
From: Susan Coldwell <scoldwell@nsgeu.ca>
Sent: Wednesday, October 01, 2014 4:26 PM
To: Office
Cc: Joan Jessome; Ian Johnson; Deedee Slye
Subject: Law ammendments comittee Bill 1

To the members of the law ammendments committee;

In following the machinations of Bill1 I make the following observations:

a. The Province of Nova Scotia has made a commitment to adopt The National Standard for Canada on Psychological Workplace Health and Safety, authored by the Mental Health Commission of Canada and the National Standards Organization. Several employers, including the CDHA and the NSGEU have also accepted to be part of a three year research study on implementation of the Standard. Both the adoption of the Standard and the three year research study are placing eyes on the work being done in Nova Scotia - especially following a successful International Working Toward Bully-Free Workplaces Conference on Shifting Culture. So the Nation and International Community are in fact watching how we (leadership) conduct ourselves.

b. With focus on workplace mental health and the stats which are readily available, impact on the 24,000 Health Workers in the province is a ripple which when taken with their spouses/partners and immediate family conservatively tripples or quadruples in number. We are now looking at closer to 100,000 immediate impact or 1 in 9 Nova Scotians. Now factor in those requiring services - from primary thorough all aspect of hospital or commmunity, or long term health care in a destabilized system the potential incremental impact on mental health is elevated.

c. Rapid, arbitrary change where workers have no imput is destabilizing - so has the government planned for those increased mental health service needs? Research shows that the perception of fairness is paramount to well-being at work, and that research can readily be made available.

d. The government in seeking to implement a more efficient and effective health care system is employing strategies which can only lead to failure through Bill 1 as the new health district for years will have to deal with the ramifications of imposing a bill which foments the perception of unfairness among workers - unionnized and further reaching.

I would be happy to discuss this further,

Sincerely

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