

Agenda

- History of SAW/RTW
- 60 Summits & ACOEM Guidelines
- BC Summit to Prevent Needless Work Disability
- BC Collaborative for Health, Productivity and Disability Prevention
- FIOSA SAW/RTW Process Model

60 Summits Project

- Offered a new model
- Developed mechanism to get model into action
- Goal was to Convene meetings in 50 Us states and 10 Canadian Provinces (60)
- Used Summits to create positive change

ACOEM Guidelines

Recommendations

- 16 Specific
- 4 General :
 - Adopt a disability prevention model
 - Address realities that create or prolong disability
 - Acknowledge motivation factor
 - Invest in improvements

ACOEM Guidelines

Adopt a disability prevention model

- Cost of disability is very high
- Impairment does not equal disability
- Work disability is often not medically required
- Urgent, prolonged time away from work is harmful

ACOEM Guidelines

Address realities that create or prolong disability

- Normal human reactions
- Social and workplace realities
- Mental Health issues

ACOEM Guidelines

Acknowledge motivation factor

- Reward doctors for disability prevention work to increase their commitment
- Support patient advocacy by removing doctors' from loyalty bind
- Increase availability of on-the-job recovery and transitional work

Invest in improvements

BC Summit to Prevent Needless Work Disability

...and helping people stay employed

- Dr. Larry Myette formed BC support group
- 18 members from 12 organizations joined Steering Committee
- BC Summit held November 25, 2008
- Formation of BC Collaborative for Health, Productivity and Disability Prevention

BC Collaborative for Health, Productivity and Disability Prevention

- A new paradigm for Disability Prevention
- Work and non-work related illness & injury
- Recognition that chronic disease growing burden in BC
- Feb. 2009 Collaborative was formed
- Six Task Groups established

SAW/RTW Model

What is it?

- New way of approaching “Disability”
 - Incorporate ACOEM Recommendations
- Paradigm shift in Prevention (SAW) and existing RTW programs
 - More proactive approach
 - Recovery at work
- Way to address any health related incident
 - work and non-work incidents

SAW/RTW Model

What is the benefit of using this model?

- Research has shown:
 - Facilitates recovery and stabilization process
 - Limits the impact of functional impairment on ability to perform job duties
 - Prevents loss of valuable employees
 - Minimizes impact of health related incidents on productivity
 - Manages costs of these incidents
 - Positively impacts on financial costs
 - Insurance related premiums
 - WorkSafe BC experience rating & premiums

FIOSA SAW/RTW Process Model

Goals

- Improve outcomes for Disability Programs by preventing Needless Work Disability
- Providing employees with financial, social and psychological stability by remaining in the workforce
- Shortening recovery
- Reducing costs to the employer

FIOSA SAW/RTW Process Model

Outcomes

- Internal & External stakeholder collaboration
- Reduction in number of days lost
- Less financial and emotional impact to employees
- Reduction in future health related incidents through a healthy & safe workplace
- Compliance with all legislation
 - Duty to Accommodate
 - Human Rights
 - Privacy legislation

FIOSA SAW/RTW Process Model

How does it work?

- Employers take a more proactive approach to support and assist employees who experience a health related incident:
 - Philosophy that therapy, recovery and stability can happen while the employee is at work
 - Notice and respond to changes in employee's ability to perform their duties
 - Prevent time loss by providing immediate meaningful work accommodations
 - When time away from work is required, reintegrate the employee into workforce much earlier

FIOSA SAW/RTW Process Model

- Policy Statement/Scope
- Goal, Objectives, Outcomes
- Roles and Responsibilities
 - Clearly outlined for each role
- Procedures and Processes
 - Detailed step by step
- Communication/Training/Implementation
 - Outline steps to take
- Evaluation



Questions?

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