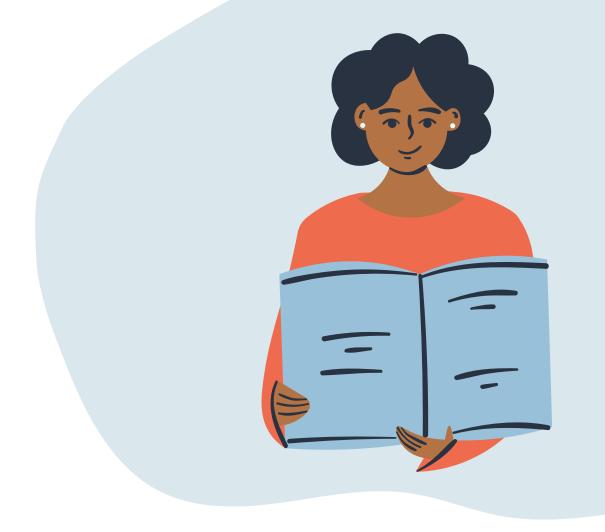
PORTRAIT OF MENTAL HEALTH AND PSYCHOSOCIAL RISK FACTORS AT WORK

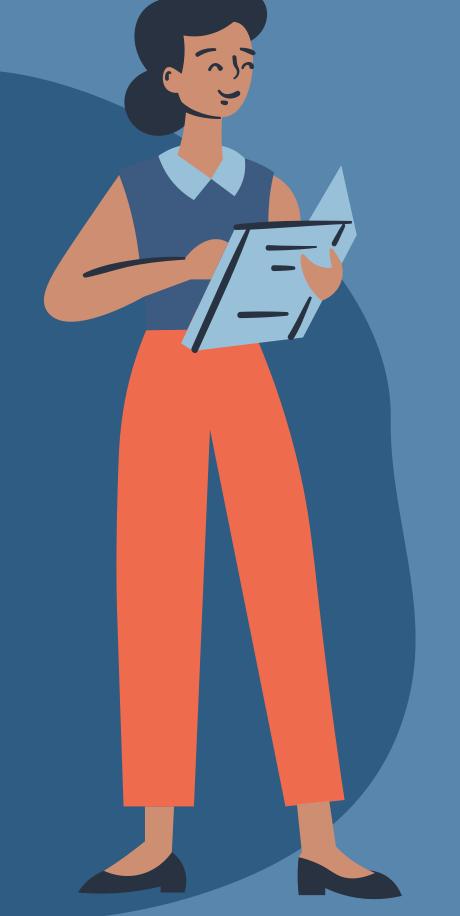




Employees in the education sector are more at risk of experiencing psychological distress. However, very little rigorous data exists on the subject. This is why your participation is crucial!

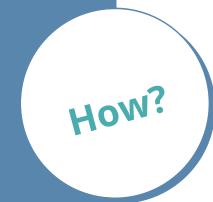


- Assess work-related psychosocial risks.
- Document the influence of the **pandemic** on mental health.
- Formulate recommendations and courses of action conducive to mental health.





All support staff, professionals, teachers and managers of French- and English-speaking public educational institutions at the preschool, elementary and secondary level in Quebec.



By completing a 30- to 45-minute online **questionnaire**.

Responses will be treated by the INSPQ anonymously and will remain confidential.

FOR ANY QUESTIONS, DO NOT HESITATE TO CONTACT THE PROJECT MANAGERS:
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With the contribution of :





Here is more information on the portrait of mental health and psychosocial risks at work among employees in the Quebec public education sector.



What are the psychosocial risks?

These are factors related to work organization, management practices, employment conditions and social relations that increase the probability of causing adverse effects on the physical and psychological health of exposed persons.

Namely:

- Workload
- Job decision latitude
- Social support of superiors
- Social support of colleagues
- Recognition at work

What benefits can a public health approach provide?

- Public health has a protective and preventive role by tackling the source of the problems at the organizational level.
- The INSPQ, a centre of expertise in public health, acts rigorously and independently.



Why should we care about these risks?

- To prevent and reduce adverse impacts on psychological (eg psychological distress, depression) and physical (eg cardiovascular disease) health.
- To reduce staff turnover and encourage job retention.
- To promote a pleasant work environment and quality achievements by making use of the skills of employees and by better recognizing their efforts.
- To meet legal responsibilities for occupational health and safety, which also cover psychological health.



How will these goals be achieved?

- Several questions used are validated by stakeholders in the education sector or drawn from major occupational health surveys in Quebec.
- Depending on the available data, comparisons will be made by activity sector, by profession and by region.

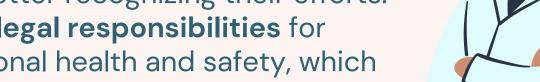
What are the main intervention strategies?

- Emphasize preventive actions.
- Act on the organization of work.
- Propose measures that are applicable and realistic.
- Optimize resource use.

Here are more concrete examples of measures that could be suggested depending on the results:

- Put in place means to ensure that prescribed tasks are achievable within regular working hours.
- Promote original ideas or new work methods developed by employees.
- Avoid letting situations of conflict deteriorate.





Why is your participation important?



Workplace psychosocial risks are identifiable, measurable and modifiable. However, little rigorous data exist for the education sector in Quebec. Your participation is therefore essential to produce this evidence, which will also take into account the impact of the pandemic.