Workers’ Compensation in Nova Scotia

Find out how to minimize workers’ compensation costs – stay afloat in these challenging economic times.

Halifax, NS
February 20, 2009

Moderator:
Ruth Duggan
Cornerstone Occupational Therapy Consultants

Mary E. Morris
Office of the Employer Adviser

Bradley D.J. Proctor
McInnes Cooper

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Your Course Agenda

8:30 AM – 9:00 AM  
Registration

9:00 AM – 12:00 PM  
Navigating the Workers’ Compensation System  — Bradley D.J. Proctor
- WCB Coverage and Assessments
- The Administrative Process
- The Bar to Civil Actions
- Eligibility for Benefits
  - TERB
  - EERB
  - PIB/PRI
  - Medical Aid, Vocational Rehabilitation and Others
- Employer Duties and Obligations
- Employee Duties and Obligations

Workplace Injuries – Human Rights Consideration  — Bradley D.J. Proctor

Notice of Termination and Severance Pay – Employment Law Considerations  — Bradley D.J. Proctor

12:00 PM – 1:00 PM  
Lunch (On Your Own)

1:00 PM – 4:30 PM  
Overview  — Ruth Duggan and Mary E. Morris

The Return-to-Work Process  — Ruth Duggan and Mary E. Morris
- The Team
- Transitional Return-to-Work
- Permanent Accommodation
- What Documents Support Your Process

The Job Demands Analysis  — Ruth Duggan and Mary E. Morris
- What It Is, and What It Looks Like
- Benefits and Limitations
- Who Needs It
- Who Completes It
- When It Should Be Completed or Revised
- Terms Used
- Learning to Use It

The JDA and RTW  — Ruth Duggan and Mary E. Morris
- Supporting the Workplace
- Supporting the Workplace Parties
- Role of Health Care Practitioners

Case Examples  — Ruth Duggan and Mary E. Morris

Wrap-Up  — Ruth Duggan and Mary E. Morris

Your Course Agenda

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Four Points Hotel By Sheraton Halifax  
1496 Hollis Street • 902-423-4444  
Halifax, NS • February 20, 2009

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Ruth Duggan is an occupational therapist with Cornerstone Occupational Therapy Consultants. Ms. Duggan has more than 20 years’ experience working with people of all ages and diagnostic groups in hospital, home, community and employment settings in Canada, Kuwait and the Caribbean. She earned her B.Sc.O.T. degree at Dalhousie University and her M.Sc.O.T. degree. Ms. Duggan’s postgraduate master's thesis involved learning how to foster an increasingly client-centred practice. She has been working exclusively in the private sector since 2000, forming a business partnership, Cornerstone Occupational Therapy Consultants, in 2002. Ms. Duggan’s work involves providing education and consultation to employers, insurers and lawyers, as well as community-based rehabilitation in Nova Scotia. She has worked with numerous employers throughout Nova Scotia as an objective external provider for ergonomic assessments and recommendations, job demands analyses, vocational assessments, at-work assessments and facilitating return-to-work plans. Ms. Duggan volunteers a few weeks each year to provide occupational therapy services with a Canadian rehabilitation team in Haiti. She can be contacted at Ruth@CornerstoneOT.com or 902-446-4660, ext. 23.

Mary E. Morris is the employer adviser for Nova Scotia with the Office of the Employer Adviser – Employer Stakeholder Program. Until recently Ms. Morris was an occupational health and safety consultant with Labatt Breweries of Canada for the Atlantic Region. She is a graduate of Dalhousie University School of Nursing with a B.N. degree and has worked extensively in the field of occupational health and safety since graduation. Ms. Morris is certified in occupational health nursing in Canada and also in the United States with the American Board of Occupational Health Nurses. She has her CRSP designation with the Canadian Board of Registered Safety Professionals and her CHRP with the Human Resources Association of Nova Scotia. Ms. Morris has been actively involved in occupational health and safety organizations and committees. She is a member of several business organizations. Ms. Morris has co-written articles on drug testing in the workplace and spoken at numerous local and national conferences on topics related to workplace health and safety. She has extensive experience with claim appeals, training and policy, and program development.

Bradley D.J. Proctor is a partner with McInnes Cooper. He provides employers and managers with strategic advice in all areas of labour and employment law. Mr. Proctor has a particular interest in representing employers in wrongful dismissal litigation and in defending clients with respect to occupational health and safety offences. He also has experience representing employers in workers’ compensation appeals. As a result, Mr. Proctor appears regularly before the Nova Scotia Workers’ Compensation Appeals Tribunal. He was called to the bar in Nova Scotia in 2002. He is a member of the Canadian Bar Association, the Nova Scotia Barristers’ Society, the Human Resources Association of Nova Scotia and the Canadian Association of Counsel to Employers. Mr. Proctor earned an LL.B. degree from the University of New Brunswick, a B.Sc. degree from Mount Allison University, and an M.B.A. degree with a focus on human resource and strategic management from Dalhousie University.

General Information

• This seminar may be recorded.
• If you need special accommodations, please contact us two weeks in advance of the program.
• Lorman Education Services is not approved to offer self-study CPE credit for accountants; therefore, no CPE will be given for this program if ordered as a self-study package.

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Who Will Be There?

This seminar is designed for human resource professionals, risk managers, nurses, insurance professionals, rehabilitation specialists and safety directors handling workers’ compensation claims.
Workers’ Compensation
Halifax, NS • February 20, 2009

Registration

Registration – All dollar amounts are in Canadian funds.

Seminar Tuition

(includes free manual with attendance)

☐ Yes! I would like to attend. ($429.00 + $55.77 HST = $484.77 per person)
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Find out how to minimize workers’ compensation costs – stay afloat in these challenging economic times.

If workers’ comp costs are a thorn in your side – and why wouldn’t they be? – fear not! There is a way for you to immediately lower your costs and your frustration. And it’s easy too! Join us for this seminar and get up-to-the-minute strategies and legal updates.

Minimize future workers’ comp costs and legal hassles with best practices from top experts in the field. Stop wasting valuable time poring over endless legalese – we’ll translate the latest legal updates and trends into plain English so you don’t have to. Stop tearing your hair out – register today!

**Benefits for You**
- Learn best practices to reduce costs associated with workers’ compensation claims
- Tips on navigating through the various types of benefits
- Get a handle on return-to-work procedures and issues
- Stay abreast of human rights considerations in workplace injuries
- Hear innovative approaches to performing a job demands analysis

**Register Now!**

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“I found this class to be very helpful in my business and I learned several helpful laws concerning workers’ compensation.”

— Dorothy (Beth) Lidiak, Accounting Manager Houston, Woodard, Eason, Gentile, Tomforde and Anderson, Inc.
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Your Benefits of Attending

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• Get a handle on return-to-work procedures and issues
• Stay abreast of human rights considerations in workplace injuries
• Hear innovative approaches to performing a job demands analysis

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