

Promoting Better Return to Work and Increased Employment for Persons with Disabilities



Panel of Speakers L to R: Steve Horvath, Claude Balthazard, John Slinger, Judy Geary



John Slinger, COO, WSIB



Candidates who received CDMP / CRTWC certificates

September 10, 2015 – The title identifies the key themes of a recent joint invitational event hosted by the Human Resources Professionals Association (HRPA) and NIDMAR at the Westin Harbour Castle in Toronto.

The event also featured the presentation of certificates to 20 of the 2015 successful candidates for the designations of Certified Disability Management Professional (CDMP) and Certified Return to Work Coordinator (CRTWC). The group who were able to attend were part of the 80 successful candidates who wrote the examinations held in late May 2015 across Canada.

Keynote speakers at the event included:

Claude Balthazard, Vice President, Regulatory Affairs and Registrar of HRP, who spoke about the various initiatives which HRP, a statutory body with over 20,000 members across Ontario, is undertaking in order to help educate its members and increase general awareness on all aspects of the Accessibility for Ontarians with Disabilities Act (AODA), which is landmark legislation designed to promote more equitable participation for persons with disabilities in all aspects of society.

John Slinger, Chief Operating Officer of the Workplace Safety and Insurance Board (WSIB) of Ontario who gave a very passionate presentation and who spoke very proudly of the significant strides achieved by the WSIB over the last number of years through redesign of its work reintegration program which dramatically improved RTW outcomes for injured and disabled workers across Ontario. This has resulted in WSIB's RTW outcomes moving from very poor results in the last decade to now delivering one of the best – if not the best – of any Canadian workers compensation system. This effort also involved a substantial number of WSIB employees, including eight this year, obtaining the CDMP designation.

Steve Horvath, CEO of the Canadian Centre for Occupational Health and Safety (CCOHS), Canada's National Occupational Health & Safety Agency, established under federal legislation in 1978, who spoke about the importance of having organizational accountability, not only in ensuring that all OH&S regulations are in place across workplaces, but also that OH&S performance is measured, reported and regularly reviewed at an organization's senior executive and Board of Directors level.

Judy Geary, former WSIB Vice President for Work Re-integration and Architect of the entire WSIB's highly successful RTW / DM strategy, and under her auspices, led a team of 21 senior WSIB staff (including herself) who, commencing in late 2011, embarked on an ambitious 10-month training program, culminating with the entire group achieving the CDMP designation in 2012.



Please refer to the IDMSC bulletin highlighting this achievement, which can be found on the website at:

http://www.nidmar.ca/news/full_story.asp?fid=148

Judy outlined the development of the CDMP / CRTWC occupational standards and the certification process, and remarked on the adoption of the professional standards across 18 countries as well as the recently released International Social Security Association (ISSA), a United Nations agency, global best practice guidelines on Return to Work which include these professional standards.

As Chair of the Certification Council of the International Disability Management Standards Council (IDMSC) under whose auspices all aspects of the certification process are governed world-wide, Judy extended congratulations not only to those who were able to attend this event, but to all individuals across Canada who successfully passed the professional certification examinations in 2015.

The event concluded with a reception hosted by AcclaimAbility Management Inc., whose CEO, *Tony Fasulo*, CDMP, was a successful candidate of the first offering of the examinations that took place in Canada in 2003. He remarked on this professional standard having become the benchmark for professional competence across employees in his organization who are involved in providing RTW / DM and rehabilitation services.

For further information:

www.hrpa.ca

www.wsib.on.ca

www.ccohs.ca

www.nidmar.ca

www.acclaimability.com

AODA: www.aoda.ca

CDMP / CRTWC Professional Certification:

http://www.nidmar.ca/certification/certification_background.asp