

Status Update
October 1, 2026

Chapter 9, Corrections, Policing and Public Safety – Supporting the Mental Health of Correctional Workers, 2025 Report – Volume 2

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
New: We recommend the Ministry of Corrections, Policing and Public Safety enhance the staff survey it uses to assess the effectiveness of mental health supports it provides to its correctional workers.	69	Implemented	Four text-box questions were added to the Employee Health and Safety Survey to obtain more detailed qualitative feedback from respondents. Specifically: • Respondents are provided with an opportunity to identify and describe their primary workplace stressor when it is not represented in the pre-populated response options. • Respondents are asked to describe their supervisor's level of knowledge regarding psychological health issues. • Respondents are asked to describe their supervisor's level of awareness of psychological health issues. • Respondents are invited to provide suggestions for improving health and safety within their ministry or work area.	N/A	N/A

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New: We recommend the Ministry of Corrections, Policing and Public Safety provide clear guidance on when to use the Critical Incident Stress Management program to support correctional workers' mental health.	70	Implemented	The Use of Critical Incident Stress Management (CISM) Teams Policy was revised on January 16, 2026, to clearly identify specific circumstances in which a CISM team member should be engaged. The updated policy and associated expectations were communicated to Facility Directors, Team Coordinators, and Team Leads through policy review sessions conducted in January and February 2026.	N/A	N/A
New: We recommend the Ministry of Corrections, Policing and Public Safety consistently track, analyze, and report on the usage of its Critical Incident Stress Management program by correctional workers.	71	Implemented	To improve the Ministry's ability to consistently track, analyze, and report on the utilization of Critical Incident Stress Management (CISM) services, the Use of CISM Teams Policy and the CISM Team Selection and Training Policy were updated on January 16, 2026. Standardized templates were also developed and implemented to support the collection of consistent and reliable data. The revised policies and templates were reviewed with Facility Directors, Team Coordinators, and Team Leads in January and February 2026 to promote awareness, understanding, and consistent implementation of the new requirements.	N/A	N/A
New: We recommend the Ministry of Corrections, Policing and Public Safety establish clear expectations for	72	Implemented	A Medical Accommodations and Return to Work Guide was developed and implemented in February 2026.	N/A	N/A

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contacting correctional workers on mental health leave.			In addition, Medical Accommodation and Return to Work Local Directives were developed and implemented in March 2026. Together, these documents establish clear expectations for maintaining contact with employees who are on medical leave, including those absent due to mental health-related conditions. The guide provides directions on the benefits of maintaining appropriate communication with employees during medical leave and outlines best practices for conducting supportive and respectful wellness check conversations. A standardized wellness check form was developed to document employee contacts and support consistent follow-up practices. The local directives provide operational guidance to support the implementation and consistent application of wellness checks across correctional facilities.		
New: We recommend the Ministry of Corrections, Policing and Public Safety specifically analyze key information (e.g., performance measures, mental health injury data) to assess the effectiveness of mental health supports provided to correctional workers.	74	Partially Implemented	To strengthen the Ministry's ability to assess the effectiveness of mental health supports provided to correctional workers, a reporting dashboard is being developed to consolidate and analyze key organizational data, including incident and injury data, Workers' Compensation Board (WCB) claims and approved WCB time-loss hours,	The transition to the new Human Resource Management systems (GEM and UKG) necessitate modifications to the dashboard to	December 31, 2026

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			sick leave utilization, and overtime hours. The dashboard will support ongoing monitoring, analysis and reporting to senior leadership by enabling comparisons across multiple indicators and identifying trends, patterns, and potential correlations between workforce health, attendance, and workplace incidents. The information generated through this analysis will assist the Ministry in evaluating the effectiveness of mental health support and identifying opportunities for continuous improvement.	ensure compatibility with the reporting formats and data structures generated by the new systems. The dashboard is currently being updated to incorporate these changes.	