Action on Workplace Stress:

Mental Injury Prevention Tools for Ontario Workers

References

Action on Workplace Stress

A Worker's Guide to Addressing Workplace Causes of Mental Distress

This guide and resource kit will provide workers a basic understanding and a place to start to learn about workplace stress and what to do about it. The guide gives definitions, common causes of mental distress, legal frameworks (focusing on Ontario), possible actions to take, and resources available. It is an introduction and action guide created by workers for workers.

These tools are not clinical diagnostic tools. They are not meant to diagnose medical or psychological conditions or to be used by a physician to these ends. These tools are designed to identify problems that may exist within the workplace and provide possible avenues to address them.

This resource kit and tools are provided with a focus on the Ontario jurisdiction – workers in other provinces or in federally regulated workplaces should refer to their own legal framework.

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For workers needing compensation/income replacement

OPM 15-03-02, Traumatic Mental Stress

http://www.wsib.on.ca/portal/server.pt/community/WSIB/230/OPMDetail/24347?vgnextoid=7d12ae75e15d7210VgnVCM100000449c710aRCRD

OPM 15-04-02, Psychotraumatic Disability

http://www.wsib.on.ca/portal/server.pt/community/WSIB/230/OPMDetail/24347?vgnextoid=8606ae75e15d7210VgnVCM100000449c710aRCRD

Best Approaches Guides:

WSIB Traumatic Mental Stress Guide

http://www.wsib.on.ca/en/community/WSIB/230/ArticleDetail/24338?vgnextoid=5bd7d3d819f0d210VgnVCM100000469c710aRCRD&vgnextchannel=0b0ec9ccd09be110VgnVCM1000000e18120aRCRD

WSIB Return to Work Considerations — Workers with Psychological Entitlement and Chronic Pain Disability

http://www.wsib.on.ca/files/Content/AdjudicativeAdviceRTW-CPDandPsychEntitlement/BA_CPD_Psych.pdf

IAVGO Manual

Chapter 9: Psychological Disability (http://www.cleo.on.ca/english/wcManual/ch09.pdf)

Chapter 11: Stress Claims (http://www.cleo.on.ca/english/wcManual/ch11.pdf)

Employment Insurance provides a short term sickness benefit. See here for more information:

http://www.servicecanada.gc.ca/eng/ei/publications/sickness.pdf

Canadian Pension Plan provides a disability benefit for people who have contributed to the plan and have a long term disability that prevents them from working. See here for more information:

http://www.servicecanada.gc.ca/eng/isp/cpp/applicant.shtml#b

ODSP helps people with disabilities who are in financial need pay for living expenses, like food and housing and can help with employment supports to help you find employment or start a business. See here for more information:

http://www.mcss.gov.on.ca/en/mcss/programs/social/odsp/