

SD22 Guarding Minds @ Work Results

Hosted by the Canadian Centre of Occupational Health and Safety, *Guarding Minds @ Work* is a free evidence-based tool for employers to effectively assess and address workplace psychological health and safety. Guarding Minds @ Work is a response to current and emerging legal requirements in Canada for the protection of employee mental health and the promotion of civility and respect at work.

What is psychological health and safety?

Psychological health comprises our ability to think, feel, and behave in a manner that enables us to be well and to perform effectively in our work environments, our personal lives, and in society at large. Guarding Minds @ Work measures employee perceptions regarding psychosocial factors, psychosocial hazards, indicators of workplace inclusion and indicators of stress or trauma. Each of the factors can act as a risk or protection for employee well-being.

From February to April of 2023, this tool was sent to all SD 22 employees to gather data to assess the psychosocial factors that are positively or negatively impacting the psychological health of employees and the organization. The survey report is a snapshot in time of respondent perceptions that SD22 can use to identify both potential strengths and opportunities for improvement.

SD22 Joint Wellness Committee is committed to moving forward with the Guarding Minds @Work process.

For more information about Guarding Minds @ Work please visit <https://www.guardingmindsatwork.ca/>

Guarding Minds at Work Data Review:

In the spring of 2023, the Guarding Minds at Work survey was sent out to all employees of SD22. While not everyone responded to the survey, a representative sample responded that provides confidence of the validity of the results. The breakdown of the respondents of the survey is as follows:

- 37% of the total population of employees responded to the survey.
- 41% of the total population of VTA Members responded to the survey.
- 39% of the total population of Exempt Staff responded to the survey.
- 31% of the total population of CUPE Members responded to the survey.

Additional Information with respect to the respondents of the survey:

- 4% of the total population of employees identified as Indigenous or Racial Minority.
- 1% of the total population of employees Identified as 2SLGBTQI+.

The following are the strengths and growth areas for each of the staffing collectives surveyed:

1. CUPE STAFF

Positive:

- 81% feel that they are treated fairly at work.
- 93% are willing to give extra effort at work if needed.
- 82% feel that they are not being harassed physically, verbally etc.
- 82% feel that they are being treated fairly due to mental illness.

Growth Areas:

- 88% feel burnt out at their job.
- 81% feel home life suffers due to work.
- 70% feel that they don't have a say in how they will manage organizational change that will affect them.
- 81% feel that their work threatens their psychological health.
- 70% feel lonely when working.
- 80% don't feel that they can do their job because of the tools and equipment provided.

2. VTA STAFF

Positives:

- 84% feel that they are not being treated unfairly at work because of a mental illness.
- 84% don't feel that they are being harassed -physically, verbally, sexually.
- 82% don't feel that they are being discriminated against at work.
- 59% feel that they are being encouraged to take their entitled breaks.
- 88% feel that people from all backgrounds are treated fairly.
- 88% of teachers know what they are expected to do in their job.
- 70% feel that the amount of work there are expected to do is reasonable for their position.
- 81% feel that their job is secure.

Growth Areas:

- 70% of VTA respondents feel that the employer does not provide work life balance.
- 96% of VTA respondents feel burnt out from their job.
- 96% of VTA respondents feel that homelife suffers due to work.
- 77% of VTA respondents feel that the reasons behind organizational change are not explained.
- 82% of VTA respondents don't feel that they have a say in organizational change and how it affects them.
- 73% of VTA respondents don't feel that employees and management trust one another.
- 81% of VTA respondents feel that the employer does not help them cope with workplace stress.
- 86% of VTA respondents feel lonely when working.
- 76% of VTA respondents feel that management appointments do not consider the people skills necessary for certain appointments.

- 74% of VTA respondents feel that they are not recognized for good performance.
- 72% feel that they do not have enough time to complete their work.

3. EXEMPT STAFF

Positives:

- 81% feel that they are treated fairly due to mental illness.
- 81% feel that they treat each other with respect at work.
- 90% feel that their workplace has effective way of addressing inappropriate behavior from people they serve.
- 95% feel they are willing to make extra effort at work if needed.
- 81% feel that their supervisor supports their personal growth.
- 81% feel that their supervisor is open to taking on new ideas for opportunities at work.
- 81% feel that they have the opportunity to take on new challenges (interpersonal development)
- 81% feel that they have control over how they organize their work.
- 81% feel that their suggestions are considered at work.
- 81% feel that when physical risks are identified the employer responds.
- 95% feel that people at work understand the importance of protecting employees' physical safety.
- 81% feel that they have what they need to do their job safely.
- 90% of exempt staff feel that people with physical health issues are supported to do their job effectively.
- 81% feel that their job is secure.

Growth Areas:

- 100% feel burnt out.
- 100% feel that their home life suffers due to work.
- 81% feel lonely when working.
- 95% feel that their work affects their psychological health.
- 71% feel that employer supports the required breaks.