

2017 XXXX Workplace Stress Survey

Background

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The Survey

XXXXXXXXXXXX contacted Occupational Health Clinics for Ontario Workers (OHCOW), a multidisciplinary health clinic funded by Ontario's Ministry of Labour to assist to run a survey. OHCOW uses an edited version of the Copenhagen Psychosocial Questionnaire (COPSOQ) to identify which (if any) organizational factors are associated with respondents' self-reported health outcomes. The survey can help a workplace prioritize actions to resolve psychosocial causes of concern.

XXXXXXXXXX conducted the survey March 28 to April 3, 2017.

Results

The survey had an 85 per cent response rate. This is very strong. It means that even if everyone else filled out the survey and said things were perfect, that the results would not change.

Top Issues

- Lack of trust, lack of justice and respect, and lack of job security came up as the top issues associated with health outcomes
- 55 per cent of people say the workplace is toxic—that is ten times the rate of the average in Canada who say their workplace is toxic
- 87 per cent agree or strongly agree that the organization tolerates behaviour that is harmful to mental health. This is an astounding finding, and is supported by the next finding.
- 80 per cent of people witnessed undesirable behaviours such as undesired sexual attention, threats of violence, violence, bullying, and discrimination.
- Self-rated health rated poorly. This is concerning, given that this measure has been shown to be associated with mortality.
- 44 per cent of respondents wrote comments—this is unusually high.
- Almost 68 per cent of people experienced bullying in the last year. This is more than twice the Canadian average of 31 per cent.
- Over a third reported discrimination from senior management due to union activity, favouritism, and/or gender.
- 60 per cent stated that staffing levels are inadequate

What are the next steps?

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