

INTERCEPTING PSYCHOSOCIAL PATHWAYS TO MSDs

A CASE STUDY

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1.6M+ workers



10,000+
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- Healthcare
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- Advisory & Applied
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Session Objectives



- Explore the linkage between psychosocial factors, musculoskeletal disorders and mental stress injuries



- Review existing MSD physical and psychosocial assessment tools



- Explore research case study findings on intercepting psychosocial pathways to MSDs



Workplace Musculoskeletal Risk Factors

Biomechanical
Psychosocial
Environmental
Individual





Workplace Psychosocial Factors

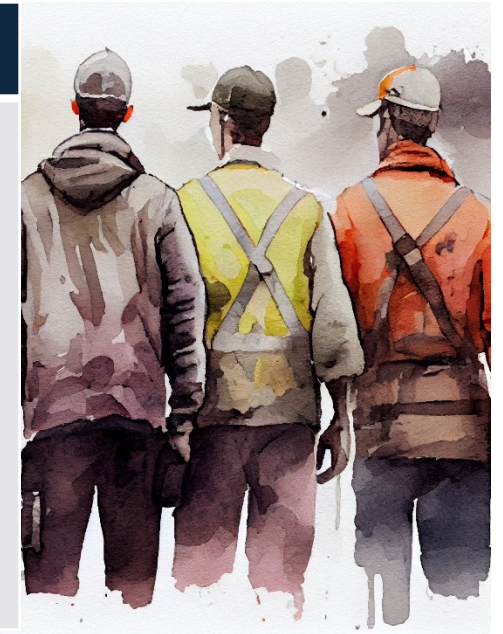
Workplace psychosocial factors are elements that impact employees' psychological response to work and work conditions.





Psychosocial factors on the job

Job Demands	Job Control	Job Support
Cognitive Physical Environmental Psychological Emotional	Worker's ability to influence their work environment: Autonomy Scope of work Morals, Ethics and Values	Practical tools Materials Equipment Emotional support Knowledge, skills, training and ability





Sprains, Strains and Mental Stress Claims

Nature of Injury	2020	2021	2022	2023	2024
Sprains and strains	20,108	24,524	26,663	27,741	13,236
Mental disorders or syndromes	2,012	2,488	2,489	2,707	1,447

WSIB Allowed Claims – Schedule 1 and Schedule 2

Nature of Injury	Total Cost	%	Average cost/claim	Leading age group
Sprains and strains	\$319,146,428	26	\$5,866.23	55-59
Mental disorders or syndromes	\$204,583,758	17	\$39,373.32	40-44

LOST DAYS 2020-2024

Sprains and Strains

3,031,344

Mental Disorders and Syndromes

2,930,609

WHAT IF

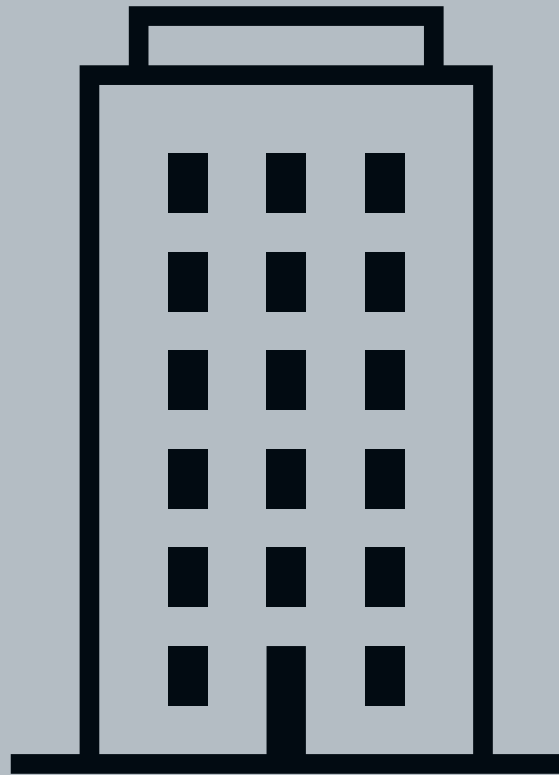




MSD PSYCHOSOCIAL Assessment Tools

Psychosocial	<ul style="list-style-type: none">• COPSQ Stress Assess• ERI Model• People at Work Survey
Psychosocial + Physical Assessment	<ul style="list-style-type: none">• Dutch Musculoskeletal Questionnaire• Key indicator models• NASA TLX
Psychosocial + Physical Management	<ul style="list-style-type: none">• A participative hazard identification risk management tool• RAMP (risk assessment and management tool)• Quick Exposure checklist (QEC)

AT WORK



ON THE JOB





Psychosocial Determinants of MSDs



Case Study of Two Jobs

1. Non-Clinical

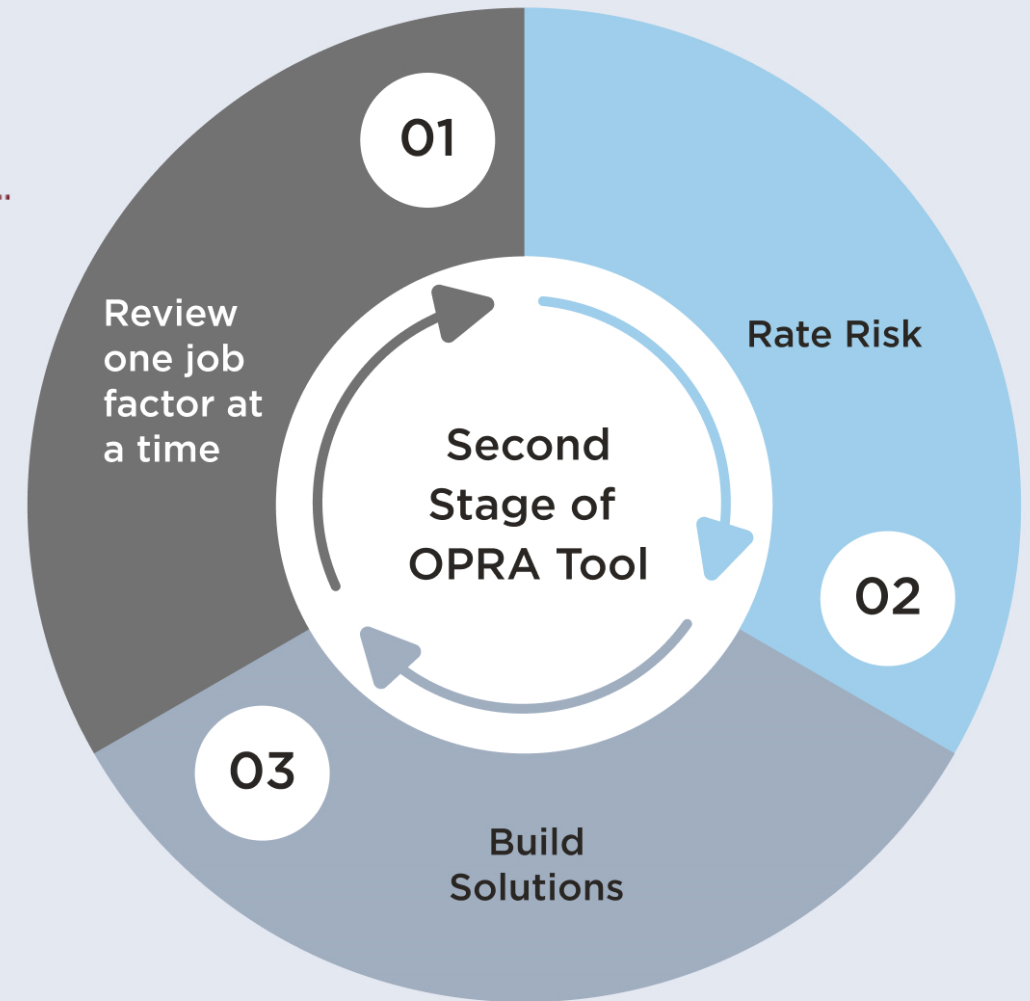
2. Clinical



SECOND STAGE

Reviewing Factors and Building Solutions

For this tool, you will have to review one job factor at a time, rate risk and build solutions. Repeat the same process until all 18 factors are done.



Plan the assessment



Do the assessment
(review, rate and identify)



Develop action plan and
implement solutions



Develop action plan and
implement solutions





Rating Risk of Harm: Physical Demands



Probability	Impact			
	Catastrophic	Critical	Minor	Negligible
Very likely	High	High	High	Low
Likely	High	High	Moderate	Low
Possible	High	Moderate	Low	Very Low
Unlikely	Moderate	Moderate	Low	Very Low
Highly unlikely	Low	Low	Low	Very Low



Assessment Findings

Summary of Completed Assessments



Sort by: Risk ⓘ ⌵

Non-Clinical Position



Clinical Position





Psychosocial exposures | MSD outcomes by Sector

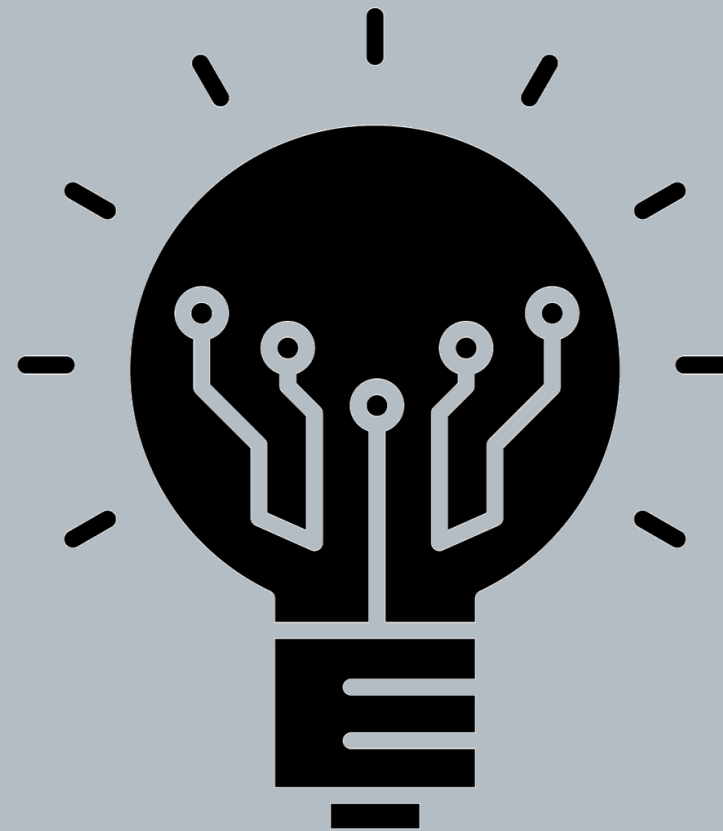


Healthcare

- High Job demands
- High psychological demands
- Low social support
- Low job control
- Overload

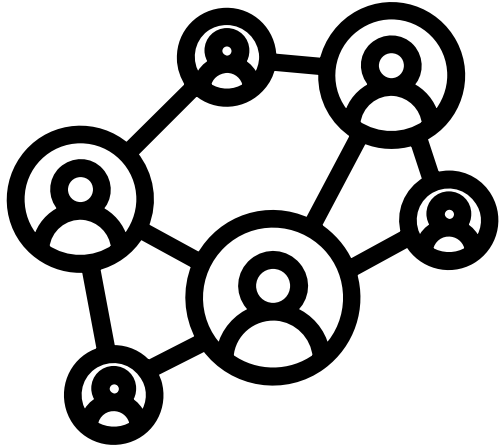
Neck & Back Pain

THE BEST APPROACH

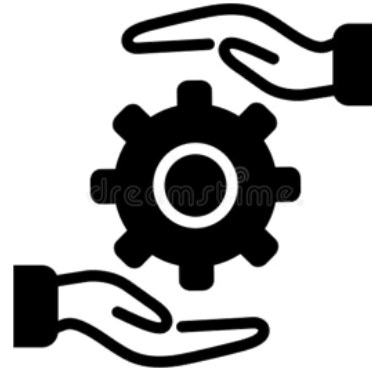




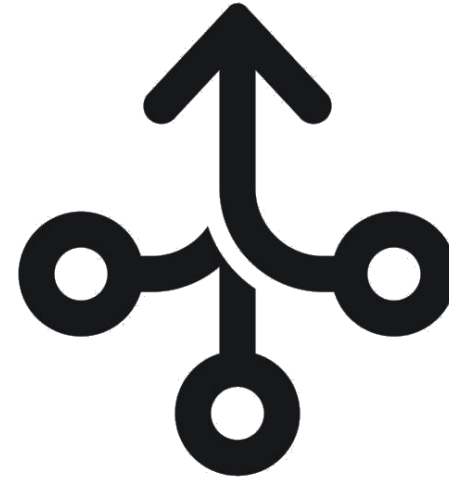
Intercepting Psychosocial Pathways to MSDs



**MSD AND
PSYCHOSOCIAL
FACTORS ARE
INTERCONNECTED**



**ASSESSMENT TOOLS
SHOULD BE RELIABLE
AND PRACTICAL**



**INTEGRATE
ASSESSMENT
APPROACHES**

Access Radius

pshsa.ca/radius



Ready to prevent psychological harm on the job?

You can interact with Radius in a variety of ways - by completing an assessment on your own, by accessing support from a PSHSA consultant, or by licensing the tool.

Complete a Radius assessment

Access Radius to create a workplace account and assess job-based risk of psychological harm. This option is ideal for workplaces with access to facilitators that are knowledgeable in the following key areas:

- Health and safety, including psychological health and safety
- Facilitated risk assessment and evaluation
- Health and safety action planning
- Occupational stress/strain including traumatic mental stress, chronic mental stress, etc.
- Self-awareness and resiliency
- Impartiality and awareness of diversity, equity and inclusion principles and best practices.

Access Radius

Leverage our expertise

Our skilled and knowledgeable consultants can help you make the most of Radius at affordable rates. Connect with our team to get started and we'll work together to prevent psychological harm.

Connect with our team

License Radius

Looking to take psychological health and safety to the next level at your workplace or for your clients? Connect with a PSHSA consultant to learn more about how you can license Radius for use to meet your unique needs.

License Radius for you

Using an integrated approach
to assessment & prevention

WHAT'S
MISSING





Better Together: Advancing Public Sector Health, Safety and Wellbeing

Upcoming events:

- **June 10** at the TMU Student Centre in Toronto
- **June 17** at the Ramada Inn in London
- **June 24** at the Algonquin College in Ottawa

Tickets are \$75 – lunch and good company included!

[Sign-up Here](#)

Thank you

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