

## Expression of Interest: IHSA Cross-Sector Labour-Management Committee on Workplace Psychological Safety, Mental Health & Substance Use (WPS-MH-SU Committee)

IHSA is forming a new **Cross-Sector Labour-Management Committee on Workplace Psychological Safety, Mental Health & Substance Use (WPS-MH-SU Committee)**. We are seeking knowledgeable, committed labour and management representatives from Ontario's aggregates, construction, electrical utilities, and transportation sectors who can provide insight, leadership, and informed guidance on workplace mental health, substance use health, and psychological safety.

This Committee will play a critical role in identifying systemic issues, emerging risks, and prevention strategies that can strengthen worker wellbeing and enhance safety outcomes across all IHSA-served sectors.

**Who Should Apply:** We welcome applications from individuals who demonstrate:

### Professional Competencies

- A strong understanding of Ontario's **Occupational Health & Safety system** and its application within aggregates, construction, transportation, or electrical utilities
- Experience or subject-matter knowledge related to:
  - Psychological safety
  - Mental health
  - Substance use health
  - Suicide prevention
  - Fit-for-duty and impairment
  - Harm-reduction or crisis-intervention models
- Ability to provide **balanced, sector perspectives** informed by industry experience or lived/living experience

### Personal Attributes

- Demonstrated leadership, collaboration, and problem-solving skills
- Capacity to engage respectfully in labour-management dialogue
- Commitment to confidentiality, sensitivity, and ethical participation
- A prevention-focused, systems-level mindset

**Membership Commitment:** Members of the WPS-MH-SU Committee are expected to:

#### **Time Commitment**

- Attend **4–6 formal meetings per year** (virtual or in-person) 2 – 3 hrs in duration
- Dedicate approximately **5 hours per month** for reading materials, providing feedback, and participating in discussions or subcommittee activities

#### **Engagement Expectations**

- Review relevant briefing materials and background documents
- Identify systemic issues and opportunities related to workplace psychological safety, mental health and substance use health
- Collaborate on developing **prevention-focused recommendations** to IHSA
- Provide constructive input that reflects the needs and realities of the sectors
- Support IHSA in awareness, engagement, and communication efforts when appropriate

#### **Term Length**

- Term of service: Minimum **three (3) years**
- A balanced labour-management composition will be maintained in all sectors

**How to Apply:** Interested candidates are invited to express their interest.

Link: [https://ihsa.formstack.com/forms/expression\\_of\\_interest\\_form](https://ihsa.formstack.com/forms/expression_of_interest_form)

**Submission Deadline:** *March 30 2026*

#### **Closing Statement**

Join IHSA in shaping sector-wide strategies that promote healthier, safer, and more supportive workplaces. Your expertise can make a meaningful difference in the lives of workers and families across the province.