

A comprehensive literature review identified age, gender, fitness, a history of injury, worker experience, job stress, and personality traits as relevant covariates of injury in physically demanding occupations. The present study is the first to identify the contributions of physical and psychological factors on the likelihood injury among forest firefighters. Male and female forest firefighters employed by the OMNR, aged between 18 and 65 years participated in the current study (N=252). Data were collected using two self-administered instruments at each of the OMNR's 20 fire bases across the Province of Ontario: The NEO Personality Inventory and the Job Stress Survey. Secondary data were collected from the OMNR, and data were analyzed by way of various multivariate techniques, using SPSS 20.0.

It was found that workers who were older, had a history of injury, and scored high on the personality construct Neuroticism, and/or low on the Openness construct were significantly more likely to incur a first aid injury. In addition, high job stress was a significant predictor of WSIB injury. This study suggests that first aid and WSIB injuries in this organization are quite distinct phenomena, and that different factors need consideration in their prediction. It is recommended that managers and decision-makers in the field of forest firefighting consider factors such as job stress, personality, and the prior occurrence of injuries in their allocation of human and financial resources.

Predictors and Consequences of Presenteeism: A Qualitative Study of Nurses in Geriatric Settings

Luke Anthony Fiorini, Amanda Griffiths, Jonathan Houdmont
University of Nottingham, Nottingham, UK

Background: Presenteeism usually is conceptualised as going to work despite illness. European literature predominantly focuses on the antecedents of this behaviour whereas American literature is often more concerned with related productivity losses. Presenteeism, thought to be particularly prevalent in nursing, is associated with an increased risk of future illness and sickness absence, and is costly. When people are sick, absenteeism and presenteeism are alternative courses of actions. In addition to the nature of illness and its severity, quantitative studies have revealed that various additional physical, psychological, social and organizational factors regulate the choice between the two. The precise picture, however, is not yet clear as results are inconsistent. Qualitative studies suggest that individual factors such as personal motivation, self-image, and personality warrant exploration. Many studies fail to measure absence, presenteeism, their antecedents and consequences separately, rendering the correlates of each unclear. The theoretical underpinnings of this research are limited. Qualitative research, which might provide novel angles for further enquiry, has been infrequently used.

Research Question: What factors lead nurses to decide whether to attend or not attend work when ill?

Aims: (1) To determine factors that nurses consider foster presenteeism and absenteeism when ill. (2) To explore the perceived consequences of presenteeism and absenteeism.

Method: An exploratory, qualitative method will be used to investigate reported antecedents and consequences of presenteeism among nurses within a geriatric ward setting. Participants will be full time nurses working within short stay and long stay geriatric wards in Malta. Data will be collected via recorded semi-structured interviews with nurses in their usual place of work. These will last between 30–60 minutes. The research will employ an organizational and biopsychosocial perspective. Questions will focus on: attendance requirements; absence requirements; attendance incentives; absence incentives; and the perceived consequences of the choice between presenteeism and absenteeism. Health related and routine demographic data will be collected. Data collection and analysis will be completed by May and August 2014 respectively. Interviews will be transcribed and inputted into NVivo data management software. Thematic analysis will be employed.

Potential implications for research and practice: The study will contribute to the scientific literature and theoretical frameworks concerning absenteeism and presenteeism. Findings may also have practical implications for improving the occupational health and management of nurses.

Identifying Return to Work Predictors Among Individuals Obtaining Psychological Services

Caleb Leduc^{1,2}, Michel Larivière^{1,2}, Zsuzsanna Kerekes³, Danielle Valcheff¹

¹Laurentian University, Sudbury, Ontario, Canada, ²Centre for Research in Occupational Safety and Health, Sudbury, Ontario, Canada, ³University of Pecs, Pecs, Hungary

Mental health problems have particularly incapacitating effects on an individual's capacity to hold and maintain employment. Over half a million Canadians are absent from work due to mental health problems every day, costing Canadian companies 14% of their net annual profit. Individuals off work for mental health reasons often experience longer periods of absence, and return to work at a much lower rate than individuals absent for other reasons. Regrettably, empirically based return to work interventions focused on mental health problems are lacking; likely the result of a lack of consensus surrounding salient predictors of return to work. As a result, the current study sought to add to current literature aimed at identifying factors that influence the likelihood of successful re-entry into the workforce.

A review of patient files from a private psychological practice provided the sample. Potential participants were selected based on their satisfaction of two central criteria: 1) having experienced workplace absence and 2) suffering from a mood or anxiety disorder as classified by the *DSM-IV-TR*. Recruitment letters and consent forms were mailed to 74 eligible participants, and a response rate of 68% was obtained (n=50). The sample was predominantly female (n=38 or 76%). Of the 50 participants, 27 successfully reintegrated to the workforce (RTW=54%), following a mean absence of 13 months.

Salient findings emerging from the current study were the higher risk categories (e.g., physically injured workers, low educational requirements, disability providers) of reduced likelihood of successful return to work. The role of symptom severity and availability of social support is also discussed along with best practice implications for stakeholder/practitioners.

The Importance of Conducting Regular Safety Inspections in Small and Medium Size Enterprises

Behdin Nowrouzi¹, Basem Gohar¹, Behnam Nowrouzi-Kia², Martyna Garbaczewska², Olena Chapovalov³, Lorraine Carter¹, Michel Larivière¹

¹Laurentian University, Sudbury, Canada, ²University of Toronto, Toronto, Canada, ³Public Services Health & Safety Association, Toronto, Canada, ⁴Nipissing University, North Bay, Canada

Background: A considerable effort has been made to examine the health and safety of employees in large-sized enterprises. However, there has not been much attention given to the organization of work, occupational health and safety, and work disability prevention in small and medium enterprises (SME).

Aims: The purpose of our study is to examine facilitators and barriers to occupational health and safety among SMEs in Ontario.

Methods: A cross-sectional design was used to examine the occupational health and safety culture of small and medium sized enterprises from public and private sectors in Ontario. A convenience sample of employees from all position titles in Ontario organizations that ranged from 5 to 100 full-time equivalent employees, were invited via email to participate in the survey.