

SEPTEMBER SAFETY SEGMENTS



The National Standard for Psychological Health and Safety was introduced into the Canadian workplace in 2013. [The Standard](#) is the first of its kind in the world. There are 13 factors listed in The Standard. Balance factor looks at how the workplace recognizes the need for balance between the demands of work, family and personal life.

PSYCHOLOGICAL HEALTH AND SAFETY FACTOR: BALANCE

DIRECTIONS

Be sure to encourage discussion by being open to all answers and opinions from participants. Watch the following 4 minute video with the group about [The National Standard - Balance](#). Read out the definition and use the guiding questions to facilitate a discussion with the group.

SAFETY SEGMENT DISCUSSION

The Standard defines Balance as when the work environment recognizes the need of workers to balance the demands of work, family and personal life.

Guiding Questions:

- Can you think of a time at work when you had difficulty maintaining a work-life balance?
- What strategies did you use, or could have used do to manage during this time?
- Why is work-life Balance so important?
- What could have been done differently in the scenario with Liliana?
- What are some strategies to help YOUR workplace boost overall employee Balance?
- Write down different ways that YOU can help manage your work-life Balance.



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SEPTEMBER SAFETY SEGMENTS: STANDING ERGONOMICS



When you think about ergonomics, is your first thought about working at a desk or computer? For some jobs like working in a kitchen, laundry room or even at a workbench proper ergonomics is just as important. Jobs that require significant standing have to think about the work area design and PPE to prevent injury to those workers.

STANDING ERGONOMICS

DIRECTIONS

Before you begin this discussion, set the expectations for a safe space that is respectful of everyone's feedback. Stress the importance of working as a team and looking out for your team members' safety. Safety is something that works best if everyone is a partner. You will need to print out a copy of the [Standing Ergonomics Poster](#), and [Standing Ergonomics Checklist](#) and allow staff a couple minutes to read over. Facilitate a team activity and discussion using the following guiding prompts and questions.

SAFETY SEGMENT ACTIVITY

- Have team members observe each other and discuss how their work area compares to the poster.
- Have the observer complete the Standing Ergonomics Checklist.
- Set up team meetings to discuss the member's findings.

Findings Guiding questions:

- How did the observations go?
- How did the work areas compare to the poster and checklist?
- Additional observations or comments

Additional Activity

- Watch the following 2-minute video on [proper standing position](#).



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SEPTEMBER SAFETY SEGMENTS: STANDING ERGONOMICS



If you are standing or working on your feet for any extended period of time you know that what is on your feet is very important. If you have ever worn the wrong shoes you know how bad your whole body feels at the end of the day.

THE IMPORTANCE OF SHOES

DIRECTIONS

Before you begin this discussion, set the expectations for a safe space that is respectful of everyone's feedback. You will want to print out the [Shoes Infographic](#). Review the infographic or give staff a few minutes to read over. After everyone is done, use the guiding questions to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Are any of the facts surprising?
- How do your feet feel at the end of your shift?
- What do you do at the end of the day to take care of your feet?
- How old are your shoes?
- If you have employee benefits that cover shoes discuss with employees.

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



SEPTEMBER SAFETY SEGMENTS: STANDING ERGONOMICS



Anti-fatigue matting can be beneficial for workers who have to stand for long periods on concrete surfaces which are in most work environments. Just as their name suggests it reduces the fatigue of standing by providing the right amount of cushioning.

ANTI FATIGUE MATS

DIRECTIONS

Before you begin this discussion, set the expectations for a safe space that is respectful of everyone's feedback. You will want to print out the [Anti Fatigue Mats Infographic](#). Review the infographic or give staff a few minutes to read over. After everyone is done, use the guiding questions to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Does the facility have anti-fatigue mats?
- What environments are they normally used?
- Can you think of other places where anti-fatigue matting could be beneficial?
- Are the mats inspected?
- When should anti-fatigue mats be changed?

Additional Activity:

- Have areas take an inventory of their anti-fatigue mats.
- Identify when the mats were purchased.
- Make a note of mats that are in need of being replaced.

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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SEPTEMBER SAFETY SEGMENTS: STANDING ERGONOMICS



Regardless if your work is done standing or sitting everyone can participate in injury prevention activities. In fact, injury prevention is just as important for those workers who stand for a prolonged period to complete their work.

INJURY PREVENTION FOR STANDING

DIRECTIONS

Everyone has heard that sitting for too long is bad for your health but standing can also be harmful. Watch this quick 4 min video for [5 Standing Exercises](#) that you can do, while working, to help with the discomfort of standing for prolonged periods.

SAFETY SEGMENT ACTIVITY

- After watching the video lead the staff through the 5 exercises.
- Encourage workers to use these exercises while they are working.

