

The Roundtable

on

Return to Function, Return to Work

Aligning the Systems: Meeting Individual Needs

Presented by:

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Presentation to CLHIA Disability Subcommittee

Thursday, April 4, 2002

Agenda

- Introductions:
- Background of the Round Table Project
- Current status of the Round Table Project III
- Insurance industry needs
- Update on outcomes of CLHIA's partnership (01/31/02)

Milestones in Medical Care RTF, RTW Policy

- Roundtable:
 - Background:
 - RTF RTW Achievements = Next steps
- 2. New Models: Evidence Loisel Model
- 3. New Paradigms
- 4. Leadership needed: Federal Role
 - e.g. PEPWH - All stake holders required
- 5. Next Steps – Build on the successes - Continued with Ontario
- Respond to requests from the different provinces

Milestones

- **1995 OMA Primary Care Reform**
- 1996 OMA Committee On Work and Health (Multidisciplinary Group)
- 1995 – PEPWH - EFPO scholar
- **1997 -- Canadian Medical Association Policy: “Physician's Role in Helping Patients Return to Work after an Injury or Illness”**
- 1998 – Lakeshore Workplace Initiative (LWI) – Employer-initiated community group. Focus on practicing physicians
- 1999 – Great West Life Forum – Team process:
 - Results What can MDs do?
 - What can CHLIA do?
 - What can individual insurance companies do?

Round Table Project on

Safe & Timely Return to Function/Return to Work

A Partnership with Stakeholders on Ability Issues

“CMA policy . . . A first step in the development of a Canadian approach to return to work - one that involves physicians, workers, employers, and the public in an equitable, effective system that contributes to the economic productivity of the country”

» Canadian Medical Association President Judith Kazmirski discussing the CMA Policy on “The Physician's Role in Helping Patients Return to Function after an Illness or Injury”

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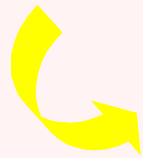
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Alignment of visions & values



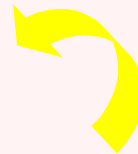
Prime Minister

"The Canadian Way is a plan for people, for opportunity, for excellence, for success, for a high quality of life, for mutual responsibility and mutual respect, for creativity and innovation — an ambitious vision for an ambitious country." *Prime Minister of Canada*



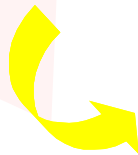
HRDC

"To enable Canadians to participate fully in the workplace and the community."



CMA Policy

Prevention, diagnosis, assessment, treatment, rehabilitation – Canadian Medical Association policy redefined the role of physicians.



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Round Table Project I (1998)

- 1997 – IWH and employer groups - No interest
- 1998 – HRDC Ontario Region
 - Lead partner in Round Table I
 - Alignment of HRDC mandate and CMA policy.
- Outcomes – Vision, model and language

Ontario Medical Foundation:

“This work forms a solid basis to move ahead with the development of coordinated approach with the potential for significant cost savings and a more productive workforce” CFO

Round Table Project II (Sept. '99)

Stakeholder Vision for the Round Table Project

"To improve the systems that help people with illness, injury, or disability from any cause, develop and secure their social and economic self sufficiency and to help stakeholders in the field identify and overcome barriers together."

The stakeholders (28 organizations)

Round Table Project II, Partners and Stakeholders

PARTNER: Human Resources Development Canada
McMaster University
Rehabilitation Council of Ontario

Glaxo Wellcome
Ontario Medical Association

STAKEHOLDERS

Persons with disabilities

Person with mobility impairment
Ontario Network of Injured Workers Groups

Families, PWDs

Family member of a person with a disability

Voluntary

Schizophrenia Society of Canada

Aboriginals

Assembly of First Nations

Health care providers

Canadian Association of Rehabilitation Professionals
Occupational & Environmental Medical Association of Canada
Ontario Medical Association
Rehabilitation Council of Ontario

Insurers

Canadian Life and Health Insurance Association
Workplace Safety and Insurance Board

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Round Table (con't)

Consumers

Consumers' Association of Canada

Employers

Glaxo Wellcome;
Employers' Advocacy Council;
Alliance of Manufacturers & Exporters Canada
Canadian Federation of Independent Business

Labour

Ontario Federation of Labour

Government (Federal)

Human Resources Development Canada
Health Canada

Government (Provincial)

Ontario Ministry of Community & Social Services
Ontario Ministry of Health

Academia

McMaster University
Roeher Institute, York University

Observers

Canadian Medical Association; Office of Employer Advisor (Ontario MOL); Office of Worker Advisory (Ontario MOL); Ontario Ministry of Community and Social Services

Research partners

Dr. Harold E. Hoffman, Occupational & Environmental Medicine, University of Alberta;
Dr. Tee Guidotti, Chair, Department of Environmental and Occupational Health, School of Public Health and Health Services, George Washington University

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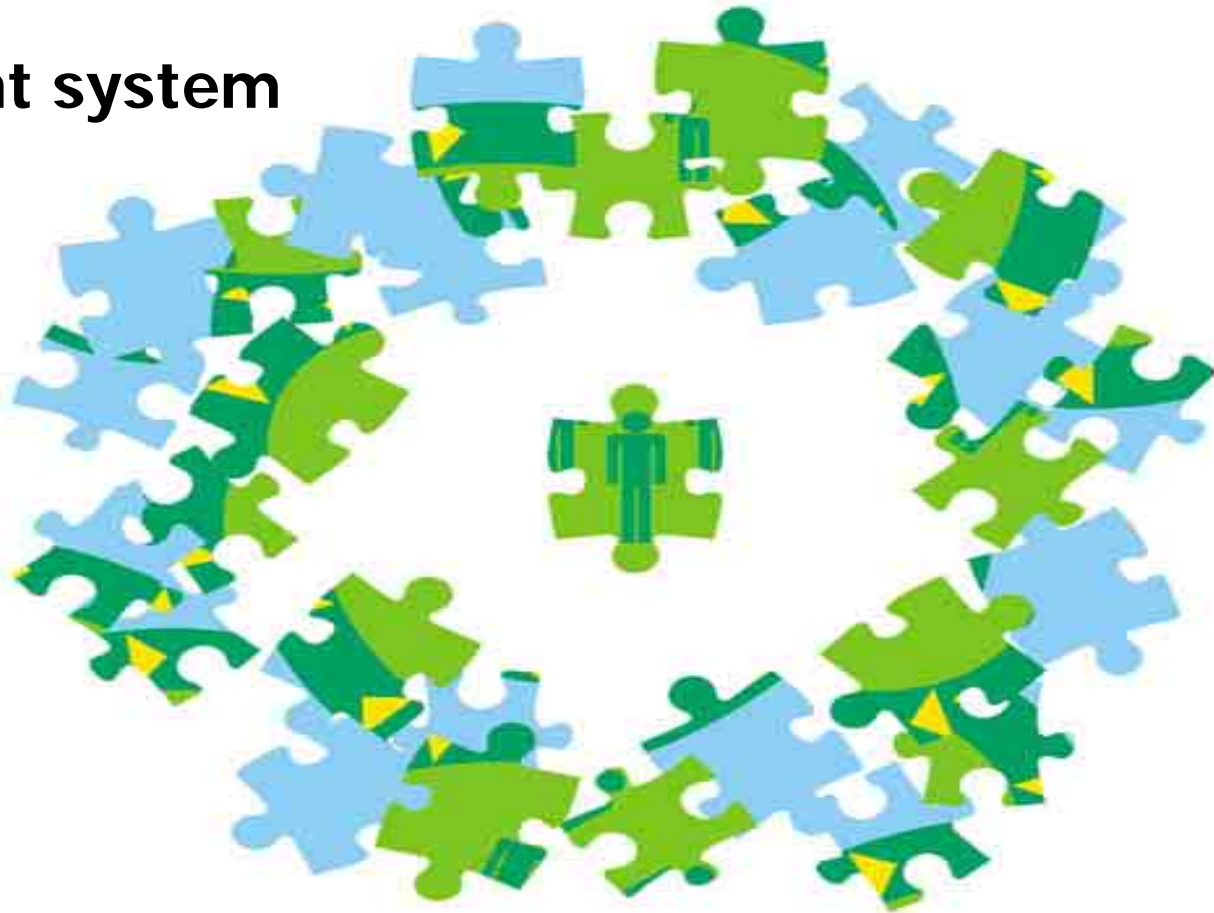
Round Table Project III

Objectives:

1. Develop an integrated model for safe and timely RTF/RTW
2. Engage workplaces and communities for model implementation
3. Update environmental scan

Round Table Project III

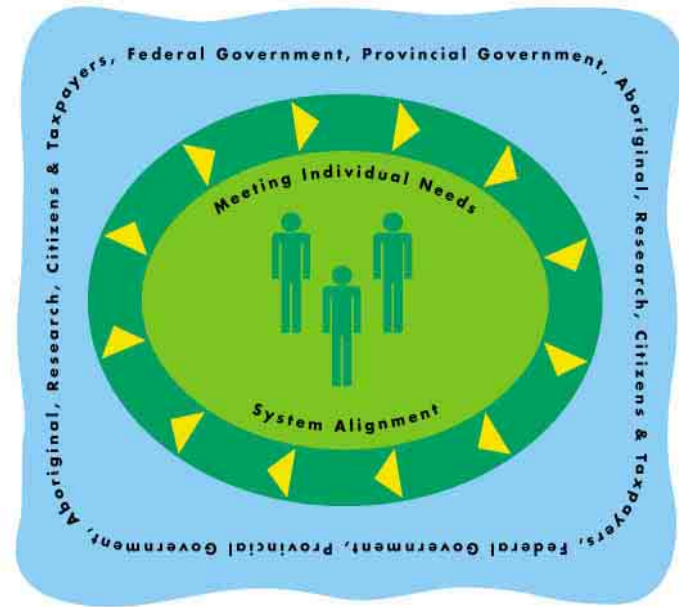
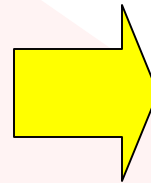
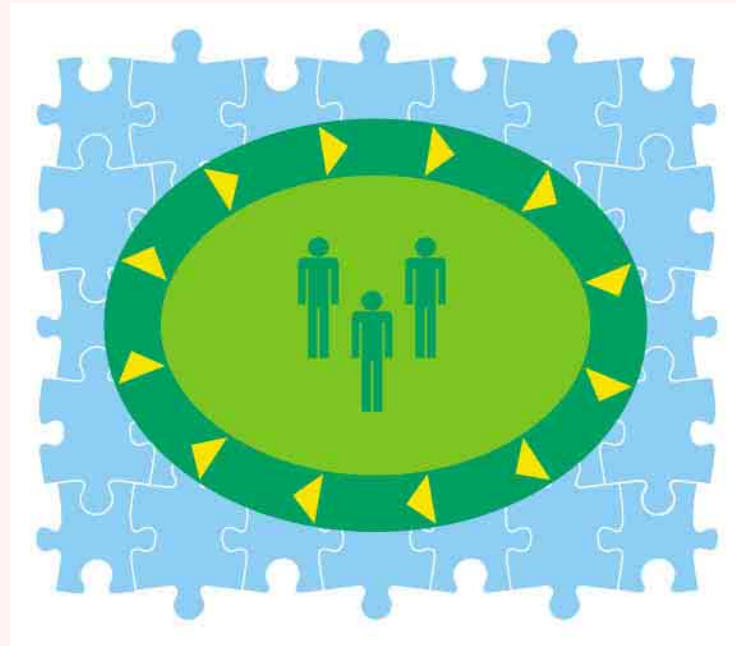
Present system



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Round Table Project III



Moving to ...

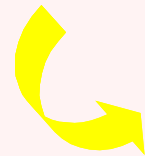
**System alignment &
Meeting individual needs**

Aligning visions & values

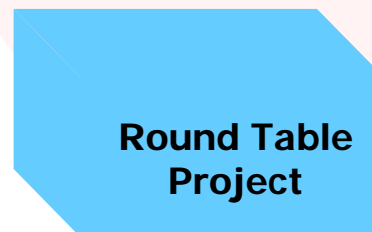
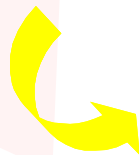


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Prime Minister of Canada



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"To improve the systems that help people with illness, injury or disability from any cause, develop and secure their social and economic self-sufficiency and to help stakeholders in the field identify and overcome barriers together."

RT II stakeholders (28 groups)

Model = High Performance Team



Evidence based:

Builds on work of Dr. Patrick Loisel, Sherbrooke Model

Introduces Organized Systems of Care – WBGH

Introduces and utilizes professionals trained in improving human resource productivity

Experienced based:

Based on the stakeholder participation

Based in the workplace and in practice

Based on professionals trained in function and patients' actual experiences and needs

Based on best practices

Insurance industry needs



Feed back



Round Table Project III

Proposed structure to meet objectives

Aligning systems:

Committees – model, language, policy & legislation

Sector specific initiatives (I.e. 3rd party payers)

Multi-stakeholder initiatives (I.e. OSOT/OMA)

Meeting individual needs:

Safe and timely RTF/RTW model

Rehabilitation initiatives

Round Table Project III



Outcomes:

- Annual meeting
- Engagement of Loisel
- CLHIA & Rehab committee member invited to Physician's Education Project on Workplace Health
- ADM invites RD to meet the HRDC Minister
- Inspired by January meeting
 - Proposed Project: CLHIA/ OMA/ Employer Group
 - Draft letter to OMA Policy (Step 1)
- Round Table - Support by CLHIA Members



Round Table Project III Outcomes

Systems Alignment:

- New WHO guidelines to measure function
- Buy in to RD II Vision and Re -Engagement of Stakeholders
- Policy alignment HRDC and CMA

Meeting Individual Needs:

- Health Care Team being systemically integrated:
Pilots
- Clarifying system issues: – Roles of PT OT in RTF RTW:
Building Community collaboration around PWD -



Round Table Project III Outcomes

- ADM invites RD to meet, HRDC Minister, Romanov Commission
- Presentation to and link with Privy Council
- Major corporations interested:
- Letter of support from FSCO:
- other provinces BC, Alberta, Nova Scotia, and PQ

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Round Table Project III

How can we work together?

As an association, company,
human resources, in-kind contributions and/or
money?

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