

# Exploring Driving Forces of Wellbeing In Ontario Workplaces



**PSHSA.ca**

Public Services Health  
& Safety Association

# Learning Objectives

---



Define what workplace wellbeing means to Ontario workers, leaders and employers



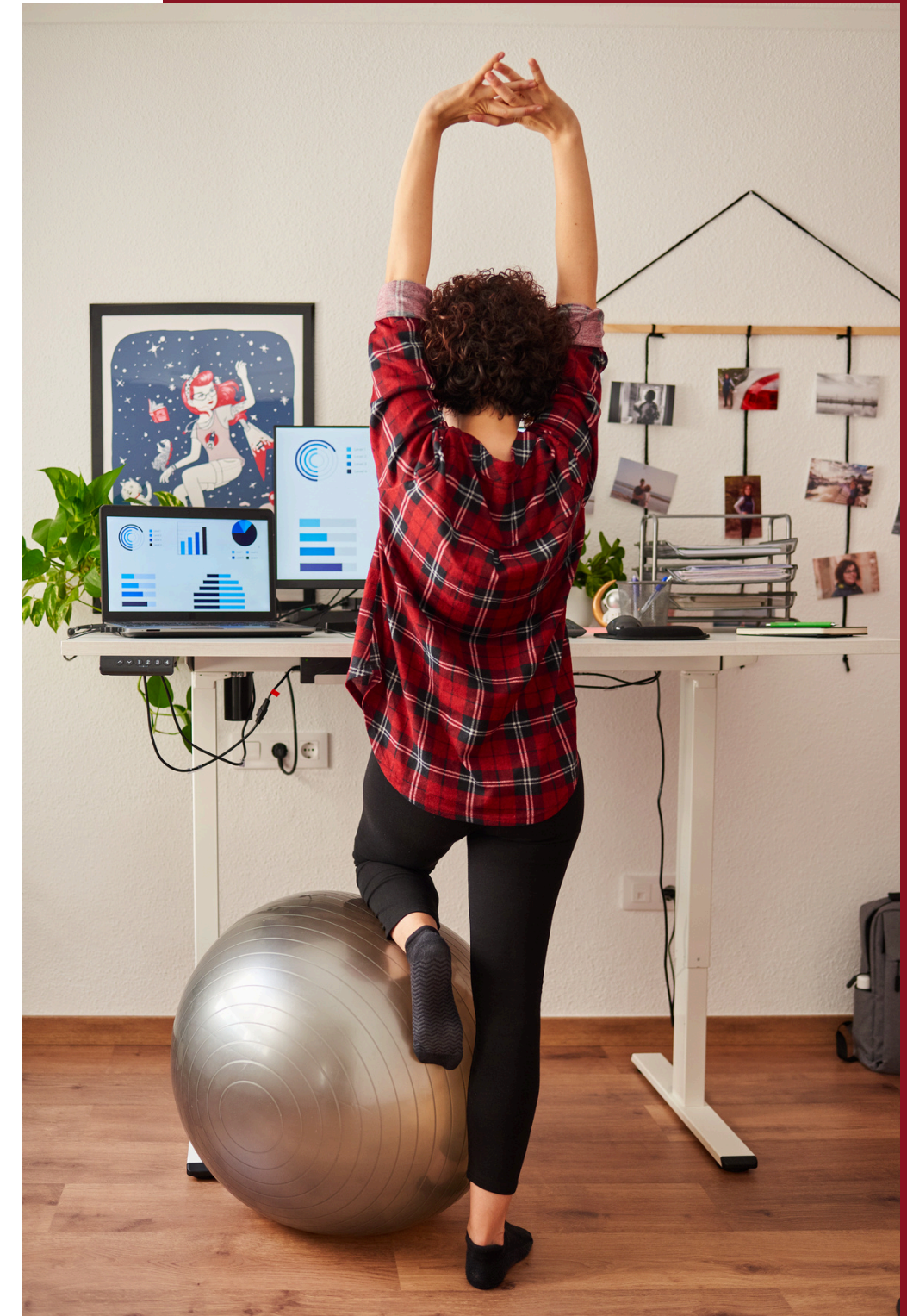
Understand key drivers that shape the workplace experience



Explore the divergent perspectives of workers and employers, identify how to bridge the gap

# What is Workplace Wellbeing?

- Launched a survey to find out
- Surveyed senior leadership, management and workers in Ontario's public sector
- Asked "How do you personally define and perceive workplace wellbeing?"





# They said...

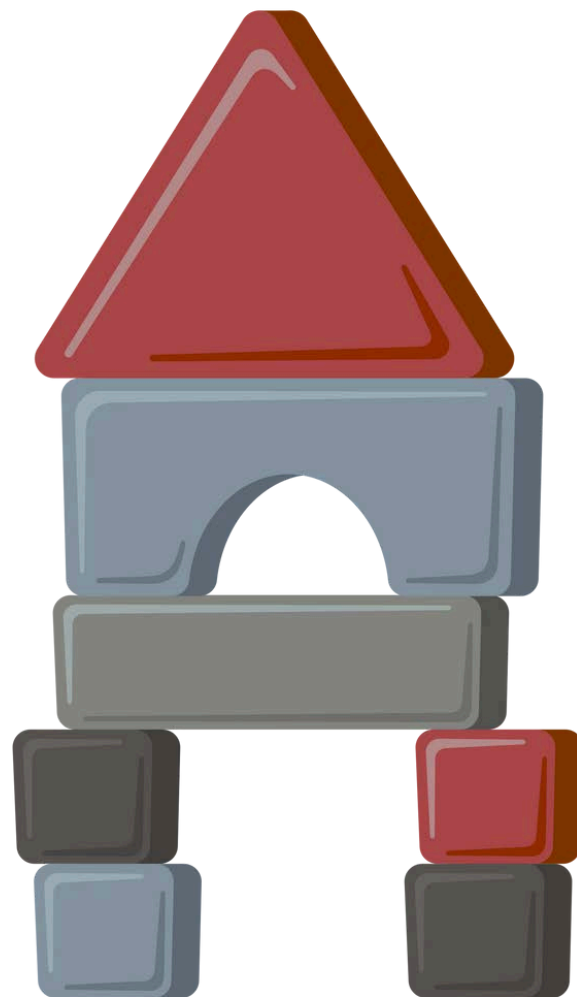


# Components and Dimensions

---

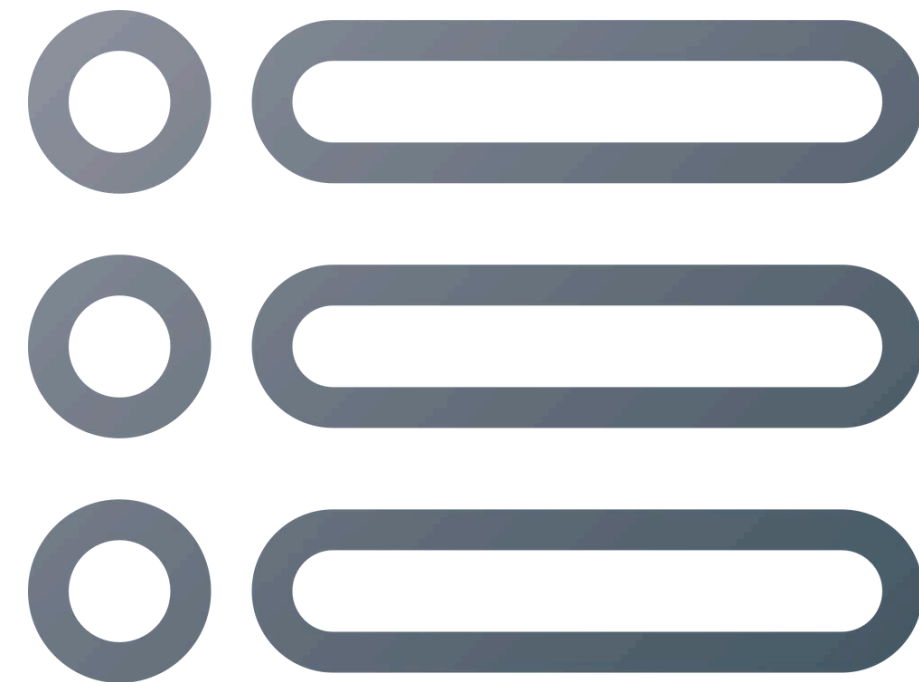
## Components

Broad categories that represent key aspects of workplace wellbeing.



## Dimensions

Elements or subcategories under each component.





# Workplace Wellbeing

**Workplace wellbeing** is your overall experience of health, safety, and support at work.

It is achieved through a balanced, collective approach to protecting and promoting worker physical and psychological health.



# Organizational Impact

---





# Improved Outcomes linked to Wellbeing Standard Adoption

---

**Factoring in organization size or union status, clear connection between standard adoption and human resources metrics**

- Greatest improvements in smaller workplaces and unionized organizations
- Unionized workplaces reported greater gains in all metrics, except new hire attrition

**Significant positive return on investment (ROI) across all key human resources metrics**

- Highest gains observed in worker retention and new hire attrition



# Improved Outcomes linked to Wellbeing Standard Adoption

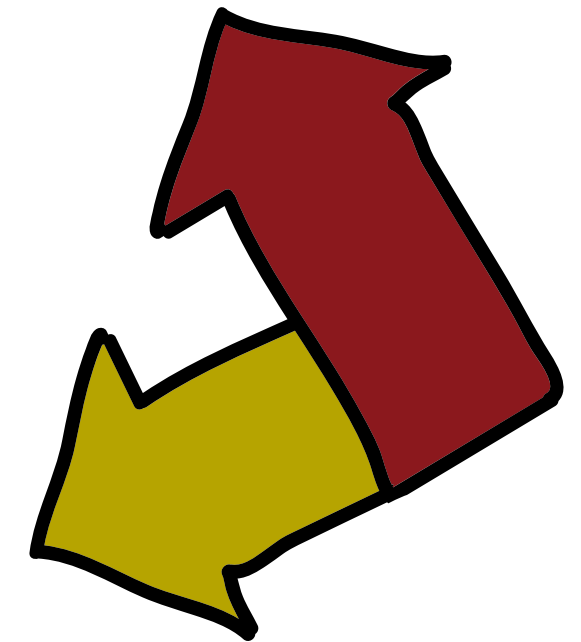
---

## Improvements varied based on sector

- Most improvement in the public safety sector, lowest in the government sector
- Aligns with the highest and lowest levels of standards implementation, respectively

## Sector Specific Retention Gains

- Public Safety: Gains in worker retention and reduced disability claims
- Education: Notable gains in retention
- Government: Experienced less improvement in this area



# Drivers of Workplace Wellbeing

---





# Workplace Factors on Wellbeing and Stress

---

**as per Workers**



## Core Dimensions of Workplace Wellbeing

Financial Security

Psychological safety & emotional wellbeing

Flexible schedule that allows for work-life balance



## Top Workplace Stressors

Psychological or emotional job demands

Amount of daily work tasks and overall workload

Pace of work and having sufficient time

# Workplace Factors on Wellbeing and Stress

as per Employers



## Components of Workplace Wellbeing

All components are at least somewhat important.

Adequate job resources  
Recognition & rewards programs



## Core Dimensions of Workplace Wellbeing

Psychological health & safety  
Prevention of physical risks  
Financial security through work

Work-life balance  
Financial security

# Employer and Worker Perspectives

---



## Strategic | Experiential

Employers consider wellbeing a strategic goal to work towards, while workers focus on daily experiences and challenges.



## Leadership | Culture

Employers emphasize empathetic and accountable leadership, while workers highlight poor management as a major barrier.



## Idealism | Reality

Employers aim for aspirational goals, while workers share actual stressors like high workloads, unrealistic expectations, and poor workspace conditions.



# Leading Practices for a Thriving Culture

---





# Wellbeing Policy

Adopt a formal policy for workplace wellbeing, ensuring adequate staff resources to support this work.



# Communication

Improve communication and transparency of wellbeing policies and programs.

- Focus on gathering feedback to ensure data driven change
- Choose appropriate communication methods
- Provide in person training on wellbeing policies and programs





# Enhanced Accessibility

Address the gap between the perception of access and effectiveness of wellbeing supports between workers and employers

- Workers report they are less available than employers think.
- Health insurance and disability management programs are the exception.







# Wellbeing Standards

The implementation of an accredited wellbeing standard is linked to significant positive return on investment (ROI) across all key human resources metrics.

- 1/3 of employers report significant gains in both worker retention and worker engagement scores



# Next Steps

---

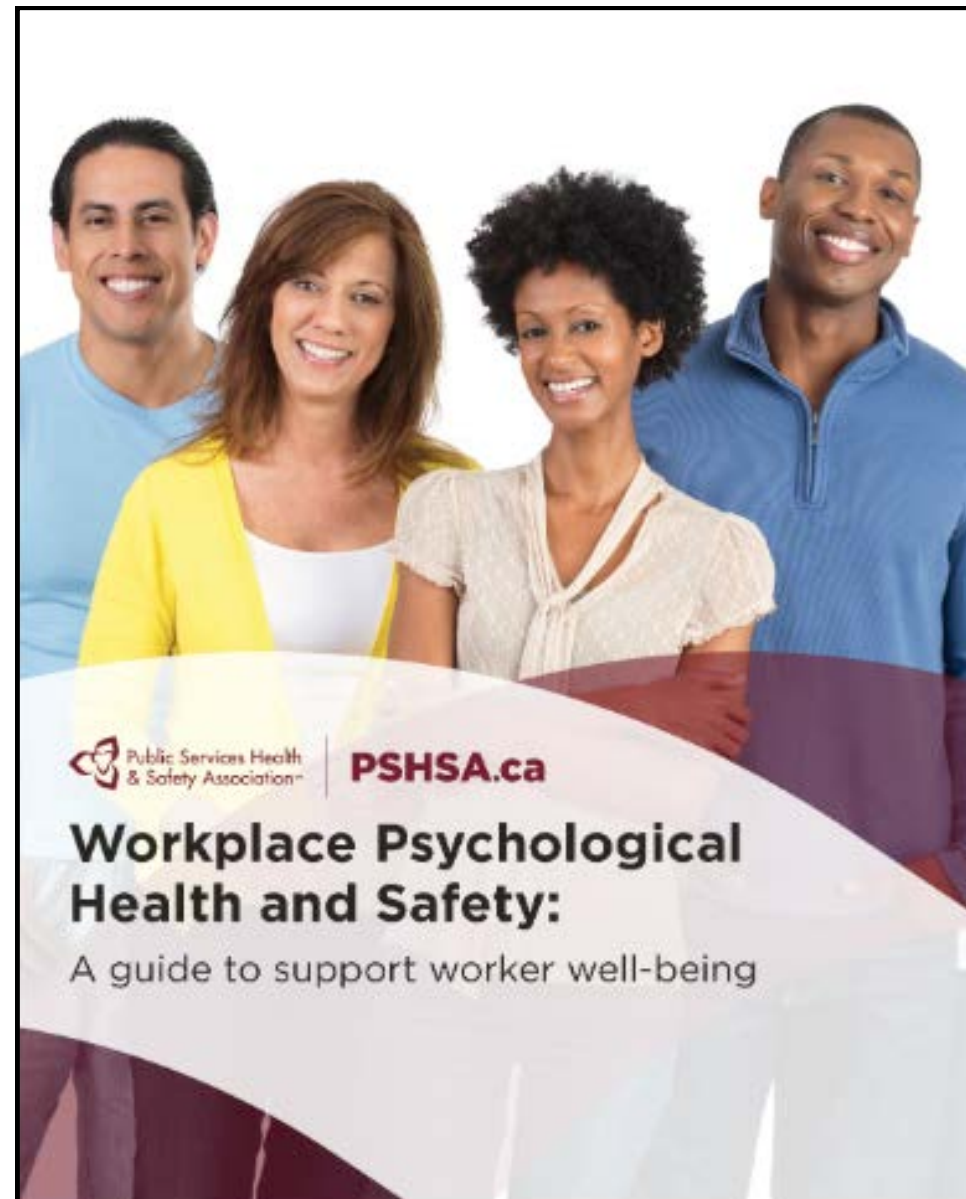




# Tools and Resources

---

**radius**  
Psychological Wellbeing on the Job



## Occupational Stress Injury Resiliency (OSIR) Tool

- Resource Catalogue
- Training Courses

# Better Together: Advancing Public Sector Health, Safety, & Wellbeing

Join us for an energizing day of learning, connection, and inspiration hosted by the Public Services Health and Safety Association!

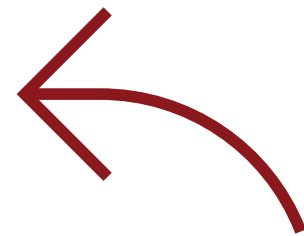
Whether you're a leader, health and safety champion, or someone passionate about creating thriving workplaces—this event is for you.

**Register:**



# Thank you

---



Scan the QR code with your  
phone camera or visit  
<https://linktr.ee/contactpshsa>  
to connect with us!



**Katrina Burch**



**kburch@pshsa.ca**



**519-820-8455**

