

Safety, HR, and Psychosocial Hazards: Collaborating to Advance Common Goals

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Dave Elniski (he/him/they), BSc, CRSP, CTSP
AMTA Industry Advisor
Safety & Compliance

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Rob Dombowsky, MBA, CPHR
AMTA Industry Advisor
Human Resources and Safety

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Overview

- AMTA overview
- Health and Safety (HS) versus Human Resources (HR)
- The implications of psychosocial hazards
- The growing overlap between HS and HR
- Collaboration between HS and HR
- Case studies



An Overview of AMTA



The Alberta Motor Transport Association (AMTA) is the province's foremost organization devoted to advancing the commercial transport industry through safety programs, progressive policy, and partnerships.



An Overview of AMTA

Workplace Support Services

- Provide guidance on HS, HR, WCB, and NSC

Advocacy

- Represent Alberta's trucking industry at all levels of government

Research and Innovation

- Conduct research in new technologies in the trucking industry such as Hydrogen, Electric Vehicles and Automation

Training

- Provide industry-specific training solutions such as CTSP/CTSC, Driving Simulator, Online Training and In Person.

COR/SECOR

- The certifying partner for the COR/SECOR program for the trucking industry.

Networking

- AMTA host regular regional meetings across the province to deliver important updates on key issues of the day.





Who owns safety?

Safety can or can't be found in org charts in many places.

1. Owner
2. Safety Department
3. Part of HR
4. Part of another department
5. Outsourced
6. Doesn't exist





What is Health and Safety?

*“The promotion and maintenance of the highest **degree of physical, mental and social well-being**. The prevention of ill-health among workers caused by their working conditions. The protection of workers from factors adverse to their health in their employment, and the placing and maintaining of workers in **occupational environments adapted to their individual and psychological conditions.**”*

International Labour Organization (ILO)

What is Human Resources?

*“It is a strategic approach to **nurturing and supporting employees and ensuring a positive workplace environment**. Its functions vary across different businesses and industries but typically include recruitment, compensation and benefits, training and development, **wellness and safety** as well as employee relations.”*

ADP

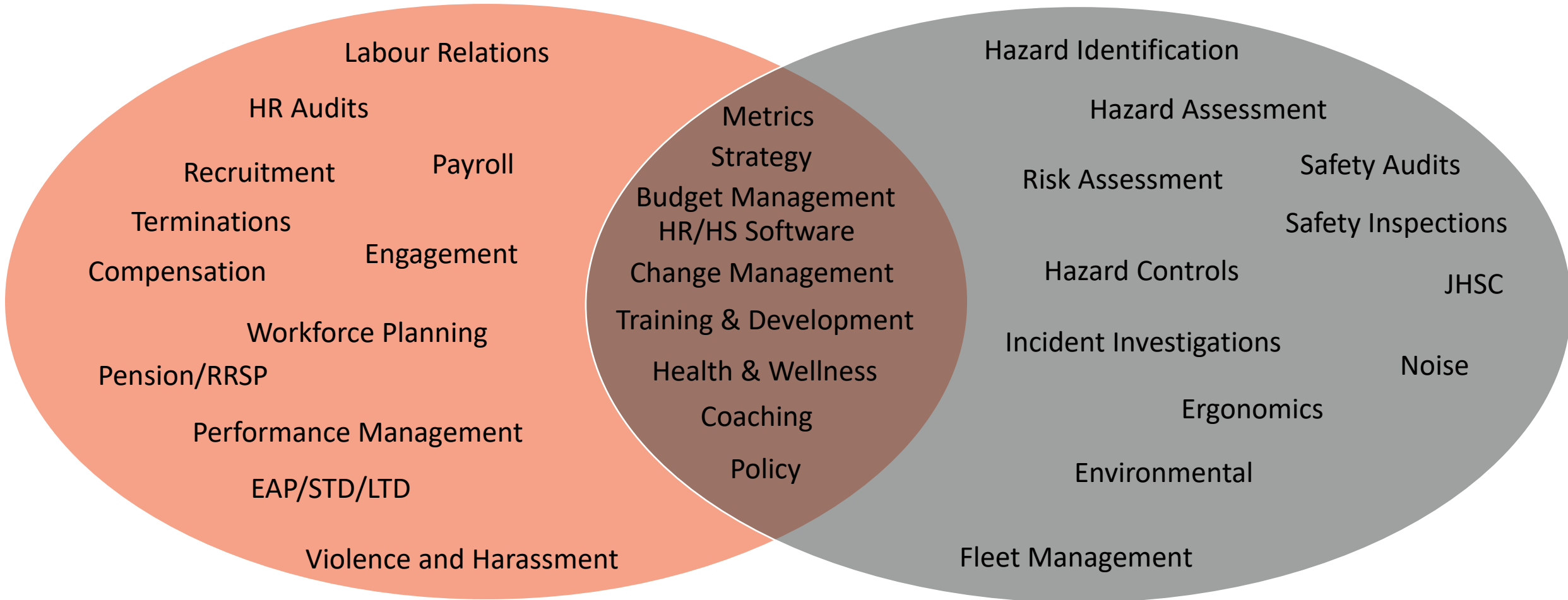


What are the commonalities?

Health and safety focus on the **physical well-being** of workers as well as their **mental health** while Human Resources focuses on the broader overall management of the workforce with a focus on the workers **physical, mental and social well-being through engagement and employee relations** as well as their physical safety at work.



Scope



Human Resources

Health and Safety



AMTA's Psychosocial Hazards Initiative

- Background

- Canada is shifting towards employer-centric occupational psychological injury prevention:

Voluntary

- **2007** – the Mental Health Commission of Canada is established
- **2009** – *Guarding Minds @ Work* is launched
- **2013** – the *National Standard of Canada for Psychological Health and Safety in the Workplace* is published by CSA

Mandatory

- **2017** – preventing psychological injuries becomes a purpose of the *Alberta Occupational Health and Safety Act*
- **2018** - PTSD presumptions greatly expanded in *Alberta's Workers' Compensation Act*
 - Partially walked back in 2021
- **2019** - preventing psychological injuries becomes a purpose of the *Canada Labour Code*



PSYCHOSOCIAL HAZARD CONTROL IN ALBERTA'S TRUCKING INDUSTRY

A GUIDE TO IMPROVING
PSYCHOLOGICAL SAFETY FOR SMALL-
AND MEDIUM-SIZED CARRIERS

Alberta Motor Transport Association

AMTA

Informed by:

Provincial and federal OHS legislation

Alberta Labour and Immigration's Prevention Initiative's Psychosocial Hazards Working Group

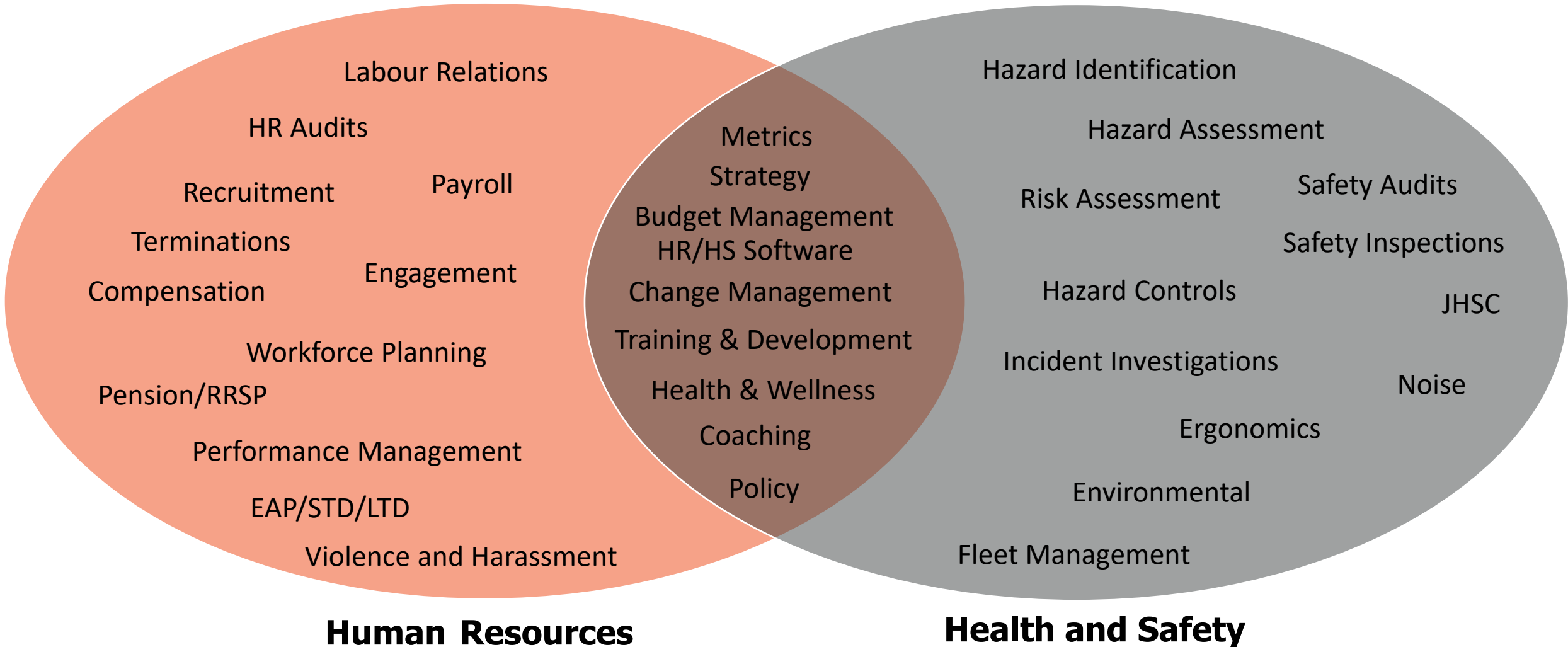
CSA's *Psychological health and safety in the workplace* (a national standard) and its implementation guide

External contributors and subject matter experts

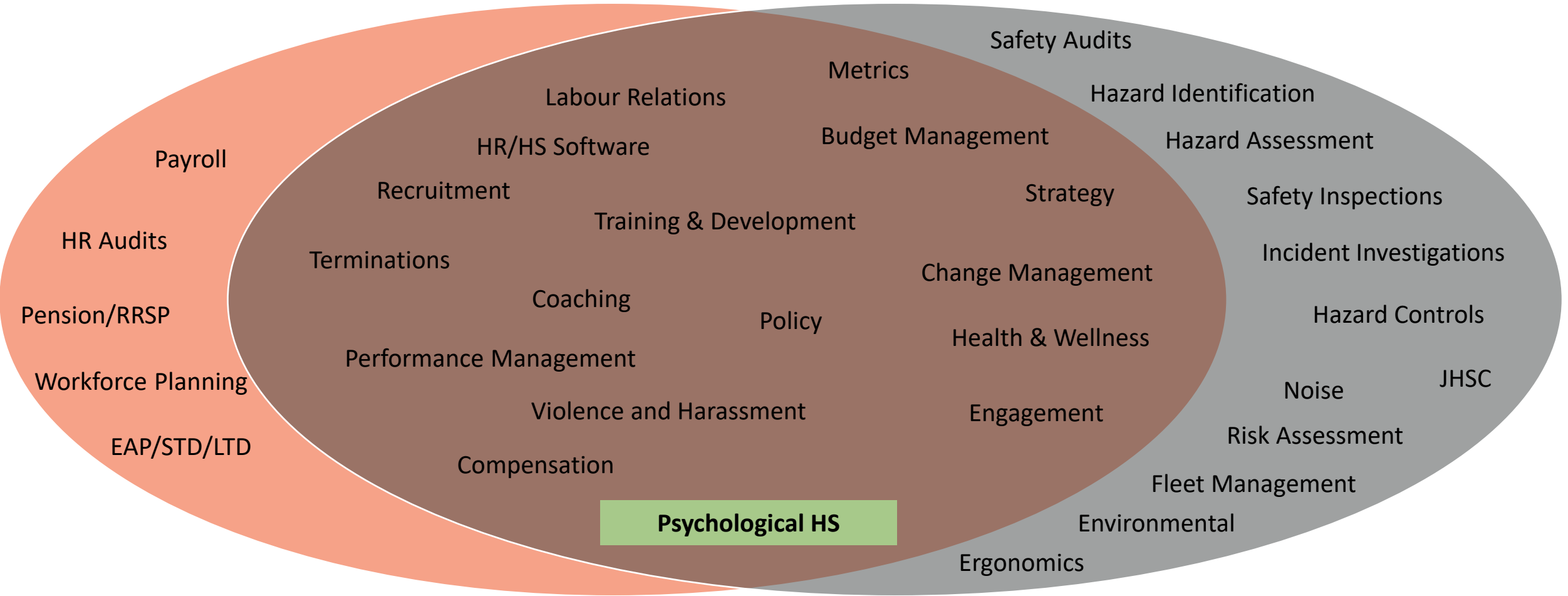
AMTA's interactions with carriers and safety professionals throughout Alberta

Full reference list available in the Guide and upon request

Scope



Scope



Human Resources

Health and Safety



	CPHR Knowledge Areas	CRSP Knowledge Areas
1	Strategy	Hazard & Risks – ID & Assessment
2	Engagement	Safety Fundamentals
3	Labour & Employee Relations	Health and Safety Auditing
4	Learning and Development	Ergonomics
5	HR Metrics, Reporting & Financial Mngt	Fire Prevention
6	Professional Practice	Health and Wellness
7	Workforce Planning and Talent Mngt	Law and Ethics
8	Health and Wellness & Safety	Management Systems
9	Total Rewards	Occupational Hygiene
10		Risk Management



HR and HS Language



	When HR says “...”	Safety says “...”
1	Risk Management	Hazard Assessments
2	Health and Wellness Committee	Health and Safety Committees
3	Staff Engagement	Workplace Inspections
4	Hiring Practices	Selecting Competent Candidates
5	Workforce Planning	Advising on Compliance for Bidding
6	Organizational Policy Management	Policies to Reduce Incidents

What other examples come to mind?





Transactional vs Strategic Management

1. Administrative
2. Internal employee focus
3. Reactive
4. Slow decision making
5. Siloed
6. Transactional
7. Responds to change
8. Short-term point of view
9. Bureaucratic.
10. Cost center

1. Leadership
2. Internal and external stakeholder focus
3. Proactive
4. Fast decision making
5. Integrated/collaborative
6. Transformational
7. Initiates change
8. Short to Long term point of view
9. Flexible
10. Profit/Investment center



HS and HR Collaboration

How can HS and HR work together?

- Job Design
- Hiring Decisions
- Onboarding/Training
- Discipline and performance management
- Terminations



Activity - Case Studies

Questions for the two case studies:

1. Get into groups of 2-4 people to discuss case studies; do any group members have experience in both HS and HR?
2. What roles do HS and HR play in these scenarios?
3. Where can they conflict?
4. Where do they overlap in responsibilities?

Goal: *identify ways in which HS and HR can collaborate to best address these incidents without simply delegating one to a specific profession*



Questions and Discussion



Cliff:

cliff.litke@amta.ca

780-395-7151



Management and Operations

Rob:

rob.dombowsky@amta.ca

403-214-3439



Human Resources, WCB,
Labour, Safety

Dave:

dave.elniski@amta.ca

403-915-4004



Occupational health and safety, National
Safety Code

Thank you! – Come see the AMTA booth!

