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Synergies in action: The power of collaboration

LEVERAGING THE POWER OF COLLABORATION TO EMPOWER INTERDISCIPLINARY HEALTHCARE TEAMS BY INTEGRATING PSYCHOLOGICAL HEALTH AND SAFETY

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Disclosure Slide

The authors declare that there is **no conflict of interest**.

The authors received financial support for the toolkit development from Team Primary Care and in-kind support from Health Canada.

TPC was an initiative of the Foundation for Advancing Family Medicine, co-led by the College of Family Physicians of Canada and the Canadian Health Workforce Network, funded by the Government of Canada's Sectoral Workforce Solutions Program.



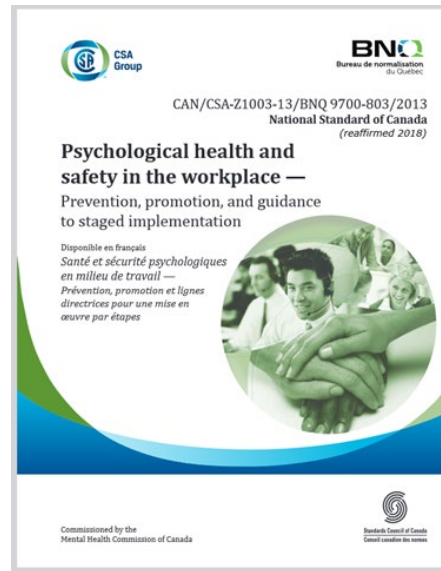
1 in 5

people in Canada
do not have access
to primary care



Psychological Health and Safety (PH&S)

Psychological health and safety in the workplace is the systematic support provided within an organization and within teams to actively prevent and minimize the risk of psychological harm from work-related causes and promote mental health.

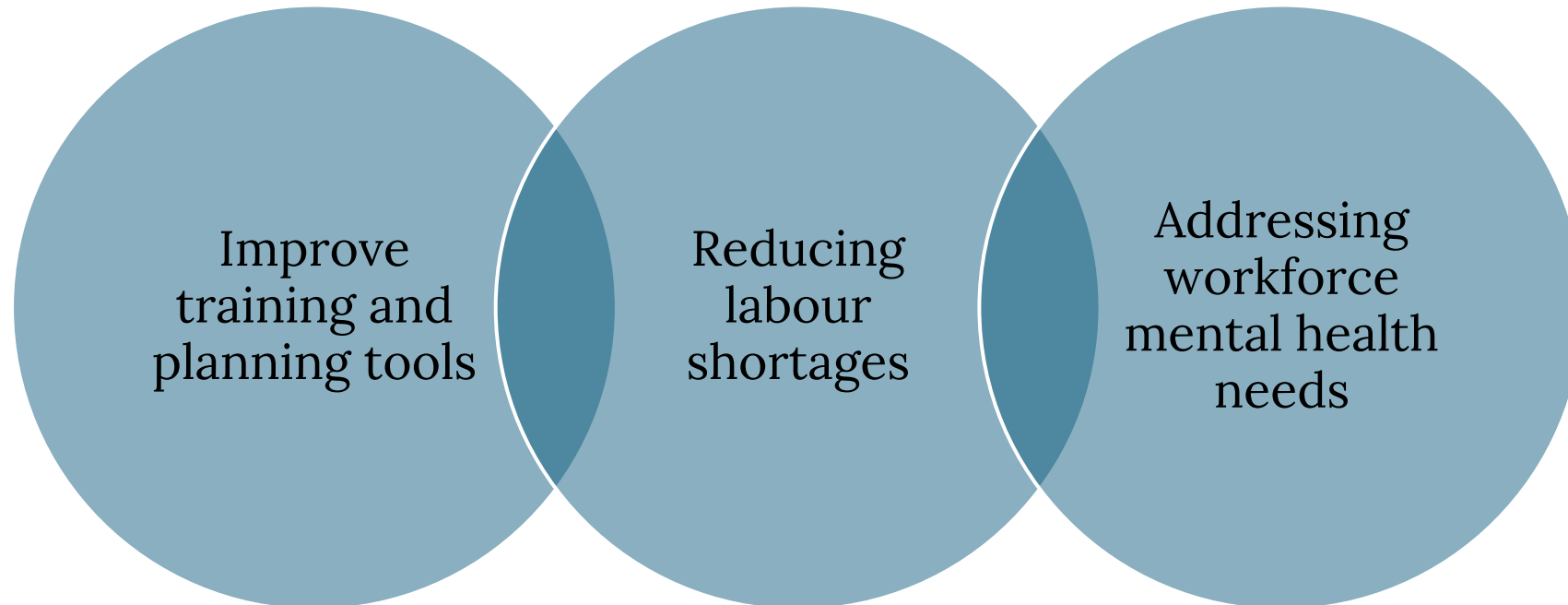


PH&S is embedded in the way people interact with one another and the way working conditions and management practices are structured within the organization or team.¹

Team Primary Care Initiative

Team Primary Care – Training for Transformation

- Interprofessional initiative of the Foundation for Advancing Family Medicine
- Enhancing the capacity of interprofessional comprehensive primary care:



What does it take?

Education Reform must work hand in hand with Practice Reform



"We can not just recruit our way out of this problem. We need to modernize how primary care is delivered to reflect the evolving needs of our population and those providing the care"

Dr. Kathleen Ross, President of the Canadian Medical Association

Team Primary Care Initiative: Collaboration

65+ partners

40+ projects

Comprehensive Primary Care: 20+ disciplines

**Inter-professionalism, EDIA, Truth and Reconciliation, PH&S,
Social Accountability**

Team Primary Care: PH&S Demonstration Sites



Paramedicine Training Team

- Curious about relevance of PH&S
- Hosted PH&S workshop with team



Nurse Practitioner Training Team

- Wanted to have a PH&S module
- Provided PH&S specific content + PH&S Toolkit

Psychological Health and Safety Toolkit for Primary Care Teams and Training Programs (PH&S Toolkit)



- 122 evidence-informed resources
- The National Standard of Canada for Psychological Health and Safety in the Workplace



Seven Themes to Support PH&S



Organizational and team culture

Read More



Workload management and work-life balance

Read More



Clear leadership and expectations

Read More



Psychological protection



Protection of physical safety

Read More



Protection from moral distress

Read More



Support for psychological self-care

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Learn more about the seven themes

Organizational and team culture Workload management

3. Clear leadership and expectations

Leaders provide clear, effective communication. They ensure that employees understand their roles and how they contribute to the organization ([CSA, 2013](#)). Leaders provide helpful feedback on their expected and actual performance. Also, they ensure that employees are informed about important changes at work in a timely manner.

Each leadership style impacts the psychological health and safety of team members. For example, instrumental leaders focus on outcomes and pay little attention to the organizational and team culture or team members as individuals. Transformational leaders, on the other hand, focus on long-term goals and care about team members' growth and development. They are agents of change who transmit a sense of purpose and motivate others ([CSA, 2013](#)).

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10 filtering options

Theme
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Intervention level
Select level

Audiences
Select audience

Sector
Select sector

Setting
Select setting

Identities
Select identity

Cost
Select cost

Country
Select country

Language
Select language

Show Results

Audiences

Manager/Supervisor/Director ×

- Health worker (58)
- Trainee (35)
- Manager/Supervisor/Director (46)
- Health-care educator/Trainer (58)
- Human resource representative (16)
- Other (3)
- Employee (2)



Creating a Safe Space: Strategies to Address the Psychological Safety of Healthcare Workers

A manual offering a comprehensive overview of peer support programs in Canada and internationally. It provides best practice guidelines, tools,...

READ MORE >



Transforming Healthcare Organizations

This document outlines the connections between Canada's National Standard for Psychological Health and Safety in the Workplace and the LEADS...

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The Canadian Medical Protective Association: Situational Awareness

A learning material with information on situational awareness and ways to foster a culture of support. It also includes practice...

READ MORE >



The Canadian Medical Protective Association: Leadership Essentials

An article with key information on psychological safety and its benefits, psychologically safe environments, and three steps to achieving psychological...

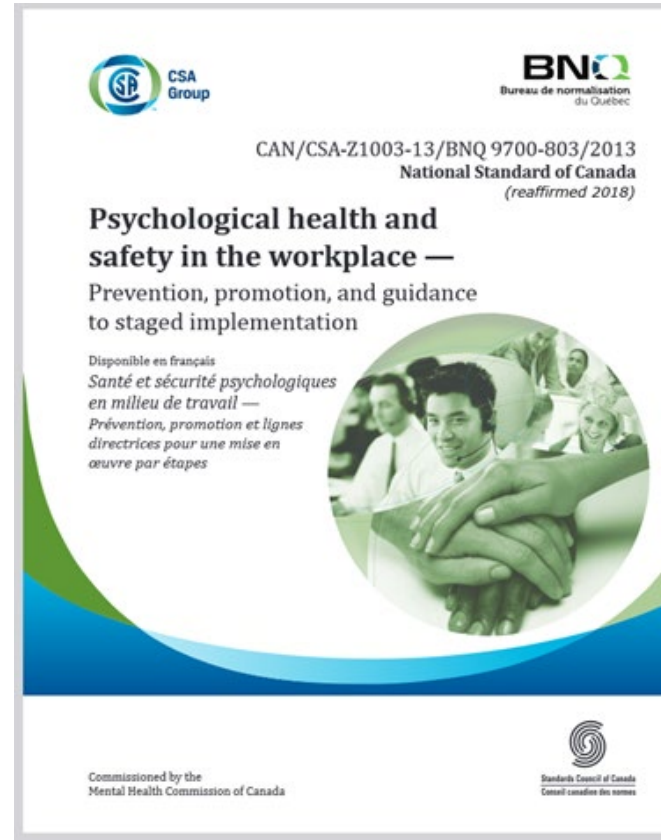
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Relevance & Benefits of Support PH&S in Healthcare



Committed to
**PSYCHOLOGICAL
HEALTH & SAFETY**
in Healthcare 

LEADS and Psychological Health & Safety



LEADS and Psychological Health & Safety

Psychosocial Factors

Protection from Moral Distress

Support for Psychological Self-Care

LEADS Domains and Capabilities

Lead Self:

- Are self-aware; lead with honesty and integrity

Engage Others:

- Foster the development of teams and environments of collaboration and cooperation to achieve results
- Contribute to the creation of healthy organizations

Engage Others:

- Foster the development of others
- Contribute to the creation of healthy organizations

Achieve Results:

- Set direction and communicate clear and meaningful expectations and outcomes



**Psychological Health and Safety Toolkit
for Primary Care Teams and Training Programs
(PH&S Toolkit)**

Thank you!

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