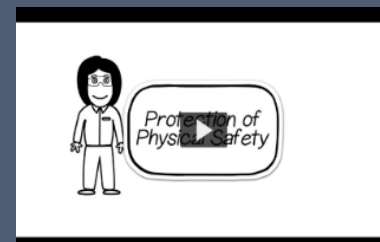


Psychosocial Factor 13

PROTECTION OF PHYSICAL SAFETY

Protection of Physical Safety is present when the employees' psychological and physical safety is protected from hazards related to the physical environment. Unlike Psychological Protection (Psychosocial factor 12), Protection of Physical Safety focuses on the protection of physical safety of employees.

Protection of Physical Safety: **Where to Start?****Take Action!**

Clearly communicate and display your organization's occupational health and safety statement/policy, programs, procedures and guidelines to all of your staff.



Consult your Occupational Health and Safety Advisor to confirm that all work related hazards have been identified and control measures have been developed within your organization's hazard prevention program.



Ask your employees if they have received the required training about work related hazards and their control measures.



Carefully investigate and respond promptly to any hazardous occurrences and record them in a Hazardous Occurrence Investigation Report ([LAB1070](#)) and work with your Occupational Health and Safety Committee/Representative to establish correctives measures and share them with your employees.



Provide your staff with the necessary support and resources needed to help them cope with the psychological impact of any work related injuries, such as the [Employee Assistance Program](#) or [your organization's EAP](#). This could also include a defusing session or debriefing session to help your employees share their thoughts about what happened, family assistance programs, and psychological treatment.

Additional Resources:

- ♦ Canada School of Public Service Courses
 - ♦ [Canada Labour Code, Part II: An Overview \(WMT110\)](#)
- ♦ [Canada Labour Code, Part II – Occupational Health and Safety](#)
- ♦ [Canada Occupational Health and Safety Regulations, Part 19 - Hazard Prevention Program](#)
- ♦ Employment and Social Development Canada – Labour Program Information on Occupational Health and Safety: [Pamphlet 7 - Hazardous Occurrence Investigation Recording and Reporting](#)
- ♦ Your organization's Occupational Health and Safety Advisor
- ♦ [Protection of Physical Safety - Workplace Strategies for Mental Health: Facilitator's Guide, Presentation Slides, Participant handout](#)

To assess each psychosocial factor, you may use the [Organizational Review Worksheet](#) and [Survey Tool](#) provided by Guarding Minds at Work.

Developed in collaboration with the [Centre of Expertise on Mental Health in the Workplace](#).