

Workplace Culture, Engagement & Getting to the Starting Line *(Implementation Stories from MB)*

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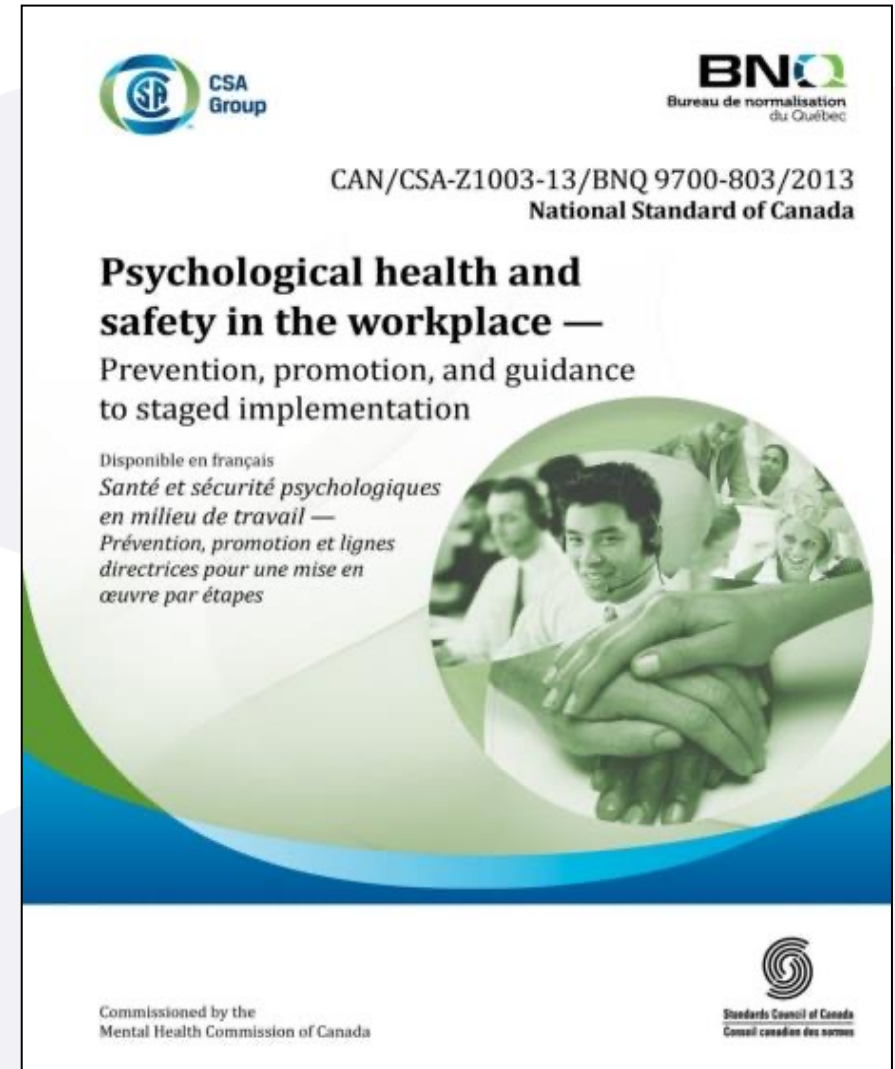
OCCUPATIONAL
HEALTH CENTRE

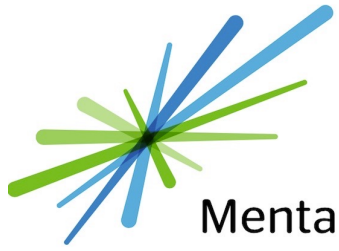
[PROGRAMS & SERVICES](#) ▾ [COMMUNITY RESOURCES](#) ▾ [COVID-19](#) ▾



Primary Prevention

- This is a shared responsibility
- Employers have an obligation to act
- Systematically assess & control for psychosocial hazards





Mental Health
Commission
of Canada



MACH
Manitoba Association of
COMMUNITY HEALTH



Canadian Mental
Health Association
Manitoba and Winnipeg
Mental health for all

2016

2018

2020

2022



**SAFE
WORK**
MANITOBA™



MFL
Fairness For
Everyone

Key Manitoba Successes 2016 - 2020

- Increased knowledge & awareness amongst key stakeholders
 - Provincial strategy (SafeWork Manitoba)
 - Engagement of industry-based safety associations
 - New curriculum for employers on how to weave PH&S into your existing practices

COVID-19

- Crisis mode took over
- Overwhelmed Healthcare Sector
- Pivot toward preventing violence
- Back to basic worker rights



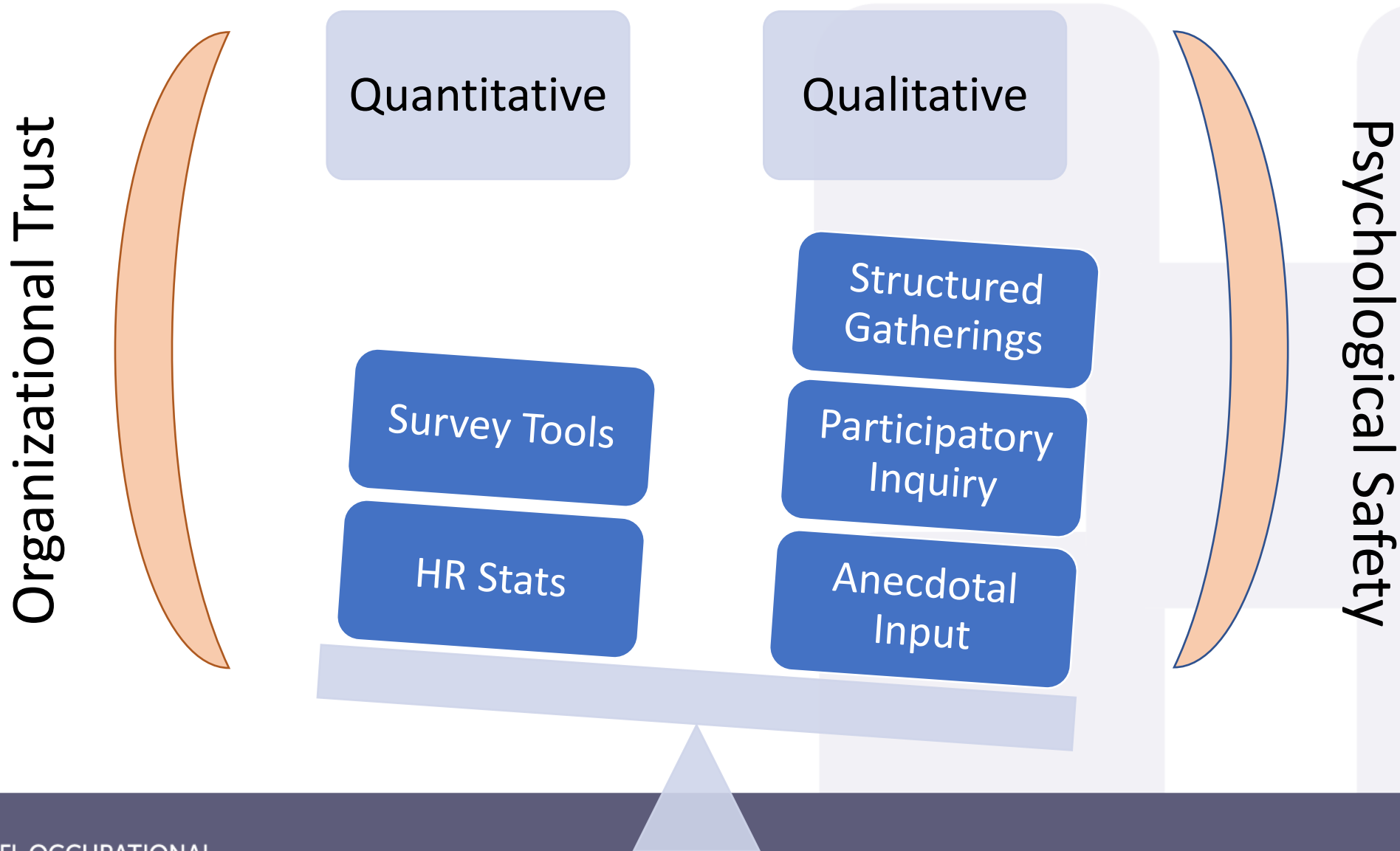
Gaps & Challenges

- Risk of PH&S becoming “just another safety training”
- It’s a wild wild marketplace of ideas out there (quality concerns)
- The CSA Standard’s compliance model may not connect with every workplace culture
- There’s remains a heavy emphasis on health promotion & education
We seem to be “stuck” at Level 1 “awareness”

Having Trouble Getting to the Starting Line?



Consider Using Mixed Methods to Collect Data



The Importance of ‘Being in Relationship’

- As a professional be aware of your need to “always” be efficient
- There’s value in being present and willing to listen purely for the sake of listening

More Generous Interpretations

The Importance of ‘Being in Relationship’

- As a professional be aware of your need to “always” be efficient
- There’s value in being present and willing to listen purely for the sake of listening
- Get creative in how you frame failure, impacts and successes
 - Assets & Strengths
 - Opportunities vs. Threats
- Finally, consider how your interventions interface with accessibility, equity and diversity

Thank You

