

# PSYCHOLOGICAL HEALTH AND SAFETY AT WORK



*Prevention, Promotion  
and Guidance for  
your Workplace*



HEALTHY & SAFE WORKPLACES.  
*Prospering.*

# The Saskatchewan Story

In 2016, the Saskatchewan Workers' Compensation Board changed their stance on the acceptance of psychological injury claims. A rebuttable presumption was added to make it easier for workers to prove their psychological injury occurred at work. This presumption also allows for simpler connection between physical injuries and their psychological component.



**A psychologically healthy & safe workplace is a workplace that promotes workers' psychological health including in negligent, reckless, or intentional ways.**

- CSA Standard: Psychological health and safety in the workplace.

# What You Can Do

## Join Our Mental Health Best Practice Group

### Why you Should Join

- We are the Gold Standard for psychological health and safety in Saskatchewan.
- Collaborate with over 100 leaders from across the province (made up of Saskatchewan organizations including service, hospitality, government, education, safety, and construction).
- Attend 3 meetings per year that include cutting-edge speakers from across Canada.

There is no cost to join or attend!

## CSA Standard on Psychological Health & Safety in the Workplace

- Compliance with this standard is voluntary, and can be done incrementally. Choose the pieces that are important for your business to succeed.

## Service Hospitality PHSMS Audit

- Compare your current practices with the CSA Standard through Service Hospitality's audit.
- Audits result in an individualized action plan with clearly defined "next steps" for your business.

## Integration into your SMS

- Training to take your health and safety management system to the next level.
- Our course helps you integrate psychological factors into your existing safety management system.

[www.servicehospitality.com](http://www.servicehospitality.com)

# It's a Growing Concern

Psychological injuries have increased by almost 100% in the last two years.

- WCB SK

The impact of the legislation changes has already been felt. Physical injuries with a psychological component have tripled in cost in the service and hospitality industries.

- George Marshall, CEO, Service Hospitality

## Our Valued Partners



Canadian Mental Health Association  
Saskatchewan  
*Mental health for all*

**WorkSafe**<sup>TM</sup>

SASKATCHEWAN

*Work to live.*



In any given week, 500,000 Canadians are unable to work due to mental health problems or illnesses.

“  
**It is not unreasonable to predict that in 10 years from now, 40% of all Workers' Compensation Board costs could come from psychological injuries.**

**Those who are proactive in this issue will continue to succeed, whereas those who are not will be in real trouble.**

- George Marshall, CEO, Service Hospitality





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