

SCHEDULE 2 EMPLOYER'S GROUP

Meeting Information	
Subject/Title:	Schedule 2 Employer's Group
Date/Time:	Wednesday May 9, 2018 (Hamilton) 9:00 am – 12:00 pm
Location:	Jackson Square Conference Centre, Plaza Level, Hamilton ON
Vice - Chair:	Chris James

Minutes: Item No.	Topic	Minutes
2	WSIB Mental Stress Injuries Program	<ul style="list-style-type: none"> - Sal Cavaricci, Director of WSIB Mental Stress Injuries Program provided commentary on the WSIB's Mental Stress Injuries Program. He noted that the WSIB has teams of adjudicators to handle mental stress claims. They are located at WSIB offices in Hamilton, Toronto and Ottawa. - Sal commented that it is very helpful to adjudicators if the employer puts more details in the Form 7 report. - He noted that there are dedicated teams handling cases for presumptive PTSD, TMS and CMS. - If a claim is allowed it is first handled in the acute stream where the focus is on recovery and return to work. - There are long-term teams where the focus, at least initially, is on recovery in the more challenging claims. - There are WSIB RTW Specialists who have received specialized training in mental health issues that are available to help start the conversation with workers and employers with respect to RTW. - In respect of claims for CMS there needs to be a DSM diagnosis and there needs to be evidence that what took place in the workplace constitutes a significant workplace stressor. To date the WSIB has not had to consider the predominant contribution test in adjudicating these claims. - In cases involving allegations of harassment the WSIB will want to know if an investigation was done by the employer. What do the statements say? - The WSIB has Field Investigators who have the ability to gather information in harassment cases and may do their own investigation if the employer has not done an investigation or if the employer is just getting started. - Gillian Snowling from the WSIB indicated that WSIB RTW Specialists have been given some decision-making authority. They can approve some travel expenses, approve some minor accommodations and make decisions on cooperation in RTW cases. The aim is to eliminate the need for everything to go back to a Case Manager for a decision which can delay matters. - The WSIB will take a slightly different approach for cases involving psychological conditions than that adopted for physical conditions. In cases involving psychological conditions the WSIB will aim for a more collaborative approach. - There was mention of the concept of maximum psychological recovery (MPR) in cases involving psychological issues. - In discussions with employers in the room it was noted that it is hard for the WSIB and treating Psychologists to come up with a complete list of restrictions. - Some employers commented that they need restrictions defined as clearly as possible and noted that employers cannot hold jobs open forever. - It was noted that co-worker behavior can negatively impact RTW efforts. In particular negative comments can be upsetting to an injured worker (co-worker stigma) - In mental stress claims employees may feel a sense of failure or sense of shame. This is more keenly felt where an employee cannot return to their regular job and is being offered an alternative job that they may perceive to be less valuable or useful (self-stigma)

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4	Legislative Update – presumptive PTSD	<ul style="list-style-type: none"> - The Ontario government passed legislation that amends the Workplace Safety and Insurance Act and expands the list of occupations where entitlement to presumptive PTSD applies. The expansion applies to nurses who directly provide patient care, provincial bailiffs, probation and parole officers and their managers, special constables and civilian officers in Violent Crime Linkage Analysis system (ViCLAS) forensic units.
5	Schedule 2 Health Care Identifiers Project - Update	<ul style="list-style-type: none"> - Chris confirmed that as per Sunni Singh, I&T resources have yet to be confirmed for this Project - There is no firm date for the roll out but it is hoped that the IT work will commence late in the second quarter of 2018 and be ready to test later in 2018.
6	Conference Update	<ul style="list-style-type: none"> - Chris reminded everyone that the 2018 Conference will be held at the Sheraton Conference Centre in Richmond Hill on September 18 and 19 - The Conference Committee continues to identify keynote speakers and topics/speakers for breakout sessions - Potential key note speakers include Jim Moss (Plasticity Labs) and Dr. David Posen (Physician, Author and frequent speaker on workplace stress) - Anyone with ideas for keynote speakers, speakers, topics etc. are asked to email either Chris James at chris@sbc.org or Georgia Katsiapis at Georgia.Katsiapis@toronto.ca
7	Toronto Meeting June 13	<ul style="list-style-type: none"> - The meeting in Toronto on June 13, 2018 will feature speakers from the WSIB dealing with RTW. One speaker will address RTW issues in cases of physical injuries and another speaker will look at issues arising in mental health case. There will be a call in option for those unable to participate in person.
	Potential Future Speakers	Please share your ideas with Chris James or Laura Russell

Next Meeting: October 17, 2018
Jackson Square Conference Centre – 120 King Street W, Plaza Level, Hamilton