

Think EAP: Managing Risk, Disability, & Safety At Work

EASNA THE EMPLOYEE ASSISTANCE TRADE ASSOCIATION



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The Canadian Centre for Occupational Health and Safety (CCOHS) has created 13 Psychosocial Risk Factors. The 13 organizational factors that impact organizational health, the health of individual employees and the financial bottom line, including the way work is carried out and the context in which work occurs, are:

1. Psychological Support
2. Organizational Culture
3. Clear Leadership & Expectations
4. Civility & Respect
5. Psychological Competencies & Requirements
6. Growth & Development
7. Recognition & Reward
8. Involvement & Influence
9. Workload Management
10. Engagement
11. Balance
12. Psychological Protection
13. Protection of Physical Safety

Managing Risk

Mental Health

An enormous number of workers who have or have had a mental health problem are not in work, and are denied the opportunity to return to work, for two primary reasons:

1. The absence of a joined-up approach to dealing with mental ill health as both an employment and a health issue;
2. The stigma associated with mental health that ensures that around 80 per cent of people affected are not in work.

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Managing Disabilities

Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Disability is thus not just a health problem. It is a complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which he or she lives.

— [World Health Organization](#)

Managing Safety

In **Canada**, the CCOHS in 1966 by an act of Parliament was formed to protect the "fundamental right to a healthy and safe working environment".

In **Australia**, the Commonwealth, four of the six states and both territories have enacted and administer harmonized Work Health and Safety Legislation in accordance with the *Intergovernmental Agreement for Regulatory and Operational Reform in Occupational Health and Safety*. Each of these jurisdictions has enacted Work Health & Safety legislation and regulations based on the Commonwealth Work Health and Safety Act 2011 and common Codes of Practice developed by Safe Work Australia.

In the **US**, President Richard Nixon signed the Occupational Safety and Health Act into law on December 29, 1970. OSHA's Alliance Program enables groups committed to worker safety and health to work with it to develop compliance assistance tools and resources, share information with workers and employers, and educate them about their rights and responsibilities.

Occupational stress is stress related to one's job. Occupational stress often stems from unexpected responsibilities and pressures that do not align with a person's knowledge, skills, or expectations, inhibiting one's ability to cope. Occupational stress can increase when workers do not feel supported by supervisors or colleagues, or feel as if they have little control over work processes.

Sources of occupational stress come from:

- A toxic work environment
- Negative workload
- Isolation
- Types of hours worked
- Role ambiguity and conflict
- Lack of autonomy, career development barriers
- Difficult relationships with administrators and/or coworkers
- Managerial bullying
- Towing to the wrong gates
- Harassment
- Organizational climate
