

**The Ontario Action Group to Prevent Work Disability**

**Minutes**

June 15, 2010

Great West Life 1:00PM – 4:00PM

**Attendees – Who, What is important from here**

Terry O’Hearn, Caldwell O’Hearn Inc. “work is good” implement in disability systems

Ann Morgan, Great West Life, vocational rehabilitation – mental health –

Kathy Jergens – Mental Health Works –how can we influence – education or policy – influence politicians

Diane Westcott – HR Consultant – employers need infrastructure – putting programs in place – education sector- interested in mental health piece

Robert Smith – Injury management solutions – WSIB claims management - like to be part of the process – offer return to work and prevention

Kathleen Walsh – CCPE – independent ergonomic consultant – many employers struggling with RTW – lets get disability accepted

Janet Marlin – Odyssey Health Services – since early 1980’s working with employers and insurers – interest in educating physicians on how to support patients on RTW

Kirsty Forrest Marton – U of T - disability and accommodation at U of T –

Rosemary Munn- Sunnybrook disability management coordinator – open to anything – gratitude to be invited complex accommodation with nurses

Christine Ader - changes already happening at Sunny Brook – not disregarding medical issues but getting employee and department working together. – how to take these principles that work and then expands to the community

Carolyn Dutch – University of Guelph Center of Families Work and Wellbeing – interested in research and this work

Debbie Waters - Seneca College – work with people with mental health conditions in return to work –

Melanie Moreau – Your workplace magazine – 10,000 subscribers – HR and senior leadership – want more articles about disability management – communication process

Dr. Alice Dong – Occupational health Physician St. Mikes hospital and RBC insurance – operationalize ACOEM recommendations – main problem is physicians turning non medical into medical issues

Mike Jones – Directors in group disability at GWL – interested in getting involved – how do we create that sense of urgency – educate the message

Loreen Wittick – Cowan Insurance – supervisor – employers who are self insured - silos are a problem – how this system is not working – looking forward to big changes –

Ellen Jackson – occupational health nurse –operations manager Crawford health care – disability management – future for disability management in providing facilitation for return to work. Train new case managers on a more proactive way to manage and prevent chronicity

Nancy Gowan – occupational therapist Gowan Consulting – need to focus on the fact that we need to be client focused because work is good and healthy

### **Overall Opinion**

Overall- energy and enthusiasm to go forward.

What do we need to do as a group to move this forward? To operationalize the principles of ACOEM guideline

Ideas – build a community of practice - online community

Our Foundation needs to be the use the ACOEM Needless Disability guidelines –

Good work the day of the summit – not going to be able to accomplish the actions – maybe two to three that are priorities

Finances - Terry reviewed where we said we would be and what we would like to accomplish because of the summit. He also reviewed the financial status. It appears once the cost of the food is completed that the group will have approximately \$27000 in funds.

### **ACTIONS STATUS**

Many of the groups have not continued with the actions and we realize that the actions were not fully developed. There was consensus to not redo the work of the summit but to go forward with the action ideas and determine the actions that are priorities.

Some groups are working on their own but need to report back to the group (current reports)

Susan Jakobson, WSIB

- starting to work with team on gathering data on how often mental health is a part of return to work and injuries - not sure which group action this is attached to but Ann Morgan will check to see what actions it is attached to and to ensure that the actions are reported back to the steering committee

Sandra Von Lippa, Sunlife

- Sandra's team has reported that their group is continuing to work on their action of developing a business case – next meeting of their group if June 25th

Melanie Weller, Gowan Consulting

- Has put out a call to action for next steps for sharing of forms for PDA's to develop a standard

Nancy Gowan , Gowan Consulting

- Has sent out emails to group to determine status of “message” being developed by Rick Marlin and Karen McKenzie

#### **HOW TO SET PRIORITIES FOR ACTIONS**

- Work on the ones that were well developed
- Look at the ones that are not well developed –
- Identify five or so to go forward –
- Focus on mental health – psychological safety and health at the workplace

#### **WHAT DO WE NEED TO DO FIRST?**

1. Structure for the group
2. Review of the projects – prioritize the projects – need to find champions for the project
3. Formulate strategies on how to move forward with the projects

#### **IDEAS & ACTIONS:**

**National Collaboration** - We need to look at what was completed in BC for Creative collaboration – national collaboration

**Use a Social networking site** – ning -- Carolyn Dutch agreed to research and come to next meeting with ways that this can be used for communication

**Trillium proposal** – Terry and Ann and Kathy and Melanie will develop a trillium proposal to be submitted by July 1, 2010 for funding for administrative services to support the actions and structure.

**Structure** – Discussion was held on the structure that may be most appropriate for this group. Some ideas were developed. Ann, Terry and Nancy will develop a straw dog structure prior to June 28, 2010 for consideration of the group at the meeting

**Communication** - Melanie Moreau will create a thumbnail – and PDF press release and send out in member mail

**Mental Health as a priority** – many of the group members had a particular interest and need to focus on mental health issues. This may indicate that this is one of the largest needs.

### **Tasks for the rest of the group**

Everyone take a look at draft of the actions and suggest buckets

Review the reports on the current projects and decide which project is a priority for you and which you would like to be involved in – forward your interests and priorities to Terry O’Hearn by June 27, 2010

### **AGENDA NEXT MEETING on JUNE 28, 2010**

1. Review a straw dog structure ( see attached)
2. Review the actions status and the next steps for the projects ( see website for report – [www.60summits.org/on](http://www.60summits.org/on))
3. Prioritize the Actions to determine where to allocate the funds and human resources

### **LOCATION OF NEXT MEETING**

*Date:* Monday June 28, 2010

*Time:* 9:00 AM – 12:00 Noon

*Location:* Seneca College, 1750 Finch Avenue, Newnham Campus, Room D2012 see below for direction.

Directions:

Seneca College - Newnham Campus, Room D2012.

1750 Finch Avenue East. North York, ON, just west off of the Don Valley Parkway and Finch exit.

Use Parking Lot 4, Parking is flat rate of \$5.00 (you will need to buy a ticket from one of the machines on the lot).

This lot faces the administration area, walk up the massive stair case outside, to the foyer and look just ahead for the Welcome Center. There is a service desk and they will direct you from there.