



## January 2025 Health & Safety Minute

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### Safety Segments: Psychological Safety



*Safety Segments offer information and resources you can use during safety huddles, team meetings, etc. The discussion guide pulls everything together.*

Psychological safety is just as important as physical safety. Work-related stress is a significant issue, with many employees experiencing high levels of anxiety, emotional exhaustion, and burnout. Factors such as long hours, high demands, lack of control, and insufficient support can increase these feelings.

Check out this month's safety segments to find out what you can do to help prevent this in the workplace: Psychological Impact on Workers, What is VARB, Managing Behaviors, Addressing Violence and Harassment.

[Learn more](#)

## CCSA Safety Bytes: Creating Safer Workplaces - Addressing Violence and Harassment



*The CCSA Safety Bytes are short "byte-sized" videos about safety topics and tips that will help increase awareness and skills for our members. Stay tuned for a different topic every month!*

This month, we spotlight an important topic: workplace violence and harassment. Our latest Safety Bytes video features Annie, a healthcare aide, sharing insights on recognizing and addressing behaviors like verbal abuse, bullying, and physical assaults. These actions harm individuals and impact team dynamics, morale, and the organization's overall reputation. Annie highlights the importance of proactive measures such as establishing clear policies, offering regular training, and fostering a culture of mutual respect.



## Our Commitment to Psychological Health & Safety in Healthcare

At CCSA, we are proud signatories of **the Declaration of Commitment to**

**Psychological Health and Safety in Healthcare**, aligning our efforts with the principles of the National Standard for Psychological Health and Safety in the Workplace. This reflects our dedication to fostering a culture that respects workers' psychological health, recognizes its connection to patient safety, and ensures a supportive environment.



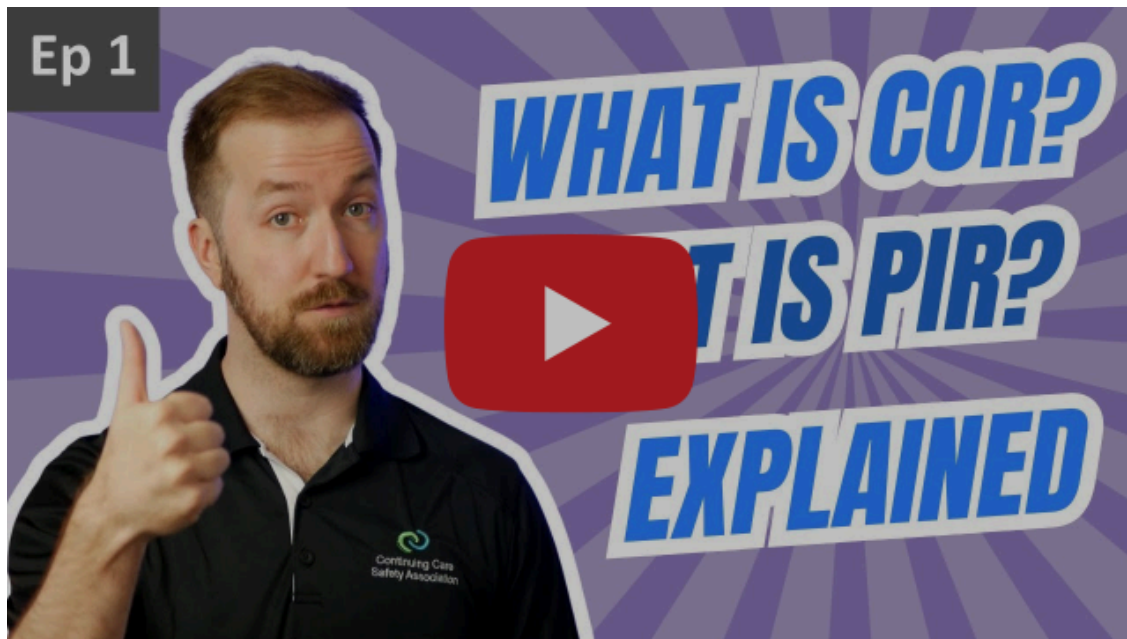
To support our members we offer tools that address:

- Promotion of Worker's Mental Health: [The Working Mind Training for Managers & Leaders](#), and [Frontline Employees](#);
- Psychological Protection from Violence and Harassment: ["Managing Workplace Violence, Harassment & Responsive Behaviours"](#), 2-hour On-Demand Course, **now \$24 for Members instead of \$40!**
- Prevention of Psychological Harm: [OHS Prevention Initiative resources](#) adapted by CCSA for the continuing care sector.

## Introducing COR Micro-Learning Video Series

As a **certifying partner** for continuing care, seniors' supportive living, lodges, and other related industries in Alberta, we are excited to launch our **COR Micro-Learning Video Series**, a new initiative to help organizations better understand the Certificate of Recognition (COR) program and its benefits. This video series is designed to make understanding COR simple and accessible, helping you strengthen your safety program.

The first episode, **"Understanding COR – Partnerships in Injury Reduction,"** features our expert James Davis, CCSA's Learning & e-Learning Specialist. In just 3.5 minutes, James answers key questions about COR and PIR (Partnerships in Injury Reduction) and explains their importance for workplace health and safety. Stay tuned for more episodes in 2025 as we continue to guide you through the COR process step-by-step.



## Reminder: Bell Let's Talk - January 22

Bell Let's Talk has a vision of a Canada where everyone can get the mental health support they need. Dedicated to moving mental health forward in Canada, Bell Let's Talk promotes awareness, acceptance, and action with a strategy on 4 key pillars: Anti-Stigma, Care & Access, Research, and Workplace Leadership. Stay tuned to their [website](#) for details on how you can participate and make a difference.



## Check Out CCSA's Latest Courses

CCSA continues to offer instructor-led virtual training and can now accommodate classroom sessions.

[Check out our course descriptions and schedules.](#)

Did you know that the CCSA is continuing to add more [On-Demand Courses](#)? Check out our latest offerings!



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