

Introducing GM@W

One of OSSTF D19 – Peel’s important goals for the next two years is to create a healthier workplace for all employees. We recognize that our members are very valuable assets and paying attention to employee well-being helps individual employees, and also strengthens the organization as a whole.

As part of this goal, we enthusiastically announce that we will be implementing Guarding Minds @ Work. It is our intention to approach the Peel District School Board with the results of this survey in order that we may work together to create a healthier workplace for our members.

Guarding Minds @ Work (GM@W) is a unique, evidence-based, comprehensive set of resources designed to effectively assess and address psychological health and safety in the workplace. **A psychologically healthy and safe workplace is one that promotes employees’ psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts.** The focus is not on individual employees’ health status but rather on organizational factors. If you are interested in obtaining more information about GM@W, please go to www.guardingmindsatwork.ca.

Implementing GM@W includes a number of steps:

1. GM@W Online Survey

A critical component of implementing GM@W involves consulting employees to identify strengths and weaknesses of the organization and to gather ideas for creating and implementing solutions. From November 20 to December 8 we encourage you to complete the **GM@W Online Survey**. You will receive a link to the survey via your OSSTF email.

2. Action Plan

The actions selected will follow from the results of the **GM@W Online Survey**. In cooperation with the Board, we will evaluate the undertaken interventions over time to ensure they are effective and take corrective action where needed.


Please be assured that any information you provide will be kept confidential. The GM@W Online Survey and the resultant GM@W Report is set up so that the results are provided in the aggregate only – individual responses are not provided.

Over the next few weeks, you will receive more information on implementing GM@W and details on how you can become involved. Please do not hesitate to contact Dan Earle or Michelle Large if you have any questions at all.

With best regards,



Chief Negotiator



Vice President