

Action on Workplace Stress: Mental injury Tool Kit (MIT KIT)

The toolkit contains valuable information for workers to help them to:

- Recognize the workplace psychosocial factors that cause or contribute to mental distress and/or physical illnesses for workers
- Measure workplace psychosocial factors
- Develop strategies to prevent the factors causing the mental distress and illnesses at work
- Provide information about compensation for workplace-caused mental injuries and illnesses

Take action to ensure that these workplace injuries and illnesses are recognized, prevented, and compensated



Mental
INJURY

TOOLS FOR ONTARIO WORKERS

The toolkit is online at www.ohcow.on.ca/mental-injury-toolkit/

Find the survey at www.stressassess.ca/



Psychosocial Hazards: the term use to refer to workplace factors that have the potential to cause psychological or physical harm if not adequately eliminate or controlled.

Work demands:

- **quantitative demands:** not having enough time to get your work done
- **work pace:** having to work at a high pace to get your work done
- **emotional demands:** doing work

Work organization:

- **influence:** having influence over the amount of work and how to do it
- **possibilities for development:** able to learn new things, take initiative
- **meaning of work:** feeling your work is important and meaningful
commitment: feeling your workplace makes a positive

Work relationships:

- **predictability:** being kept well informed, having enough information

- **recognition:** being appreciated and treated fairly
- **role clarity:** knowing what is expected and having clear objectives
- **leadership:** supervisor has planning skills & values your job satisfaction
- **supervisor support:** your supervisor listens and helps
- **colleague support*:** your colleagues provide support & sense of community
- **role conflicts*:** contradictory demands; having to do work inefficiently

Work values (Social Capital):

- **vertical trust:** information from mgmt is trustworthy; mgmt trusts worker

- **justice & respect:** conflicts resolved fairly, work distributed fairly

Job/employment factors:

- **insecure job*:** being worried about needing to find another job
- **unstable job*:** being worried about changes in working loads/tasks
- **job satisfaction:** all things considered, being satisfied with work
- **work/life conflict:** time/energy away from work affected by job demands

Offensive behaviours:

- sexual attention; threats of violence; physical violence; bullying

Kristensen, T. S. et al. 2005. *Scandinavian Journal of Work and Environmental Health* 31(6), 438-49.

Workplace Psychosocial Factors from the COPSOQ III Core Survey.*

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