

National Standard of Canada for Psychological Health and Safety in the Workplace: A Critical Review

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Abstract : The main objective of the research was to identify demonstrated mechanisms promoting psychological well-being and psychological health in the workplace, and to take a critical look at the 'National Standard of Canada for Psychological Health and Safety in the Workplace - Prevention, Promotion and Guidance to Staged Implementation (Standard)' as a mechanism to promote the psychological well-being and psychological health in the workplace. A review of the scientific literature was conducted, and a case study was done using data from a Canadian federal department. The following six mechanisms with an efficiency supported by most of the studies reviewed were identified: improving psychological well-being in the workplace literacy; strengthening the resilience of employees; creating an environmentally friendly and healthy workplace; promoting a healthy lifestyle; taking into account psychological characteristics in the drafting of job descriptions and tasks during the hiring process; and offering psychological self-care tools. The Standard offers several mechanisms beyond those previously identified and their implementation can be demanding. Research based on objective data and addressing the magnitude of the effect would be required.

Keywords : critical review, national standard of Canada, psychological health, workplace

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