

PORTRAIT OF MENTAL HEALTH AND PSYCHOSOCIAL RISK FACTORS AT WORK

Why?

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!

In order to?

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

For who?

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

How?

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
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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**.

