



# PUBLIC SERVICE COMMISSION 2021 SURVEY ACTIONS

<b>Priorities</b>	<b>Corporate Actions Taken as Result of the 2021 Employee Engagement Mental Health and Wellness Pulse Survey</b>
<p><b>Focus on Mental Health and cultivating Psychologically Healthy Workplaces (physical and psychological) at the department/ management level</b></p>	<ul style="list-style-type: none"> <li>• Focus on Psychological Health and Safety Training for all employees and leaders: <a href="https://psc.gpei.ca/sites/psc.gpei.ca/files/pictures/Spring%202022%20Wellness%20and%20Safety%20Training%20Schedule.pdf">https://psc.gpei.ca/sites/psc.gpei.ca/files/pictures/Spring%202022%20Wellness%20and%20Safety%20Training%20Schedule.pdf</a></li> <li>• Psychologically Safe Leader Assessment (shared) <a href="https://www.psychologicallysafeleader.com/">https://www.psychologicallysafeleader.com/</a> A free online assessment provided by Workplace Strategies for Mental Health for leaders to identify and strengthen competence in managing employees in a way that is psychologically safe</li> <li>• A Mental Health and Wellness Toolkit was created and communicated to all leaders and employees across the civil service with training opportunities, resources, and crisis management assistance: <a href="https://psc.gpei.ca/sites/psc.gpei.ca/files/pictures/Mental%20Health%20and%20Wellness%20Resources%20for%20Employees.pdf">https://psc.gpei.ca/sites/psc.gpei.ca/files/pictures/Mental%20Health%20and%20Wellness%20Resources%20for%20Employees.pdf</a></li> <li>• Tool - Guarding Minds at Work (free survey tool for a more in-depth result of psychosocial factor). Suggested Actions and Resources. <a href="https://guardingmindsatwork.ca/">https://guardingmindsatwork.ca/</a></li> <li>• Workplace Strategies for Mental Health <a href="https://www.workplacestrategiesformentalhealth.com/">https://www.workplacestrategiesformentalhealth.com/</a> has presentations (PowerPoint) with the speaking notes for each psychosocial risk factors.</li> <li>• <b>YOU MATTER</b> was launched in summer 2022. It is an awareness campaign initiated by the Government of PEI to foster important conversations around mental health and well-being for our employees. YOU MATTER prompts employees to ask, "how are you really doing?", to check-in and provide clearer direction to mental health resources.</li> </ul>
<p><b>Workload and stress management</b></p>	<ul style="list-style-type: none"> <li>• EAP Promoted regularly through employee updates and specific messages from EAP: <a href="https://psc.gpei.ca/employee-assistance-program">https://psc.gpei.ca/employee-assistance-program</a></li> <li>• Mental Health First Aid Basic training was made accessible to both employees and Deputy Ministers in 21-22 fiscal <a href="https://psc.gpei.ca/mental-health-first-aid-basic">https://psc.gpei.ca/mental-health-first-aid-basic</a></li> <li>• Ensure management reviews workloads; and provides employees support to balance home/work; promote EAP</li> </ul>



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*Continue to promote flexible work environments/workplaces (balanced flex and/or WFH models)*

- The policy was communicated, and training held on remote work: <https://psc.gpei.ca/sites/psc.gpei.ca/files/5.05%20Remote%20Work%20Guidelines%20Final%20Dec%202021.pdf>
- A guide was developed and continues to be promoted on remote work: <https://psc.gpei.ca/sites/psc.gpei.ca/files/Remote%20Work%20Guide%202021.pdf>
- Leading Hybrid Teams training was piloted with managers and HR managers across the civil service this spring

*Implement meaningful recognition for work on a semi-regular basis*

- PSC has tools and resources available here: <https://psc.gpei.ca/employee-recognition>
- Annual Awards are solicited through PSC and awarded at Public Service week: <https://psc.gpei.ca/employee-recognition>

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