



Occupational Stress Injury Resiliency (OSIR) Tool



WHAT IS AN OCCUPATIONAL STRESS INJURY?

Any lasting psychological difficulty resulting from high-stress or traumatic experiences at work. This type of stress or fatigue can accumulate over time and is a risk for employees.

WHAT IS THE OSIR TOOL?

Developed in partnership with The Conference Board of Canada, the Occupational Stress Injury Resiliency (OSIR) Tool is an evidence-based, purpose-built tool for assessing a workplace's vulnerability to occupational stress injuries (OSI) that offer employers an organizational assessment to:

- Help understand and identify risks for occupational stress injuries within an organization.
- Identify preventative approaches in support of building workplace resilience; and
- Inform and direct workplace mental health strategies and action plans.

HOW IT WORKS

Employees are sent an anonymous 26-question survey. Aggregate results from the survey are sent to the employer. The OSIR Tool measures four factors that impact an employee's vulnerability to an occupational stress injury.

- Support programs
- Supportive environment
- Supportive leadership
- Resiliency behaviours

The OSIR Tool then generates a score that falls into three vulnerability profiles, ranging from high to minimal risk for OSI: Challenge, Concern, and Thriving. The results are linked to important outcomes for mental health, physical health, and the workplace, such as absenteeism.



BENEFITS

Understanding risk

- Employers better understand OSI risk in their workplace and recognize areas of focus.

Target investments in health and safety

- Employers can focus on support and resources to mitigate their employees' specific risk of OSIs (Occupational Stress Injury).

Provides recommendations to create, update or enhance a well-being program.

- Final report includes recommendations for programs that promote psychological health and safety in the workplace, based on results specific to the employer's workplace.

Employers can benchmark and track progress and integrate results into a well-being program.

- Results can be used to evaluate the effectiveness of existing programs, policies, resources, and supports.

Ongoing support of a consultant throughout all phases of the projects, from the survey's development to the execution of report recommendations.

NEED MORE?

For more information, check out <https://www.pshsa.ca/consulting/specialized-services/occupational-stress-injury-resiliency>.