

Healthy Workplaces

What is a Comprehensive Workplace Health and Safety Program?

One way to achieve a psychologically safe workplace is to create and implement a comprehensive workplace health and safety program. This program is a coordinated strategy with related activities, initiatives, and policies developed by the employer, in consultation with employees, to continually improve or maintain the quality of working life, health, and the well-being of the workforce.

These activities are developed as part of a continual improvement process to improve the work environment (physical, psychosocial, organizational, economic), and to increase personal empowerment and personal growth.

The four quadrants of a comprehensive workplace health and safety program:



<https://www.ccohs.ca/healthyworkplaces/>

CCOHS Resources

Learn more about comprehensive workplace health and safety programs in this fact sheet:

Workplace Health and Well-being - Comprehensive Workplace Health and Safety Program

https://www.ccohs.ca/oshanswers/psychosocial/wh/mentalhealth_work.html

Dive deeper into comprehensive workplace health programs in this guide:

Comprehensive Workplace Health Program Guide (paid resource)

<https://www.ccohs.ca/products/publications/wellness.html>

Explore sample comprehensive health and safety program elements in this fact sheet:

Workplace Health and Well-being - Sample Workplace Health and Well-being Program Elements

https://www.ccohs.ca/oshanswers/psychosocial/wh/sample_elements.html

Learn more about how to start a health and well-being promotion program in this fact sheet:

Workplace Health and Well-being Promotion - Getting Started

https://www.ccohs.ca/oshanswers/psychosocial/wh/wellness_program.html

How do I Establish a Comprehensive Workplace Health and Safety Program That Supports Mental Health?

The steps for your workplace could include:

1. Obtain management support – In order to begin the process of healthy workplace planning, all levels of the organization must support the concept
2. Consider creating a team or teams specific for each element of the program. The team(s) should report to the same entity – such as a manager or the overall health and safety committee – Get staff involved
3. Conduct a situational assessment – Get to the root of the problem
4. Develop a healthy workplace plan – Plan what to do with situational assessment results
5. Develop a program plan (detailed work plan) and evaluation plan
6. Confirm management support – to implement the workplace mental health promotion plan
7. Implement the plan – put the proposed program into practice
8. Evaluate your comprehensive workplace health and safety program's efforts
9. Continuously improve your comprehensive workplace health and safety program based on the results of your evaluations

There is no one “right way” to create a healthy workplace because every workplace is different.

- From the people doing the work,
- to the work that needs to be done,
- to the leaders running the organization,
- the size of the organization,
- the external environment that influences the community, and
- the external resources the company draws.

All of these factors play a role in employee mental health.

Resources

Our CCOHS fact sheets on having courageous conversations and recognizing and addressing stigma at work can be used to initiate discussion-based learning sessions.

Having Courageous Conversations

<https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealthconversations.html>

Recognizing and Addressing Stigma at Work

<https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealthstigma.html>

We also have many fact sheets on **psychological health and safety, health promotion, and workplace wellness** topics to help begin the conversation at work:

<https://www.ccohs.ca/oshanswers/psychosocial/>

Find steps to help your workplace start in this Workplace Strategies for Mental Health guide:

Where do we start with psychological health and safety?

<https://www.workplacestrategiesformentalhealth.com/resources/where-do-we-start-with-psychological-health-and-safety>

Explore some of the leading workplace mental health resources and tools available on our **Healthy Minds at Work** website:

<https://www.ccohs.ca/healthyminds/>

Get practical advice for implementing the *National Standard of Canada for Psychological Health and Safety in the Workplace* in this free course developed by the Mental Health Commission of Canada:

Assembling the Pieces Toolkit

https://www.ccohs.ca/products/courses/assembling_pieces/

Learn from other organizations' experiences and takeaways from implementing the *National Standard for Psychological Health and Safety in the Workplace* in this **toolkit** created by the Canadian Mental Health Association and the Mental Health Commission of Canada:

<https://cmha.ca/what-we-do/national-programs/workplace-mental-health/takeaways/>

Resources continued

Review **psychosocial risks and strategies that are unique to specific industries** in this Workplace Strategies for Mental Health guide:

<https://www.workplacestrategiesformentalhealth.com/resources/sector-specific-strategies-for-psychological-health-and-safety>

Get advice for **mental health policies and programs** from this Workplace Strategies for Mental Health guide:

<https://www.workplacestrategiesformentalhealth.com/resources/mental-health-policies-and-programs>

Explore **recommendations for embedding psychological health and safety** into existing workplace policies in this Workplace Strategies for Mental Health guide:

<https://www.workplacestrategiesformentalhealth.com/resources/Policy-recommendations>

Learn about workplace mental health for small businesses in this **toolkit** created by the Australian Government:

<https://aheadforbusiness.org.au/resources/small-business-guides-to-mentally-healthy-workplaces>

Introduce someone to workplace mental health with this CCOHS course:

Psychological Health and Safety Awareness

<https://www.ccohs.ca/products/courses/phs-awareness/>

Find ways to make the case for investing in workplace health with this free CCOHS course:

Business Case for Workplace Wellness

<https://www.ccohs.ca/products/courses/wellness/>