

## **Psychologist (JO#7231)**

### **Notes:**

- **These positions are temporary (up to 18 months in duration)**
- **All office locations considered**
- **Minimum hours of work are 14.5 hours per week**

With a vision to become the leading workplace compensation board, the Workplace Safety and Insurance Board (WSIB) provides no-fault insurance and compensation for Ontarians in the event of a workplace injury or illness. We are committed to delivering what matters: fast, accessible service and fair benefits at a fair price.

We've recently launched a comprehensive plan for modernizing and revitalizing the WSIB. This is an exciting time for the organization, and we invite you to be a part of it as we work to grow and improve the services we provide.

Recognized as a best-in-class learning organization, we promote professional development and are committed to providing our people with opportunities to lead, learn and grow, ensuring that we're providing the best possible service to the people of Ontario. We offer a market-competitive total compensation plan and a robust wellness program that promotes a healthy lifestyle as well as work/life balance.

The work we do at the WSIB is meaningful and challenging and it makes a difference to the people of Ontario. We value integrity, reliability and fairness, and we embrace the diversity of the people we work with and serve.

### **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.
  - Travel will be required – The psychologists will be required to do rounds in the regional offices at least on a monthly basis.
6. Perform other related duties as assigned or required.

### **Job Requirements**

- University completion at the post graduate level with a PhD in psychology.
- A member in good standing with the College of Psychologists of Ontario.
- 5 years prior clinical psychology experience with familiarity with PTSD assessment and evidence based treatment and may also include neuropsychology and health psychology.
- Ability to critically appraise medical/scientific literature.
- Demonstrated knowledge of Microsoft Office (Word, Excel, PowerPoint).

As a precondition of employment, the WSIB will require a prospective candidate to undergo a criminal records name check prior to or at any time following hire.

**To apply for this position, please submit your application to our Jobs Opportunity page on the WSIB website.**

We appreciate the interest of all candidates. Due to the volumes of applications we receive, we are only able to contact candidates that are selected to move forward in the recruitment process. The WSIB is an equal opportunity employer.

The WSIB is an equal opportunity employer and provides accommodation for job applicants in accordance with the Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you are an individual with a disability and you need accommodation in order to apply for this position, please contact [talentacquisitioncentre@wsib.on.ca](mailto:talentacquisitioncentre@wsib.on.ca). If you are invited to participate in the assessment process, please provide your accommodation needs at that time. Please be advised that you may be required to provide medical documentation to the WSIB's Corporate Health Department so that appropriate accommodation can be provided to you throughout the recruitment process.

Employees of the WSIB have important ethical responsibilities, including the obligation to place the public interest above personal interests. Job applicants are therefore required to disclose any circumstance that could result in a real, potential or perceived conflict of interest. These may include: political activity, directorship or other outside employment and certain personal relationships (e.g. with existing WSIB employees, clients and/or stakeholders). Please contact TAC if you have any questions about conflict of interest obligations and/ or how to make a disclosure.

## **Privacy Statement**

Personal information will be collected from your resume, application, cover letter and references under the authority of the Workplace Safety and Insurance Act, 1997 and will be used by the Talent Acquisition Centre and WSIB hiring parties to assess/validate your qualifications and/or 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, contact the WSIB Privacy Office, 200 Front Street West, Toronto, ON, M5V 3J1 or 416-344-5323 or 1-800-387-0750 extension 5323. Be advised that information related to application status will not be provided.