

Preventing and Managing Discomfort, Pain and Injury - Psychosocial Issues



Chris Polaczuk – OSHIG 2008

I GOT THE
LATEST NUMBERS
FROM YVONNE.



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HOW'S YVONNE DOING
WITH THE SEXTUPLETS
NOW THAT HER HOUSE
BURNED DOWN AND
SHE HAD SHOULDER
SURGERY?

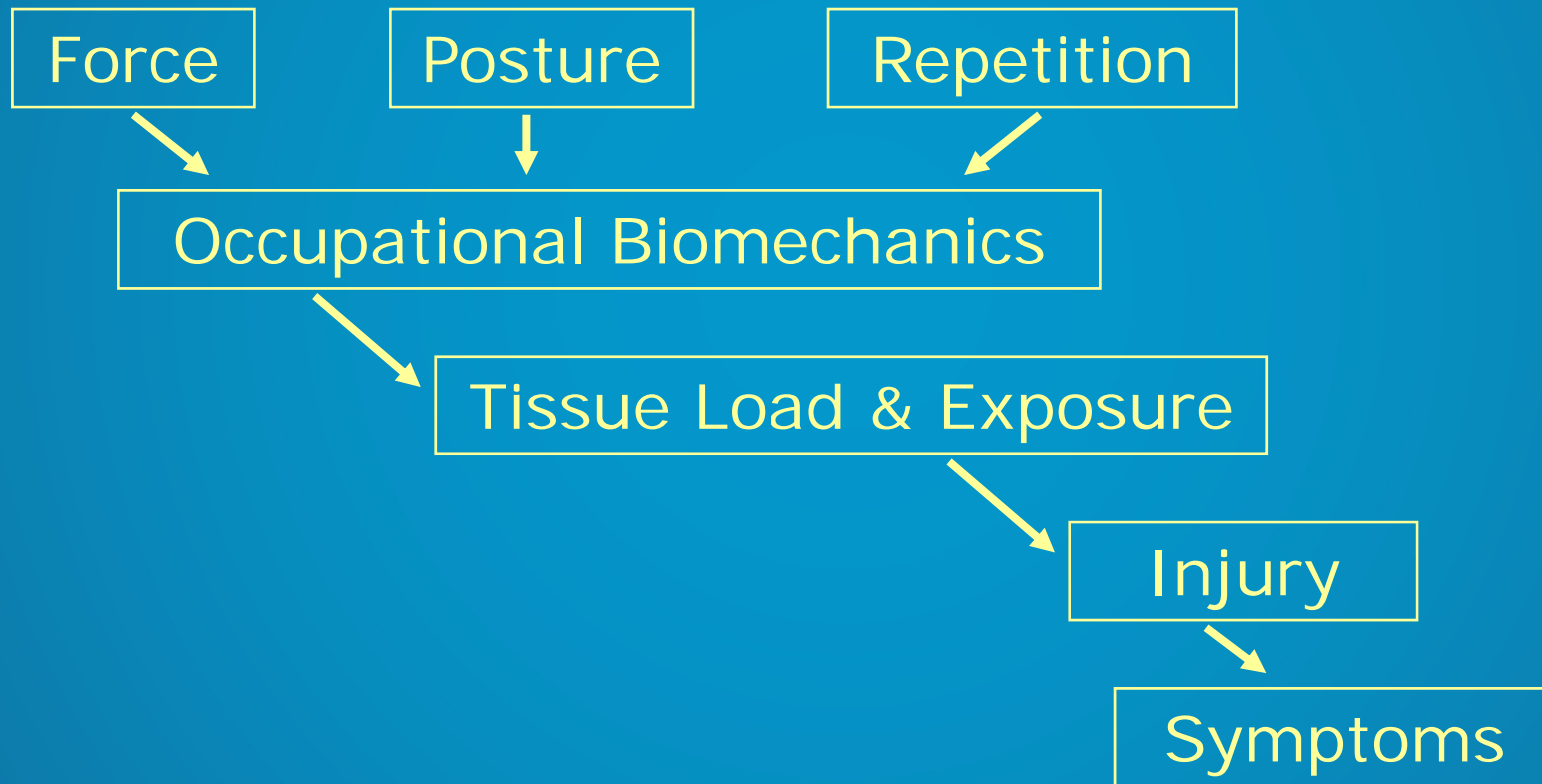


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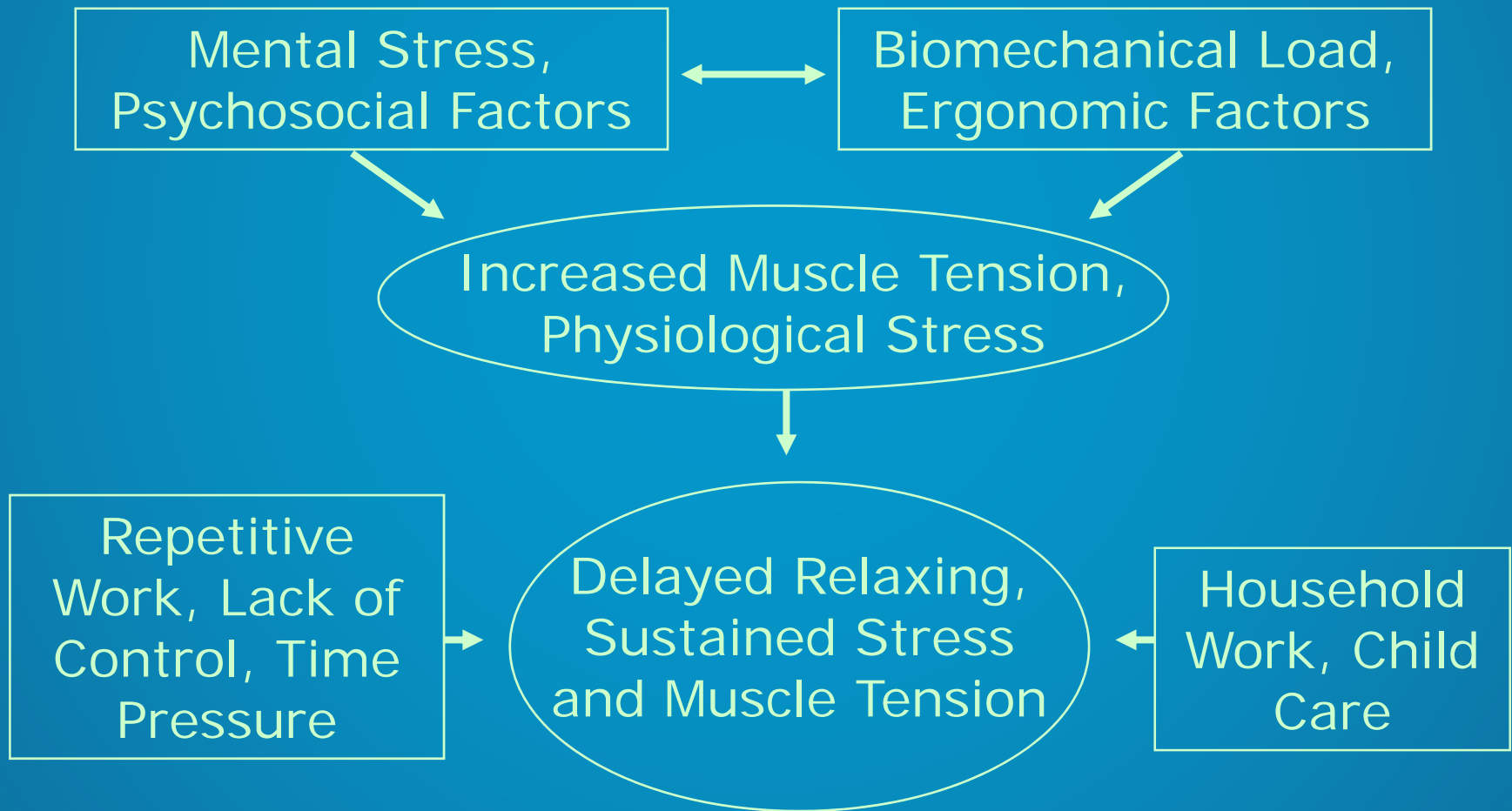
IT DIDN'T
COME UP.



Traditional thinking



Alternative models



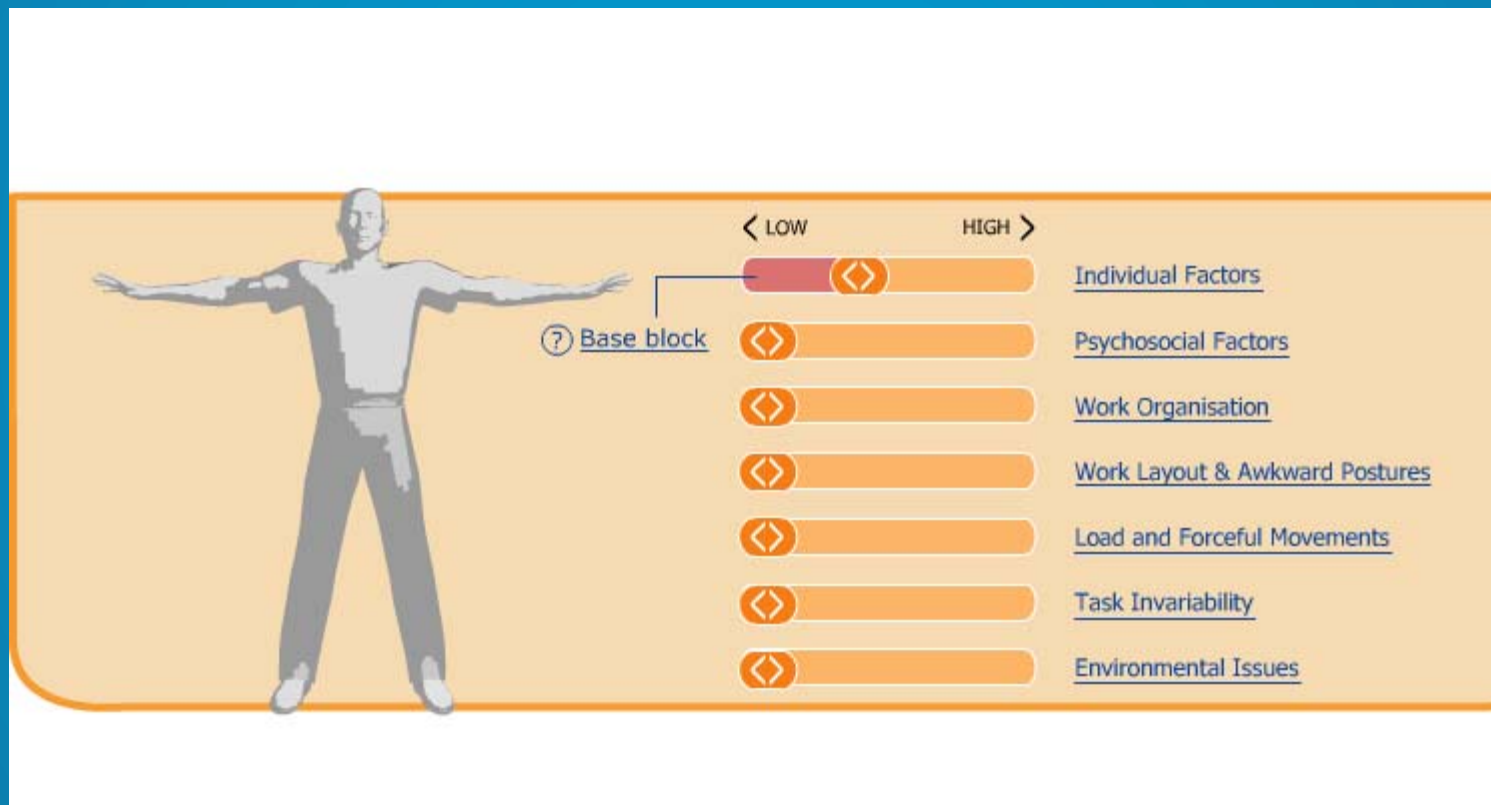
The Seven Groups of Contributory Factors



What are the factors?

- Heavy demand placed on staff with little control over individual workload
- Time pressure
- Monotonous tasks
- Lack of job satisfaction
- Perception that workload is high
- Unsupportive management
- Unsupportive colleagues

The Combination Effect



Main obstacles to recovery

- Fear of re-injury associated with physical activity and working
- Low expectation of recovery/return
- Low mood/social withdrawal
- Negative attitude to self management
- Belief that work is dangerous
- Poor relationships with co-workers

Mental health and safety

Feeling this way...

- Stressed
- Anxious
- Depressed
- Angry
- Frustrated

Tends toward these behaviours

- Distracted
- Lack of focus, over-reaction to pressure or conflict
- Low motivation, poor retention and memory
- Rule breaking, risk taking
- Thoughtless actions, 'I don't care'

What can be done

- Early workplace reporting/intervention – make the most of the window of opportunity
- Pre claim options
- Don't rely on healthcare itself as the fix
- Focus on capacity not incapacity
- Stay At Work programme
- Imaginative job design
- Think beyond physical symptoms
- Enlist co-worker support

The DPI programme: promising results

- 82% of H+S consultants questioned identified psychosocial factors as a contributory factor to DPI, compared to 73% of employers.
- Workplaces that made changes experienced a 40% reduction in claims
- These workplaces also enjoyed a 35% reduction in cost of claims after DPI programme initiatives were implemented

Where?

www.acc.co.nz – look on the purple Injury Prevention tab under Discomfort, Pain and Injury

www.habitatwork.co.nz – choose the workplace that suits you

www.accdpi.org.nz – to access publicly available and DPI specific online tools