Expanding the Notion of Health and Safety

October 5th 2019
Greatest Asset
Healthcare Setting
500,000 Canadians

1.5 times more likely to miss work
Adults spend 60% of their time at work.

70% of Canadian employees are concerned.

14% don’t feel their workplaces are healthy or safe at all.
Healthcare workers are more likely to:

- Miss work due to illness or disability
- Experience:
  - burnout
  - compassion fatigue
  - sleep deprivation
Global Epidemic
Unique Stress Factors:

- Expectations: Doing it all for everyone
- Excessive workload
- Unique workplace hazards
- Employment relationship
Why not seek help?
Polling Activity

Why do you think you or a colleague may not seek help?

Embarrassment
Negative impact on registration/right to practice
Fear colleagues will think less of you
Negative impact on one's career
Feel like you are failing your patients
Stigma
Stigma
National Standard for Psychological Health and Safety in the Workplace

- Change the culture
- Voluntary
- Non-prescriptive
- Applicable to any organization
- Measure progress
- Continuous improvement
- It’s a journey...
Workplace Factors

- Psychological Support
- Civility & Respect
- Recognition & Reward
- Organizational Culture
- Psychological Demands
- Involvement & Influence
- Clear Leadership & Expectations
- Growth & Development
- Workload Management
- Balance
- Psychological Protection
- Supportive Physical Environment
- Engagement
Two additional factors:

Protection from Moral Distress

Support for Self Care
Polling Activity

Psychosocial factors: Which one would you say is a top factor that needs to be addressed in your workplace?

Protection from Moral Distress
Support for Self Care
Organizational Culture
Balance
Clear Leadership and Expectations
Shared Characteristics

Commitment to health

Professionally diverse workforce

Public Accountability
Joint Responsibility

Everyone has a Role
Taking Action – Organization

• Organizational readiness
• Physician knowledge of and confidence in organizational policies
• Sustained, visible leadership commitment
• Focus on quality of care and safety
• Data and metrics
• Appropriate resources
CULTURE!

STRATEGY!!!
Recruitment to Retirement
Advancing Psychological Health and Safety in Healthcare Settings
Mental health is an important and growing health concern. Health organizations have a responsibility to support the psychological health and safety of their employees. By working together in the spirit of the Declaration, health organizations can demonstrate leadership and contribute to positive changes in organizational culture found in health care. We can truly be Healthier Together.

-Nova Scotia Health Authority
In order for the healthcare system and its providers to continue to deliver comprehensive care to all Canadians, it is increasingly imperative that organizations consider psychological health and safety as part of work design and positive, healthy workplace culture.

-Michael Garron Hospital

#jointhemovement #prenezpartaumouvement
LEADS as a guide to leadership action

• **Individuals who practice LEADS are modeling the leadership actions that contribute to psychologically healthy workplaces.**

• **Psychological health and safety is embedded in the way people interact with one another on a daily basis** (CSA, 2013, p. 1).
Taking Action – Physician Level

• Physicians have the same vulnerabilities to mental illness as the general population
• Physicians running into psychological difficulty tend to mask it
• Take seriously a colleague who shows signs of depression
• Suicide is a real problem, and doctors who have suicidal ideation need care urgently
• Education and behavioural adjustments are necessary to improve the ability to cope with the stresses of a medical career and to enhance personal resilience
Introducing Understanding Stigma:
A free self-directed online course for healthcare providers

- Improve patient–provider interaction
- Improve care for people with mental health and addiction problems

www.understandingstigma.ca
Suicide Prevention Modules
Training for Family Physicians and Nurses

The modules provide a firm understanding of:

- Understanding suicide in Canada
- Suicide risk assessment
- Suicide intervention
- Safety planning
- Available tools and resources
- Follow-up care

Learn more: https://www.mentalhealthcommission.ca/English/healthcaremodules
Mentally healthy workplaces benefit patients and healthcare workers alike.

An investment that keeps on giving!
Benefits

• Boost productivity
• Improve morale and relationships
• Reduce absenteeism and turnover
• Enhance organization’s reputation

Resulting in...

• Healthier physicians
• Reduced medical errors
• Reduced healthcare costs
• Overall improving patient satisfaction
Thank you!

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