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To whom it may concern, on behalf of our organizations (Klinik and SERC) we would like to submit support for the following recommendations made by the MFL Occupational Health Centre.

Psychological hazard identification

As per Section 2(2)e of the WSHA, every worker in Manitoba has the right “to know about the safety and health hazards in their workplaces”. Current research clearly demonstrates that workplace psychological hazards can be identified and that they cause significant physical and psychological harm to workers. Across Canada, thirteen psychosocial factors are well-known to promote or inhibit these hazards and it takes a concerted effort to properly assess them in the workplace[1].

The WSHA currently recognizes the importance of preventing workplace harassment and violence through Regulation [see Sections 18(1)aa and 18(1)bb]. It also stipulates in Section 18(1)d that regulations must “prescribe minimum standards of welfare facilities at workplaces”. Such standards may meet the physical needs of workers, however, there is no explicit language in the WSHA that acknowledges the broad range of detrimental psychological hazards that can exist in workplaces and must be controlled for.

The Recommendation:

- That a new section be added to the WSHA respecting the establishment of a standardized regulatory framework, such as the CSA National Standard on Psychological Health and Safety in the Workplace, which will assist in identifying workplace psychological hazards and implementing evidence-based approaches to prevent work-related illness and injury. Development of this new Regulation should be led by the Minister’s Advisory Council, with additional input from mental health experts.

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[1] [1] CSA National Standard on Workplace Psychological Health and Safety.