SAFETY CULTURE | JANUARY SAFETY SEGMENT

Building a robust safety culture in the workplace is paramount to maintaining safe operations. Establishing a positive atmosphere is crucial to the success of any safety program. One that encourages learning, provides training, and educational opportunities for employees that will promote a positive safety culture. A strong safety culture demonstrates an organization's respect for its employees, leading to a better reputation and increased morale throughout the workplace.

SAFETY CULTURE SURVEY

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of the Safety Culture Assessment survey by the Continuing Care Safety Association. Before you hand out the assessment, use the guiding question below to facilitate a group discussion. Have everyone complete this assessment anonymously and collect the results at the end.

SAFETY SEGMENT DISCUSSION

Guiding Questions:
- How much do you know about your organization's Health and Safety Program?
- Are there any questions about your organization's Health and Safety Program that can be answered before giving the assessment?

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.

Continuing Care Safety Association

Follow the CCSA and check our other resources.

The significance of prioritizing psychological support in the workplace cannot be overstated. Studies demonstrate that offering mental health assistance to employees leads to increased job attachment, satisfaction, and involvement, which in turn fosters a positive working environment and encourages behaviors that propel organizational growth. It's essential to accord mental well-being the same weight as physical health, as neglecting the former can have detrimental effects on both individuals and the company's bottom line.

CREATING A SAFE SPACE

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of the Making the case for psychological safety in the workplace bulletin by the Government of Alberta.
After everyone is done, use the guiding question below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:
- What are some health benefits for psychological health and safety?
- What are some legal benefits of psychological health and safety?
- What are some financial benefits of psychological health and safety?

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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Safety Association

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The concept of a "safety culture" encompasses a set of attitudes, values, and beliefs that impact how tasks are executed in an organization, rather than simply how they ought to be. By fostering a culture of safety, not only will the organization benefit, but the workers will also be more proactive in regard to safety matters.

WORKING ENVIRONMENT

DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Watch the video Safety is Personal: Creating a safe work environment is essential and use the guiding questions to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:
- Why is it important that we stay safe at work?

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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The Big 4 strategies are proven techniques that manage stress and enhance performance, reducing stress response and increasing resilience. Alongside other stress management practices and self-care, they can improve mental and emotional effectiveness. Like physical training, mastering stress management techniques can lead to superior performance and decreased stress levels. However, these skills require learning, practice, and application to be effective in stress management and reduce susceptibility to stress-related health issues.

BIG 4 STRATEGIES

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of the Pocket Card infographic created by the Mental Health Commission of Canada for The Working Mind Workshop that is offered here at the CCSA.
After everyone is done, use the guiding question below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:
- How would you successfully deep breath/diaphragmatic breath?
- How would you set smart goals?
- What are some ways you can use visualization?
- How can you engage in positive self-talk?

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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This Emergency Response protocol is designed to notify personnel of any incidents involving aggression or violence toward residents, clients, visitors, volunteers, or staff members. Our primary objective when managing aggressive behaviour is to ensure the safety of everyone involved while addressing the situation in a safe, respectful, and compassionate manner.

CODE WHITE

DIRECTIONS

Start the discussion by setting the expectations for creating a safe space and respecting everyone's feedback. Print out or show an electronic copy of the Code White poster by the Continuing Care Safety Association.
After everyone is done, use the guiding question below to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:
- When is Code White called for?
- What can you do as a staff member when this code is called?

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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