

# PSYCHOLOGICAL SAFETY

## WHAT IS PSYCHOLOGICAL SAFETY?

Employers have a duty to take all reasonable steps to protect workers from being injured in the workplace—both physically and mentally. So they must ensure that the workplace is “psychologically safe” by being free from hazards such as harassment, discrimination, bullying, violence and mental stress that could cause harm to workers’ mental health.

Research shows that stress in a business may contribute up to:

- 19% of absenteeism
- 40% of turnover costs
- 55% of EAP costs
- 60% workplace safety incidents
- 10% of drug plan costs
- 100% of stress related lawsuits

Source: Workplace Strategies for Mental Health



Percentage of disability claims in Canada attributed to mental health conditions such as depression, anxiety and stress.

- 78% of short term disability claims
- 67% of long term disability claims

Source: 2009/2010 Staying @ Work Report

Average number of work days lost to short term disability:

Mental health problems: **72**

Heart disease: **37**

Back pain: **37**

Hypertension: **28**

Diabetes: **26**

Source: Chair in OHS Management at Université Laval

## HEALTH IMPACTS OF STRESS

Stress carries several negative health consequences, including heart disease, stroke, high blood pressure, as well as immune and circulatory complications.

Source: Heart and Stroke Foundation



1 out of 5 people will experience a mental disorder over the course of their lifetime



1 out of 10 Canadians suffers from a diagnosable mental disorder within any given year.

Source: Guarding Minds @ Work

## COST

Financial awards for damages caused by mental injury at work have increases over the past five years by as much as

**700%**

Source: Tracking the Perfect Legal Storm

## SAVINGS

**\$2.97 to \$11 billion**

could be saved annually in Canada if mental injuries caused by the actions of employers were prevented

Source: Tracking the Perfect Legal Storm

## COST

Mental health and disability leaves cost approximately

**\$51 billion a year**

Source: Centre for Addiction and Mental Health

## SAVINGS

When businesses adopt policies and programs to address psychological safety and health, they incur

**15% to 33%**

fewer costs related to psychological health issues.

Source: Guarding Minds @ Work

# FEED YOUR BRAIN: LUNCH AND LEARN SERIES

Stay on top of the latest health and safety trends

You're invited to Workplace Safety North (WSN) Feed Your Brain Lunch and Learn Series. Trending topics include: mental wellness and psychological health and safety, workplace alcohol and drug use, and how to build a strong safety culture. Additional presentations will be planned for Timmins and Sault Ste. Marie - stay tuned for more details. Currently, the 2018 WSN Lunch and Learn Series are scheduled in North Bay, Sudbury, and Kirkland Lake.

Enjoy a complimentary light lunch, while you learn about the latest health and safety research, information, and resources.

## Promoting Mental Health Through a Positive Culture

**Jan 31:** 690 McKeown Avenue, North Bay

**Feb 20:** 235 Cedar Street, Sudbury

**Mar 27:** 400 Government Road, Kirkland Lake

## Drugs and Alcohol in the Workplace

**Mar 13:** 235 Cedar Street, Sudbury

**Mar 22:** 690 McKeown Avenue, North Bay

**May 16:** 400 Government Road, Kirkland Lake

## Stress in Your Workplace

**May 7:** 690 McKeown Avenue, North Bay

**May 8:** 235 Cedar Street, Sudbury

## Why Mental Health Matters to Your Workplace

**Sep 12:** 400 Government Road, Kirkland Lake

**Sep 18:** 690 McKeown Avenue, North Bay

**Sep 25:** 235 Cedar Street, online and Sudbury

## Why Your Workplace Culture is Important

**Nov 1:** 400 Government Road, Kirkland Lake

**Nov 21:** 690 McKeown Avenue, North Bay

**Nov 27:** 235 Cedar Street, Sudbury

## Who should attend

- Human resources management, staff
- Health and safety managers, supervisors, representatives
- Joint Health and Safety Committee members

## Why attend

- Learn about latest trends in occupational health and safety
- Understand the importance of workplace culture, and health and safety
- Actively create a more positive environment to improve culture
- Help improve morale, engagement, productivity, and community reputation
- Move beyond stigma and focus on psychological health and safety

## Related presentations and programs

- How to build a strong positive culture in your workplace
- Understanding workplace culture: Climate Assessment and Audit Tool
- Access to a Certified Psychological Health and Safety Advisor.

## Register

Seating is limited with a light lunch provided 11:30 a.m. to 1:00 p.m. ET, so be sure to reserve your place today.

Register at [workplacesafetynorth.ca/events](http://workplacesafetynorth.ca/events)

## About Workplace Safety North Your local health and safety partner

An independent not-for-profit, Workplace Safety North is one of four health and safety associations in Ontario, and the only one based in the north. WSN provides province-wide Ministry-approved workplace health and safety services for mining and forest products sectors, as well as businesses and communities across northern Ontario.

With health and safety specialists located across the province, WSN and its legacy organizations have been helping make Ontario workplaces safer for more than 100 years. As a leading provider of health and safety services, businesses and communities call upon WSN for expert advice and training.

## Services

Safe Workplace Ontario third-party business health and safety certification program, Workplace Safety and Insurance Board safety group incentive programs, business health and safety program and culture audit, on-site health and safety consulting.

## Training

Ministry-approved courses: Joint Health and Safety Committee Certification, Working at Heights Safety Training, mining and forestry common core mandatory skills training. Related courses include Competent Supervisor, Positive Psychology, and Mine Rescue.



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lunch and learn series