

OCCUPATIONAL HEALTH & SAFETY

13 PSYCHOSOCIAL FACTORS FOR A HEALTHY & SAFE MIND AT WORK

13 Psychosocial Factors for a Healthy & Safe Mind at Work

Occupational health and safety best practices have expanded over recent years to include a broader focus that pertain to enhanced workplace mental health.

1. Organizational Culture:

Respectful, inclusive, union-supported workplaces to reduce stress and harassment.

2. Psychological & Social Support:

Access to Employee and Family Assistance Programs, peer supports, and early intervention encouraged in public service.

3. Clear Leadership & Expectations:

Clear and fair expectations laid out by supervisors.

4. Civility & Respect:

A no-tolerance approach to harassment.

5. Psychological Demands:

Workload and emotional labour considered in job design.

6. Growth & Development:

Access to training and development to reduce burnout and support retention.

7. Involvement & Influence:

Worker participation in occupational health and safety committees and union voice for psychological safety.

8. Workload Management:

Reasonable workload and staffing level to prevent fatigue and mental strain.

9. Engagement:

Meaningful work and pride in public service to foster psychological resilience.

10. Balance:

The promotion of work-life balance through flexible scheduling and supportive supervisors.

11. Psychological Protection:

Zero tolerance for retaliation after raising mental health or safety concerns.

12. Protection of Physical Safety:

Safe physical environments and the right to refuse unsafe work support mental well-being.

13. Recognition & Reward:

Fair worker recognition systems that build morale and decrease stress.

**Learn more about the
13 Psychosocial Factors**



**Learn more about the
SGEU OH&S Committee**



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