

Where does
Peer
Support
and the
ICISF Model
of CISM Fit?

PSYCHOLOGICAL HEALTH & SAFETY IN THE MINING INDUSTRY

STEVE HORNER



www.cism.ca

STEVE HORNER

- Father, husband, son, brother, friend, skier, snowboarder, diver.
- 32 years with York Regional Police
- 27 years with York Region CISM Team
- 11 years as CISM Trainer



POLICING AND MINING

Policing

- Shiftwork
- Specialized training
- Persistent Occupational Dangers
- Persistent vigilance
- Misconceptions
- + all of regular life stuff

Mining

- Shiftwork
- Specialized training
- Persistent Occupational Dangers
- Persistent vigilance
- Misconceptions
- + all of regular life stuff

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PSYCHOLOGICAL SAFETY



- Employees are more:
 - Productive
 - Innovative
 - Satisfied

WHY SHOULD YOU CARE?

Mining Mental Health Study
Laurentian University - 2018

National Standard of Canada on Psychological
Health and Safety in the Workplace.

Bill C-65

Harassment and Violence Prevention in the Workplace

PSYCHOLOGICAL HEALTH & SAFETY

13 FACTORS

Organizational Culture

Psychological and
Social Support

Clear Leadership &
Expectations

Civility & Respect

Psychological Demands

Growth & Development

Recognition & Reward

PSYCHOLOGICAL HEALTH & SAFETY

13 FACTORS

Involvement &
Influence

Workload
Management

Engagement

Work/Life Balance

Psychological
Protection

Protection of
Physical Safety

10 FACTORS SUPPORTED BY PEER SUPPORT

Organizational
Culture

Psychological
and Social
Support

Civility &
Respect

Psychological
Demands

Growth &
Development

Involvement &
Influence

Engagement

Work/Life
Balance

Psychological
Protection

Protection of
Physical Safety

FOUR
SUPPORTED
INDIRECTLY

Organizational
Culture

Growth &
Development

Protection of
Physical Safety

Engagement

SIX SUPPORTED DIRECTLY

Psychological and
Social Support

Civility & Respect

Psychological
Demands

Involvement &
Influence

Work/Life Balance

Psychological
Protection



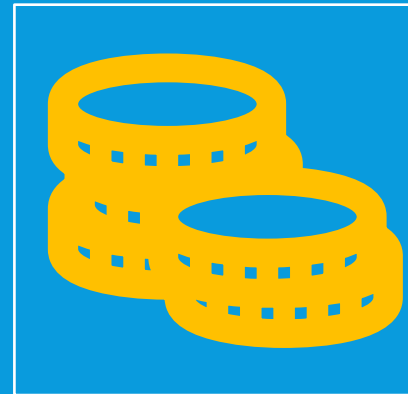
PEER SUPPORT BENEFITS



Employee morale



Increased retention and engagement



Cost effective



Reduced absenteeism

CRITICAL INCIDENTS

Unusual and powerful events that have the potential capacity to overwhelm a person's usual coping methods

Aka. Traumatic events

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CRITICAL INCIDENTS

Death of a co-worker

Near death experiences/
near-misses

Suicide of a
co-worker

Accidentally
injuring another
person

Workplace
change, layoff
or closure

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

- Comprehensive
- Integrated
- Systematic
- Multi-Component

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6 CORE ELEMENTS OF CISM



Stress reduces situational awareness

A CISM program is a preventative measure for psychological safety in the workplace

What is the cost of doing nothing?

Critical incidents cost time, money, and human capital

RISK MITIGATION

PEER SUPPORT AND CISM



Complementary
not
Competitive

NEXT STEPS

- Where would a CISM program fit in your organization?
- Are critical incidents a concern in your workplace?
- What do you have in place now to mitigate the effects of a critical incident?
- First Planning, then Policy, then Peers.

WEBSITE

CONTACT



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THE DRAW

