

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.

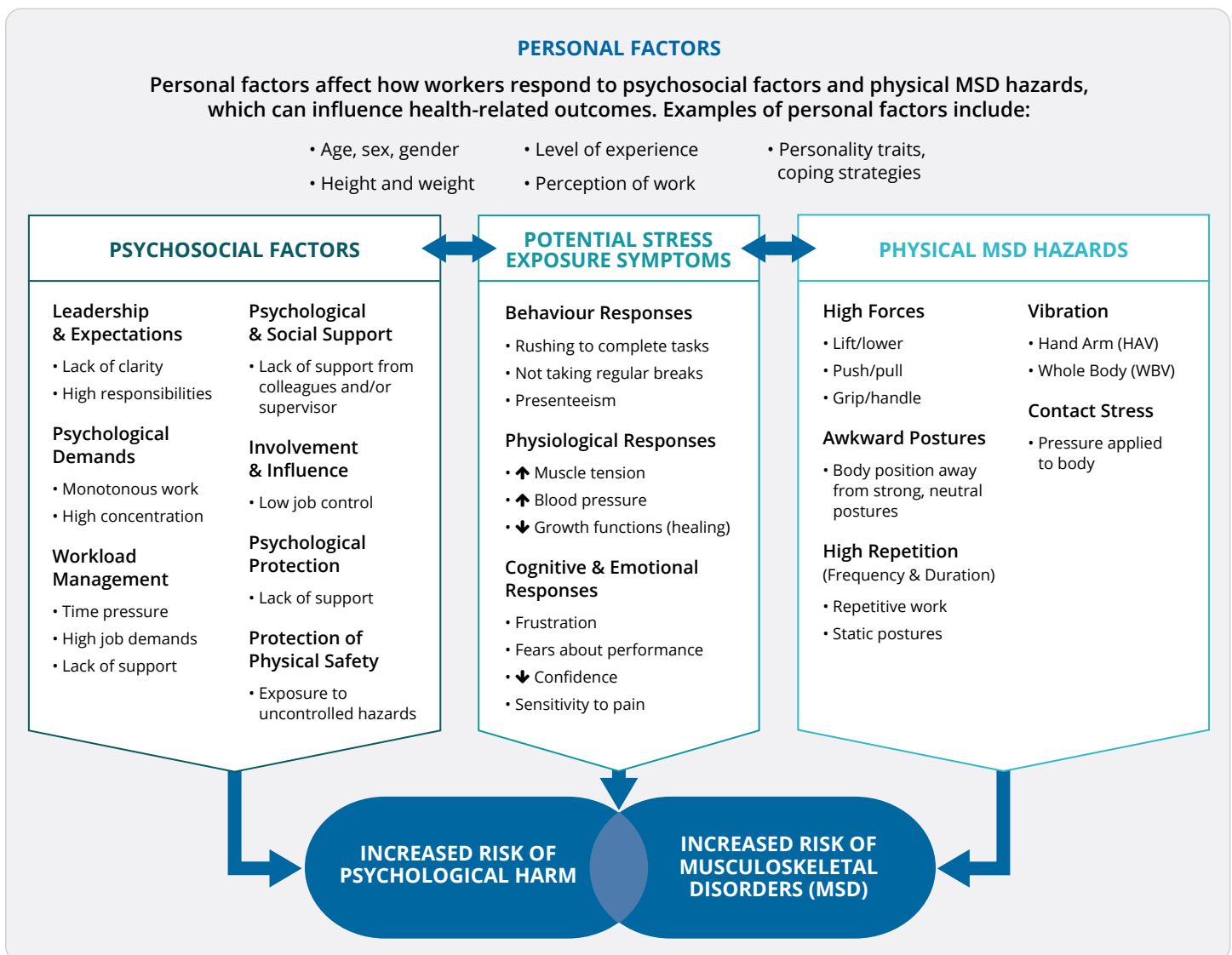
Understand the associations between work-related psychosocial factors and physical MSD hazards:

- 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

1. 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.



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 Engagement	STEP 1	DEMONSTRATE MANAGEMENT COMMITMENT & LEADERSHIP	SEC. 4.2	COMMITMENT, LEADERSHIP & PARTICIPATION
	STEP 2	FACILITATE & ENCOURAGE WORKER PARTICIPATION		
Workload Management	STEP 3	ESTABLISH SUPPORT & PLAN ACTIVITES	SEC. 4.3	PLANNING
Involvement & Influence Protection of Physical & Psychological Safety	STEP 4-6	IDENTIFICATION, ASSESSMENT & CONTROL <ul style="list-style-type: none"> • Recognize MSD hazards • Assess MSD hazards • Control or eliminate MSD hazards • Evaluate controls 	SEC. 4.3	IDENTIFICATION, ASSESSMENT & CONTROL <ul style="list-style-type: none"> • Data collection • Diversity • Objectives and targets • Managing change
Growth & Development	STEP 7	PROVIDE EDUCATION & TRAINING	SEC. 4.4	IMPLEMENTATION <ul style="list-style-type: none"> • Infrastructure and resources
				<ul style="list-style-type: none"> • Education, awareness and communication • Competence and training • Preventative and protective measures
Engagement	STEP 8	EVALUATE PROCESS	SEC. 4.4	<ul style="list-style-type: none"> • Sponsorship, engagement and change management • Governance
				<ul style="list-style-type: none"> • 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