

Psychological Health and Safety Facilitators (PHSF) Certification Program



Don't Have A Workplace Mental Health Game Plan? It's Time To Get One!

Does your organization have a game plan for dealing with workplace mental health? If not, it should. Changes in OHS legislation around psychological health and safety, workplace violence and harassment, human rights and tort law are requiring employers to become increasingly responsible for protecting employees' psychological health and safety.

Help prevent mental injuries

The goal of psychological health and safety is to promote mental wellness, support employees in need, and reduce the risk of psychosocial injury in the workplace. Adding a comprehensive and effective mental health component to your Health and Safety Management System (HSMS) can help your organization identify mental health hazards and exposures, raise awareness of available supports, and reduce costs.

A psychologically safe workplace recognizes that mental health does not have a one size fits all solution. An effective psychological safety program needs to address and support employees with different levels of mental health awareness, concerns, and hazards.

Like any hazard left uncontrolled, psychosocial hazards often result in both short-term and long-term negative effects. Unchecked mental harms can result in presenteeism, employee turnover, an increase in WCB claims, and a negative workplace culture.

PHSF training is crucial

The trailblazing *Psychological Health and Safety Facilitators (PHSF) Certification Program* provides professionals with the core competencies, foundational knowledge and skills to support in facilitating designing, implementing and managing a psychological health and safety management system (PHSMS).

The program consists of five individual courses plus a capstone project. *PHSF 101-105* may be taken in any order, and students can register in individual courses or complete all six as part of the full program.

PHSF certification is ideal for HR and OHS professionals including senior managers, wellness committee members, disability managers, directors, program managers, supervisors, senior advisors, team leads, contractors, auditors, union representatives, plus anyone interested in learning more about psychological health and safety facilitation.

500,000

Canadians miss work every week due to mental health problems.

Source: 2017 MHCC study.

\$50 Billion

is the estimated annual cost of mental illness to the Canadian economy.

Source: Ontario Chamber of Commerce website (occ.ca/mentalhealth).

1/5

Canadians experience a mental health problem or illness within a given year.

Source: 2017 MHCC study.

Why create a psychologically safe workplace?

- When organizations increase psychological safety, productivity can rise up to 12 per cent, according to a 2017 Gallup report.
- Google studied its employees in 2015 to determine "what makes a good team," and found the most important quality that determined a team's success was psychological safety.
- For employers who invest in mental health, the ROI after a year was \$1.62 for every dollar invested (Deloitte Insights, 2019).

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Course details

The Psychological Health and Safety Facilitators (PHSF) Certification Program consists of five individual courses and a capstone project:

- *Psychological Health and Safety Foundation (PHSF 101)* introduces key considerations for facilitating workplace mental health.
- *Program Selection and Evaluation (PHSF 102)* features a six-step model for facilitating program selection and evaluation.
- *Influencing: Social Connection and Culture (PHSF 103)* explores social connections and mental health in the workplace.
- *Mental Health 101 (PHSF 104)* covers mental health, mental illness, suicide prevention, impairment, and substance abuse.
- *Respectful Workplace Foundation (PHSF 105)* is about facilitating a psychologically safe workplace to ensure compliance with provincial and federal OHS legislation.
- *Capstone Project (PHSF 106)* includes a one-day review of the program and helps participants set the groundwork for their final project. The capstone project demonstrates overall competency and course knowledge.

Program notes

- Your expert instructors are from Howatt HR Consulting, Canada's leaders in workplace psychological health and safety.
- *PHSF 101-105* may be taken in any order.
- Students can register in individual courses or complete all six as part of the full program.
- All courses include pre-work.
- To obtain PHSF certification, completion of all courses is required in addition to a final online capstone project case study that will be evaluated as pass or fail.
- For certification, all courses must be successfully completed within 24 months.
- *The Psychological Health and Safety Facilitators (PHSF) Certification Program* was developed by Alberta Municipal Health and Safety Association (AMHSA) with our strategic partner Howatt HR Consulting.



amhsa.net
howatthr.com
psychologicalhealthandsafetycertification.com

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COST

- *PHSF 101* (split across four morning sessions): \$995.
- *PHSF 102, 103, 104, and 105* (split into two morning sessions): \$499 (pre-approved CPD hours on each individual course).
- *PHSF 106 Capstone*: \$499 (pre-approved CPD hours).
- Cost for certification \$3,490.

DISCOUNT

Purchase all six courses at once to receive \$500 off the cost of the program!

GRANTS

Check to see if a job grant is available in your area. Visit psychologicalhealthandsafetycertification.com to learn more.

FORMATS

1. Virtual instructor-led (Teams/Zoom), or
2. In-person courses at 30% more plus travel expenses. PLEASE NOTE: The in-person course option is not currently available. Check psychologicalhealthandsafetycertification.com for updates.

CREDITS

The following professional development credits are available:

- CPHR-Alberta pre-approved the full PHSF program for 62 CPD hours total (12 CPD hours for *PHSF 101*, 10 CPD hours each for *PHSF 102-106*).
- BCRSP no longer grants pre-approvals for continuing professional development hours. The program contains 62 technical hours (12 technical hours for *PHSF 101*, 10 technical hours each for *PHSF 102-106*) and may be eligible for BCRSP professional development hours or continuing educational credits. Visit bcrsp.ca for point criteria.



UPDATES

Course curriculum, delivery options and fees are subject to change. For current details, please visit psychologicalhealthandsafetycertification.com.

CONTACT

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