

# Memorandum

<b>To:</b>	KHSC Leadership
<b>From:</b>	Joanna Noonan, Director, Occupational Health, Safety & Wellness
<b>Date:</b>	December 6, 2022
<b>Subject:</b>	<b>New Staff Resources &amp; Psychoeducation to Support Psychological Wellness</b>

## PLEASE SHARE WITH YOUR STAFF

### Your Health Space: Upcoming Wellness Wednesday Psychoeducation

As communicated in the fall, KHSC is participating in the **Your Health Space program**, a new training program supporting leaders and front line staff working in the Ontario health care sector. The program, developed by the Canadian Mental Health Association post-pandemic, is intended to support mental health in the workplace by increasing awareness, encouraging authentic conversations, and providing tools to promote psychological health and safety in the workplace.

We first launched the program with leaders with a three-hour virtual workshops on Psychological Health & Safety in the Workplace. We are now rolling out the program to front line staff through a series of psychoeducation sessions focused on mental health, that will run each Wednesday starting Dec. 14 through until Jan. 18. Sessions are 30-minute in length with 3 options each day for staff to select from (11:30 a.m., 12:15 p.m. OR 1 p.m.). There is no pre-registration required and staff can simply use the ZOOM link provided below or can access the link from the Events Calendar in the Staff Wellness website <https://wellness.kingstonhsc.ca/>. **See attached the available sessions, dates and times.**

### Pathfinder Platform for improved access to Mental Wellness Supports

Pathfinder advanced EFAP (Employee & Family Assistance Program) platform is now available to KHSC employees and their immediate family. In addition to the new “Pulse Check” feature” that provides staff with customized, mental wellness supports based on their own self-assessment, Pathfinder includes the “MeetNow” service where immediate counselling is needed, and where non-urgent counselling is recommended, staff can now schedule their own appointment directly online using the calendar feature. Pathfinder is accessible online at [www.Homeweb.ca](http://www.Homeweb.ca) or through the Homewood app. Pathfinder, like all of the EFAP services, is completely confidential from your employer. The first time staff access Pathfinder, they will be required to enter the following information so that the system recognizes you as an employee who has access to this service:

**Customer Account Name is: Kingston Health Sciences Centre**

**Invitation Code is: KHS141**

## Memorandum

**Subject: Promoting psychological health and safety in the workplace**

### Onsite Registered Massage Therapy for Staff

Registered Massage Therapy has now resumed for KHSC staff with our new therapist, Kristin Kelly. Therapy will be available Wednesdays, in 30 minutes sessions, from 10 am to 6 pm in the Occupational Health Dept on Armstrong 1 (KGH), and on Thursdays, from 11 am to 1 pm at the Oasis Wellness Centre on Jeanne Mance 3 (HDH).

Staff can now pre-schedule their massage session directly with Kristin via this link [Kristin Kelly > Book Now \(clinicsense.com\)](#). The cost for a 30 minute session is \$60 (payable to Kristin directly). Staff with extended health benefits may submit their receipt for reimbursement. Please call x 4389 should you have any questions.

### REMINDER- Trauma Care and Depression/Anxiety Care Programs for Staff

While EFAP's short term focused counselling model of 4 to 6 sessions is typically adequate for many employees and the issues they are facing, there are certainly situations where more comprehensive/longer term counselling is needed. For this reason, expanded counselling for KHSC employees was made available this fall under the *Trauma Care* and *Depression/Anxiety Programs* through our Employee & Family Assistance Program (EFAP).

**Trauma Care Program**- provides employees who are struggling with acute, or long-term, trauma symptoms with fast, confidential access to expert mental health services with specialized psychological intervention. The program provides up to 20 sessions/hours of individual treatment and it is easy to access with no referral necessary.

**Depression/Anxiety Care Program**- offers innovative mid- to longer-term, work focused treatment for up to 20 sessions/hours for KHSC staff with moderate to severe anxiety and/or depressive symptoms. Homewood's unparalleled clinical team offers specialized treatment focused on reducing the symptoms of depression and anxiety while building resiliency to assist with staying at work and/or getting back to work and life. Homewood's clinical team are specially trained in evidence-based psychotherapy, post-traumatic stress disorder (PTSD), anxiety, depression and mood disorders, including bipolar disorder, and will conduct a screening during their call with the employee to ensure they are an appropriate fit for these programs.

Staff can request Trauma Care or Depression/Anxiety Care services by calling Homewood Health's Client Services Centre directly at 1-800-663-1142.

**Your Health Space: Upcoming Workplace Mental Health Sessions for Staff**

Session	Description	Date	Time	ZOOM Link
<b>Self-Care: Wellness and Flourishing</b>	An overview of the dimensions of wellness, and an introduction to the Dual Continuum Model of Mental Health & Mental Illness to understand well-being & its relationship to the workplace.	Wednesday December 14	1130-1200	<a href="https://cmhaontario.zoom.us/j/81539920929?pwd=ZjNMMIAvWVlxSEU1UVRzZmlJNUFCdz09">https://cmhaontario.zoom.us/j/81539920929?pwd=ZjNMMIAvWVlxSEU1UVRzZmlJNUFCdz09</a>
			1215-1245	<a href="https://cmhaontario.zoom.us/j/81898395154?pwd=V1lpZi9zUUNidERKYy9KWGHLR1VyZz09">https://cmhaontario.zoom.us/j/81898395154?pwd=V1lpZi9zUUNidERKYy9KWGHLR1VyZz09</a>
			1300-1330	<a href="https://cmhaontario.zoom.us/j/89325867023?pwd=SIN5QmxmanVXaGNMSG85OEvhWEYzdz09">https://cmhaontario.zoom.us/j/89325867023?pwd=SIN5QmxmanVXaGNMSG85OEvhWEYzdz09</a>
<b>Empathic Strain</b>	An overview of how empathic strain manifests in the caring professions and how individuals can address it in the workplace	Wednesday December 21	1130-1200	<a href="https://cmhaontario.zoom.us/j/83244021697?pwd=WllmWUEzVIBxMWxDWkdqVHVUNXN5UT09">https://cmhaontario.zoom.us/j/83244021697?pwd=WllmWUEzVIBxMWxDWkdqVHVUNXN5UT09</a>
			1215-1245	<a href="https://cmhaontario.zoom.us/j/86218764020?pwd=NUxiMHIzWjJDcEZ6aGxZWew0bFc3QT09">https://cmhaontario.zoom.us/j/86218764020?pwd=NUxiMHIzWjJDcEZ6aGxZWew0bFc3QT09</a>
			1300-1330	<a href="https://cmhaontario.zoom.us/j/89169461522?pwd=V093ck5hSW5xcC9jMTBTak9qTWdnZz09">https://cmhaontario.zoom.us/j/89169461522?pwd=V093ck5hSW5xcC9jMTBTak9qTWdnZz09</a>
<b>Self-care: Mindfulness</b>	An overview of the components of mindfulness with practical opportunities to examine how mindfulness can be personalized for use at work & elsewhere.	Wednesday January 4	1130-1200	<a href="https://cmhaontario.zoom.us/j/87347377947?pwd=bVdJall1c3Fwa2RBZfVUUIhZThRQT09">https://cmhaontario.zoom.us/j/87347377947?pwd=bVdJall1c3Fwa2RBZfVUUIhZThRQT09</a>
			1215-1245	<a href="https://cmhaontario.zoom.us/j/82437894806?pwd=c1BSbUxuMURITVBKcmRNS3RLREhSQT09">https://cmhaontario.zoom.us/j/82437894806?pwd=c1BSbUxuMURITVBKcmRNS3RLREhSQT09</a>
			1300-1330	<a href="https://cmhaontario.zoom.us/j/82536884899?pwd=MmRJOHF4YlgyWHFjZG5KbjF2ZDRRdz09">https://cmhaontario.zoom.us/j/82536884899?pwd=MmRJOHF4YlgyWHFjZG5KbjF2ZDRRdz09</a>

**Memorandum**

**Subject: Promoting psychological health and safety in the workplace**

<b>Burnout</b>	Learn about the components of burnout and examine solution-focused approaches to exercise self-agency in addressing and preventing burnout in the healthcare workplace.	Wednesday January 11	1130-1200	<a href="https://cmhaontario.zoom.us/j/85985944044?pwd=U2VCenk4VVIRINLVkIFR3VEaG8zdz09">https://cmhaontario.zoom.us/j/85985944044?pwd=U2VCenk4VVIRINLVkIFR3VEaG8zdz09</a>
			1215-1245	<a href="https://cmhaontario.zoom.us/j/88482532389?pwd=YUZLUGJacUhNUHFaOW9tb0xRdGQvdz09">https://cmhaontario.zoom.us/j/88482532389?pwd=YUZLUGJacUhNUHFaOW9tb0xRdGQvdz09</a>
			1300-1330	<a href="https://cmhaontario.zoom.us/j/86510678029?pwd=VTAxU1RnYkjqbHZhS0NvaGcwT0hNdz09">https://cmhaontario.zoom.us/j/86510678029?pwd=VTAxU1RnYkjqbHZhS0NvaGcwT0hNdz09</a>
<b>Moral Injury</b>	An introduction to the concept of moral challenge in healthcare, the risk of moral injury, and strategies to approach & address this unique stressor	Wednesday, January 18	1130-1200	<a href="https://cmhaontario.zoom.us/j/81384170930?pwd=dndjbnZFBdZYNjV2VWk3NlpXenQ4Zz09">https://cmhaontario.zoom.us/j/81384170930?pwd=dndjbnZFBdZYNjV2VWk3NlpXenQ4Zz09</a>
			1215-1245	<a href="https://cmhaontario.zoom.us/j/87278397451?pwd=REYzY1BwdzVKOU5jNUp0RW5aL285dz09">https://cmhaontario.zoom.us/j/87278397451?pwd=REYzY1BwdzVKOU5jNUp0RW5aL285dz09</a>
			1300-1330	<a href="https://cmhaontario.zoom.us/j/89893833646?pwd=V2d1SFdRMFZpazVmakiCS1ITd0pCZz09">https://cmhaontario.zoom.us/j/89893833646?pwd=V2d1SFdRMFZpazVmakiCS1ITd0pCZz09</a>

For more information please contact Joanna Noonan ext. 4145 (KGH site) or via email at: [Joanna.noonan@kingstonhsc.ca](mailto:Joanna.noonan@kingstonhsc.ca).