

Employer and Management WSIB Concerns- Honouring our members OAPSB Virtual Labour Seminar

Chair Dean Pepper, Cobourg Police Services Board

Chief Paul VandeGraaf, Cobourg Police Service

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November 13, 2020 10:15 am





“We deliver public value to Ontarians by **reducing the disruption and devastation caused by workplace injuries and illnesses**, while making Ontario a safer place to work.

Mandate: To promote workplace health and safety, to facilitate return to work, recovery and re-entry into the labour market for people who have a workplace injury or illness, or their spouses, and to provide compensation and other benefits in a financially responsible and accountable way.”

WSIB Strategic Plan 2019 - 2021





WSIB Policies

- Posttraumatic Stress Disorder in First Responders and Other Designated Workers (15-03-13)
- Traumatic Mental Stress (15-03-02)
- Chronic Mental Stress (15-03-14)





Dissemination Drill

- 1) What's the problem?
- 2) How long has this been going on?
- 3) What have you done to try and fix it?
- 4) Did it work?
- 5) What can be changed?





Challenges

- Timely communication
- Reactive action
- Performance management
- Accountability



WSIB – Schedule 1

- Protected under collective liability
- Relieved of individual responsibility for accident costs
- Surcharge (premiums increase) as claims are made

Source: www.wsib.ca

WSIB – Schedule 2

- Organizations funded by public funds (from the federal, provincial and/or municipal governments)
- Organizations legislated by the province but self-funded
- A number of other businesses who are privately owned but involved in federally regulated industries such as telephone, airline, shipping and railway

Source: www.wsib.ca





Bill 163, Supporting Ontario's First Responders Act (Posttraumatic Stress Disorder)

In 2016, provincial legislation was enacted that listed PTSD as a presumptive workplace injury for first responders, who only need to prove their occupation and have been diagnosed by a psychiatrist to qualify for WSIB.

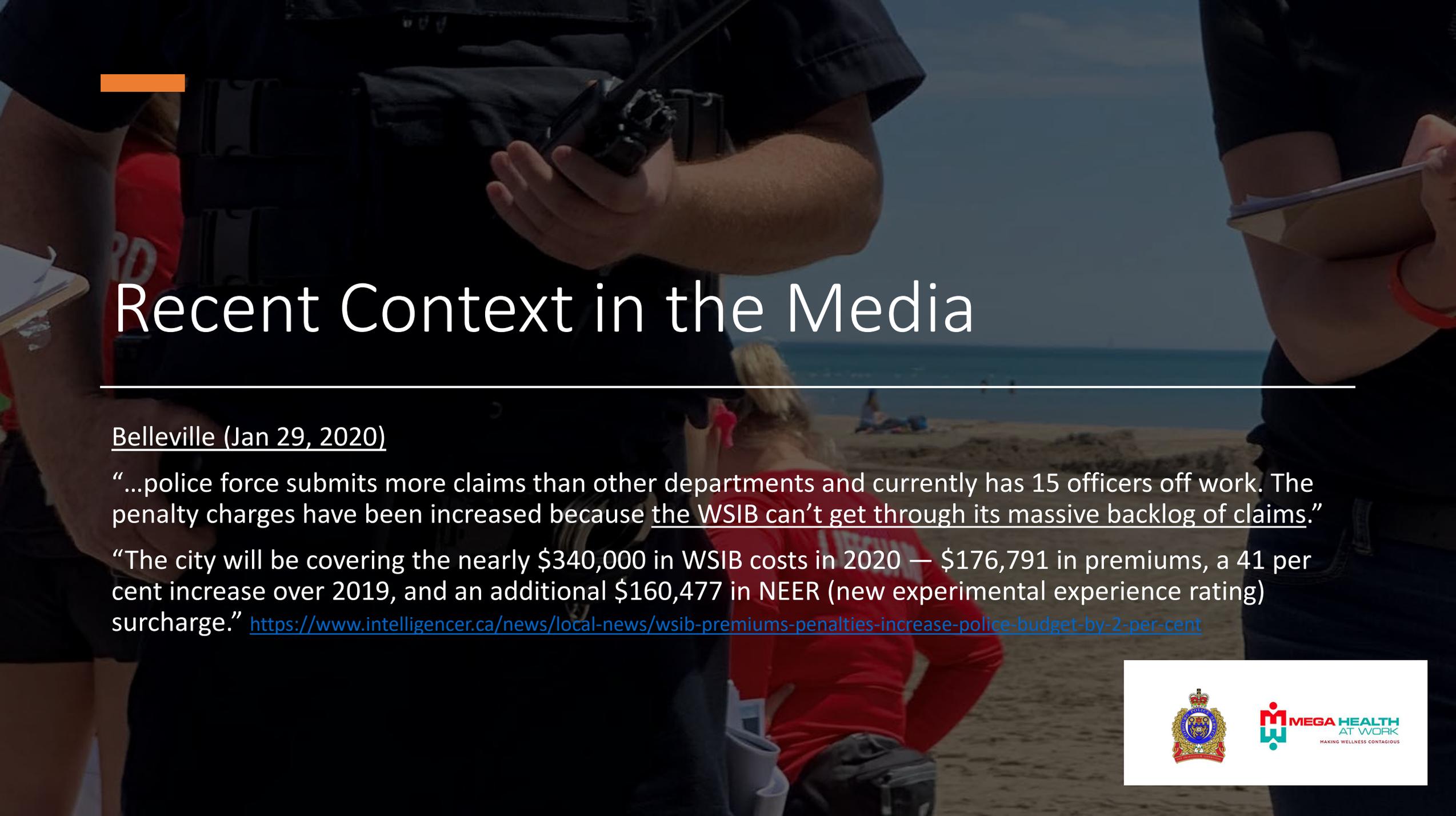




Challenges

- Strain on small and medium police forces in Ontario
- Different rules than LTD
- Civilian occupation does not always equate to meaningful employment with the service



A background image showing police officers in dark uniforms at a beach. One officer in the foreground is holding a radio. Another officer in a red shirt is visible in the background. The scene is outdoors with a sandy beach and the ocean in the distance.

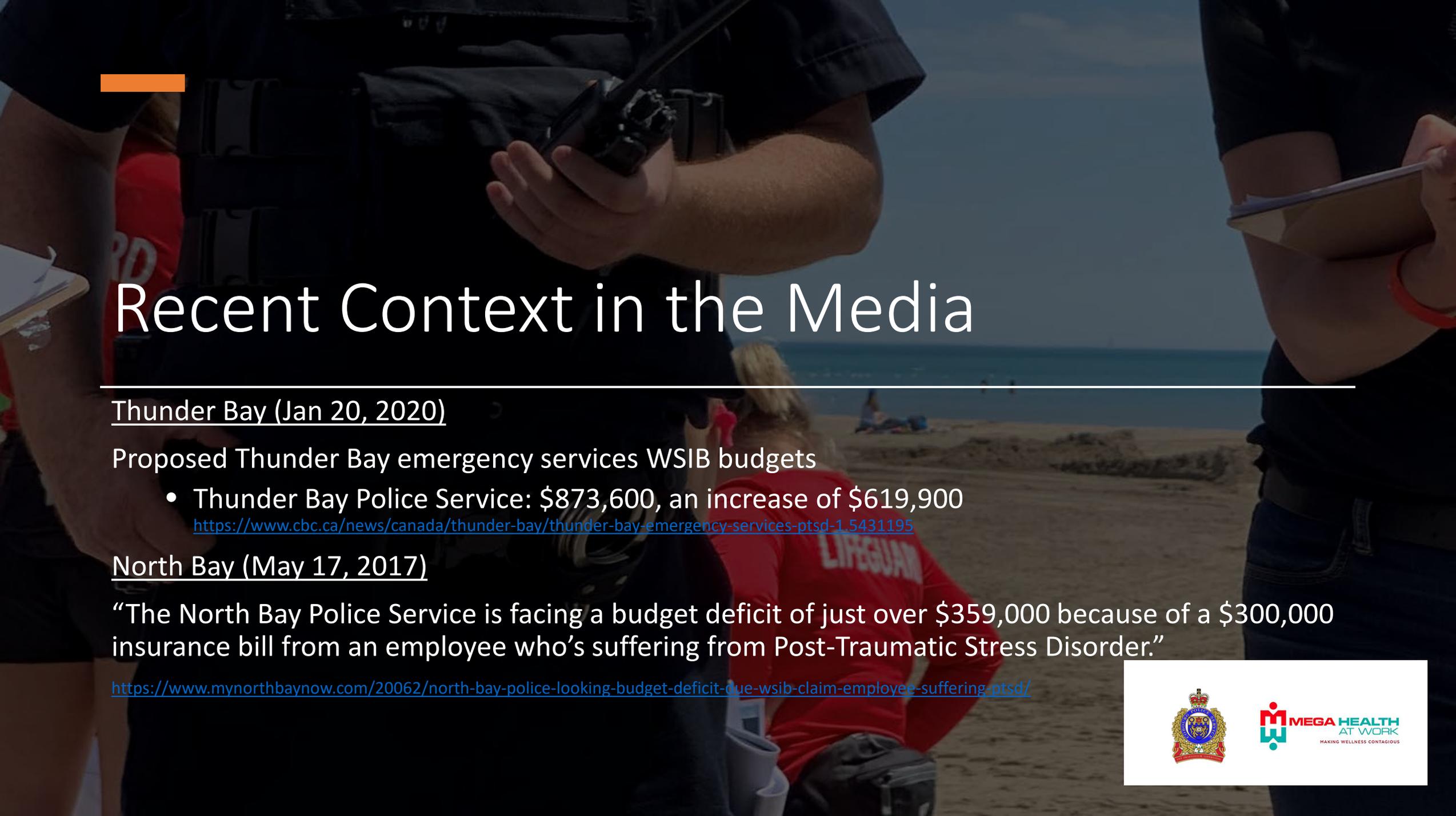
Recent Context in the Media

Belleville (Jan 29, 2020)

“...police force submits more claims than other departments and currently has 15 officers off work. The penalty charges have been increased because the WSIB can't get through its massive backlog of claims.”

“The city will be covering the nearly \$340,000 in WSIB costs in 2020 — \$176,791 in premiums, a 41 per cent increase over 2019, and an additional \$160,477 in NEER (new experimental experience rating) surcharge.” <https://www.intelligencer.ca/news/local-news/wsib-premiums-penalties-increase-police-budget-by-2-per-cent>



The background image shows several police officers in dark uniforms at a beach. One officer in the foreground is holding a walkie-talkie. Another officer in a red shirt with 'LIFEGUARD' written on the back is visible. The scene is outdoors with a sandy beach and the ocean in the background.

Recent Context in the Media

Thunder Bay (Jan 20, 2020)

Proposed Thunder Bay emergency services WSIB budgets

- Thunder Bay Police Service: \$873,600, an increase of \$619,900

<https://www.cbc.ca/news/canada/thunder-bay/thunder-bay-emergency-services-ptsd-1.5431195>

North Bay (May 17, 2017)

“The North Bay Police Service is facing a budget deficit of just over \$359,000 because of a \$300,000 insurance bill from an employee who’s suffering from Post-Traumatic Stress Disorder.”

<https://www.mynorthbaynow.com/20062/north-bay-police-looking-budget-deficit-due-wsib-claim-employee-suffering-ptsd/>





Local Perspective

- Constant Backfill Position
- Overtime is two times budgeted without a major incident(s)
- Board has increased "complement" by three
- NEER surcharge - \$277,000

NEER: New Experimental Experience Rating





What does
this add up
to?





Local Perspective

- NEER surcharge - \$277,000
- Overtime \$292,685 (\$122,000 over budget)
- Banked Overtime \$155,000

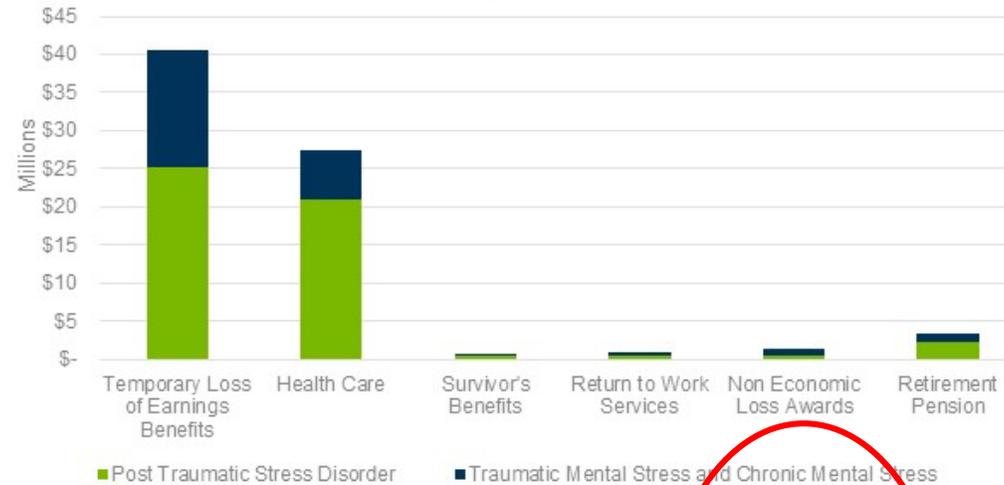
- Total unbudgeted costs associated to this is \$725,008 (13% of total budget)*

NEER: New Experimental Experience Rating



Benefit Costs Summary

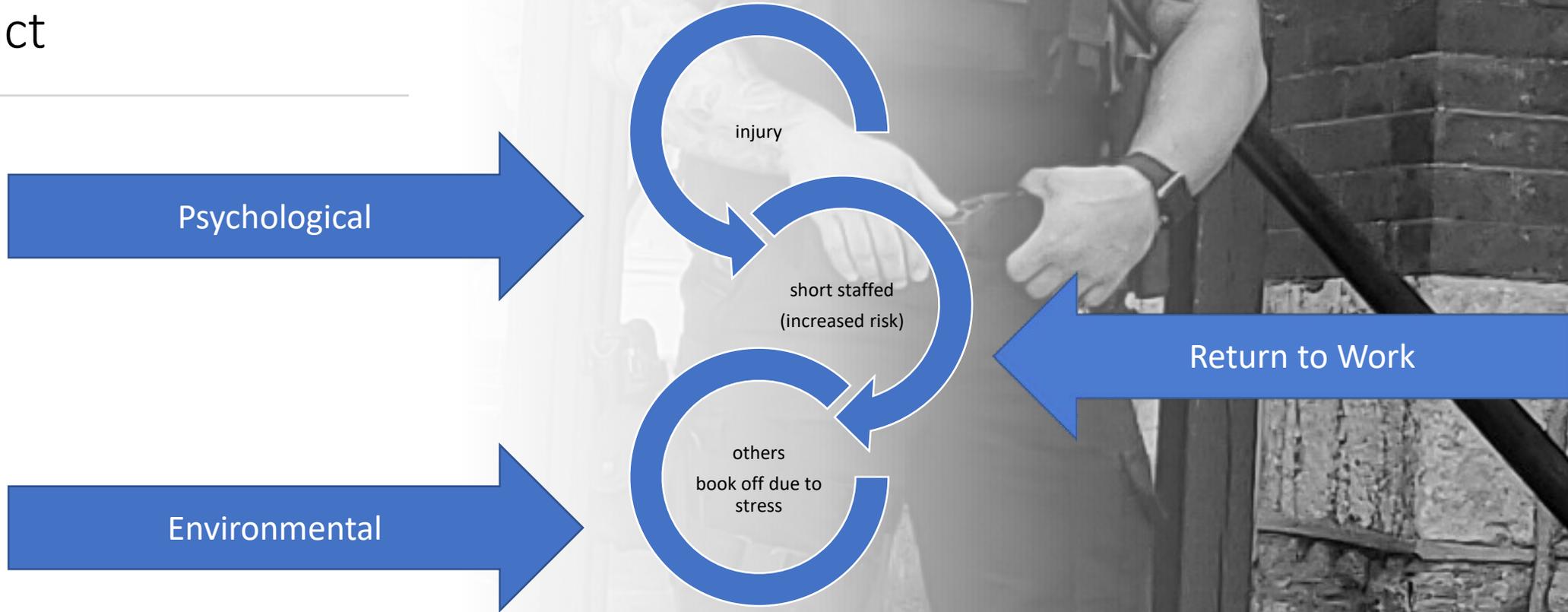
Benefit Cost Summary for Police MSIP Claims



MSIP Category	Temporary Loss of Earnings Benefits	Health Care	Survivor's Benefits	Return to Work Services	Non-Economic Loss Awards	Retirement Pension
Post Traumatic Stress Disorder	\$ 25,116,787.46	\$ 21,007,991.16	\$ 508,242.90	\$ 504,838.09	\$ 556,235.23	\$ 2,294,950.77
Traumatic Mental Stress and Chronic Mental Stress	\$ 15,532,790.31	\$ 6,507,676.79	\$ 156,037.08	\$ 362,477.61	\$ 783,949.89	\$ 1,143,524.46
Total	\$ 40,649,577.77	\$ 27,515,667.95	\$ 664,279.98	\$ 867,315.70	\$ 1,340,185.12	\$ 3,438,475.23

- Includes Benefit Cost paid to date on Police Officer Mental Stress Injury Program (MSIP) claims with a registration date between January 1, 2012 and May 31, 2020 and a Benefit Payment date on or after January 1, 2016
- Benefit Costs include the following Benefit Types: Temporary Loss of Earnings Benefits, Healthcare, Survivor's Benefits, Return to Work Services, Non-Economic Loss Awards, Retirement Pension
- Loss-of-earnings benefits are wage-loss benefits paid to people with allowed claims who have missed time from work because of a work-related injury or illness.
- Health care benefit costs include payments of health care benefits for services and WSIB programs, allowances, physiotherapy, chiropractic treatment, acupuncture, massage therapy, occupational therapy, psychology services, and travel and accommodations
- A person is eligible for a non-economic loss benefit if their work-related injury or illness causes a permanent impairment.

Impact





Honouring members through a better approach

- Earlier intervention
- More collaborative Return to Work strategy
- Opportunity to engage members in solutions-focused approach to returning to work





A new way forward

- Recovery for members
 - Fiscal responsibility
 - Accountability
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— Thank you

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