

What's happening in workplace psychological safety in Alberta?

OHCOW Mayday, Mayday 2025
Workplace Mental Health and Injury Symposium

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Agenda

- Prevention Initiative
- SPHIFR grant program
- Other resources

OHS Prevention Initiative

Focuses on the 3 most common injuries and illnesses that occur in workplaces:

- Slips, trips and falls
- Musculoskeletal disorders
- Psychosocial hazards



OHS Prevention Initiative

Focus on

- Small businesses
- Workers with vulnerabilities:
 - Young workers
 - Older workers
 - Indigenous workers
 - Temporary foreign workers and migrants
 - Short tenure of work (temporary, seasonal or casual work contracts)
 - Multiple jobs



Psychosocial Hazards



- Mental health in Alberta workplaces
- View as workplace hazards
- Barriers to psychological health and safety in the workplace
- Bulletins, videos, posters, postcards

Prevention Initiative

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



Background and reports

These resources include background information and annual updates for the Prevention Initiative.



Psychosocial hazards

Information on psychosocial hazards – what they are and how to prevent harm.



Slips, trips and falls

Slips, trips and falls are frequent injuries at all Alberta work sites. These resources include focused information for employers, supervisors and workers.



Musculoskeletal disorders

Preventing psychological hazards in the workplace

Barriers



Stigma

Includes discrimination, prejudice, judgement, labels, isolation, and stereotypes



Lack of Knowledge

Allows psychological hazards and stigma to persist



Aversion to Change

Workplaces may not address hazards due to concerns about cost, confidentiality, privacy or human rights



Education

Is the key to understanding and addressing these barriers



Prevention

Access tools and resources to grow your knowledge base

Scan to learn more



Visit alberta.ca/preventioninitiative

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Source: <https://ohs-pubstore.labour.alberta.ca/prevention-initiative>

Psychosocial hazard resources



Identify hazards

Identify existing & potential hazards for every job and every task at a work site.



Assess hazards

Asses the level of risk it presents & put in place appropriate control measures.



Common hazards

- Violence
- Traumatic events
- Job demands
- Role ambiguity



Training

Worker training should include assessment and control of psychological hazards.



Prevention

Focus on prevention by fostering a respectful workplace.

Scan to learn more



Harassment and violence in the workplace

OHS information for employers, supervisors and workers

This publication explains what is required under the Alberta occupational health and safety legislation as it relates to harassment and violence.

KEY INFORMATION

- Harassment and violence are workplace hazards.

Harassing behaviour can include:

- Unwelcome conduct, comments, gestures or contact that cause offence or humiliation (e.g. name-calling, hate speech, phone calls, spreading rumours).
- Deliberate misgendering (i.e. referring to a person by a name or title that does not align with their identity).

Domestic violence in the workplace

OHS information for employers and workers

This resource provides information about domestic violence as a workplace hazard.

KEY INFORMATION

- Domestic violence is included in the definition of violence in the *Occupational Health and Safety (OHS) Act*.
- If an employer knows that a domestic violence incident might come into the workplace, they must take steps to protect workers.
- Workers must report to their employer or supervisor if they think domestic violence might be, or is, occurring at the work site.

When an employer is aware that a worker is or is likely to be exposed to domestic violence at a work site, the employer must take reasonable precautions to protect the worker and any other persons at the work site likely to be affected.

-OHS Code Part 2

Recognizing domestic violence

Signs of domestic violence include:

Stop Harassment and Violence in the Workplace

Workplace harassment and violence is not acceptable.

By law, employers and supervisors must ensure workers are not subject to or participate in harassment or violence at the work site.

Workers must not cause or participate in harassment or violence at the work site.


Harassment and violence can include:

- unwelcome comments (written, digital or verbal), or actions because of race, religious beliefs, colour, physical

Prevent and stop harassment and violence:

- follow your employer's harassment and violence

Supporting Psychological Health in First Responders grant program



SPHIFR

What is SPHIFR?



Supporting Psychological Health in First Responders



Grant program to address high rates of post-traumatic stress injuries (PTSI) among Alberta's first responders and emergency workers



Focus on effective prevention and intervention strategies



Funds services and research

Definitions

First responders

- Includes firefighters, police officers, paramedics, sheriffs, and corrections officers

Emergency workers

- Those who encounter serious, unexpected and often dangerous situations requiring immediate action as part of their jobs

Post Traumatic Stress Injury (PTSI)

- Non-clinical term; includes a range of mental health injuries (e.g. operational stress injuries, anxiety, depression, and PTSD)

Services

- Project-based grants
- Not-for-profit or public sector organizations.
- Projects must provide services to Alberta first responders or emergency workers living with, or who are at risk of, PTSI.

Applied Research

- Applied research
- Develop and evaluate effective programs and services to support Alberta first responders or emergency workers living with, or who are at risk of, PTSI.

Summary of Projects Funded by Cycle

| Cycle | Applications received | Applications funded | % in services | % in applied research | Total funding (\$) |
|-------|-----------------------|---------------------|---------------|-----------------------|--------------------|
| 1 | 40 | 11 | 36% | 64% | 1,483,694 |
| 2 | 33 | 9 | 44% | 56% | 1,504,149 |
| 3 | 37 | 11 | 45% | 55% | 1,509,900 |
| 4 | 34 | 19 | 68% | 32% | 1,500,000 |
| 5 | 59 | 12 | 50% | 50% | 1,500,000 |

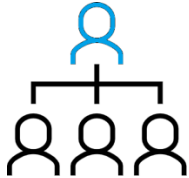
Study and project participants



Workers



Families



Front-line supervisors

Through SPHIFR, service providers have have:



Delivered peer support and expert-led training, drop-in psycho-educational support groups, transcendental meditation, facilitated workshops, culturally appropriate activities and services, access to counselling programs



Developed and adopted protocols, guidelines, mobile apps, peer-to-peer support programs, resiliency programs



Created a peer-support help line, lending library

Through SPHIFR, researchers have:



Conducted surveys, interviews, and focus groups to understand the extent of PTSD, worker experiences and knowledge, and the impacts of traumatic events, and factors that may contribute to PTSD



Developed and/or evaluated effectiveness of specific interventions or program implementation for specific workers



Stemming from the research, developed materials for community partners and stakeholders

Other Resources



OHS Resource Portal

ohs-pubstore.labour.alberta.ca

Classification: Protected A

My accountLog outMy order (0)

Search resources

Give portal feedback

Alberta

Occupational Health and Safety (OHS) Resource Portal



[Latest](#)

New or revised resources.



[Popular](#)

Most requested resources, including the 'OHS Act, Regulation and Code', the 'Hazard Assessment and Control handbook' and more.



[Prevention Initiative](#)

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



[Languages](#)

Access OHS resources translated to languages other than English.



[I am a ...](#)

Resources for employers, small businesses, supervisors, workers, young workers and more.



[Health and safety topics](#)

Hazards, emergency preparedness, ergonomics, first aid, HSCs and HS representatives, COR, PPE and more.



[General compliance](#)

Resources related to OHS inspections, incident reporting, disciplinary action complaints, and more.



[Industry](#)

Agriculture, construction, energy, fuel and convenience, health care, hospitality, retail and more.



[Resource type](#)

Resources by format – postcards, posters, forms, templates and more.



[Available in print](#)

Printed resources that you can order at no charge.



[All resources](#)

List of all resources.

Search OHS Legislation

Search for workplace health and safety rules under the Occupational Health and Safety Act, Regulation and Code.

Use the OHS legislation search tool

Use the search tool to find information within the OHS Act, Regulation and Code. This material is sourced from Alberta King's Printer. Please note: the content published by the King's Printer is the official version; the search tool is not considered the official version. King's Printer should be consulted for all purposes of applying the law.

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Thank-you

