Our priority is the health and wellness of employees and the people of Ontario. As such, this position may involve working from home for all or part of the duration of this position. The WSIB model mixes working from home, office and field. When it is safe to do so, this position may be asked to work in an office.

About the Workplace Safety and Insurance Board (WSIB)

We’re here to help. When an injury or illness happens on the job, we move quickly to provide wage-loss benefits, medical coverage and support to help people get back to work. Funded by businesses, we also provide no-fault collective liability insurance and access to industry-specific health and safety information. We are one of the largest insurance organizations in North America covering over five million people in more than 300,000 workplaces across Ontario. For more information, visit wsib.ca.

At the WSIB, you’ll have the opportunity to:

- explore many career paths and follow your passion
- continuously learn and grow professionally
- be recognized for the great work you do
- participate in programs that support your health and wellbeing

You’ll also receive a competitive salary, along with a comprehensive benefit package and defined benefit pension plan.

Permanent Part-Time (2 days/week)

Job Summary:

Provide expert psychological consultation and clinical advice to WSIB in matters related to Psychological Services.

Major Duties & Responsibilities:

1. Provide psychological consultation and expert clinical advice to operating areas (Eligibility Adjudicators, Case Manager, Nurse Consultants, Staff Physicians, Appeals staff, Work Transition/Return to Work Specialists, Psych/CPD/ Managers/Directors) in individual complex/controversial claims in order to facilitate the adjudication of claims, the determination of entitlement for benefits and to assist in the development of a work transition plan, to ensure evidence informed assessment and evidence informed treatment are being provided to injured workers. This includes: discussing psychological factors that may be influencing recovery and return to work of injured workers and their functioning; assessing and clarifying the working diagnosis of mental disorders; providing advice on the compatibility between the psychological symptoms and the injury; evaluating effectiveness, and evidence-basis of psychological treatment modalities; providing advice on prognosis (maximum medical rehabilitation). Lead clinical rounds with operations teams in order to increase knowledge transfer to operations in order to problem solve and assist operations in maximizing potential recovery and return to work.

2. Act as a resource and guide regarding referrals to programs, agencies, providers to further assist worker’s rehabilitation by facilitating access to approved programs, discuss evidence based treatment modalities with the Staff Physician and external medical, psychiatric, and
psychological health care providers; and facilitating the provision of psychological services and making recommendations to operating areas regarding evidence based psychological assessments, treatment modification or funding for psychological interventions.

3. Maintain current awareness of developments in psychological assessment methods and treatments, through reviews of published literature in order to apply findings to the psychological issues in claims files and to provide advice to Eligibility Adjudicators, Case Managers, Nurse Consultants, Staff Physicians, work transition, Directors, VPs and Appeals staff.

4. Contribute to the training and education of WSIB staff regarding evidence based practice of psychology, such as new developments and trends within the psychology field, registration of psychologists, professional report writing, and fee scheduling. Participate in internal and/or external committees and work in an advisory capacity representing psychological services as required.

5. Contribute to and provide professional opinion on new WSIB initiatives and the development/revision of WSIB policies. This involves discussion with WSIB policy staff, providing formal submissions/recommendations, reviewing and providing input into draft policies as requested.

6. Perform other related duties as assigned or required.

Job Requirements

Education:

- University completion at the post graduate level with a PhD in psychology and a member in good standing with the College of Psychologists of Ontario.

Experience:

- Five years prior clinical psychology experience.

Our commitment to equity, diversity and inclusion

We respect and value the diversity of our people. We strive to create an environment where employees can be themselves and where our differences are celebrated.

The WSIB is committed to being accessible and inclusive, and following barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please let us know when we contact you and we will work with you to meet your needs.

Disclosing conflicts of interest

As public servants, employees at the WSIB have a responsibility to act in an ethical way at all times to create a respectful workplace and maintain public trust. Job applicants are required to disclose any circumstance that could result in a real, potential or perceived conflict of interest. A
conflict of interest is any situation where your private interests may impair or be perceived to impair the decisions you make in your official capacity. This may include: political activity, directorship, other outside employment and certain personal relationships (e.g. with current WSIB employees, customers and/or stakeholders). If you have any questions about conflict of interest obligations and/or how to make a disclosure, please contact the Talent Acquisition Centre at talentacquisitioncentre@wsib.on.ca.

Privacy information

We collect personal information from your resume, application, cover letter and references under the authority of the Workplace Safety and Insurance Act, 1997. The Talent Acquisition Centre and WSIB hiring parties will used this information to assess/validate your qualifications, determine if you meet the requirements of vacant positions and/or gather information relevant for recruitment purposes. If you have questions or concerns regarding the collection and use of your personal information, please contact the WSIB’s Privacy Office at privacy_office@wsib.on.ca. The Privacy Office cannot provide information about the status of your application.

As a precondition of employment, the WSIB requires that prospective candidates undergo a criminal records name check any time before or after they are hired.

To apply for this position, please submit your application by the closing date on the WSIB career site https://www.wsib.ca/en/careers.