Wellness: Physical & Psychological Health in the Workplace
Agenda

- Disability Management Team
- Confidentiality
- What’s OH’s role with sick leave?
- What’s OH’s role with accommodation?
- Process:
  - Sick Leave
  - Accommodation
  - Return to Work
Disability Management Team

Disability Advisor:  
    Nellie Gomes, Human Resources ext: 32926

Occupational Health Nurse:  
    Linda Brogden, Occupational Health ext: 36264  
    Karen Parkinson, Occupational Health ext: 30338

Safety/WSIB Officer:  
    Andrew Scheifele, Safety Office ext: 36359
Confidentiality

It is important to know and understand that employee’s confidentiality and privacy are of utmost importance with your Disability Management Team. As a Chair/Dean, you must also respect the employee’s confidentiality.
Responsibility for Sick Leave

- Establish a process in your department for reporting sick leave.
- Ask the colleague to provide medical to OH
- Do not keep any copies of medical in your files.
- Be consistent with all your faculty
Responsibility for Accommodation Requests

• If a faculty member discloses a need for an accommodation in the workplace
  OR

• If you suspect a faculty member needs an accommodation in the workplace
Process

Once you become aware of the absence or accommodation needs:

- Ask the faculty member to contact Occupational Health to discuss next steps.

- Occupational Health can direct you to the most appropriate resource for assistance.
Return to Work Process

- Are there restrictions/limitations
- Can you accommodate
- Provide a safe, sustained and healthy RTW for the faculty member
13 Workplace Factors Known to Impact Psychological Health

- Psychological support
- Organizational culture
- Clear leadership and expectations
- Civility and respect
- Psychological job fit
- Growth and development
- Recognition and reward
- Involvement and influence
- Workload management
- Engagement
- Balance
- Psychological protection
- Supportive physical environment
Questions?