Methods We conducted a cross-sectional study of supervisors and workers from 30 randomly selected companies in Manitoba and Northwestern Ontario, Canada. Participating companies required a minimum of 50 employees. We distributed two separate surveys to each company: one to supervisors and one to workers. We asked all supervisors to complete a web-based survey including a case vignette of a worker with a mental health disorder and a number of scales assessing factors that may affect their decisions to provide workplace accommodations. We also asked all workers to complete a web-based survey indicating whether or not they suffer from a MHD and whether accommodations were offered. We also assessed individual perspectives and group-level information on the workplace, supervisor, and worker factors through additional scales on the surveys.

Results Data collection is expected to be completed in the fall, 2017. We have currently collected data from fourteen of the thirty companies including 130 supervisors and 330 workers. In our web-based surveys we will identify factors associated with supervisors’ decisions to accommodate workers with MHD.

Conclusion The findings will be important for all work disability prevention stakeholders as they will identify important targets for intervention to improve accommodations for workers with MHD.

Abstracts

910 A SUPERVISOR TRAINING PROGRAM FOR WORK DISABILITY PREVENTION: PRELIMINARY RESULTS FROM A CLUSTER RANDOMISED CONTROLLED TRIAL

1,2,3,4VL Kristman*, 1JJ Armstrong, 5WS Shaw. 1Department of Health Sciences, Lakehead University, Thunder Bay, Ontario, Canada; 2Division of Human Sciences, Northern Ontario School of Medicine, Thunder Bay, Ontario, Canada; 3Institute for Work and Health, Toronto, Ontario, Canada; 4Dalhousie University, Halifax, Canada; 5Toronto Rehabilitation Institute, Toronto, Canada

Introduction Providing supervisors with tools to improve their response to workplace injuries or illnesses may improve disability outcomes. The objective of this study was to examine the effectiveness of the Supervisor/Manager Accommodation Recognition and Training (SMART) Program on reducing the total duration of workers’ lost-time claims. Here, we provide preliminary results from two Canadian (located in Ontario and British Columbia) and one American employer.

Methods Within each organisation, work units were randomly selected to have their supervisors receive the training program. Work units not assigned to the program served as the control group for the study. Work disability outcome data were one-year prior to and one-year post training for comparison purposes. Web-based surveys were used to collect information on supervisors’ knowledge and responses to workplace injuries at baseline, 3- and 6 months post training.

Results For the Ontario-based employer, the SMART program did not impact the total duration of workers’ lost-time claims when compared to the controls. For the British Columbia-based employer, trained work sites had a reduction in both the number of days off per injury incident (−6.2) and the number of short-term disability claims per 100 workers (−10.5). Across the American-based employer, the work sites that received the SMART training had a significant reduction in the number of days off per workers’ compensation claim (−4.9), a small decrease in the average number of days per short-term disability claim (−2.7) and the number of Workers’ Compensation claims were reduced to half the rate post-training (8.3 claims per 100 employees per year down to 4.4). Survey results will also be discussed.

Conclusion The mixed results of the preliminary data highlight the importance of context when studying complex organisations. Employee culture, policies and practices of management, type of industry, and other organisational factors have a strong influence on work disability outcomes.