

September 8, 2025

Healthy Albertans.
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Together.

Mr. Ray Geldreich
Health Sciences Association of Alberta
18410 100 Avenue NW
Edmonton, Alberta
T5S 0K6

Re: Edmonton Zone EMS Joint Workplace Health and Safety Committee (JWHSC) Information Request

Dear Ray,

Thank you for taking the time on August 18, 2025, to discuss HSAA's concerns regarding sharing of Our People Survey results with the Edmonton Zone EMS JWHSC.

In your letter dated July 22, 2025, you raised several concerns which we reviewed together during our meeting on August 18, 2025. At that time, you clarified the following points:

- HSAA feels that the information collected by the Our People Survey constitutes psychological hazard information
- Workers have the right to know about any hazard in the workplace and that this obliges the employer to share any information on psychological hazards and the details of those hazards with JWHSCs
- HSAA believes Our People Survey is assessing psychosocial factors and that in accordance with Article 42.11 of the collective agreement, the employer is obligated to follow the CSA standard for psychological health and safety in the workplace
- HSAA believes the JWHSC has a role in reviewing information that assesses psychosocial factors
- HSAA is looking for a resolution where the results of the Our People Survey that was shared with the Edmonton Zone EMS leaders should be shared with the Edmonton Zone EMS JWHSC as per the collective agreement article 42.11 and the CSA standard.

The purpose of Our People Survey is to measure employee engagement at an aggregate level across the organization. As such, we do not believe the results are indicative of a psychological hazard. We recognize the CSA Psychological Health and Safety in the Workplace Standard speaks to 13 psychosocial factors and worker engagement indicators may be used as a data source to assess those factors.

While Our People Survey does have some overlap with some of the psychosocial factors, this information is not used as an assessment of hazard by the organization because it does not provide a meaningful assessment of Psychological Health & Safety (PHS) given the way the data is collected and reported. Where concerns are raised regarding PHS, there are more



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meaningful and effective tools that can be used to assess the workplace, such as incident investigations and the Guarding Minds at Work Survey.

We understand the Edmonton Zone EMS JWHSC has discussed how to improve the effectiveness of incident investigations given it is used as an assessment of PHS within EMS. We also understand there has also been a request for the employer to conduct a psychological safety assessment (such as Guarding Minds or an EMS specific survey) but as outlined in our response on May 13, guidance on when this type of assessment should be administered, we have decided the timing for this is not currently appropriate.

We appreciate that the Edmonton Zone EMS JWHSC has been putting forward other ways to meaningfully assess employee psychological safety given it is one of the leading causes of injury for this group of workers. We also acknowledge and recognize that leaders are encouraged to share the results with their team and that the results of Our People Survey have been shared by local EMS leadership with their employees who are also the same members of the Edmonton Zone EMS JWHSC. Given this, concerns around confidentiality are easier to mitigate and the information you have requested is available at the leadership level.

Taking all of the above into consideration, the employer is willing to present the results of Our People Survey at the Edmonton Zone EMS leadership level with the members of the Edmonton Zone EMS JWHSC. To support effective and meaningful discussion around these results, we will have members of our Psychological Health and Safety Wellness team and our Talent Management team attend the next scheduled JWHSC meeting to present these results.

Regards,



Rod Kaliei
Executive Director
Workplace Health and Safety
Alberta Health Services

C:

Todd Romanow, HSAA Manager Negotiations and Policy
John Carpenter, HSAA Director Labour Relations North
Jeff Roe, Executive Director AHS WHS Business Partnerships
Tana Saint, Director AHS WHS Business Partnerships Edmonton Zone
Shanalee Brenneis, HSAA HSW Program Assistant
Jeremy Olfert, Associate Executive Director, Edmonton Zone Emergency Health Services
Megan Bufton, Executive Director, AHS Employee Relations
Brad Dorohoy, Senior Program Director, AHS Talent Management Strategies
Thora Eyford, Director, AHS People Experience