

## **Psychologically Healthy Workplace Awards - Applications Due Soon!**

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The current economic climate is challenging for all. As employers work to ensure that their organization remains strong and viable, they need to be aware that their staff are likely experiencing their own concerns and stresses. This is most obvious in situations where employers may be considering restructuring or downsizing, but it is equally true for those organizations that are stable or growing. Even though their employees may be secure in their own jobs, they may nevertheless have financial worries or be concerned about the job security of a family member.

For these reasons it is important for all employers to be mindful of the morale and well-being of their staff. Failure to do so can undermine the sustainability of the organization and compromise the psychological health of employees which, in turn, can lead to workplace conflict, disengagement, turnover, accidents and injuries, as well as loss of the knowledge capacity and leadership provided by experienced employees. Now, more than ever, informed employers recognize the importance of creating a psychologically safe and healthy workplace: an environment that promotes employees' well-being.

It is important to publicly recognize and celebrate those employers that are doing the right thing. This is the underlying rationale for the 2009 BC Psychologically Healthy Workplace Awards. These awards recognize organizations that make a commitment to workplace well-being and create a psychologically healthy work environment for employees. Recognition is given to large and small, for-profit and not-for-profit organizations for excellence in promoting psychologically healthy workplace practices, policies and programs in the following areas:

- Employee involvement
- Work-family-life balance

- Employee recognition
- Employee growth and development
- Health and safety

The awards provide an opportunity to recognize the people in your organization that work hard to foster a healthy work environment and offering them a chance to showcase their efforts is important. Plus, the process of applying provides an opportunity for your organization to identify, document and celebrate psychologically healthy practices and accomplishments. Winners will be announced at an awards event on October 15, 2009 at the Wosk Centre at SFU Harbour Centre campus (downtown Vancouver) to which the media and business community will be invited. This accomplishment can be publicized in internal and external communications. Winners will be eligible for the North American best practices competition held by the American Psychological Association in Washington DC, in March 2010.

These awards are offered by the Psychologically Healthy Workplace Collaborative (PHWC; [www.phwc.ca](http://www.phwc.ca)), comprised of psychologists, business leaders, academics and informed professionals who volunteer their time, commitment and expertise. The PHWC is a Standing Committee of the British Columbia Psychological Association (BCPA), a proud sponsor of the Psychologically Healthy Workplace Awards program. The Psychologically Healthy Workplace Award was founded by the American Psychological Association and brought to Canada in 2004. British Columbia was the first province to offer such an award and several of our winners have gone on to achieve international recognition. The Collaborative is a voluntary effort that is dependent on support from the business community. We welcome sponsorship, whether it is financial or in-kind.

**The application deadline has been extended to August 15, 2009.** For more information about PHWC or to apply, please go to [www.phwc.ca](http://www.phwc.ca).

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