

# Inside Scoop @ EAC

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**October 26, 2011**

Your update on:  
**What's new, what's changing and what you can do to enhance your workplace environment...**

## November 3rd Mississauga Symposium

**ONE MORE WEEK...REGISTER TODAY!**



### Protecting Your Bottom Line: Creative Solutions on Disability and Accommodation

**November 3, 2011—Mississauga**  
7:30 a.m. — 3:45 p.m.

#### Special Presentations by:



**David Marshall**  
President & CEO,  
Workplace Safety &  
Insurance Board



**Chief Commissioner  
Barbara Hall**  
Ontario Human Rights  
Commission



**Elizabeth Mills,**  
President & CEO,  
Workplace Safety &  
Prevention Services

**REGISTER  
TODAY  
for the  
November 3rd  
SYMPOSIUM**

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## November 3rd Mississauga Symposium - continued from page 1

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3rd  
SYMPOSIUM**

### Featured Topics:

- **Strategies for Managing Employees with Depression or Anxiety: What Every Manager Needs to Know** (Mary Ann Baynton)
- **Identifying and Accommodating Hidden Disabilities: Understanding Your Legal Obligations** (Patrizia Piccolo)
- **Breaking Down the Barriers to Mental Health in the Workplace** (Elizabeth Mills)
- **Accommodation: A Step-by-Step Guide to Effective Decision Making** (Dr. Liz Scott)

### Panel Discussion:

**Workplace Wellness Programs in the New Era:** The Panel will discuss the intersection between strategic corporate wellness programs and the success of occupational health and safety initiatives on the shop floor and in the field.

- **Jennifer Allan**, Vice President, HR Programs & Corporate Communications, Human Resources, The Economical Insurance Group
- **Jim Harding**, Manager, Health & Rehabilitation Services, Hydro One
- **Sephanie Dowhan-Soltys**, Director, Occupational Health and Safety Services, St. Joseph's Healthcare
- **Moderator:** Elizabeth Mills, President & CEO, WSPS

To view the brochure, [click here](#)

To view the agenda, [click here](#)

To REGISTER, [click here](#)

### SPONSORSHIP OPPORTUNITIES AVAILABLE

- Strategically position your organization's visibility and profile
- Engage in networking opportunities
- Gain access to a wide range of audiences such as decision makers in business and government

# November 17th **Ottawa** Forum



## **Protect Your Bottom Line:** Forum on Workplace Health & Safety

November 17, 2011—7:30 a.m. —12 Noon

Special Presentation by:



The Hon. Steven W. Mahoney,  
Chair, Workplace Safety & Insurance Board (WSIB)

### Featured Topics:

- **Human Rights and Employer Responsibility to Accommodate Disability in the Workplace:** (Noelle Caloren and Jacque El-Chammas)
- **Update on Bill 160 and the Impact on Your OHS Investment** (John Vander Doelen)
- **Stress and Mental Health Problems in the Workplace: Productivity and Competitiveness Threat—Are You Prepared?** (Mary Ann Baynton)
- **WSIB's New and Revised Work Reintegration Policies: What You Must Know to Avoid Hefty Fines** (Michael Zacks)

To view the brochure, [click here](#)

To view the agenda, [click here](#)

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October 26, 2011

## EAC'S FALL 2011 WORKPLACE TRAINING SESSIONS

### **NEW WSIB Work Reintegration (WR) and Claims Cost Management:**

Full Day Workshop: 8:30 a.m. to 3:30 p.m.

Member: \$ 281.37 / Affiliate: \$337.87 / Future Member: \$394.37 (HST Incl.)

**Managing workplace injuries is one of the most challenging issues facing employers today. By properly managing workplace injuries and their WSIB Claims, employers can PROTECT themselves from a multitude of liabilities including:**

- A breach of obligations under the Workplace Safety and Insurance Act
- Substantial claim costs and poor experience rating
- Complaints dealing with human rights issues

**Under the direction of a legal expert, this workshop provides participants with direction on:**

#### **Work Reintegration (New)**

- WSIB Re-employment & Work Reintegration (WR) Obligations
- Best Practices in Work Reintegration
- Understanding the differences between Suitable, Modified and Available Accommodated work in the Work Reintegration hierarchy

#### **Claims Management:**

- Knowledge of the Accident, Reporting and Investigation process elements
- Understanding of the WSIB Adjudication Process and how to monitor and manage cases
- Common claims decisions including recurrences, third party rights of action, aggravation and cost relief

#### **Dates & Locations:**

- November 10/11—Timmins [Click here to register](#)
- November 10/11—Ajax [Click here to register](#)
- November 16/11—Sudbury [Click here to register](#)
- November 17/11—Peterborough [Click here to register](#)
- November 24/11—Burlington [Click here to register](#)
- December 8/11—Guelph [Click here to register](#)

October 26, 2011

## Congratulations EAC/CME Safety Group Participants!

The 2010 Safety Group “Rebate” results have just been released and congratulations to all EAC/CME Safety Group participant firms for receiving a combined **rebate of approximately \$5 million.**

**We are now accepting applications for 2012**

To find out if your company is eligible to receive back up to 6% of premiums paid, call us today at 1.888.663.4929 or [click here](#) to visit our website.

## Pallet Racking Webinar—October 28th

**Another “Complimentary” Session for EAC/CME Members!**

After a running a very successful “Pallet Racking” Webinar, EAC and CME are pleased to bring you another complimentary session on October 28th.

For more information and to register, [click here](#).

## 2010 Value for Money Audit on the Adjudication and Claims Administration Program

The WSIB has recently released the 2010 Value for Money Audit on the Adjudication and Claims Administration Program, as a requirement by legislation to perform a Value for Money Audit (VFMA) on the cost, efficiency, and effectiveness of a particular program.

The audit focused on the following five key decision making functions:

1. Initial Entitlement Decisions
2. Non Economic Loss (NEL) Decisions
3. Loss of Earnings (LOE) 72 month Lock-In Decisions
4. Second Injury Enhancement Fund (SIEF) Decisions
5. Recurrence Decisions

In addition, a number of issues were assessed:

- Effectiveness of WSIB operational policies and guidelines
- Administrative efficiencies of the adjudication and administration processes
- Adequacy of resources, information and systems

In conclusion, ten recommendations were documented.

To view the Executive Summary of the 2010 VFMA Report, [click here](#).

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## WSIB's 2011 Second Quarter Report to Stakeholders

The WSIB has released its second quarter financial statement, ending June 30, 2011.

**Outlined below are a few points taken from WSIB's 2011 Second Quarter Report.**

### Operating Results:

"Continuing strong performance of baseline operations resulted in a surplus of \$328 million for the six months ending June 30, 2011...first surplus since 2005...The WSIB is demonstrating a stronger and sharper focus on understanding and delivering what really matters to customers, built on the understanding that reintegration into the workforce is the best outcome..."

As at June 30, 2011, there was a decrease of 3.5% in the new paid lost time injuries registered in the system year-over-year...The WSIB's service delivery model continues to be enhanced and is having a significant impact on improving return-to-work and recovery outcomes for injured workers...

Low back injuries represent a large proportion of benefit costs. In early 2011, the WSIB introduced a new low back program of its Health Care Strategy. Elements of the new program include better education, a mandatory program of care and earlier intervention emphasizing mobility and early return-to-work to reduce the likelihood of permanent impairment. The WSIB has also introduced improved management oversight in relation to all cases referred for permanent impairment assessments to ensure quality and consistency...

As a result, at the end of the second quarter of 2011:

- Benefit costs paid decreased for the six months year to date by \$90 million as a result of improved recovery and return-to-work outcomes
- More workers are getting back to work than ever before...for the 12 month period ending June 30, 2011, of over 57,000 workers with lost time injuries, 94.7% were able to return-to-work at full wages within one year of their injuries
- A reduction in high impact claims
- As a result of more workers returning to their pre-injury jobs at full wages, vocational rehabilitation training costs fell by \$24 million...

### Highlights for the three months ended June 30, 2011 compared to the three months ended June 30, 2010:

- Premiums increased \$106 million reflecting a 2% increase in premium rates and a 5.1% increase in insurable payroll
- Investments and other income increased \$625 million reflecting stronger market returns and a higher asset base
- Expenses decreased \$550 million or 39.2% primarily attributed to the absence of changes in actuarial assumptions related to benefit claims and modestly lower benefit costs"

To view the 2011 Second Quarter Report, [click here](#).

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## eClearance Mobile

The WSIB has recently launched an eClearance Mobile system.

Use Mobile eClearance to:

- Create a clearance using the Principal and Contractor account numbers
- View a clearance using the clearance number
- View a clearance status using the Contractor's account number

For more information, [click here](#).

## WSIB Operational Policy Manual (OPM)

The WSIB has recently posted the following revised and deleted policy documents:

### Revised and Deleted Policies

Document	Published	Comments
18-05-03, Determining the Degree of Permanent Impairment	October 1, 2011	Revised Document
18-05-04, Calculating NEL Benefits	October 1, 2011	Revised Document
18-05-07, Releasing Medical Assessment Reports	October 1, 2011	Deleted
18-05-09, Redeterminations	October 1, 2011	Revised Document

To view these policies, [click here](#).

## The Future of OHS in Ontario: Charting the Dean Panel Recommendations and Bill 160

Cheryl Edwards, a Partner in Heenan Blaikie LLP's Labour and Employment Group and Samantha Seabrook, an Associate in Heenan Blaikie LLP's Labour and Employment Group have provided EAC with a chart that compares the Dean Panel recommendations to the provisions of Bill 160.

The chart also includes key Dean Panel recommendations that did not appear in the Bill, but may come later in the form of regulations or standards to be established by the new Chief Prevention Officer and the Prevention Council.

To view the Bill 160 Comparison Chart, [click here](#).

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## MINISTRY OF LABOUR PUBLICATION UPDATES

**Safe at Work Ontario (SAWO) Today**—Issue #8—October 2011

To view this MOL publication, [click here](#).

**What's New**—Issue #17—October 2011

To view this MOL publication, [click here](#).

## Upcoming CME Events—Mark Your Calendar

### Energy 2011: A Lean and Green Future – Making Energy Visible November 29, 2011 - November 30, 2011:

Location: International Centre - Mississauga, Ontario  
Time: November 29 - 8:45 am - 10:00 pm, November 30 - 7:30 am - 3:30 pm  
Cost: Early Bird Members - \$599 if registered by October 21, 2011

Canadian Manufacturers & Exporters (CME) in partnership with The Canadian Industrial Program for Energy Conservation (CIPEC) bring together the country's leading energy experts, industry leaders and energy efficiency suppliers to share best practices and explore the new frontiers in industrial energy efficiency during this exciting two day conference.

[Schedule at a Glance](#)

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[Exhibitor Prospectus](#)

[Register as an Sponsor or Exhibitor](#)

[Register to Attend](#)

For more information please visit [www.energy2011.ca](http://www.energy2011.ca).

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### 15th Annual Queen's Park Reception: December 6, 2011:

Location: Main Legislative Dining Room - Toronto, Ontario  
Time: 5:00 pm - 7:00 pm

Cost: \$75 + HST for CME Members /\$200 + HST for Affiliate Members /\$325 + HST for Non-Members

#### Speak to Ontario's Decision Makers!

Plan to take advantage of the opportunity to speak with the province's key decision makers alongside senior CME staff and CME members.

#### Who's Attending:

Invitations will be extended to all Ontario MPPs, key leaders from the broader public, and all CME members.

To register for this event, [click here](#).

### TO CONTACT THE EAC TEAM:

625 Wabanaki Dr, Unit 4  
Kitchener ON N2C 2G3  
Toll Free:  
1-888-663-4929

info@EACforEmployers.org  
www.EACforEmployers.org