

April 29, 2015

Safety Association of Saskatchewan Manufacturers
P. O. Box 4105, Stn. Main
REGINA SK
S4P 3W5

ATTN: KEN RICKETTS, EXECUTIVE DIRECTOR

Dear Mr. Ricketts:

I am writing in response to your emailed letter regarding the issues manufacturing employers are having with physicians participation in return to work.

We continue to have ongoing discussions with the College of Physicians and Surgeons (the College) and the Saskatchewan Medical Association (SMA) regarding their members' occasional deviation from the policy position taken by these two bodies.

Just a few weeks ago the Council of the College and the SMA have re-endorsed this policy for all MDs in the province on certificates for work absence and assessing capacity for work.

Point #2 of the policy endorses the WCB procedures in return to work.

2. With respect to worker injury/illness incurred in the workplace, the procedures defined by the Workers' Compensation Board (WCB) apply.

and also point #11:

11. With respect to more extensive illness/injury that may involve early return to work with modified strategies, the following sequence of assessment and reporting is recommended:

- (a) At the time the injured/ill patient attends a physician an initial form is completed and returned to the employer indicating the nature and extent of the condition and functional limitations.**
- (b) The employer discusses a modified work option that might allow the employee to return to work.**
- (c) The employer sends a summary of the modified work plan with the employee to the physician for review.**

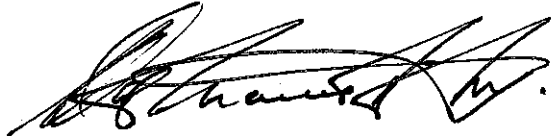
- (d) The physician certifies the ability of the patient to undertake the proposed modified work plan and establishes and appropriate date for review.**
- (e) Following review, the patient/employee may increase the scope of work as the limitation of the medical condition allows.**

Our updated Strategic and Operational Plan identifies the need for an improvement to our outreach strategy for caregivers. This re-endorsement by the College and SMA are a good starting point for our expanded outreach strategy which we anticipate launching later this year. Our strategy includes education and strategies as an incentive to caregivers for more timely and complete medical reporting.

It is our hope and belief that the renewed endorsements by the College and SMA, together with our outreach strategy, will lead to a more engaged caregiver community and better return to work outcomes.

If you require any further information or clarification, please contact Phil Germain, who is responsible for overseeing the Safety Associations or Graham Topp, our VP of Operations.

Yours sincerely,



Gord Dobrowolsky, B. Ed.; Pro. Dir.
Chair

cc: Peter Federko, CEO