

Occupational Therapy: Adding Value to Workplace Mental Health

What is an Occupational Therapist?

Occupational Therapists (OTs) are regulated health care professionals who apply an evidence-informed approach to address functional limitations in work as well as at school, home and in the community.

How Do Occupational Therapists Add Value?

Occupational therapists bridge the gap between healthcare and the workplace. OT expertise includes optimizing the fit between the work, the worker and the workplace. Employers can access occupational therapy services to promote employee mental health, build worker readiness, facilitate work reintegration, and establish resilience and sustainability at work.

ROI RETURN ON INVESTMENT

- ✓ Meet duty to accommodate
- ✓ Increase productivity/performance
- ✓ Reduce absenteeism

- ✓ Improve health and safety
- ✓ Improve employee engagement and retention

How can occupational therapy benefit your organization?



Promotion

- Workplace mental health training
- Promotion of work-life balance and healthy lifestyle
- Development of mental health policies/procedures
- Psychosocial and behavioural work demands and risk analysis assessment
- Support to implement the Canadian Standards for Psychological Health and Safety in the Workplace



Return to Work

- Functional assessment of an employee's abilities and fit with emotional, cognitive and physical demands of the job
- Facilitate work readiness through restoration of cognitive and psychosocial function
- Work-focused interventions to support return to work; e.g. – cognitive work hardening, exposure therapy, job coaching, work simulation
- Graduated return-to-work planning



Stay at Work

- Self-management strategies to improve mental health and work performance
- Skill training to manage work stressors, conflicts and work relationships
- Ergonomic modifications to reduce cognitive fatigue and improve performance
- Identify job accommodations to assist with meeting job demands

Learn more about how your company can access and benefit from OT services



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Ontario Society of
Occupational Therapists