

Health and Safety Moment

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Psychological Safety Project

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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%

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

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

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)

Anticipated Questions

If my department results are lower than 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.

QUESTIONS?