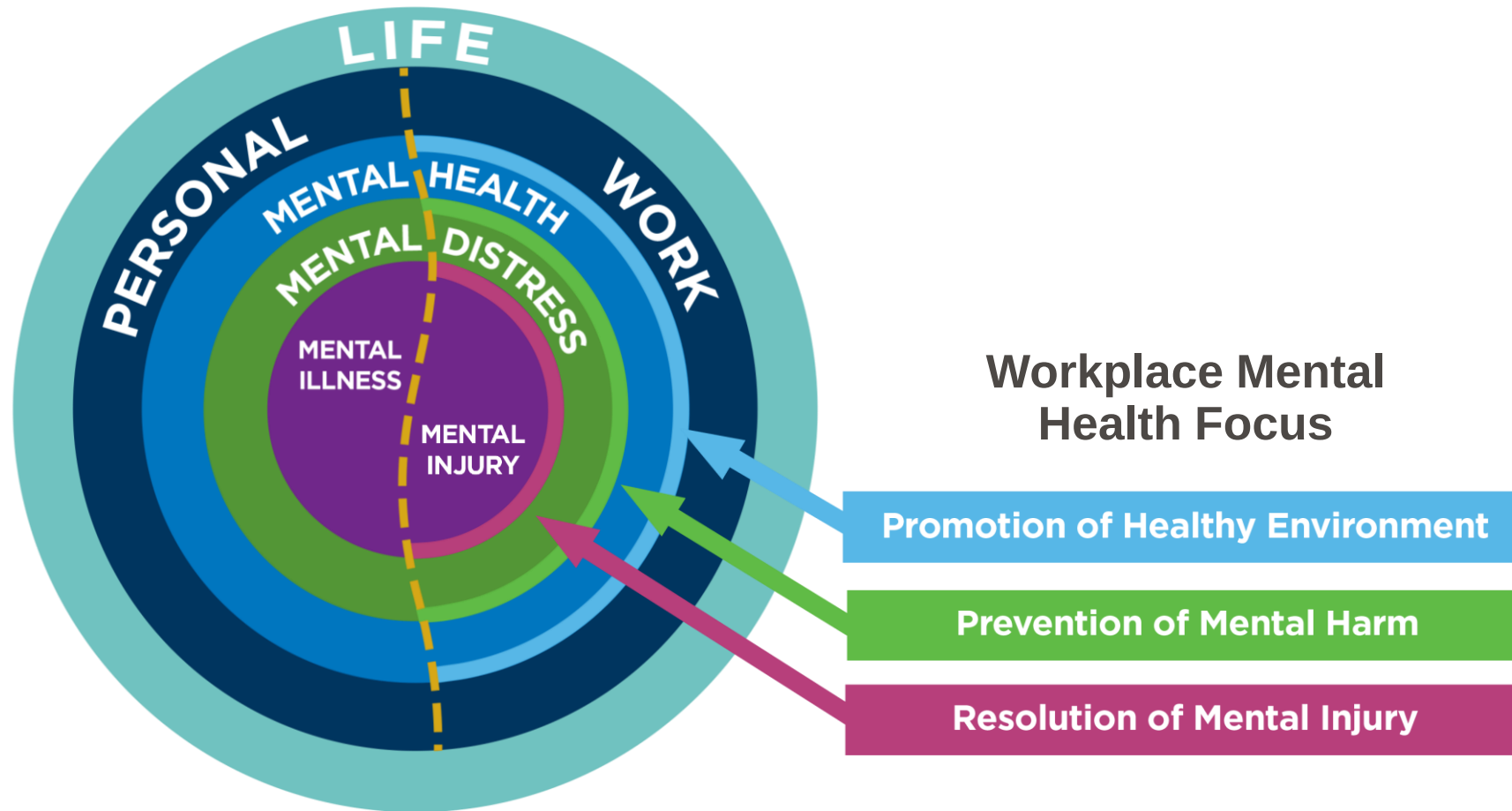
(Source: Guarding Minds @ Work as adapted in CSA Z1003)

Why Address Workplace Mental Health?

- To facilitate a safe and inclusive workplace
- To attract and retain workers
- To maximize the productivity of your workforce
- To mitigate the costs of short & long-term disability claims, workers compensation claims, absenteeism & presenteeism
- To ensure organizational sustainability



Preventing Mental Harm Model



The Roadmap is a framework to help address these three areas of focus

The Roadmap: An Opportunity for Continual Improvement

P

Plan – Determine what you will do and how you will go about doing it.

D

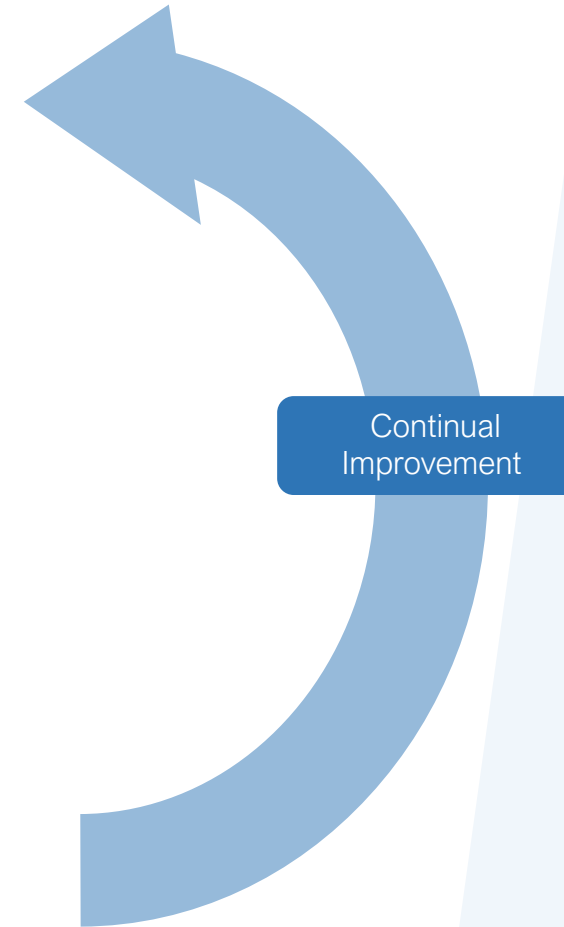
Do – Implement what was planned.

C

Check – Assess performance relative to the plan.

A

Act – Take appropriate action to correct and improve.



The Roadmap facilitates the National Standard's Plan–Do–Check–Act approach

Psychological Safety: A ROADMAP

GETTING STARTED

- Foundation
- Support
- Planning

GAINING MOMENTUM

- Leadership
- Culture
- Connections
- Prevention

RAISING THE BAR

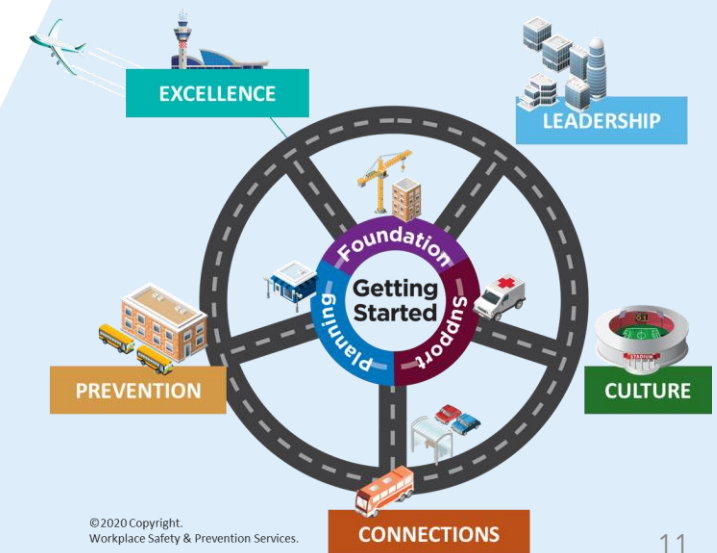
- Excellence



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Workplace Safety & Prevention Services.

Why Use the Roadmap?

- Supports workplace mental health.
- Offers a user-friendly approach to assist all-sized employers in making decisions on what they will do to support workplace mental health based on their current resources and budget.
- Provides guidance on how to enhance impact and outcomes because it leverages a Plan – Do – Check – Act approach.
- Highlights how critical it is to check with workers about the effectiveness of programs and policies.
- Has been developed to be a standalone framework with support tools, as well as providing access on demand to WSPS consulting services.
- Is consistent with the National Standard's guiding principles.



National Standard's Guiding Principles



Employees
responsible for
their own
health



Mutually
respectful
relationships



Integration of
mental health
& safety in all



Shared
responsibility



Commitment
from senior
leadership



Focus on
health, safety,
awareness &
promotion



Active
participation by
all



Identify and
comply with
legal
requirements

Tools on the Roadmap Microsite



Assess the resources you have:

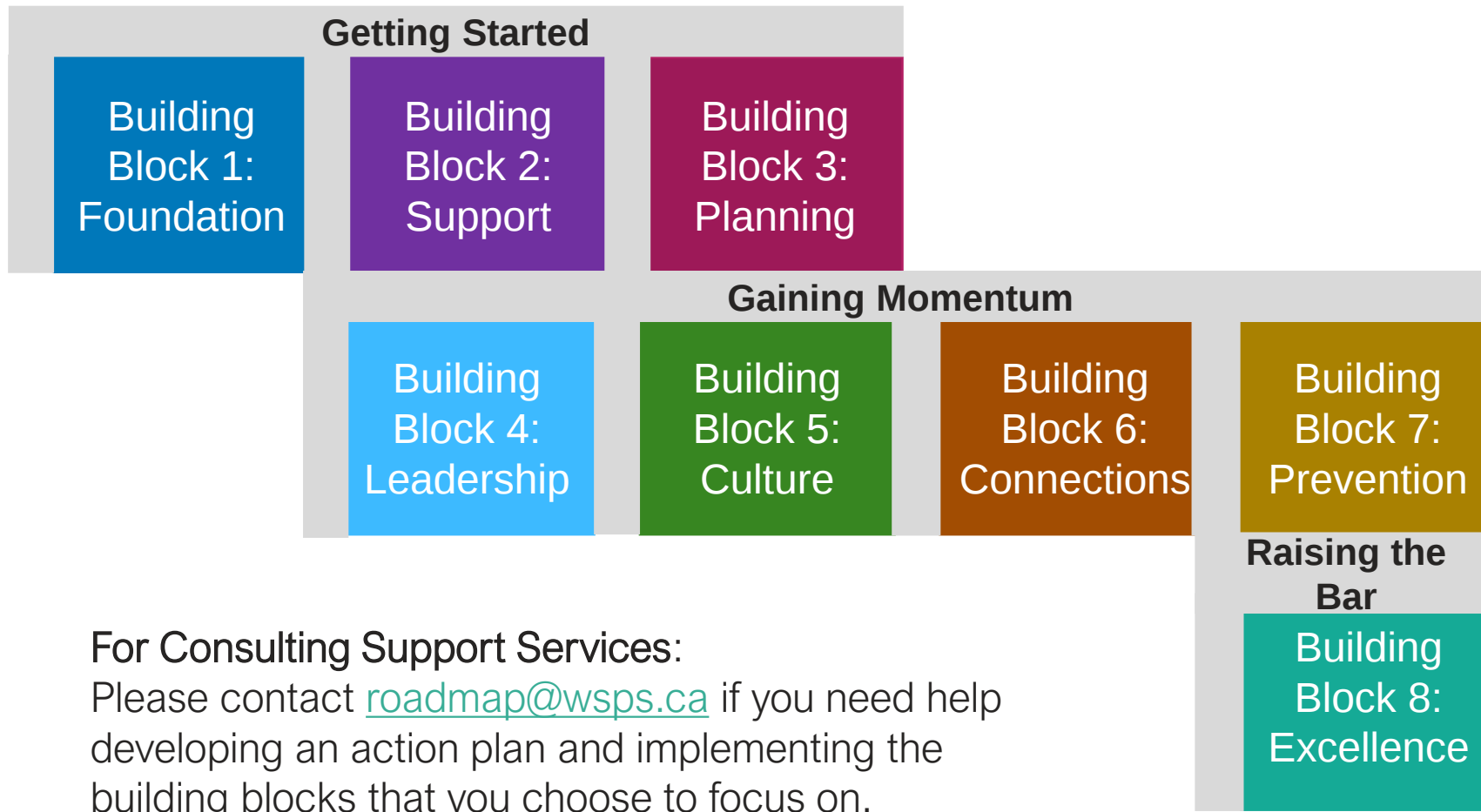
- ☐ Someone to lead workplace mental health
- ☐ Curiosity & commitment to workplace mental health
- ☐ Support & resources to implement workplace mental health

Features of the Roadmap website:

- Webinars on each building block
- Current state assessment
- Action planning templates
- Resource toolkits
- Dashboard for Roadmap progress
- Strategies to implement, monitor, correct & improve
- Consulting support services (fee-based)



Roadmap: Building Block Webinars



For Consulting Support Services:
Please contact roadmap@wsps.ca if you need help
developing an action plan and implementing the
building blocks that you choose to focus on.



For all your health and safety solutions, contact:

Workplace Safety & Prevention Services

1 877 494 WSPS (9777)
[WSPS.CA](https://www.wsp.ca)

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