Psychosocial Factors in the Workplace Influence Musculoskeletal Disorders (MSD) and Mental Health

Workplace psychosocial factors are cultural, social and psychological factors determined at or by the workplace that impact employees' responses to work and their work environment, which can result in negative mental health outcomes and increase the risk of MSD.

Understand the associations between work-related psychosocial factors and physical MSD hazards:

- Psychosocial factors can create stress responses, which could affect exposure to physical MSD hazards, and vice versa
- Presence of MSD hazards in the workplace can negatively impact physical and mental health
- Causal relationships are unclear between physical and psychosocial factors



DID YOU KNOW

- Psychosocial factors affect employees' perception of their work. These factors are within the influence and responsibility of employers and can impact the health and safety of employees.
- 2. Physical MSD hazards in the workplace and how work is organized can greatly increase a person's chance of developing an MSD. It is the responsibility of employers to control MSD hazards to protect workers.

PERSONAL FACTORS

Personal factors affect how workers respond to psychosocial factors and physical MSD hazards, which can influence health-related outcomes. Examples of personal factors include:

- · Age, sex, gender
- Height and weight
- Level of experience
- · Perception of work
- Personality traits, coping strategies

PSYCHOSOCIAL FACTORS

Leadership & Expectations

- Lack of clarity
- High responsibilities

Psychological Demands

- Monotonous work
- High concentration

Workload Management

- Time pressure
- High job demands
- Lack of support

Psychological & Social Support

 Lack of support from colleagues and/or supervisor

Involvement & Influence

• Low job control

Psychological Protection

Lack of support

Protection of Physical Safety

 Exposure to uncontrolled hazards

POTENTIAL STRESS EXPOSURE SYMPTOMS

Behaviour Responses

- Rushing to complete tasks
- Not taking regular breaks
- Presenteeism

Physiological Responses

- ↑ Muscle tension
- ♠ Blood pressure
- ullet Growth functions (healing)

Cognitive & Emotional Responses

- Frustration
- · Fears about performance
- **◆** Confidence
- Sensitivity to pain

PHYSICAL MSD HAZARDS

High Forces

- Lift/lower
- Push/pull
- Grip/handle

Awkward Postures

 Body position away from strong, neutral postures

High Repetition

(Frequency & Duration)

- Repetitive work
- Static postures

Vibration

- Hand Arm (HAV)
- Whole Body (WBV)

Contact Stress

• Pressure applied to body

INCREASED RISK OF MUSCULOSKELETAL DISORDERS (MSD)

INCREASED RISK OF PSYCHOLOGICAL HARM









Centre of Research Expertise for the Prevention of Musculoskeletal Disorders

MSD Prevention and Psychological Health & Safety in the Workplace:

Building Alignment Contributes to Effective Programs

The MSD Prevention Guideline for Ontario and the Canadian Standard for Psychological Health and Safety share many overlapping factors as illustrated below.

- These commonalities demonstrate the importance of employers working to improve psychosocial factors in the workplace
- Focus on improving psychosocial factors can positively impact physical and mental health, job satisfaction, performance and productivity
- · Learn more about workplace psychosocial factors from the Mental Health Commission of Canada

PSYCHOSOCIAL FACTORS CONTRIBUTING TO EFFECTIVE PROGRAM IMPLEMENTATION	MSD PREVENTION PROGRAM MSD PREVENTION GUIDELINE FOR ONTARIO		PSYCHOLOGICAL HEALTH & SAFETY MANAGEMENT SYSTEM CSA STANDARD Z1003-13	
Clear Leadership & Expectations Organizational Culture	STEP 1	DEMONSTRATE MANAGEMENT COMMITMENT & LEADERSHIP	SEC. 4.2	COMMITMENT, LEADERSHIP & PARTICIPATION
Engagement	STEP 2	FACILITATE & ENCOURAGE WORKER PARTICIPATION		
Workload Management	STEP 3	ESTABLISH SUPPORT & PLAN ACTIVITES	SEC. 4.3	PLANNING
Involvement & Influence Protection of Physical	STEP 4-6	IDENTIFICATION, ASSESSMENT & CONTROL • Recognize MSD hazards • Assess MSD hazards	SEC. 4.3	IDENTIFICATION, ASSESSMENT & CONTROL • Data collection • Diversity • Objectives and targets
& Psychological Safety		Control or eliminate MSD hazards Evaluate controls		Managing change
				IMPLEMENTATION • Infrastructure and resources
Growth & Development	STEP 7	PROVIDE EDUCATION & TRAINING	4	Education, awareness and communication Competence and training
			SEC. 4.	Preventative and protective measures
Engagement	STEP 8	EVALUATE PROCESS	S	Sponsorship, engagement and change management Governance
				Critical event preparedness Reporting and investigations
Recognition & Reward	STEP 9	COMMUNICATE RESULTS	SEC. 4.5	EVALUATION & CORRECTIVE ACTION
Clear Leadership & Expectations	STEP 10	MANAGEMENT REVIEW PROCESS	SEC. 5	MANAGEMENT REVIEW & CONTINUAL IMPROVEMENT







