

ASSURANCE INVALIDITÉ



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

Conférence régionale Santé et Sécurité
AFPC - Québec
Le 10 avril 2011



Tableau 1

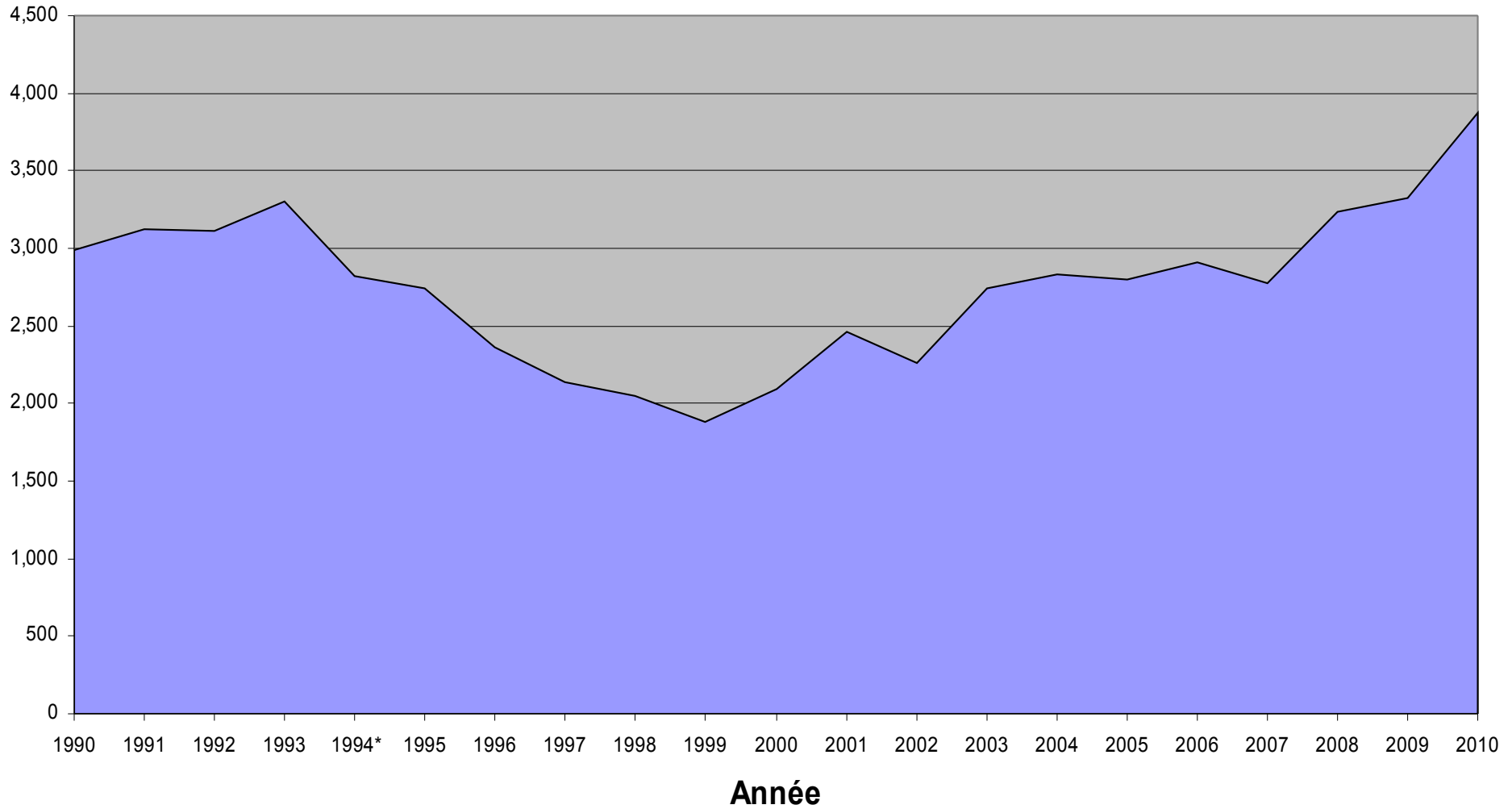
RÉCLAMATIONS AUPRÈS DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ

ANNÉE	PARTICIPANTS AU RÉGIME	RÉCLAMATIONS PRODUITES	TAUX DE RÉCLAMATION /1000 MEMBRES DU RÉGIME
1990	247,200	2,988	12,09
1991	244,700	3,120	12,75
1992	246,700	3,112	12,61
1993	251,800	3,303	13,12
1994*	232,000	2,826	12,18
1995	207,100	2,748	13,27
1996	195,800	2,367	12,09
1997	188,800	2,143	11,35
1998	175,600	2,050	11,67
1999	173,000	1,877	10,85
2000	176,400	2,094	11,87
2001	184,700	2,466	13,35
2002	196,400	2,256	11,49
2003	203,500	2,737	13,45
2004	205,200	2,831	13,80
2005	214,800	2,795	13,01
2006	214,800	2,908	13,54
2007	217,000	2,771	12,77
2008	226,800	3,234	14,26
2009	240,842	3,320	13,78
2010	P/D	3,874	P/D

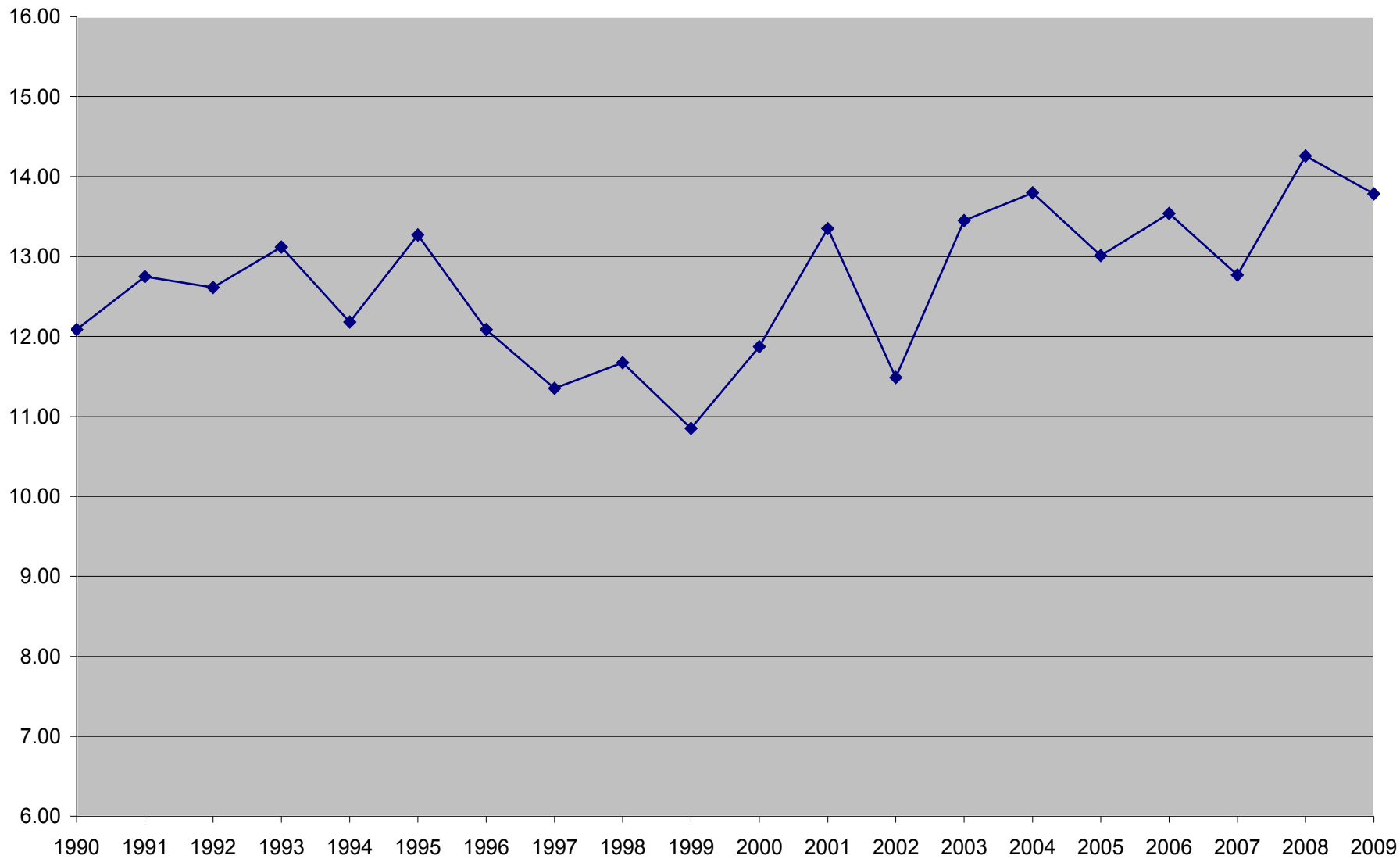
* La Société canadienne des postes s'est retirée du régime d'A.I. le 1er avril 1994



Réclamations d'Assurance Invalidité



L'INCIDENCE DES DEMANDES DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ



L'INCIDENCE DES DEMANDES DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ

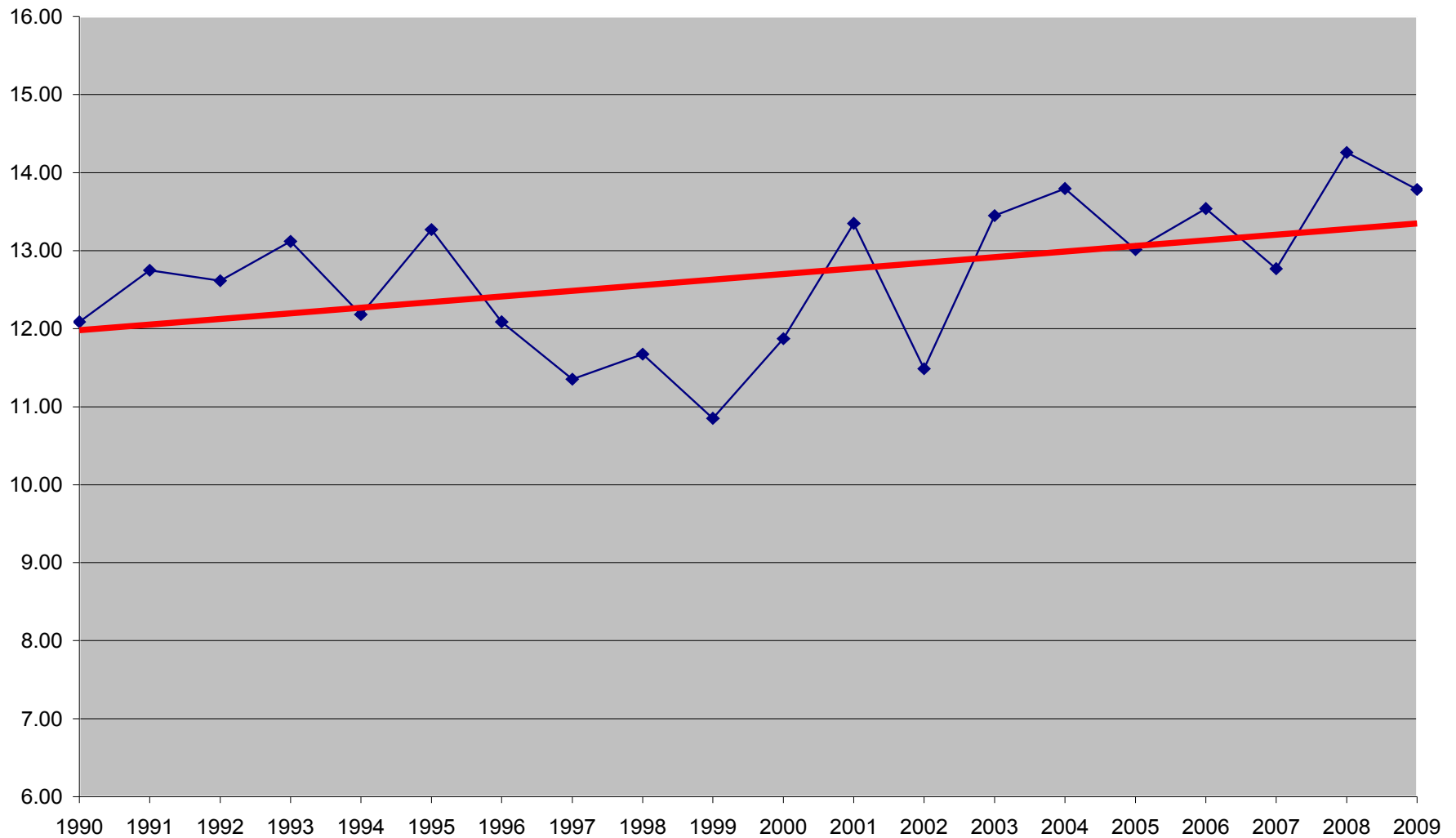


Tableau 2

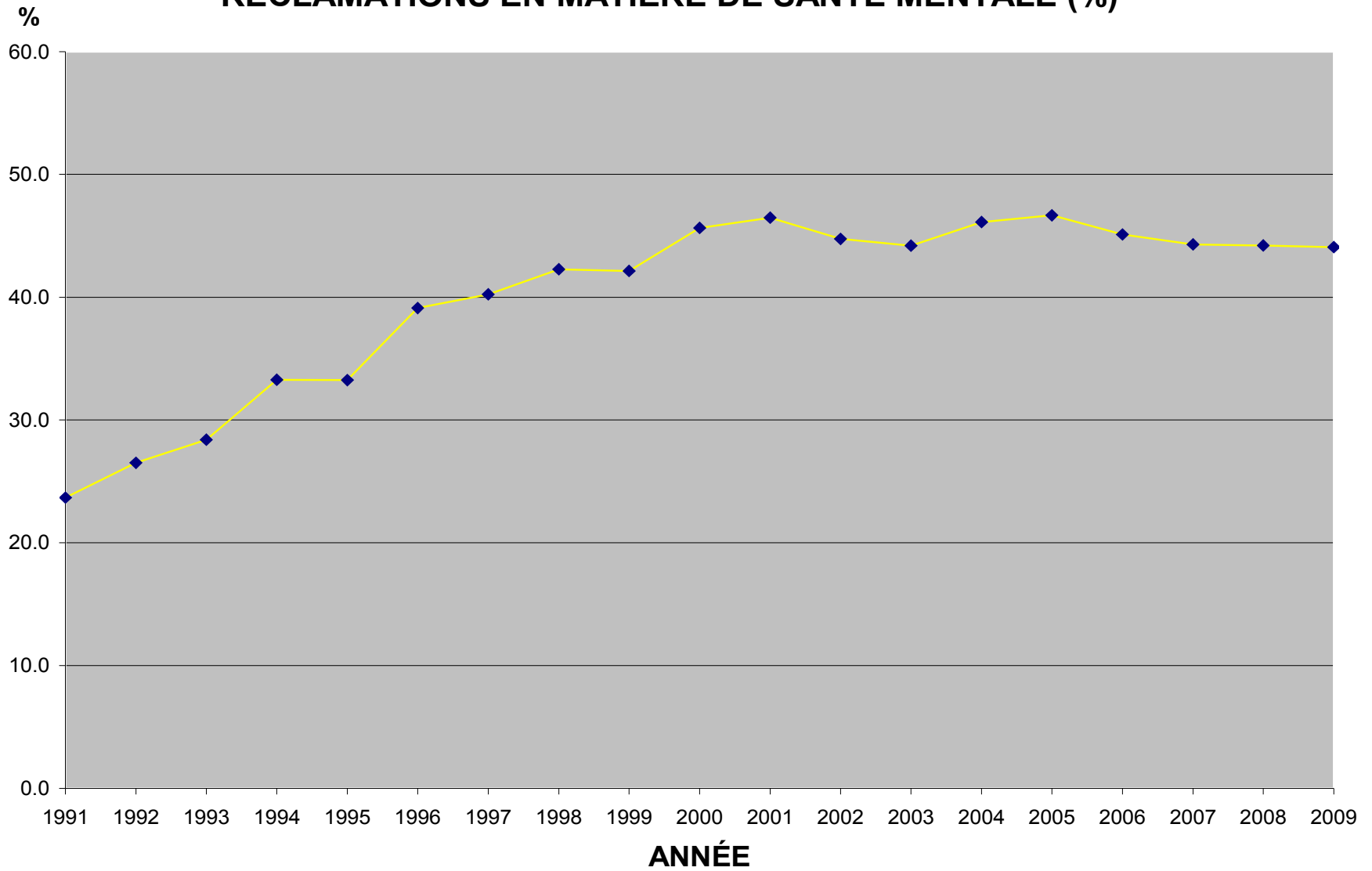
RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE

ANNÉE	RÉCLAMATIONS APPROUVÉES	RÉCLAMATIONS EN SANTÉ MENTALE	%
1991	2,543	602	23,7
1992	2,660	705	26,5
1993	2,596	737	28,4
1994*	2,405	800	33,3
1995	2,078	691	33,3
1996	1,948	762	39,1
1997	1,807	727	40,2
1998	1,632	690	42,3
1999	1,581	666	42,1
2000	1,731	790	45,6
2001	2,025	941	46,5
2002	1,913	856	44,7
2003	2,272	1,004	44,2
2004	2,379	1,097	46,1
2005	2,348	1,096	46,7
2006	2,547	1,149	45,1
2007	2,422	1,073	44,3
2008	2,718	1,202	44,2
2009	2,748	1,211	44,1

* La Société canadienne des postes s'est retirée du régime d'A.I. le 1er avril 1994



RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE (%)



RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE (%)

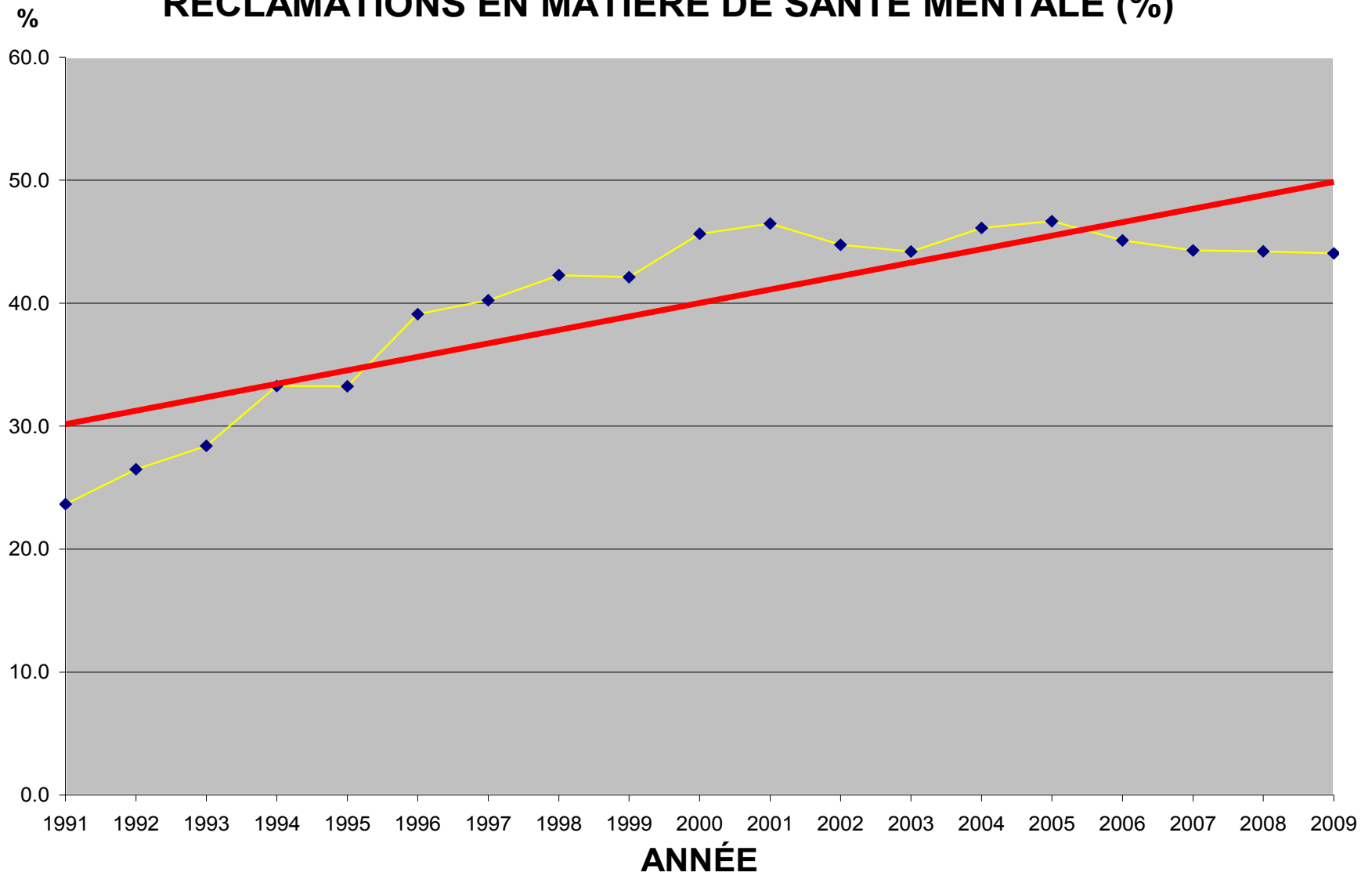


Tableau 3

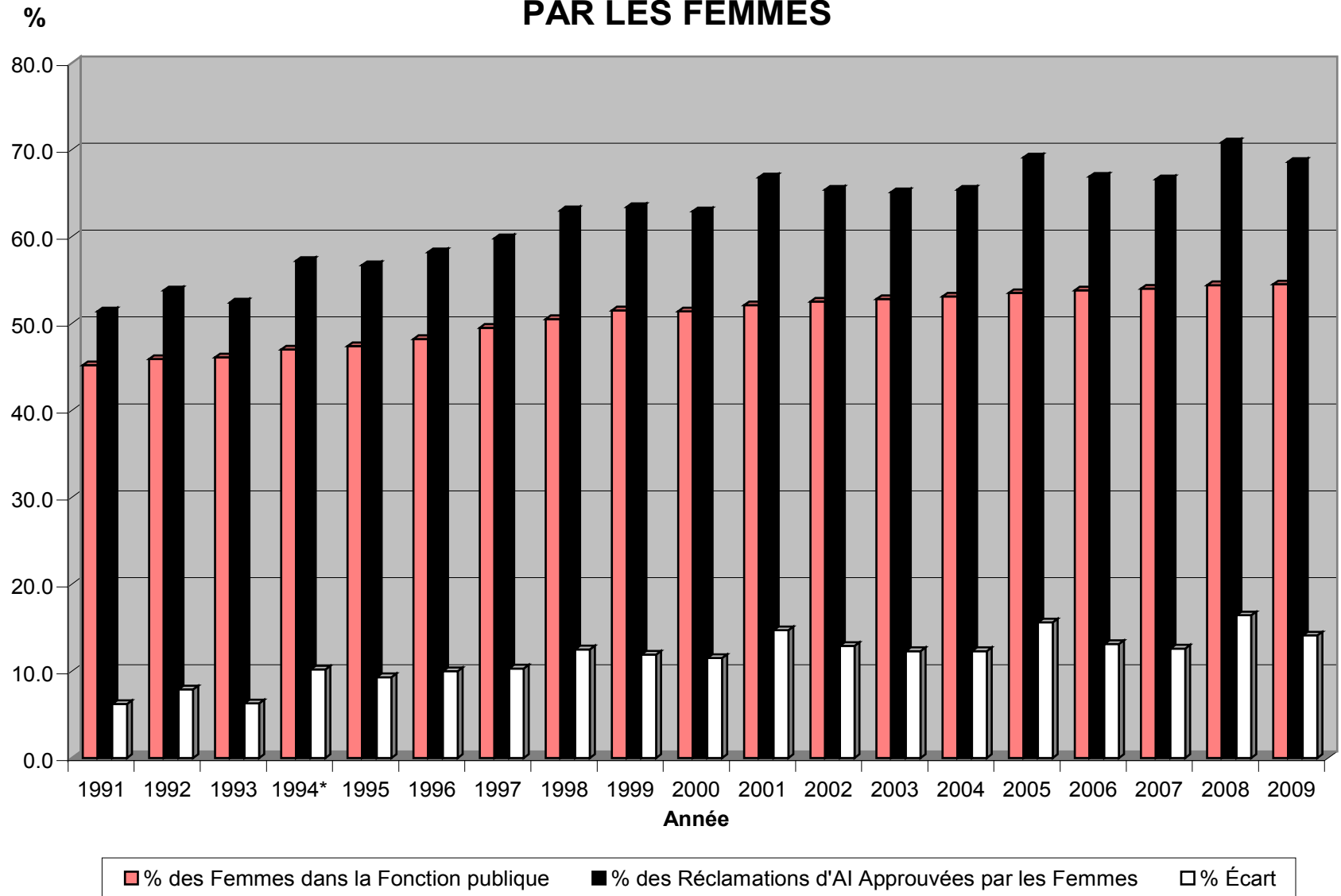
RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ RÉCLAMATIONS APPROUVÉES SELON LE SEXE

ANNÉE	TOTAL APPROUVÉES	HOMMES	FEMMES	% FEMMES /TOTAL	% FEMMES DANS LA F.P.	% ÉCART
1991	2,543	1,236	1,307	51,4	45,2	6,2
1992	2,660	1,230	1,430	53,8	45,9	7,9
1993	2,596	1,235	1,361	52,4	46,1	6,3
1994*	2,405	1,030	1,375	57,2	47,0	10,2
1995	2,078	900	1,178	56,7	47,4	9,3
1996	1,948	851	1,133	58,2	48,2	10,0
1997	1,807	726	1,081	59,8	49,5	10,3
1998	1,632	603	1,028	63,0	50,5	12,5
1999	1,581	579	1,002	63,4	51,5	11,9
2000	1,731	642	1,090	62,9	51,4	11,5
2001	2,025	673	1,352	66,8	52,1	14,7
2002	1,913	661	1,252	65,4	52,5	12,9
2003	2,272	793	1,479	65,1	52,8	12,3
2004	2,379	824	1,555	65,4	53,1	12,3
2005	2,348	725	1,623	69,1	53,5	15,6
2006	2,547	843	1,704	66,9	53,8	13,1
2007	2,422	804	1,613	66,6	54,0	12,6
2008	2,718	793	1,925	70,8	54,4	16,4
2009	2,748	862	1,886	68,6	54,5	14,1

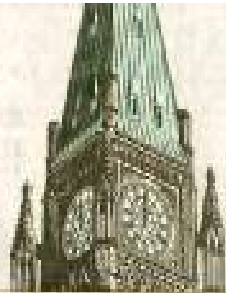
* La Société canadienne des postes s'est retirée du régime d'A.I. le 1er avril 1994



RÉCLAMATIONS D'ASSURANCE INVALIDITÉ APPROUVÉES - PAR LES FEMMES



OTTAWA CITIZEN



TUESDAY, JULY 31, 2007

ESTABLISHED IN 1845

OTTAWACITIZEN.COM

Mental health leaves in PS soar

Number of depressed workers claiming disability doubles in a decade

BY DON BUTLER

Depressed and anxious public servants comprise by far the largest group of federal employees on disability insurance. And their ranks have expanded rapidly since the early 1990s.

The information appears in a major federal study of public

service compensation that calls for sweeping changes to benefit programs for government workers.

The study was posted without fanfare on Treasury Board's website last week.

According to the study, about 4.3 per cent of the federal government's 200,000 unionized workers — nearly 8,500 in total

— were on disability in 2002.

Though that proportion hasn't changed markedly since the mid-1990s, the number of public servants citing disabling depression and anxiety nearly doubled to more than 40 per cent in 2002 from 237 in 1991.

That's far and away the largest trigger for disability claims by federal government

workers. Cancer, at 14.3 per cent, is next.

The government's 40,000 or so managers and non-unionized workers make proportionately fewer disability claims than their unionized colleagues. In 2002, just 2.8 per cent were collecting disability insurance. But fully 58 per cent of them cited "mental/per-

vous" afflictions in 2002, up from 44 per cent in 1992.

Federal employees can apply for disability insurance, which provides 70 per cent of insured salary, after a minimum three-month waiting period or when banked sick leave is used up. Disability payments to federal workers more than doubled to about

\$200 million annually between 1990 and 2002.

The study, commissioned in 2002 by former Treasury Board president Reg Alcock, makes no attempt to explain why more public servants are unable to work because of psychological problems.

See PS on PAGE A2



Member of the Federation of Public Service Unions of Canada
Public Service Alliance of Canada

CANADA

Public servants disability claims soar

High stress levels, work-life balance
main reasons for escalation, PSAC says

BY GUN BUTLER

The incidence of disability claims by federal public servants is at a record high, with women heading a disproportionate share of the total, according to federal government figures presented by the Public Service Alliance of Canada.

In a presentation this week to a group of PSAC local officers, James Infantino, a PSAC pensions and disability insurance officer, singled out high job stress levels and problems with work-life balance as key reasons for the escalating claims.

"The federal government is a corporate right now," he said in an interview. "The stress levels are not controlled at all."

The high rate of depression in the public sector was pointed out in a major federal study on public service compensation that was posted online Friday on Treasury Board's website in July.

The study, commissioned in 2004 by former Treasury Board president Doug Young, makes an attempt to explain why more public servants are unable to work because of psychological problems.

In his presentation, Mr. Infantino outlined three disability claim trends. One is an increase in the incidence of disability claims last year, 2008, workers filed disability claims at a claim incidence of 1954 per 100,000 employees.

Mr. Infantino said the incidence of disability claim claims in the past three years is the highest it has been since its inception in 1970. "We've never seen disability incidence rates that high."

Statistically, claims fell sharply in the 1980s, during a period when the federal government's averaging program review downsized the public service by between 20,000 and 30,000 jobs a year.

Mr. Infantino said the most probable explanation is that those forced to leave filed disability claims during that period took care to see or only returned to jobs as a result.

"But, of course, there was still 40,000 to 50,000 person years of work to do," he said.

The burden fell on those who didn't leave the workforce, causing disability claims to steadily rise.

Increasingly, the burden has been borne by women. Women now make up nearly 21 per cent of federal public servants, but they file two-thirds of all disability claims. "But every three claims, two are filed by women," Mr. Infantino said.

Moreover, the disproportionate impact on women has been leaving.

In 2001, when women constituted about 23 per cent of public servants, they filed just four per cent of disability claims—a gap of 6.2 percentage points. Last year, that gap had risen to 10.9 percentage points.

"Women have always been overrepresented in disability claims," Mr. Infantino said. "But what's most disturbing is that it has continued to increase."

The nature of disability claims has also changed dramatically, he said. In 1970, 200 per cent of approved claims were for de-

pression and/or anxiety. By last year, that had risen to 46 per cent.

"Almost one out of every two claims filed in the federal public service after depression or anxiety as the primary disability," Mr. Infantino said.

He noted that disability claims aren't approved until employees have exhausted all their sick leave or until a 13-week "elimination period" has expired, whichever is later.

"We're not talking about your Blue Monday. What we're talking about is people who've been off at least 60 weeks who say I cannot work because I can't depressed and/or anxious, and I have certified medical certificates of that."

That's quite disconcerting when you think of the number of claims filed last year, he said.

Mr. Infantino said PSAC has

no analysis of the reasons for these various disability trends. "There's been an increase as far as claims."

But he had "no doubt" that job stress due to overwork is a major contributing factor. Through public service strikes, he said, there's been a "downward" shift in the 1980s downward. "I still don't think we've recovered from program cuts," Mr. Infantino said.

As a result, he said, public servants are struggling to balance their jobs with the demands of family life. "They've got many responsibilities outside of the workplace. And I think that has significantly taken on women."

Many public sector workers also wanted that the Conservative government might embark on another round of downsizing, he said. "People are very concerned about their future."



OTTAWA CITIZEN

MONDAY, JUNE 16, 2008

THUNDERSTORMS

HIGH 22

Public sector 'a toxic place to work'

It's time for a major study into what is 'sabotaging taxpayers' investment': mental health expert

BY KATHRYN MAY

Canada needs a national inquiry into the management and working conditions of the public sector, which is a "toxic place to work" for a growing

number of employees who are stressed, burned out and slipping into depression, says a mental health expert.

Bill Wilkerson, chairman of the Global Business and Economic Roundtable on Addi-

tion and Mental Health, said the absenteeism, disability claims and distress among Canada's nurses, doctors, teachers, police, military and bureaucrats have reached such crisis proportions that it's time

for a major study into what is "sabotaging taxpayers' investment" into these critical services.

"We are seeing absences, disability rates and illness among public sector organisations that

beg a national evaluation of what it is about these workplaces that creates such high levels of distress," he said.

"And I would argue, conceptually, that this goes beyond the question of too few nurses,

for example, doing too much work.

"There is something wrong with the culture of these workplaces."

See TONIC on PAGE A2



Association of Financial Planners in Canada
Public Service Alliance of Canada

2008 was 'worst year yet' for disability claims in PS

More than 10,000 public servants drawing benefits; union wants action as number likely to grow this year

BY DON BUTLER

The incidence of disability claims by public servants hit a record high last year, and the union that represents most of them wants to know why.

According to the Public Service Alliance of Canada, unionized public servants filed 3,234 disability claims in 2008. That's an incidence of 14.26 claims per thousand, the highest ever. In 2007, the incidence was 12.77 per thousand.

Only once, in 1993, were more claims filed under the federal disability insurance plan. That year, public servants made 3,302 claims. But the plan covered 25,000 more

people than it does today.

"2008 is the worst year yet," John Gordon, PSAC's president, said flatly. And based on preliminary data, the union says 2009 looks as if it's going to be even worse.

"The question we have," Gordon said, "is why is this and what are we doing about it? What's happening with the workplace? Is it employee-employer relations, is it stress because of overwork? We don't know. Somebody ought to take a look at what's going on."

As of April, 10,556 public servants — 4.6 per cent of the workforce — were drawing disability benefits.

See **DISABILITY** on **PAGE A2**

Stress takes toll on public service

LAURA CZEKAJ
Sun Media

It's not easy juggling the responsibilities of work and a personal life.

For many women working in the federal civil service, the strain of the balancing act appears to be taking a toll.

More than two-thirds of the claims approved under the Federal Disability Insurance Plan in 2008 were by female public servants, according to figures provided by the Public Service Alliance of Canada yesterday.

In 2008, women made up 54.4% of the federal public service. Of the 2,718 claims approved under the plan, 70.8% were by women. The earliest figures provided were from 1991. That year, women made up 45.2% of the federal public service and filed 51.4% of the 2,543 approved claims.

Throughout the public service, the overall number of claims has risen in the past 18 years, reaching an all-time high last year.

In 1990, 2,968 claims were filed

from among 247,200 plan members. Last year, there were 3,234 claims from among 226,800 plan members.

The percentage of approved claims involving mental health issues also rose significantly, from 23.7% in 1991 to 41.2% in 2008.

The steady increase in claims has PSAC officials concerned, particularly when the cause for the rise is undetermined.

"We can't put our finger on one thing that would be a problem," said president John Gordon. "The issue is that it has to be taken seriously and we have to sit down and hammer it out."

Gordon said there is no clear reason why women would feel the crunch more than men, but he noted that society in general places more of the home life responsibility on females.

One of the factors for the overall rise in claims could be the added pressure in the workplace to do more, and quickly, to meet management demands, he said.

laura.czekaj@sunmedia.ca



Member of the Federation of Public Service Unions of Canada



OTTAWA CITIZEN

ESTABLISHED IN 1845

A DIVISION OF CANWEST PUBLISHING INC.

SENATORS MAULED

Florida shuts out Ottawa at Scotiabank Place

SPORTS, D1



NABOKOV'S FRAGMENTS

More than 3 decades later, his final work tricks, teases

BOOKS, B1



Depression in PS a 'public health crisis'

'It's the most transient, fluid, unsettling work environment on the planet,' expert says

BY KATHRYN MAY

Depression among Canada's public servants is the country's biggest "public health crisis," says a leading mental health expert.

It's an affliction among the coun-

try's nurses, teachers, police, military and bureaucrats at all levels of government, undermining innovation, productivity, quality of service, policy-making and even the relevance of our democratic institutions, said Bill Wilkerson, founder

of Global Business and Economic Roundtable on Mental Health.

Stress, burnout and depression is evident in all workplaces, especially in times of economic turmoil. But few employers have as profound a problem as the federal public ser-

vice where the health effects of mental distress has been termed an epidemic.

"The public service is a tsunami of distractions — meetings, everything questioned, delegated, people moving — and no one is really in charge,"

said Wilkerson. "It's the most transient, fluid, unsettling work environment on the planet, so why wouldn't people be anxious and in distress? They are human beings."

See DEPRESSION on PAGE A12



Member of the Federation of Public Service Unions in Canada
Public Service Alliance of Canada

OTTAWA



CITIZEN



Ottawa 'depression capital of Canada'

Expert wants research centre in Ottawa that would use public service as testing ground

BY KATHRYN MAY

The federal government should ante up with funding for a new depression research centre in Ottawa because its distressed workplace makes the city the "depression capital of Canada," a leading mem-

\$51 BILLION

The financial toll depression in the workplace takes on the economy

\$600 MILLION

How much the government



EXCLUSIVE

Public service absenteeism jumps by 40%

'Alarming' spike over past decade draws ire, sympathy from experts

BY ANDREW MAYEDA

Federal public servants are taking time off work at an accelerating rate — a trend that could create headaches for the Harper government as it asks bureaucrats to do more with less in the coming years of budget belt-tightening.

Over the past decade, the average number of days off taken per year by each federal employee, excluding vacation days, has ballooned by 40 per cent, according to a Postmedia News analysis of data obtained under the Access to Information Act.

Some of the increase can be attributed to a rise in sick leave, which accounts for nearly one-third of the total number of days off that bureaucrats take each year. Total sick days taken per employee grew by 26 per cent during the decade under review, rising from 8.2 days per employee in 2000-01 to 10.4 days per employee last fiscal year.

During the same period, "unexcused" sick leave — leave without a doctor's note — surged by 74 per cent, from 4.1 days per employee to 7.1 days.



Absent employees

Across the federal public service ...

+74%

Total unexcused sick leave days per employee has increased from 4.1 to 7.1 days over

-16%

Total certified sick leave days per employee has decreased from 4.7 to 4.0 days.

+40%

Total days of absenteeism per employee, including vacation days, has increased from



*Assurance invalidité:
Conseils aux membres de l'Alliance de
la Fonction publique du Canada*



***Assurance invalidité:
Trousse d'aide pour agentes locales et
agents locaux de l'AFPC***



OTTAWA CITIZEN

ESTABLISHED IN 1845

A DIVISION OF CANWEST PUBLISHING INC.

Swedes steal win from Homan rink

SILVER FINISH

SPORTS, C1



RUSSIAN MAESTRO

Thrilling conductor makes NAC debut

ARTS & LIFE, D1

Government moving on disability crisis

PS 'wellness' strategy aims to take stigma out of mental illness, get workers treated faster

BY KATHRYN MAY

The Harper government is overhauling how it manages disability in the public service as depression, stress and other mental illness account for nearly 45 per cent of all claims.

Treasury Board quietly kicked off the initiative several years ago and is expected to have a business plan ready for cabinet within the year. The plan is a critical first step in turning around the escalating number of mental health claims that are taking employees off the job.

It's developing a "workforce wellness" strategy that aims to promote prevention, takes the stigma out of mental illness and gets those suffering from depression treated and back to work as quickly as possible.

It marks the biggest shift in disability management since the plans

were introduced 40 years ago.

Stress, burnout, anxiety and depression are rampant in all workplaces, especially in time of economic uncertainty. The federal public service, however, ranks among the worst.

Disability claims in Canada are

climbing and between 40 and 50 per cent of them are for depression. In the public service, mental health claims doubled between 1991 and 2008 to 45 per cent, half of which were for depression.

See **DISABILITY** on **PAGE A2**

Association of Federal Public Employees
Public Service Alliance of Canada

PROJET DE GESTION DE L'INCAPACITÉ (PGLI)

- **En 2007, le Secteur des pensions et des avantages sociaux (SPAS) du Secrétariat du Conseil du Trésor a commencé à coordonner une initiative visant à réviser la gestion de l'incapacité dans la fonction publique fédérale:**
 - **Incohérence de l'approche de gestion de l'incapacité dans la fonction publique fédérale**
 - **L'approche actuelle crée des difficultés et soulève des questions d'équité**
 - **On accorde peu d'importance au retour rapide au travail**
 - **Manque d'harmonisation des politiques**
 - **Les coûts sont mal gérés**
 - **Capacité limitée en gestion de l'incapacité**



PROJET DE GESTION DE L'INCAPACITÉ (PGLI), suite

- **Approbation du financement pour les années fiscales du 2009-2010, 2010-2011 et 2011-2012**
- **Charte de projet PGLI approuvée en juillet 2009**
- **Établissement d'un Réseau des intervenants du Projet de gestion de l'incapacité**



OBJECTIFS DU PGLI

- **Réaliser une analyse de rentabilisation détaillée en vue d'un investissement dans le renforcement de la capacité de gestion de l'incapacité et obtenir l'approbation du Conseil du Trésor et le financement nécessaire**
- **Élaborer et mettre en œuvre des mesures de renforcement de la capacité de gestion de l'incapacité, y compris des programmes de formation et des politiques rationalisées, et permettre à tous les ministères et organismes de mesurer et d'évaluer leurs progrès dans la réduction du nombre et de la durée des cas d'incapacité**
- **Cerner les changements nécessaires aux politiques et aux régimes d'assurance invalidité de la fonction publique pour favoriser l'efficacité de la gestion de l'incapacité par les ministères et organismes**



LES ENJEUX POUR L'AFPC

- **Consultations (ou manque de ces dernières) avec les agents négociateurs de la fonction publique fédérale**
- **Protection des avantages actuels des membres de l'AFPC**
- **L'accentuation sur la santé physique et le mieux-être de l'employé**
- **La coopération et la coordination avec les autres agents négociateurs de la fonction publique fédérale**
- **Le rôle de l'Institut national de recherche et de gestion de l'incapacité au travail**



SITUATION FINANCIÈRE DU RÉGIME FÉDÉRAL D'AI

- **Au 30 avril 2010 – excédent de 295 millions \$**

Options

- **Exonération de primes de la part de l'employeur et de l'employé(e) pendant une période de 3 ou 6 mois et une baisse des cotisations de 10% pour l'employeur et l'employé(e)**
- **Investissements dans les programmes de santé et mieux-être, réadaptation, etc.**
- **Amélioration aux prestations**
- **Autres?**



Pendant qu'Ottawa veut réduire ses coûts d'assurance-invalidité

Davantage de fonctionnaires malades depuis le début 2010

PAUL GABOURY
pgaboury@ledroit.com

Au moment où les demandes d'indemnités ont connu une hausse de 16 % au cours des cinq premiers mois de 2010, le gouvernement Harper vient d'annoncer qu'il entend utiliser une partie de l'excédent de près de 300 millions \$ du compte d'assurance-invalidité de ses 240 000 employés pour prendre un congé et une réduction de primes à compter de 2011.

Le Conseil du Trésor vient ainsi de proposer de retirer une partie de l'excédent de 235 millions \$ au compte d'assurance-invalidité par le biais d'un congé de trois ou six mois de primes, de même

que d'une réduction des primes de 10 % pour l'employeur et les employés.

Le premier scénario, qui prévoit le congé de trois mois avec une réduction de primes de 10 %, permettrait une économie annuelle de 74 millions \$. Le deuxième, avec un congé de primes de six mois et une réduction de 10 %, réduirait les coûts de 148 millions \$. Les primes d'assurance-invalidité sont payées à 85 % par le gouvernement et 15 % par les employés. En puisant dans l'excédent, le gouvernement pourra ainsi réduire ses dépenses liées à ce régime. Selon toute vraisemblance, c'est le premier scénario qui pourrait être mis en place dès le 1^{er} janvier 2011, alors que la hausse des pri-

mes entrerait en vigueur dès la fin du congé de cotisations.

Un représentant syndical a indiqué que les syndicats de fonctionnaires fédéraux ont déjà fait valoir cette semaine qu'ils sont contre l'idée d'utiliser l'excédent pour réduire les dépenses gouvernementales, et souhaiteraient plutôt qu'il serve à offrir de meilleurs services aux fonctionnaires pour

faire face aux problèmes de santé qu'ils rencontrent. Il reste maintenant à savoir s'ils pourront convaincre le Conseil du Trésor.

« Nous avons pris connaissance des chiffres de demandes d'indemnités pour les cinq premiers mois de l'année 2010. Ils indiquent une hausse de 16 % par rapport à la même période de 2009, soit 1505

1873. C'est inquiétant puisque le gouvernement nous a annoncé en même temps qu'il souhaite utiliser une partie de l'excédent de la caisse pour prendre un congé de primes », a indiqué James Infantino, le représentant de l'Alliance de la fonction publique du Canada (AFPC) qui siège au Conseil de gestion du régime d'assurance-invalidité.



