

SAFETY AND CHANGE

SAFETY MOMENT



Take a
MOMENT
for Safety

Change

- Change can be defined as the process of causing a function, practice, or thing to become different somehow compared to what it is at present or what it was in the past.
- We experience change continuously at home and at work - big, small, positive, negative, planned or unplanned. This can influence and impact us.

Impact of Change

- Reactions to change – can impact health and safety:
 - Cause anxiety and uncertainty;
 - Anger and push back;
 - Decreased morale and productivity;
 - Lack of focus on the job;
 - Rushing and taking shortcuts.
- How you manage change will greatly influence the impact it will have on you and others.

Dealing with change and reducing risks to safety and health

Get informed and ask questions to put your concerns to rest, so you can work safely and undistracted:

- **Identify the change** – what/who changed, when did the change occur? How long will the change be in effect?
- **Identify the impacts of change** – are new hazards created? Who/what is impacted? Are the impacts positive or negative?
- **Mitigate or address impacts** – develop ways to reduce negative impacts and boost positive impacts.
- **Communicate** – the change, the impacts, and the actions to address impacts of the change. Stress the importance of continued adherence of policies and procedures.

Supporting each other through change

It's important to be supportive of each other during times of change:

- Do your best to listen to your co-workers questions or concerns.
- Be patient with others – remember that everyone processes change differently.
- Add mindful moments to your safety moments and tailboard talks – take a moment to ask how people are doing.
- Remind your co-workers and team members that support is available through our Employee Family Assistance Program (EFAP), if needed.

Employee Family Assistance Program (EFAP)

- The Employee Family Assistance Program (EFAP) is a free, 24-7 service that provides all employees and their immediate family members with confidential help for any work, health or life concern.
- It is provided by our health care provider, Medavie Blue Cross.
- EFAP is a voluntary support service. There is no cost to you or your immediate family and it is completely confidential.

How to access EFAP

- Visit Health and Wellness page of the GRID
- Access EFAP 24/7 by:
 - **Phone:** 1.866.347.2067
 - **Web:** www.inconfidence.ca
 - **Mobile App:** download 'My EFAP' app at your device app store.