

Healthy Workplaces



Work Disability Prevention Information for Employers

Work Disability

Effective management of disability is becoming an increasingly important initiative in today's workplaces. Work Disability occurs when a worker is unable to remain at work or resume work due to an injury or illness. There is a growing trend in today's competitive markets where employers are intervening earlier and implementing Work Disability Prevention strategies in an effort to minimize Work Disability in their organizations.

Staying Connected While Recovering

There is a strong connection between the health and well-being of people and their work environments. When people feel valued, respected and satisfied in their jobs and work in safe, healthy environments, they are likely to be more productive and committed to their work. Everyone can benefit from a healthy workplace.

Work Disability Prevention Program

In 2020, the Canadian Standards Association released the document "Work Disability Management System" (CSA Z1011:20). The document is a comprehensive, best practice guide for creating a Work

Disability management System/Prevention Program. The document provides a detailed outline for the system including Management Commitment and Leadership, Roles and Responsibilities, Worker Participation, Policies and Procedures and Planning, Implementation and Performance Monitoring.

Benefits of a Work Disability Prevention Program (WDPP)

A WDPP reduces the risk of costly disability-related human resource and financial losses, as well as ensures optimal engagement, workforce productivity, and business continuity. It can also positively impact staff morale and loyalty. In addition to the business case, impacts can extend beyond the workplace in terms of positive effects on workers' personal lives.

Developing a practical and comprehensive Work Disability Prevention program can help your business maintain productivity, reduce lost days and provide your employees with the support they need for a healthy lifestyle.

A Work Disability Prevention Program is a proactive approach to promoting safe and healthy workplaces and enables employers to be prepared when an injury or illness occurs.

Recovery at work is a collaborative process and every successful WDPP is based on productive and positive relationships in an organization

Working is good for physical and mental health and can be a valuable part of the recovery process.

For many people, recovering at work means doing different tasks or working a different schedule. Focusing on what you can do makes it easier to determine alternate duties.

Workers don't have to be fully recovered before returning to the workplace. Actively participating in a recover-at-work program can help workers get better faster.

A Work Disability Prevention Program helps you:

- Build strong, positive relationships
- Prevent injury and illness
- Keep experienced workers connected to the workplace
- Reduce the costs of recruiting and training replacement staff
- Maintain productivity and team dynamics
- Improve workplace morale
- Reduce direct costs related to workplace injuries
- Manage WCB premium rates
- Meet the legal requirements related to WCB re-employment and Human Rights legislation



Things you can do today:

- Commit to Work Disability Prevention as an organization and begin the planning process
- Make your workplace inclusive and accessible
- Accommodate workers with disabilities
- Support Stay at Work for workers when recovering from injuries and illnesses
- Collaborate with workers and stakeholders during the RTW process
- Improve your organization's culture related to injury and disability
- Commit to WDP training, awareness, and competence in your organization



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