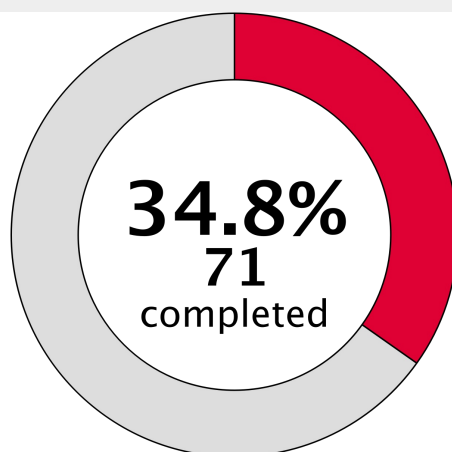


PSAT Workplace Mental Stress Survey

An expanded version of the COPSQ was provided via an online link to workers. Workers were asked to answer the survey questions and the Occupational Health Clinics for Ontario Workers (OHCOW) managed the data collection and analysis.

RESPONSE RATE

Start date	End date	Potential Participation	Declined Participation	Incomplete
2018-01-23	2018-03-20	204	0	54

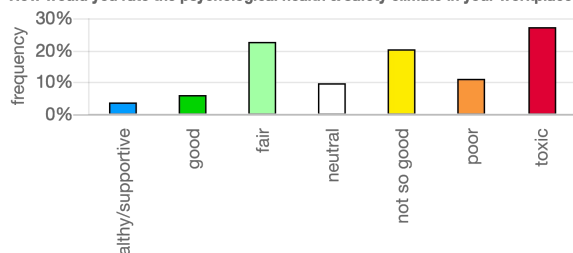


Rating: **Poor**

OVERALL RATINGS

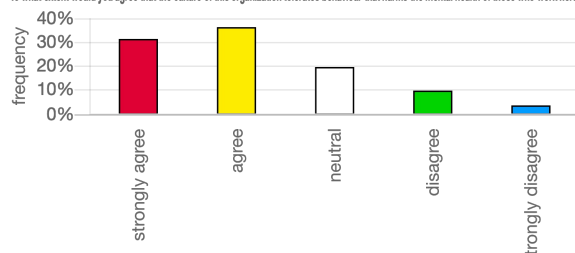
Workplace Psychological Health and Safety Climate

How would you rate the psychological health & safety climate in your workplace?



Organizational Culture Tolerates Behaviours Harmful to Mental Health

To what extent would you agree that the culture of this organization tolerates behaviour that harms the mental health of those who work here?



DEMOGRAPHICS

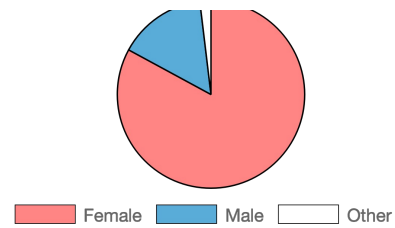
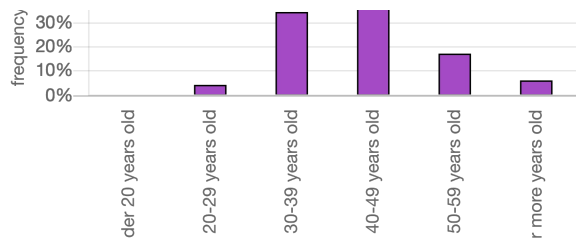
Age Distribution

How old are you?

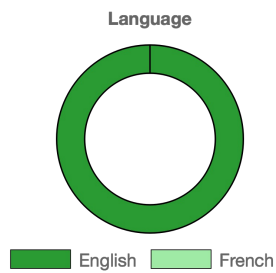
40%

Gender

To which gender identity do you most identify?

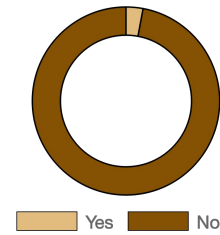


Language



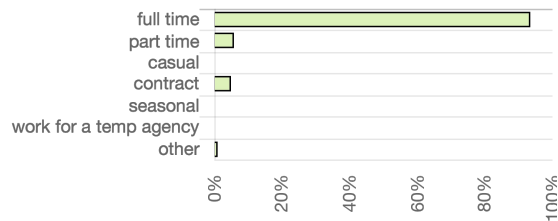
Alternative Work

Do you work for another employer in addition to your job at this workplace?



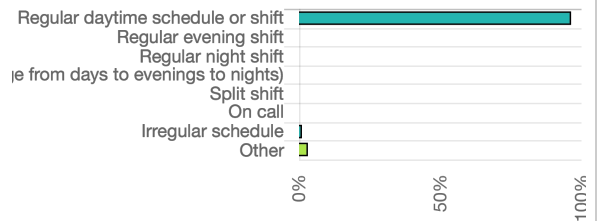
Work Arrangements

What best describes your position at work? (check all that apply)



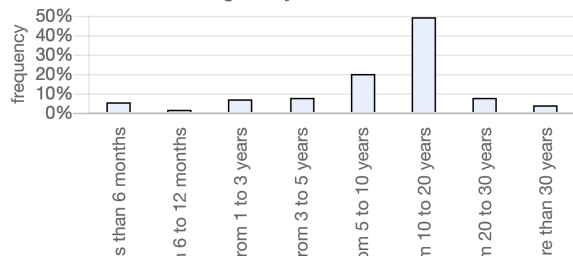
Shift

Which of the following best describes the hours you usually work at your job?



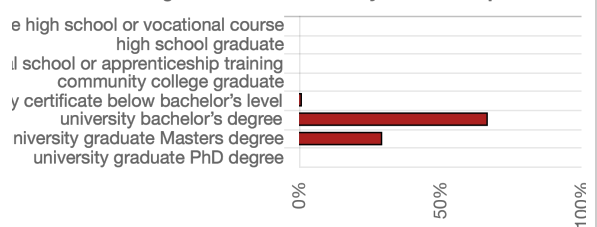
Seniority

How long have you worked here?



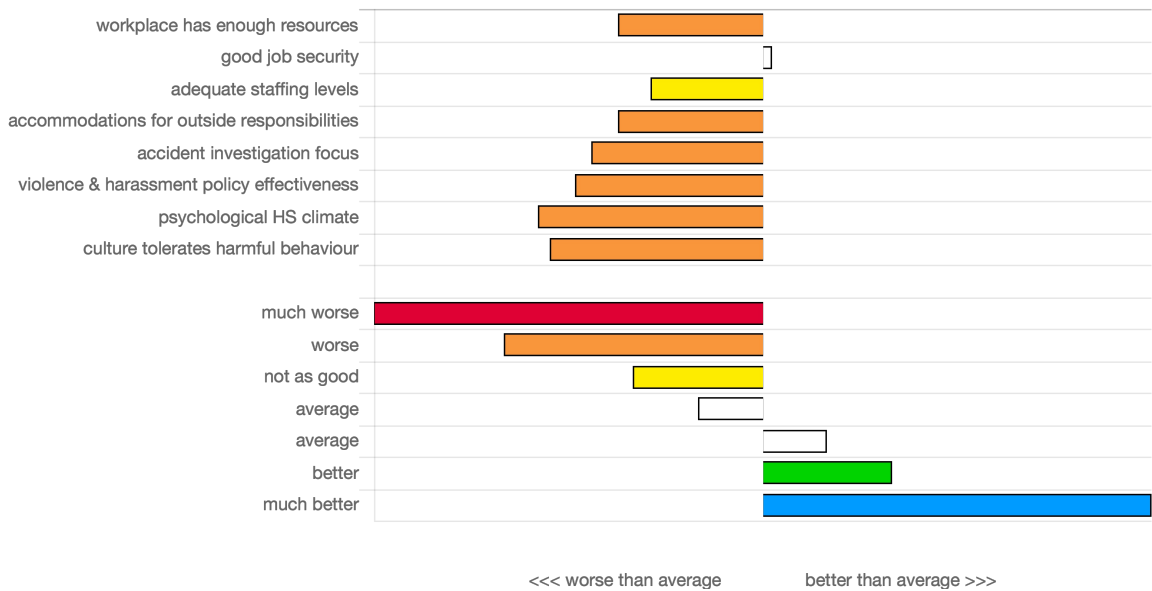
Education

What is the highest level of education you have completed?



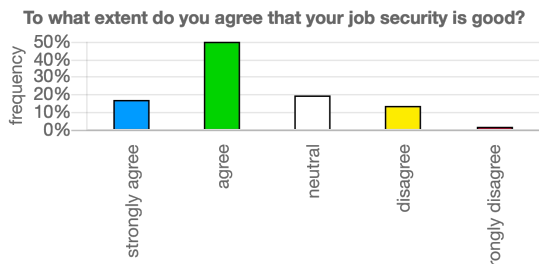
GENERAL WORKPLACE CONDITIONS

Comparison with Canadian Reference Population

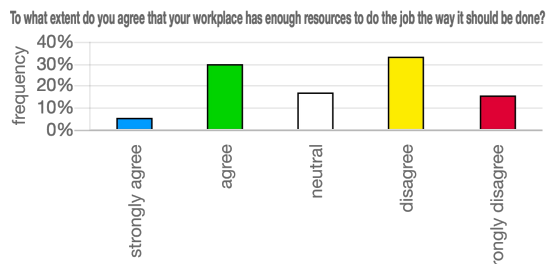


Working Conditions

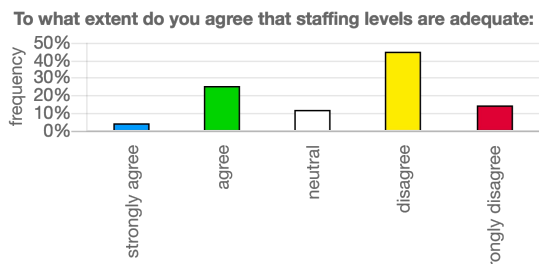
Job Security



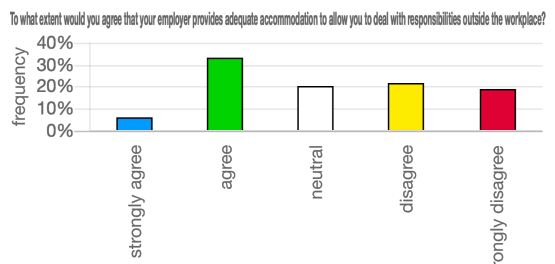
Adequate Resources



Adequate Staffing Levels

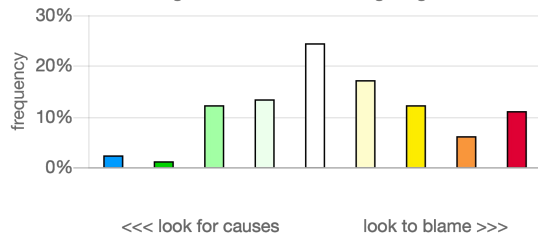


Accommodation for Outside Responsibilities



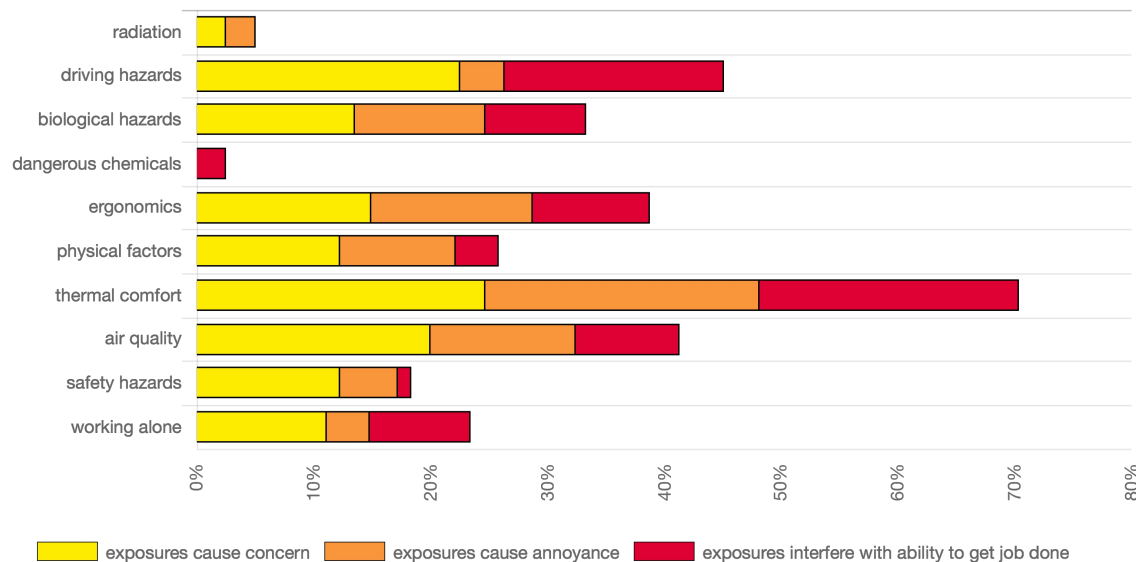
Approach to Accident Investigation

What does management do when investigating accidents?



Workplace Safety Hazards / Environmental Conditions

Respondent's Concerns



Comments

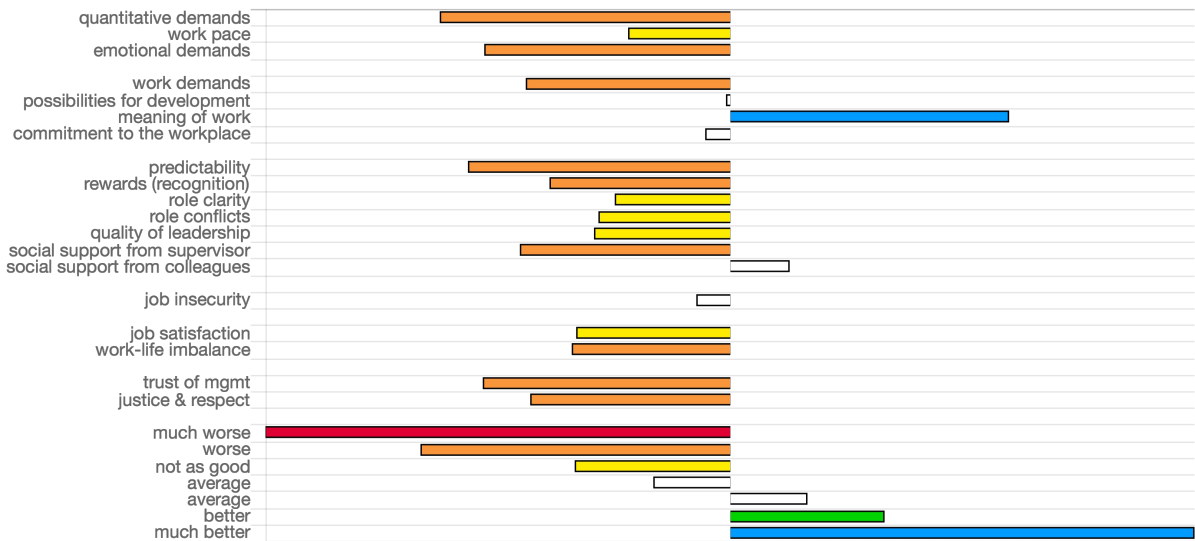
temperature
summer
cold hot school
staff
reaches air months

inclement tires
bad time
weather
drive day office
school traffic

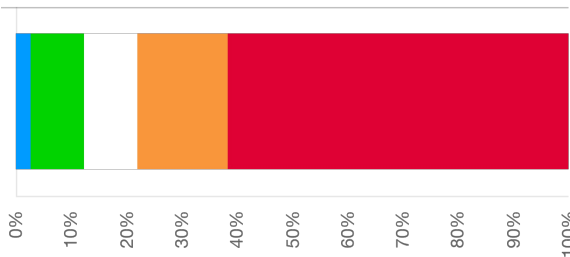
ergonomics
chairs
desk
set seats
stations 30 2 1
standing desks
furniture sitting

PSYCHOSOCIAL RISK FACTORS

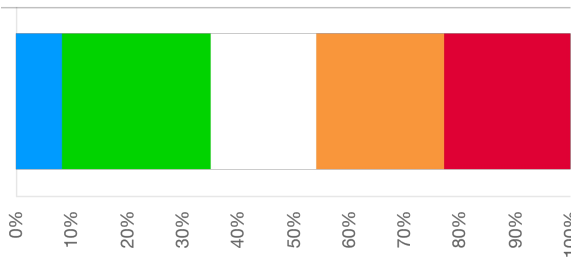
Comparison with Canadian Reference Population



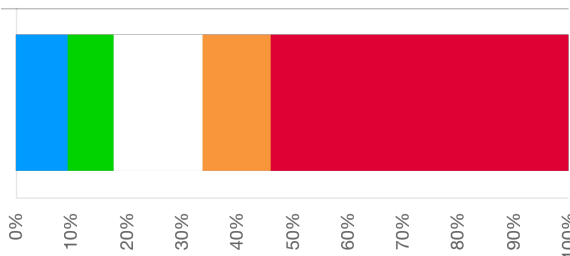
Quantitative Demands



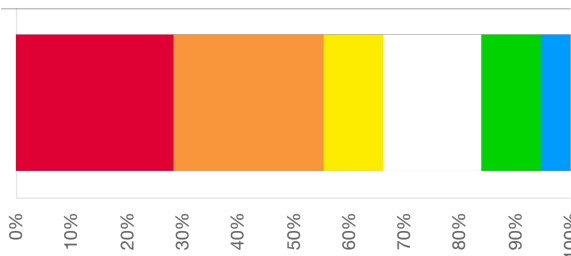
Work Pace



Emotional Demands



Influence

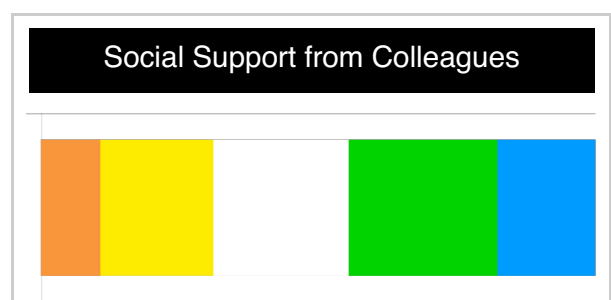
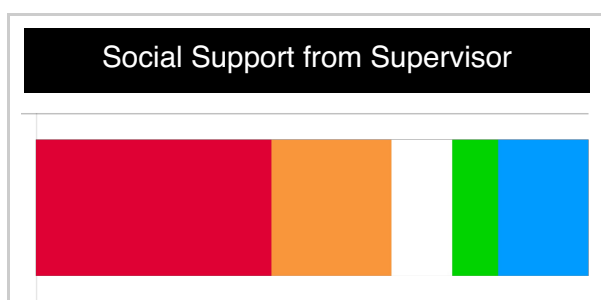
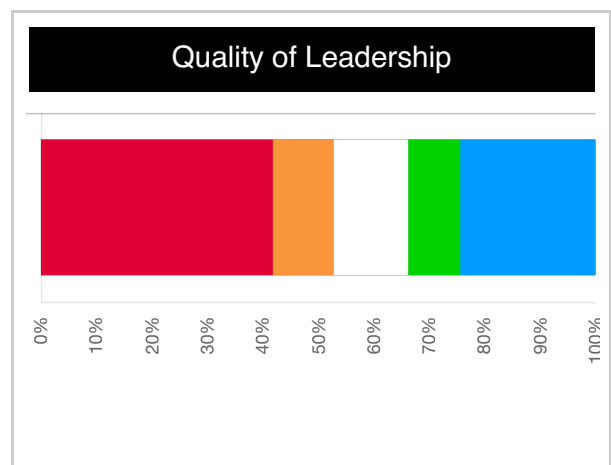
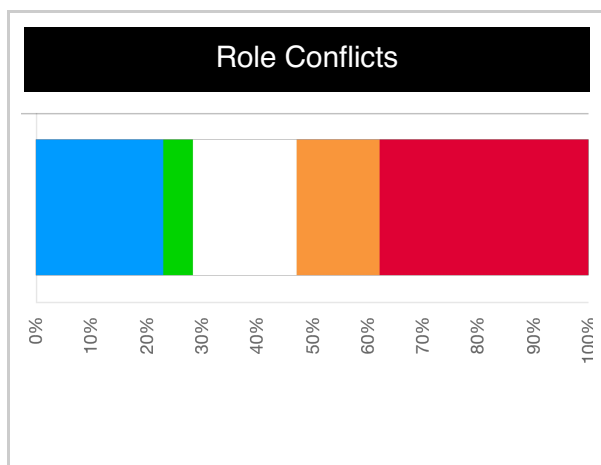
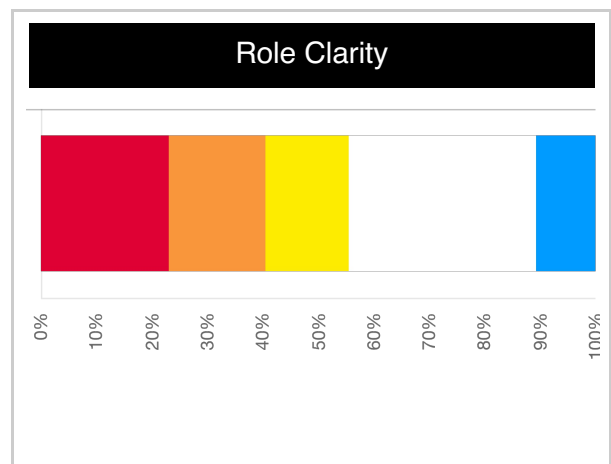
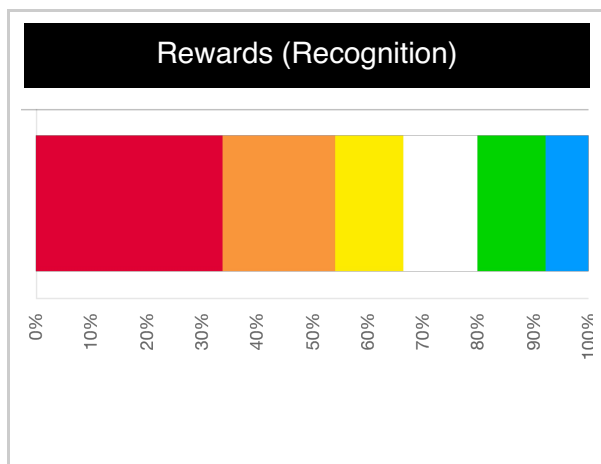
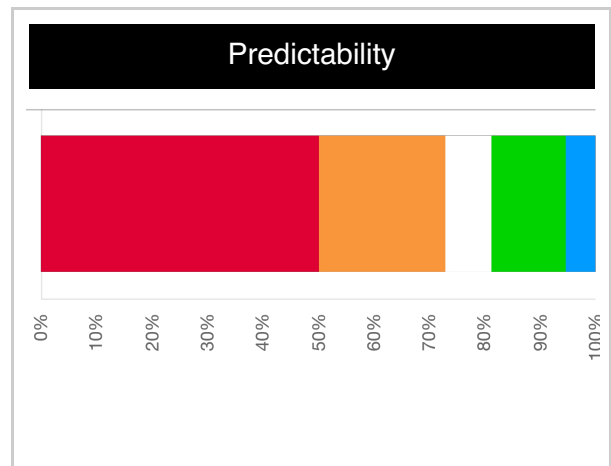
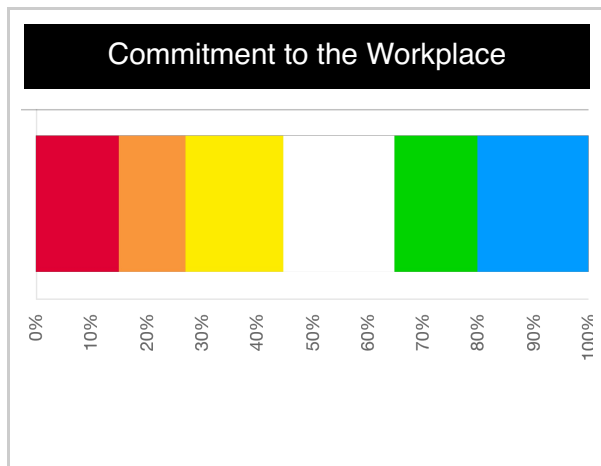
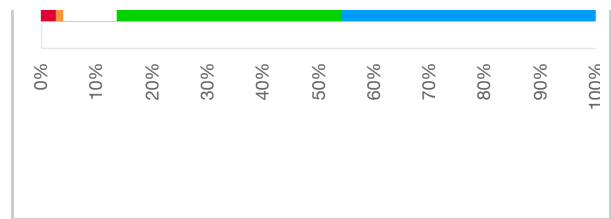
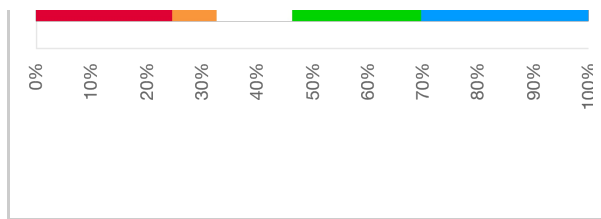


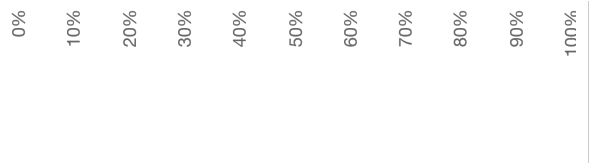
Possibilities for Development



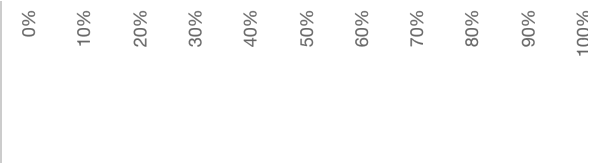
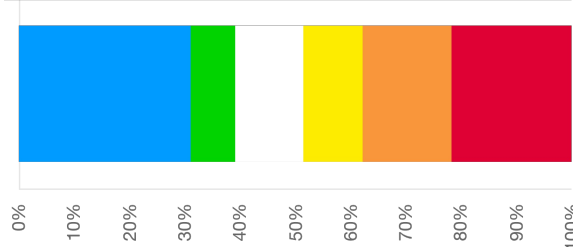
Meaning of Work



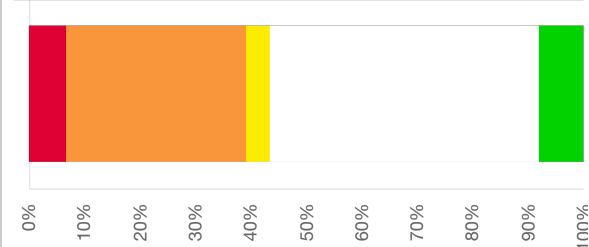




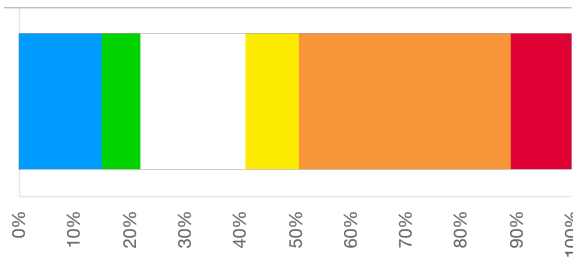
Job Insecurity



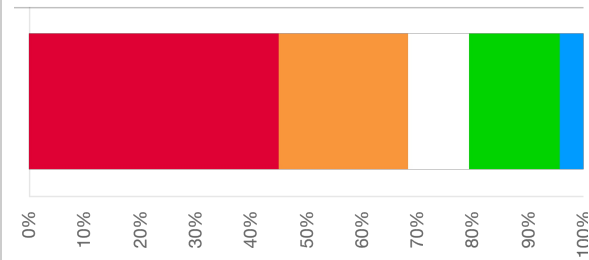
Job Satisfaction



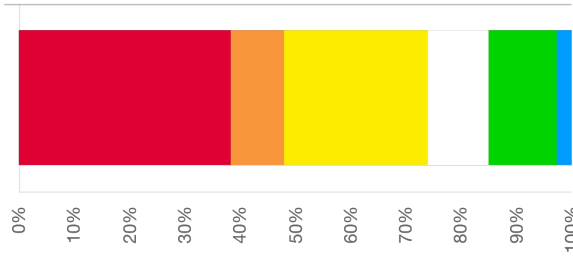
Work-Life Imbalance



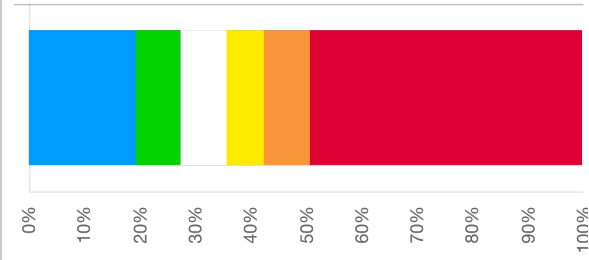
Trust of Management



Justice & Respect



Burnout

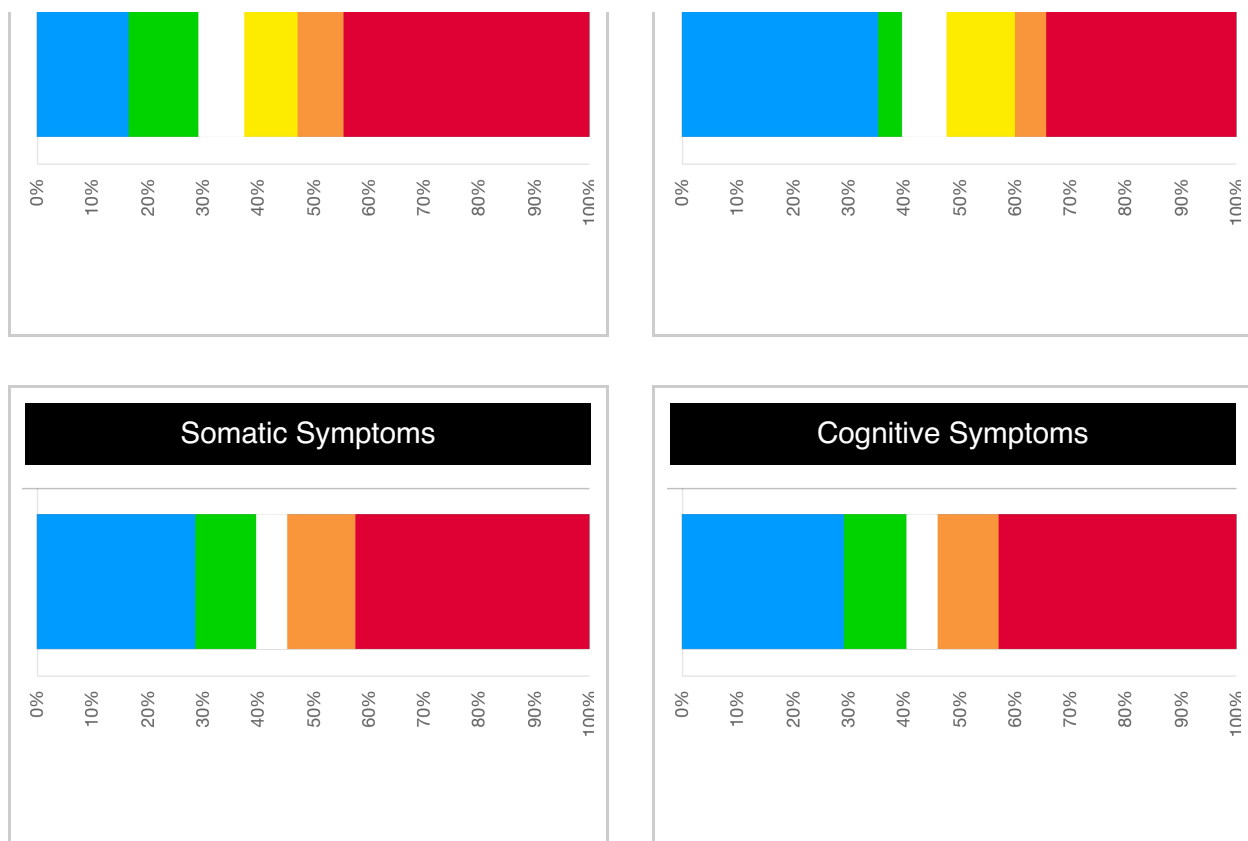


Stress



Sleep Troubles





RISK FACTOR / SYMPTOM ASSOCIATIONS

Symptoms Scores

Symptoms Scores	Undesired sexual attention	Threats of violence	Physical Violence	Bullying	Discrimination	Vicarious offensive behaviours
Clients/ customers/ patients		27.4	31.5	16.4	6.8	30.1
Sub-ordinates						
Manager/ superior				31.5	27.4	34.2
Colleagues				9.6	13.7	12.3
Not experienced (past year)	6.8	30.1	35.6	46.6	39.7	67.1
All, from any source	11.9	16	10.4	31.1	19.1	41.1

Risk Factor/Symptom Associations

WORK DEMANDS	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
Quantitative work demands	Yellow	Yellow	White	White	Yellow	Yellow
Tempo, work pace	Yellow	Yellow	White	Yellow	Yellow	Yellow
Emotional demands	Red	Red	Yellow	Red	Yellow	Red
WORK ORGANIZATION	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
Influence at work	Orange	Yellow	Yellow	Yellow	Yellow	Yellow
Possibilities for development (skill discretion)	White	White	White	White	White	White
Meaningful work	White	White	White	White	White	White

RELATIONSHIPS	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
Predictability (sufficient information)						
Recognition						
Role clarity						
Role conflicts						
Quality of leadership						
Social support from colleagues						
Social support from supervisors						
JOB INSECURITY	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
Job insecurity						
WORK VALUES (SOCIAL CAPITAL)	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
Vertical trust						
Organizational justice						
WORK ENVIRONMENT/SAFETY	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
radiation						
driving hazards						
biological hazards						
dangerous chemicals						
ergonomics						
physical factors						
thermal comfort						
air quality						
safety hazards						
working alone						

Summary/Overview

FACTORS	Burnout Symptoms	Stress Symptoms	Sleep Troubles	Somatic Symptoms	Cognitive Symptoms	All Symptoms
work demands						
work organization						
work relationships						
social capital (work values)						
offensive behaviours						
work hazard sum						

Major Correlations

Major Correlations with **Burnout**



Emotional
demands



Organizational
justice



Role conflicts



Influence at work



Quantitative work
demands

Major Correlations with **Stress**



Emotional
demands



Organizational
justice



driving hazards



Role conflicts



culture tolerates
harmful behaviour

Major Correlations with **Sleep Troubles**



good job security



Influence at work



Emotional
demands



working alone



Quality of
leadership

Major Correlations with **Somatic Symptoms**



Emotional
demands



Organizational
justice



driving hazards



Vertical trust



Influence at work

Major Correlations with **Cognitive Symptoms**



driving hazards

culture tolerates
harmful behaviour

Emotional
demands

Quantitative work
demands

Vertical trust

Major Correlations with **All Symptoms**

1



Emotional
demands

2



Organizational
justice

3



driving hazards

4



Influence at work

5



Role conflicts

Major Correlations with **job satisfaction**

1



Recognition

2



Organizational
justice

3



Quality of
leadership

4



Vertical trust

5



Social support
from colleagues

Major Correlations with **commitment to the workplace**

1



Recognition

2



Organizational
justice

3



Influence at work

4



Predictability
(sufficient
information)

5



Quality of
leadership

Major Correlations with **work-life imbalance**

1



Emotional
demands

2



driving hazards

3



Recognition

4



Role conflicts

5



Quantitative work
demands

Major Correlations with **psychological HS climate**

1



2



3



4



5





Organizational
justice



Recognition



Quality of
leadership



Role conflicts



violence &
harassment policy
effectiveness

NOTE: These results should be seen as a tool for dialogue and
development – not as a "report card"