



BOARD OF HEALTH PROCEDURE

APPROVALS	DATE APPROVED	INITIALS
BOH:	Res. No.: 82-2025	JD
SLT:		
MCC:		
IF APPLICABLE		
DIRECTOR:		
HR:		
PPL:		

SECTION: BOARD OF HEALTH

**PROCEDURE
NO.:** BH-02-18

SUBJECT: Psychological Health and Safety

APPROVED BY: Board of Health

**PROCEDURE
DATE:** September 2025

1. PURPOSE

- 1.1. This procedure provides governing principles for fostering a psychologically healthy and safe workplace.
- 1.2. This procedure supports Policy No. BH-02-18 Psychological Health and Safety.

2. PROCEDURE

- 2.1. Administration will foster an organizational culture that values psychological health and safety by:
 - Promoting a respectful, stigma-free workplace and enhancing mental health awareness.
 - Implementing prevention strategies addressing workplace psychological risks through primary, secondary, and tertiary interventions.
 - Monitoring and evaluating psychological health and safety initiatives to support continuous improvement.
- 2.2. Administration will ensure that organizational policies, programs, and practices integrate psychological health and safety considerations at all levels.

3. SCOPE

- 3.1. This procedure applies to all employees within TBDHU.

4. RESPONSIBILITY

- 4.1. **Senior Leadership** is responsible for ensuring that psychological health and safety is reflected in the strategic direction and goals of TBDHU.
- 4.2. **Management** is responsible for modelling, promoting, and championing the ideals of a healthy workplace, and supporting psychological health and safety standards and initiatives in their programs.
- 4.3. **Human Resources** is responsible for ensuring all new employees are made aware of the Psychological Health and Safety Committee and related organizational initiatives during orientation.
- 4.4. **Employees** are responsible for fostering and maintaining a psychologically healthy and safe work environment.
- 4.5. **Psychological Health and Safety Committee** is responsible for meeting the requirements set out in Canada's National Standards for Psychological Health and Safety in the Workplace by planning and implementing organizational initiatives.

5. DEFINITIONS

- 5.1. There are no definitions with this procedure.

6. REFERENCES

- 6.1. [Psychological Health and Safety Standard, CAN/CSA-Z1003-13](#)

7. APPENDICES/LINKS AND ATTACHMENTS

- 7.1. Policy Number BH-02-18 Psychological Health and Safety