

Psychological Health & Safety – Aligning HR and OH&S

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Discussion



1. As an employee, I understand my role in managing and sustaining a psychologically safe and healthy workplace, for myself and other workers.
2. We have robust informal and formal processes for managing harassment complaints. We are confident that we can assess when a complaint requires a formal process, and our informal processes support psychological health and safety in the workplace. Our employees understand the difference.

Discussion



3. We have a reliable investigation process for harassment complaints which reflects best practices gleaned from Occupational Health & Safety and Human Resources processes. Our senior leaders set the tone and cultivate an environment that breeds trust and lowers the risk of employees not speaking up.
4. We have continuity and alignment in our processes between Human Resources and Occupational Health & Safety for addressing psychological safety and harassment in the workplace. We promote mental health and reduce the risk of psychological harms through an integrated total worker health and safety management system that fosters joint-responsibility and continual improvement.

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Thank you for your participation.