



Creating a Safer Society, Supporting People

Tuesday, December 18, 2007

Response to the Letter to the Editor by Mr. Mahoney Saturday December 15, 2007:
re Safety Shock-ads Pulled for Holidays

Yes, safety does not take a holiday. Safety and prevention of occupational injuries and illness are good.

I would like however draw to your attention to another area of the WSIB process. This concerns workers disabled by occupation and now further disabled by the process of an insurance system. The manger of the claim said to one of my patients: "My job is to cut you off compensation". This attitude and this statement do not encourage a feeling of personal safety nor does it promote recovery or well being.

My patient's claim had been accepted. He is currently in a Labor Market retraining program. An immigrant, he has a grade five education, little ability in communicating in English or learning in a formal environment. His benefits have been cut off because he has not been able to go to the classes identified to retrain him as a computer technician. This scenario now causes stress leading to cardiac symptoms (arrhythmias) associated with being mismatched to the WSIB's retraining program. This scenario sets up a lose lose lose lose lose situation. The worker has developed depression aggravating his original condition, but since he has been cut off benefits, is not able to purchase the prescribed medication, the family is now depressed because of their worsening economic situation and feeling of helplessness and hopelessness, society loses his potential, as a productive member of society who had dreams of becoming a good "Canadian citizen" and now becomes a potential recipient of Ontario Works or Ontario Disability Support Program, his family loses a bread winner and a role model for his children. The physician is unable to access the WSIB management or staff to try to facilitate a solution and becomes frustrated at being unable to address their patient's issues and the system that seems to sabotage the attempts to ensure health. We all lose: our taxes go up because of cost shifting from the Workers Compensation system to the public health care system.

This was not the principle that was agreed to in the original Meredith agreement 1914 whereby the WSIB agreed to support the injured workers return to function, thus giving up their right to sue the employer.

Here is an example of what the World Health Organization would call a Social (structural) determinant of health. If Mr. Mahoney and the WSIB were truly interested in the safety and well being of Ontarians during this holiday season he need go no further than the expertise in Ontario-The Honorable Monique Begin, Canada's Commissioner to the World Health Organization on the Social Determinants of Health as well as Jerome Bickenbach (Queens University) who has been seconded to the World Health Organization for the



Creating a Safer Society, Supporting People

further development of a system that has already being implemented in Europe – The International Classification of Functioning, Disability and Health (ICF).

This system can identify systemic environmental barriers causing disabilities, loss of health, and thus loss of productivity - thus, promoting truly a safer, healthier and wealthier Ontario. Sixteen sectors in Ontario have agreed to the principles of the ICF in the policy document - A Common Language: A Common Policy on Safe and Timely Return to Function, Return to Work, an initiative of the Federal Government - (www.roundtableproject.ca).

Sincerely,
L. M. Doupe MD DIH DOHS

Attachment CV



Creating a Safer Society, Supporting People

Lisa M. Doupe M.D., D.I.H., F.A.C.O.E.M., D.O.H.S.
GP psychotherapist
With special interest in Supporting People
Returning to Function, and in, Returning to Work

PROFESSIONAL EXPERIENCE

2006 – Present Consulting to a Community Health Clinic
2006 – Present Medical Legal consultant
1998-present Consulting and clinical practice – special interest in addiction medicine (Methadone Maintenance) and psychotherapy (chronic illness) in supporting them in returning to function
1999-present Consultant to Correction Services of Canada
1994-1997 Multiple affiliates
1994-1996 Divisional Occupational Medical Consultant Canada Post
1990-1994 Divisional Medical Director, General Motors Canada, Ltd.
1981-1990 Plant Medical Director, General Motors Canada, Ltd.
1979-1981 Staff Occupational Health Physician, Imperial Oil Ltd.
1975-1979 Multiple Family Practice Locum Tenens
1973-1975 Emergency Room Physician, Toronto Western Hospital
1971-1973 Staff Physician, Don District Community Health Center

EDUCATION & TRAINING

2005 – Member of the Ontario College of Family Physician's Collaborative Mental Health Care Network
2005-2006 CAMH Course Primary Care Psychiatry, I and II: Cognitive Behavior Therapy: Interpersonal Psychotherapy:
Ongoing CME on topics relating to Disability Management/Health Policy
1998 Methadone Maintenance License
1998 Diploma in Occupational Health and Safety, McMaster University
1988 Fellow of the American College of Occupational and Environmental Medicine
1979 Diploma in Industrial Health, University of Toronto
1971 Doctor of Medicine, University of Toronto
1972 Family Medicine Residency Training, University of Toronto
1967 Bachelor of Science, University of Manitoba

APPOINTMENTS

1998-2000 Chair of Federal Government - Ontario Region Round Table on Return to Function/Return to Work
1996-1998 present Founder: Canadian Business Group on Health and Productivity
1996-present Founder and Member Ontario Medical Association Committee on Work and Health
1995-present Founder and Member of Multi stakeholder Committee on Educating Physicians



Creating a Safer Society, Supporting People

AWARDS & RECOGNITION

1991 Peer Recognition - Cunningham Society - Occupational and Environmental Medicine Physicians
1988 Community Recognition Nominated for City of Toronto's Women's Health Award
1984 Employer recognition General Motors Canada Ltd., "Presidents Award"

PROFESSIONAL AFFILIATIONS

1998-present CSAM – Canadian Society of Addiction Medicine
1992-1996 Coordinating Group of Occupational Medical Presidents Associations (founder)
1989-present Ontario Society of Occupational and Environmental Medicine
1987-1990 Windsor Academy of Occupational and Environmental Medicine (founder)
1983-present Occupational and Environmental Medical Association of Canada
1979-present American College of Occupational and Environmental Medicine
1972-present Canadian Medical Protective Association
1972-present OMA

COMMITTEE WORK

1996-2004 Founder and Member of the Committee on Work and Health
1997 Ontario Medical Association's Leadership's representative to the WCB's Expert Panel on Backs. Responsible for developing the OMA's strategic response and representing them on the panel
1996 Citizenry member of the National Forum on Health
1996-present President, Ontario Society on Occupational and Environmental Medicine
1996-present Member, Employer's Advocacy Council Health and Safety Steering Committee
1994-present Ontario Council (formerly Premier's Council) on Workplace Organization Workplace Health, Population Health
1994-present Workplace Health and Safety Agency's Steering Committee on Educating Future Physicians of Ontario on Workplace Health Issues
1995-present Federal Government, Strategic Initiatives Planning Committee, First National Conference on Disability Management, (member planning committee)

CURRENT CONSULTING PROJECTS

Project Name: Roundtable on Return to Function Return to Work IV

Lead: Federal Government-Human Resources and Skills Development Canada

Partners: Dofasco, OMA, Ontario Physiotherapy Association, Ontario Occupational Therapists, Ontario Psychological Association, Ontario Chiropractic Association, Gerdau Ameristeel, HRSDC, Canadian Injured Workers Association, Canadian Association of Rehab Professionals, McMaster University



PAST CONSULTING PROJECTS

Project Name: Educating Future Physicians of Ontario in Workplace Health

Lead: PWR Health Consultants Inc.

Partners: Workplace Safety & Insurance Board, Stelco Inc., OMA Section Occupational and Environmental Medicine, Institute for Work & Health, Human Resources Development Canada, Ontario Medical Association, College of Family Physicians, Ontario Federation of Labour, University of Western Ontario, Employer's Advocacy Council, University of Toronto, Workers Health and Safety Centre, McMaster University & LAMP Occ. Health Program, Canadian Life and Health Insurance Association

Project Name: Durham Community – Improving Communications with Employers and Physicians

Lead: Co Steel Lasco – OMA District 6

Partners: Dupont, General Motors, Ontario Power Generation, Duplate

ARTICLES AND PUBLICATIONS ON WORKPLACE HEALTH POLICY

1. Treating Physicians' perceptions of barriers to return to work of their patients; Occupational Medicine, Volume 54 No 6, September 2004, p. 425, MK Schweigert, D McNeil, L. Doupe.
2. Mental illness and workplace absenteeism: exploring risk factors and effective return to work strategies; Ontario Medical Review 04-01-2002, OMA Committee on Work and Health (Alice Dong, MD, Chair, Lisa Doupe, MD, Michael Ross, MD, Edward Gardiner, MD, James Mendel).
3. Physicians' Education Project on Workplace Health: A Practical Guide for Physician Injury/Illness and Return to Work and Function; OMA
4. CMA Position Statement on Safe and Timely Return to Function/Return to Work published March 1, 1997, First Author: The physician's role in helping patients return to work after an illness or injury (Policy summary). (Accepted as a model policy by American College of Occupational and Environmental Physicians and Western Occupational and Environmental Medicine Association).
5. OMA Policy on Timely Return to Work - First Author.
6. OMA Primary Care Reform: A Strategy for Stability Statement on Return to Return to Function/ Return to Work, pages 16-1- Dr. L. Cheung, Dr. L. Doupe.
7. Letter to Editor of CMA NEWS - April 1996 on Care Mapping and Return-to-Work.

SPEAKING ENGAGEMENTS

January 2007 Meeting with Executive Director of the Japan Organization for Employment of the Elderly and Persons with Disabilities (JEED) – Mie Office

December 2005 Guest of the Government of Italy as the only international invited guest to their conference on the ICF re Hrdc sponsored Round Table on Return to Function, Return to Work

Oct 2004 Opening Speaker, Round Table Project Forum, University of Toronto

May 2004 Disability Management: Work and Health - Health and Work, Primary Care Today, University of Toronto

2004 Breaking Down the Barriers Conference Series: Patient Confidentiality and Return to Work, New



Creating a Safer Society, Supporting People

Brunswick.

2001 Round Table Project Response to request by Deputy Minister Privy of Council, George Anderson, Deputy Minister, Intergovernmental Relations of the Privy.

1999 Co-presenter with Mary Jane England CEO, Washington Business Group on Health, International Summit on Managed Care, Miami Florida.

1996 A Strategy Which Adds Value to the Primary Care Physician: Integrating Workplace Health into Primary Care, Ontario Medical Association.

1996 Rehabilitation Strategies, Occupational Health Seminar Series '96 for Nursing CME, George Brown College, Toronto.

1995 Bill 165 and the Role of the Occupational Physician, Canadian Institute, Toronto.

1995 Past, Present, and Future of Occupational Health, Workplace Health and Safety Agency, Toronto.

1995 Past, Present, and Future of Occupational Health, Institute for Work and Health, Toronto.

1995 Change at The OMA: Institutionalizing Workplace Health into Medicine Canada, Toronto.

1994 Employers' Advocacy Council, September, October 27, November 16.

1995 6th Annual Schedule 2 Employer's Seminar on Workers' Compensation - OMA Policy on Timely Return to Work, Office of Employer Advisor.

1994 Role of the Occupational and Environmental Physician in the Timely Return to Work Process, OMA'S Policy Association of Workers' Compensation Boards of Canada

1994 Speaker and Moderator, Occupational Health & Safety Conference.

CURRENT LICENSES

LMCC Cert. No. 35060 June 25/73

Ontario College of Physicians and Surgeons License 25757

OHIP Registration 164798-00

OMA Registration Number 003 7770

Canadian Medical Protective Association 208442

Workers' Compensation Number 0000-257578-50