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Building a Global Disability Management Footprint

CSPDM Conference

Toronto

October 23, 2019



Where are we today?

We understand the benefits of effective job retention / RTW / DM efforts, but major efforts in poverty reduction across Canada and around the world have highlighted the following factors:

- 50% of all poverty cases have a disability component to them, i.e.
 - 30% individual
 - 20% a family member(SMC, UK 2018)
- 80% of all mental / physical impairments occur during a person's working life



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Where are we today?

Lack of organizational RTW and effective accommodation leads to unemployment, which then often leads to:

- Poverty
- Addiction
- Suicide

In Canada:

- Over 1.2 million people with disabilities live in poverty (approx. 3.2% of the total population)



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What is the critical achievement through effective organizational RTW / DM programs?

We are “Building a Culture of Accommodation” because if an organization does not accommodate its own employees who acquire a mental / physical health impairment, they will never hire a person with a disability from the outside.



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What is the critical achievement through effective organizational RTW / DM programs?

Recognizing this, in 2002, Prof. Dr. Joachim Breuer became the leading global champion in promoting more effective Disability Management education, professional certification and program standards.



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What is the critical achievement through effective organizational RTW / DM programs?

Since then, his motto has been:

We will make a difference through Effective Disability Management Programs, which can on average –

- Benefit over 50% of disabled workers
- Reduce long-term disability rates by 20-30%
- Reduce claim duration by 30-50%
- Lower disability related costs by up to 50%



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Where are we today?

We have the following:

- United Nations Convention on the Rights of Persons with Disabilities, Article 27 is about “Employment”
- ISSA Best Practice Guidelines on Return to Work and Reintegration
- National Accessibility Legislation in Canada
- Disability Legislation in Manitoba, Ontario and Nova Scotia
- Public consultations currently under way on Accessibility Legislation for BC
- Employer obligations in RTW came into force Sept. 1, 2018 in Alberta



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Where are we today?

We have the following:

- Formalized CDMP / CRTWC license agreements currently in 64 countries
- Over 4,000 designated individuals in 14 countries to date, a great “Global Community of Professional Practice”
- Comprising a tremendous pool of knowledge, experience, and potential solutions
- Participants are located in: Australia, Austria, Belgium, Canada, Germany, Hong Kong, Iceland, Ireland, Malaysia, Namibia, New Zealand, Singapore, South Africa, and the United Kingdom



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Where are we today?

Major institutional CDMP initiatives:

- Canada: WSIB and starting efforts with other WCBs
- Belgium: National Social Security Agency supporting 80/yr.
- Scotland: National Health Service supporting 80/yr. – funded for the next 5 years
- Malaysia: Recently completed translation (Malay) and established test / administration centre at the University of Malay for southeast Asia
- Germany: Continuing efforts with 2 examinations/yr.
- Singapore: Through the Ministry of Manpower
- Hong Kong: Through the Dept. of OS&H



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Where are we today?

Translated into 5 languages to date:

- Belgium: French and Flemish
- Germany & Austria: German
- Malaysia: Malay
- China: Chinese



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Where are we today?

Coming developments:

- Following signing CIESS agreement, first CDMP examinations administered on a pilot basis in Costa Rica, Panama and Barbados – Winter 2019/2020
- Building a global CDMP / CRTWC Peer-to-Peer / Mentorship Network
- IFDM 2020 in early December 2020 in Brussels
- IFDM 2022 in Berlin
- IFDM 2024 under the auspices of ISSA – location TBA
- Establishment of ISSA Technical Commission on Rehabilitation and Disability Management