



Psychological Health and Safety (PHS) Check-In

This resource empowers the Joint Health and Safety Committee (JHSC) to play an active role in the promotion of workplace psychological health and safety. It is intended to be used by the JHSC during monthly workplace inspections to engage worker input on the recognition and control of workplace and job-based psychosocial factors.

Date: _____ JHSC Member: _____ Location: _____ Department Supervisor: _____

Pillar	Check-In Questions	Worker Input	How the JHSC Can Support
Prevention (Hazard recognition and control)	Are you aware of how workplace psychosocial factors ¹ affect you and your job?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure Comments:	<i>Recommend a psychosocial risk assessment, and the communication of findings to workers.</i>
	Have you had the opportunity to attend training related to mental health awareness and psychological health and safety?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure Comments:	<i>Identify need for training and make suggestions to employer.</i>
Intervention (Incident reporting and investigation)	Are you aware of how to report work-related psychosocial incidents ² , injuries, and illnesses? Are you aware of how psychosocial incidents are investigated?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure Comments:	<i>Regularly review incident forms with psychosocial factors in root cause analyses and encourage incorporation of psychosocial incident reporting.</i>
	Are you aware of, and know how to access, available workplace supports for mental health (i.e. EFAP, wellness, various resources and initiatives, etc.)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure Comments:	<i>Remain current and connected with other workplace resource groups, such as wellness or EDI committees. Share relevant resources with workers as needed.</i>
Recovery (Stay at work/ return to work)	Are you aware of the processes in place (i.e. modified work tasks or schedules, etc.) to support workers during return to work or accommodation following a psychological injury or illness?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure Comments:	<i>Take notice of psychosocial factors for early and safe return to work, to prevent further injury and illnesses.</i>

¹ **Psychosocial factors** are work conditions that can have either a positive or a negative effect on worker psychological health. Workplace psychosocial factors are harmful if they contribute to stress, anxiety, injury, or other negative outcomes.

² **Psychosocial incidents** are events involving harmful workplace psychosocial factors.