

PRESENTATION ON UNDERSTANDING MENTAL HEALTH(PTSD) CLAIMS & THE WSIB'S DECISION MAKING PROCESS

April 26th &
May 24th



About This Seminar

SE-GA began hosting WSIB industry specific working groups in the summer of 2021 with the goal of increasing employer knowledge of matters relating to WSIB claims cost and Rate Framework premium rate management via monthly “Zoom and Learn” webinars.

In many industries, mental health claims have become the number one concern.

The WSIB’s Stakeholder team in tandem with their Mental Stress Injuries Program team will be presenting two (one-hour) presentations to our members April 26th and May 24th at 11:00 am on managing mental health claims. These sessions are open to every employer and will allow you to:

- Better understand the WSIB’s decision making process.
- Develop cost control and accommodation strategies.
- Ask questions to the Mental Stress Injuries team.
- Learn from the other members of the group on how they have been able to navigate this process.



Mental health claims are expected to be very costly as the expected time away from work is a minimum of one year.

NOTE: In advance of the April meeting, we shall be sending everyone a copy of a recent decision where at the operating level (this is critical as this decision is being appealed to increase the degree of cost relief) for 50% cost relief for a Traumatic Mental Stress (TMS) claim. The decision will play a significant role in maintaining this employer's current premium rate and avoiding rate increases in future years.

- A nurse was grabbed by a patient in what can be described as an inappropriate nature
 - The WSIB determined this to be a moderate workplace incident
 - This incident occurred in late September 2021
 - Entitlement was accepted for adjustment disorder with depressed mood, health care benefits and loss of earnings.
- The worker had prior mental stress in both her personal life and at her workplace
- The worker had received treatment for these prior (non-occupational) episodes in her life that were treated with medication and therapy
- Prior to this incident this worker was stable and performing work functions at a high level
- The WSIB determined these pre-existing conditions to be moderate in nature

This claim became part of this employer's premium rate calculations effective January 2023 and will remain part of that calculation until December 2028. This decision, along with this employer's overall prevention standards and return to work management system prevented a rate increase for 2023.

Unfortunately cost relief may be your only cost mitigation tool for mental health claims. We invite everyone who receives this bulletin to attend our working group sessions and if you have mental health claims that are affecting your WSIB performance to schedule a call to discuss cost effective strategies to determine if cost relief (and the appropriate quantum of relief) is available for your claims.

How to Attend

If you do not already have an invite, please send an email to info@segaconsulting.com with Subject "Mental Stress Webinar"

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