

Program: Diploma in Occupational Health & Safety

Course: DOHS 4151 – Psychological Health and Safety

Instructor: Susan Sawatzky

Course Description:

This course is focused on providing the background in theory and information needed to be able to properly address this quickly evolving area of health and safety. It will examine theories relating to workplace stress and its interrelationship with mental health. Strategies for dealing with counterproductive workplace behaviours such as conflict, workplace bullying and workplace violence will be examined with practical approaches and tools provided to assist in addressing these concerns. Motivational theories and their applications in the workplace will be reviewed, showing ways to increase employee engagement in a safety culture. Finally, a comprehensive roadmap will be provided, based on the new CSA-Z1003 Psychological Health and Safety in the Workplace Standard, to assist organizations in advancing toward a psychologically healthy workplace environment.

Learning Outcomes:

- Understanding the foundation for implementing a psychologically healthy and safe workplace
- Knowledge of the importance of ensuring healthy amounts of stress in the workplace to keep both individuals and organizations positive, safe and healthy
- Knowledge of mental health issues in the workplace, understanding the best ways employers can deal with them, and analyzing the gap between where your organization may be now and where it would like to be in terms of creating awareness and in accommodating mental health issues in the workplace
- Developing the skill of successful conflict management

This document is for personal use only. It is the property of UNB and is protected by copyright.

- Being informed about bullying and harassment in the workplace
- Have access to practical tools for assessing and managing violence risk factors in your organization
- Have a grasp on motivational strategies
- Knowledge of the creation of psychologically healthy workplace environments

Course Outline:

Module 1: Introduction to Psychological Health and Safety

Module 2: Stress

Module 3: Mental Health Issues

Module 4: Conflict

Module 5: Workplace Bullying

Module 6: Workplace Violence

Module 7: Motivation

Module 8: Creating Psychologically Healthy Workplace Environments

Academic Requirements:

- 1 reflection paper assignment worth 10%
- 1 final assignment (4-8 pages) worth 20%
- 1 cumulative Final Exam worth 70%