



[®] National Institute of Disability
Management and Research[®]

Disability Management Research Pilot Project for CSSEA Members



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Introduction to NIDMAR

- Committed to reducing the human, social and economic cost of disability to employers, workers and society
 - Founded in 1994 as an employer and labour supported organization
 - Disability Management (DM) professional and program standards recognized and used in more than 20 countries
 - Education programs delivered through the Pacific Coast University for Workplace Health Sciences, a university established under statutory authority



The Need for Proactive Disability Management

- Disability in Canada, annually:
 - Over 250,000 occupational lost-time injuries annually¹
 - Absences costing \$16.6 billion or 2.4% of national payroll²
 - 500,000 absences due to mental health challenges every week³
- Labour market issues:
 - Increasing mental health issues
 - Aging workforce
 - Reduced labour force availability

¹ 2019 Report on Work Fatality/Injury Rates in Canada – University of Regina

² 2014 Conference Board of Canada

³ 2010 Mental Health Commission of Canada



Codification of Key Success Elements

- International Labour Organization (ILO) Job Retention & RTW Strategies Study (1998)
- ILO Code of Practice on Managing Disability in the Workplace (2002)
- DM/RTW Occupational Standards and Program Standards principally supported through Government of Canada (1998 – 2003)
- United Nations Convention on the Rights of Persons with Disabilities (2008)
- International Social Security Association (ISSA) best practice Guidelines on Return to Work & Reintegration (2013)



Key Workplace Success Factors for Measurable Economic and Social outcomes

- Injury prevention and safety programs
- Health promotion and wellness programs
- Early intervention, combined with formal RTW programs
- Policies and procedures jointly endorsed by labour and management
- Benefit program design
- Internal and external communications systems



Key Workplace Success Factors for Measurable Economic and Social outcomes

- Education
- Transitional work options
- Workplace accommodations
- Identification of key workplace personnel
- Accountability
- Regulation
- Supportive enterprise cultures

Funded Support for Workplaces

- Government of Canada, Sectoral Initiatives Program
 - 2021 to 2024
 - Workplaces in all provinces/territories (except BC)
- Canada-British Columbia Workforce Development Agreement
 - 2021 to 2025, extended to 2027
 - Exclusively for workplaces in BC



Pilot Project for CSSEA Members

- Two-year joint research pilot on disability management and return to work
 - To research and gather vital DM/RTW information and data to best improve and support CSSEA Members
 - To create DM/RTW best practices resources
 - Occupational and non-occupational disability






Initial Assessment Phase

- Opportunity for a limited number of CSSEA Members to provide valuable insights
 - Access to funding for a high-value workplace assessment
 - On completion, opportunity to apply for an improvement subsidy, up to \$7,500, subject to remaining funding
- Additional education resources available for employers



Specialized Evaluation Tool

-  **Workplace Disability Management Assessment (72 questions)**
- Performed by:  
 - Certified Disability Management Professional (CDMP)
 - Certification and licensing for the Consensus Based Disability Management Audit under the Workforce Development Agreement grant

Assessment of 16 Elements in Three Categories

Disability Management Policy & Workplace Resources	<ol style="list-style-type: none"> 1. Joint Worker-Management Support & Empowerment 2. Responsibility, Accountability and Authority 3. Workplace Culture and Policy Development 4. Information and Communication Management 5. Benefit Design and Influences 6. Knowledge & Skills of the DM Practitioner
Disability Prevention	<ol style="list-style-type: none"> 7. Accident Prevention and Safety Programs 8. Occupational Ergonomics 9. Health Promotion & Wellness 10. Injury, Disability, and Lost-time Patterns 11. Disability Cost Benefit Data
Early Intervention & Timely Return to Work Process	<ol style="list-style-type: none"> 12. Early Intervention & Worker Communication Protocol 13. Case Management Procedures 14. Return to Work Coordination 15. Transitional Work Options 16. Workplace Accommodations



Workplace Input

- Internal documentation review
 - Workplace materials
- One-on-one interviews with internal workplace representatives, as applicable
 - Management representatives
 - Worker representatives

Confidential Assessment Report

- Upon completion:
 - Scoring of 16 elements
 - Assessment of strengths and opportunities
 - Recommendations for developing or enhancing DM/RTW in the workplace

Element	Element Name	Score
1	Joint Worker-Management Support and Empowerment	80%
2	Responsibility, Accountability and Authority	95%
3	Workplace Culture and Policy Development	81.8%
4	Information and Communication Management	70.8%
5	Benefit Design and Influences	91.7%
6	Knowledge & Skills of the DM Practitioner	90%
7	Accident Prevention and Safety Programs	87.5%
8	Occupational Ergonomics	66.7%
9	Health Promotion and Wellness	50%
10	Injury, Disability, and Lost-time Patterns	80%
11	Disability Cost Benefit Data	75%
12	Early Intervention and Worker Communication Protocol	68.8%
13	Case Management Procedures	91.7%
14	Return to Work Coordination	75%
15	Transitional Work Options	79.2%
16	Workplace Accommodations	93.8%
	Final Score	77%

Strengths & Gaps in 100 Canadian Workplaces

- Frequently high scoring elements – minimum legal requirements:
 - Accident prevention/safety
 - Accommodation
- Frequently low scoring elements:
 - Policy and culture development
 - Data collection and program planning
 - Workplace collaboration

Trends Among Smaller Organizations

- Many likely to have:
 - Limited internal DM/RTW expertise (reliance on external service provider)
 - No full-time HR and/or health & safety staff
 - Lack of systems to support DM/RTW processes
- Opportunities to enhance internal DM/RTW and leverage external supports



Next Steps

- CSSEA Members interested in volunteering and obtaining a funded assessment may apply by June 27, 2025
 - Applications will be reviewed by date received and consideration given to the service divisions (CLS, IS, GS)
 - Scheduling window: June to September 2025
- Accepted organizations receive a full and confidential workplace assessment directly supported by NIDMAR
- Only aggregated data will be shared with CSSEA to support the research pilot



Contact & Application Form

- Application form link:
 - [WDA Grant Workplace Assessment Application Form](#)
- Application deadline:
 - June 27, 2025
- Contact for questions/assistance:
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