

ESDC Policy Health & Safety Committee (PHSC) May 30th Meeting Notes

Mental Health in the Workplace Update

Key Actions

Key actions were about supporting and working with committees. Some factors were identified, such as: Turnover issue, communication, info overflow.

During year no 1, this was about establishing tools and initiatives. There were messages to managers. There were self assessment tools for committees and Webex sessions. During year 2, we would need to see if there's a need for any corrections or tools.

Advisory Committee

The following employee members have volunteered for a sounding board about the tools/next steps as an advisory group: Lyne C. and Dwight M., Karl L. will come back with names.

Recognition

People need to be recognized for their work. ESDC seems to need a more targeted approach. Employer members suggested: to be aligned with emergency preparedness as it could be turned into a marketing, education tool. Also, we should use people who have passion.

Employee members raised some concerns. Is this a problem with recruitment? Members feel they don't have the allowed time or even the appropriate training. In the past, Peter Larose sent an email, but it seems that it didn't reach every one. Some didn't read it. Some other read it, but were too busy. Managers haven't given employees the time to participate.

Peer Support Program

Last February, there were consultation sessions on what the Peer Support should be. Mental Health Innovation is presenting their findings to key stakeholders on June 12th (ADMs, Union, Network, PHSC). After that, the next step is creating an advisory committee that would work on developing the governance, the how and the recruitment. We are looking for employees, managers, unions to participate. It is critical on who should be on it as this will be a working committee. The 1st meeting is in September. In December, that Committee will present to senior management on how we would go with the Peer Support Program. Employee members reminded that a similar program already existed in Québec, but the employer struck it down.

Mental Health Framework Implementation Committee (MHFIC)

Employee members raised concerns about that MHFIC. There's no Employee Co-Champion. Also, it does not report to the PHSC. Employer Co-Chair mentioned that the MHFIC has been existing for years, it's well established, it's been transparent.

Progress Evaluation Strategy

We are gaging the process and figure out a way to get data on a more regular basis. There have been 3 separate exercises.

Last fall, there was the one with the Branch implementation activities This was not a measurement, not to compare. It was a snap shot. Most branches haven't put activities. We plan to submit aggregate data on what we heard. Each region has identified a lead and established committees. Aline Michaud established the network and will shared the committee member list with the PHSC as employee members were wondering about who are sitting on these regional committees.

The 2nd exercise is to gather data from various sources. We are looking at indicators in areas such as: learning and EAP. We're hoping having a dashboard available in Aug-Sept. To be shared with the PHSC. The 3rd exercise is the workplace mental health survey. There was 48% of returns. The report will be available in Sept-Oct.

2016 Annual Hazardous Occurrence Detailed Report

Karl Lafrenière interrupted the presentation to make a point: Passport seems not been represented. When looking at number, not sure if they are accurate. One building would count more than half of the 161 reported in Québec. The National Occupational Health & Safety (OHS) Office will revise the integrity of the numbers.

Environmental Sensitivities

Employee members pointed out the Environmental Sensitivities is not taken seriously or even just ignored. There's some work to do on that issue. There's a good video done by PSAC.

Regional Committee Reports

On the Quebec Region report, Lyne Cartier mentioned that she wasn't consulted by the Employer Co-Chair.

Also, there was a question about what is the ROSHA training?

Cyclical Review – Occupational Health and Safety Policy

PHSC members were invited to send their comments about that policy within 3 weeks.

Regional Health and Safety Advisory Committee Terms of Reference (ToR)

David Swol clearly said that the policy grievance was denied by Treasury Board Secretariat (TBS) and wanted the Regional ToR adopted. PHSC members can provide comments on its wording. Employee members stated that members on these committees won't be protected as per CLC. It's a committee structure outside Canada Labour Code (CLC). Employee members suggested to have a separate meeting with a facilitator to help resolve the issue.

Cyclical Review - Workplace Violence Prevention

PHAC members were invited to send their comments about that policy within 3 weeks.

Round table

Crystal Warner needs to connect to have Michelle Henderson on the Regional OHS Committee.

David Swol mentioned that the OHS Office is not getting a lot of agenda items.