

Appendix A – Information Sources to Assist Psychosocial Risk Assessments

There are sources of workplace information that may assist divisions in completing psychosocial risk assessments. None of these metrics in and of itself indicates a psychosocial risk or mental health issue. Rather, in combination, they may inform whether action to improve is needed and/or where attention might be focused.

Information source	Trend			Comments
Lieu Time/ Overtime Usage	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
Vacation Time Rollover	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
Leave Requests	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
Concerns or Complaints Regarding Psychosocial Risk Factors Raised by Employees	<input type="checkbox"/> Yes		<input type="checkbox"/> No	
Absences from Work	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
WSIB Claims	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	

Information source		Trend		Comments
WSIB Claims Related to Stress	<input type="checkbox"/> Yes		<input type="checkbox"/> No	
LTD Claims	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
Incidents: <input type="checkbox"/> Bullying <input type="checkbox"/> Harassment <input type="checkbox"/> Violence	<input type="checkbox"/> Yes <input type="checkbox"/> Yes <input type="checkbox"/> Yes		<input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> Yes	
Human Rights Complaints	<input type="checkbox"/> Yes		<input type="checkbox"/> No	
Grievances	<input type="checkbox"/> Increasing	<input type="checkbox"/> Relatively unchanged	<input type="checkbox"/> Decreasing	
Grievances Related to Psychosocial Risk Factors	<input type="checkbox"/> Yes		<input type="checkbox"/> No	