



Action on Workplace Stress:

**Mental Injury Prevention Tools
for Ontario Workers**

Additional Reading List



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.

Additional Reading List

Articles

- Faragher, E.B., Cass, M., & Cooper, C.L. (2005). The relationship between job satisfaction and health: a meta-analysis. *Occupational and Environmental Medicine*, 62, 105-112.
- Murphy, L. R. (1995). Occupational Stress Management: Current Status and Future Direction. *Trends in Organizational Behavior*, 2, 1-14.
- Pejtersen, J.H., & Kristensen, T.S. (2009). The development of the psychosocial work environment in Denmark from 1997 to 2005. *Scandinavian Journal of Work and Environment Health*, 35(4), 284–293.
- Rai, D., Kosidou, K., Lundberg, M., Araya, R., Lewis, G., & Magnusson, C. (2011). Psychological distress and risk of long-term disability: population-based longitudinal study. *Journal of Epidemiology & Community Health*. Advance online publication. doi:10.1136/jech.2010.119644
- Shannon, H., Haines, T., Cortina, L., Griffith, L., Langlois, L., Gupta, V., & Moitri, K.O. (2007). Workplace incivility and other work factors: Effects on psychological distress and health. Retrieved from Canadian Union of Postal Workers website: http://www.cupw.ca/multimedia/website/publication/English/PDF/2007/mcmaster_fin_al_en.pdf

Resources for Employers:

World Health Organization (WHO)

Work Organization and Stress: Systematic Problem Approaches for Employers, Managers, and Trade Union Representatives

http://www.mentalhealthcommission.ca/SiteCollectionDocuments/Workforce/Workforce_Employers_Guide_ENG.pdf

Link to WHO webpage on work related stress:

http://www.who.int/occupational_health/topics/stressatwp/en/

International Labour Organization (ILO)

Stress prevention at work checkpoints

http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_168053.pdf

The Mental Health Commission of Canada

Psychological Health & Safety: An Action Guide for Employers

[http://www.mentalhealthcommission.ca/SiteCollectionDocuments/Workforce/Workforce Employers Guide ENG.pdf](http://www.mentalhealthcommission.ca/SiteCollectionDocuments/Workforce/Workforce_Employers_Guide_ENG.pdf)

Other Resources:

Brun, J., & Martell, J. (2005). *Solving the problem: Preventing stress in the workplace* (IRSST Report R-427-3). Retrieved from the Institut de recherche Robert-Sauvé en santé et en sécurité du travail website:

<https://www.irsst.qc.ca/en/-irsst-publication-mental-health-at-work-from-defining-to-solving-the-problem-solving-the-problem-preventing-stress-in-the-workplace-r-427-3.html>

Canadian Mental Health Association. (2012). *Sources of Workplace Stress*. Retrieved from <http://www.vcn.bc.ca/rmdcmha/sources2.html>

NIOSH

LeGrande, D. (2004, April). *Overtime, occupational stress, and related health outcomes: A labor perspective*. Paper presented at Long Working Hours, Safety, and Health: Toward a National Research Agenda, Baltimore, Maryland. Abstract retrieved from <http://www.cdc.gov/niosh/topics/workschedules/abstracts/legrande.html>

Murphy, L.R., & Schoenborn, T.F. (1987). *Stress management in work settings* (NIOSH Publication Number 87-111). Retrieved from Centers for Disease Control and Prevention website: <http://www.cdc.gov/Niosh/pdfs/87-111.pdf>

National Institute for Occupational Safety and Health. (2008). *Expanding our understanding of the psychosocial work environment* (NIOSH Publication Number 2008-104). Retrieved from Centers for Disease Control and Prevention website: <http://www.cdc.gov/niosh/docs/2008-104/pdfs/2008-104.pdf>