Position Statement on Psychological Health and Safety in the Workplace

Purpose: Alberta Health Services (AHS) is committed to promoting and protecting the psychological health and safety of its employees, physicians, members of the medical and midwifery staff, students, volunteers and other persons acting on behalf of AHS. AHS will lead by example as we strive to be a healthcare organization that is supportive of mental health through the implementation of the CSA Standard on Psychological Health and Safety. This statement is supported by the Psychological Health and Safety Action Plan.

We acknowledge that:

- Healthcare is a challenging and demanding workplace with varying degrees of impact on our people's physical and mental health.
- All AHS workers have varying levels of levels of physical, psychological and social wellbeing. These are positively supported when they experience psychological safety in the workplace.
- When we are psychologically healthy and safe, we are more engaged in our important work, and we are better able to support and provide high quality care for our patients.
- Stigma around mental health exist and can prevent support and growth of a psychologically healthy and safe workplace.
- There are 15 psychosocial risk factors that can impact our mental health in the workplace.
- Psychological harm occurs in our workplaces and the impacts of this, as well as the supports, are experienced differently by each of us.
- Each of us need different and unique supports to feel psychologically healthy and safe.

We commit to evidence-based actions that promote healthy workplace culture by:

- Promoting and educating all of our employees, physicians, members of the medical and midwifery staff, students, volunteers and other persons acting on behalf of AHS to:
  - Protect and take actions to support their mental health (e.g. EFAP, PFAP).
  - Act in alignment with our Code of Conduct, AHS Values and Competencies and Our People Strategy.
  - Address unhealthy conflict, harassment, discrimination and racism – as per the Respectful Workplace and the Prevention of Harassment and Violence Policy.
  - Acknowledge when/if psychological harm occurs, facilitate reporting, and address concerns.
- Measuring psychological health and safety and using this data to inform decision making.
- Identifying and responding to behaviours and hazards, leading to psychological harm in alignment with relevant legislation, policies, and Just Culture principles.
- Reducing the stigma by increasing mental health literacy, organizational awareness and psychological health and safety supports available to workers.
- Promoting and upholding our organizational obligations outlined in the legislation, case law, and policy, including the Alberta Occupational Health and Safety Act and the Alberta Human Rights Act.

Psychological health and safety is a shared responsibility. We all bring psychological health and safety to our workplace when we strive to be accountable for creating safe and healthy work environments where we thrive and grow professionally while serving the health care needs of all Albertans. All of us can help support psychological health and safety by taking care of each other and displaying kindness, understanding and compassion.

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