Health and Safety Moment

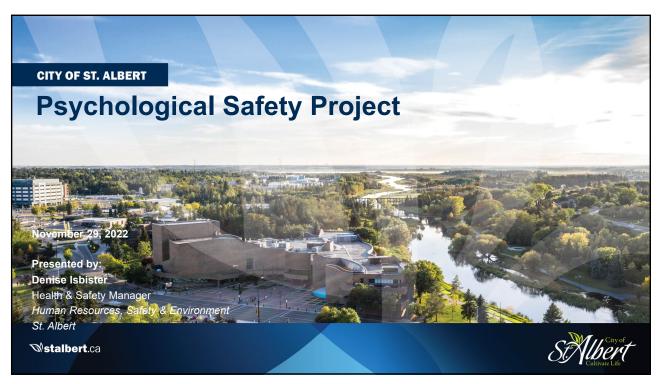




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Psychological Safety Project Background

Why?

- OHS legislative requirement to protect the psychological health & safety of employees
- AMSHA COR Audit future planning
- Psychological injury is highest impacting workplace injury claim type (80% - 90% of annual claim costs) for our organization
- Most importantly looking after our employee's mental health is the right thing to do

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Psychological Safety Project Response Rate

Project - Phase 1 Guarding Minds at Work (GMAW) survey

- Gathered baseline data
- Our response rates for the GMAW survey was strong
 - -47% response rate of all employees
 - -59.28% response rate of permanent employees

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Psychological Safety Response Results

Project - Phase 1 Guarding Minds at Work (GMAW) survey

The highest scoring psychosocial factors overall (positive responses)



- Engagement = 92.1%
- Protection of Physical Safety = 86.2%
- Involvement and Influence = 81.2%

The lowest scoring psychosocial factors overall (positive responses)



- Organizational Culture = 66.1%
- Balance = 70.4%
- Rewards and Recognition = 70.6%

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Psychological Safety Project Timing

Project - Phase 2 - Next 24 months

- Project Team Leads will:
 - Engage with departments through informal 'coffee breaks' in the fall of 2022 to communicate the survey results and next steps
 - -Better understand specifics behind certain responses
 - -Involve employees in what would good look like

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Psychological Safety Project Timing

Project - Phase 2 - Next 24 months

- Project Team Leads will:
 - Strike a project team with psychological safety stakeholders (Safety, Abilities, CSD) to meet quarterly and recommend organizational project priorities
 - Draft a project communications plan
 - Work with Joint Health & Safety Committees (JHSC's) which include department management, employees and Safety to make psychological program recommendations
 - Draft project action plan(s) and strike JHSC working groups where required, to develop and implement department specific action

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Psychological Safety Project Timing

Project - Phase 2 - Next 24 months

- Develop, prioritize, implement project action plan(s)
- Within 18 24 months complete a psychological safety audit
- Ongoing maintenance and evolution of psychological safety practices as part of health and safety program (plan, do, check, act)

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Anticipated Questions

If my department results are lower then the corporate average is this a bad thing?

There are many reasons, unique to departments, to have differing results – the Org Wide Score may also not be where the corporation as a whole wants to be. A lower score helps focus conversations on what actions can be taken in a department or corporately to improve psychological safety and supports. No one will be disciplined/terminated because of the scores.

Is the GMAW survey the new engagement survey?

No – this survey was selected to build a baseline for the psychological safety project and to prepare for future safety audit processes. It does not include diversity or the scope of engagement metrics we require.

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QUESTIONS?

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