



## Welcome to our November Newsletter

### HR Tip of the Month

Getting your employees that are off on WSIB back to work before December 31st can significantly impact your costs on your NEER statement and save you money. Attend an upcoming WSIB/NEER workshop and find out how!

To learn more, [click here](#).

### Training Dates

#### [Introduction to AODA](#)

-November 9-Cambridge  
-December 6-Cambridge

#### [Demystifying WSIB's NEER Program](#)

-November 24: Kitchener  
-November 29: Cambridge  
-December 1: Mississauga

#### [Handling a WSIB Mental Health Claim](#)

-December 6-Cambridge

[Click here](#) to learn more and register for Clear Path's learning sessions

[Click here](#) to view the full Fall training schedule

### Team News

## Strategies for Mental Health

WSIB mental health and stress claims are becoming more and more common. A recent study conducted by the Conference Board of Canada uncovered shocking findings.



The study involved more than 1000 Canadians and revealed that 44% of employees were either currently experiencing or had previously experienced a mental health issue.

According to Health & Safety Ontario mental illness is believed to cost workplaces at least 35 million work days in lost time.

Clear Path's upcoming learning session on [Handling a WSIB Mental Health Claim Tuesday December 6 2011](#) will focus on developing strategies to manage mental health claims effectively. The learning outcomes of this session include:

- Understanding common mental health conditions and trends within mental health claims
- Preparing you for medical symptom recognition and stay at work strategies
- Best practices when finding an independent medical provider and how to ask the right question

## Am I getting a Refund or Surcharge?



It's that time of year again! September NEER statements will soon be arriving and businesses will learn if they are being billed a refund or surcharge. Clear Path has a great workshop for you!

The [Demystifying the WSIB's NEER Program](#) workshop will give you practical techniques and tips to understand your company's NEER statement and how to start actively reducing your claims costs.

- Understand the financial impact of decisions at each stage of the RTW process
- Learn tips on how to successfully pursue SIEF cost relief
- Discover what you need to know about the new work re-integration process and more!

Clear Path welcomes **John Davis** to the team this month as our newest **HR Consultant and Claims Manager**. John brings extensive human resources, claims management and health and safety experience!

## Contact Us Today

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## AODA Countdown

Deadline to comply 2 months away!

**Ready for Jan 1, 2012?**

Attend one of our [learning sessions](#) or check out Clear Path's [AODA Do-it-Yourself Package!](#)

## Upcoming Sessions

[Thursday November 24th-Kitchener](#)  
[Tuesday November 29th-Cambridge](#)  
[Thursday December 1st-Mississauga](#)

Click [here](#) to register!

## Client Spotlight Wellness in the Workplace at Kuntz Electroplating



[Kuntz Electroplating](#) held an **Employee Health and Wellness Fair** in October. Leaning on experience from previous fairs and bringing a strong committee together representing Occupational Health, Safety and Human Resources, they were able to contact over 40 local suppliers who readily agreed to attend the fair.

The objective was to reach out and provide many aspects of health and wellness to their employees and make it as interactive as possible. Included was a local gym, running room, physio clinic, pharmacist, podiatrist, group health care provider, local fire department, humane society and the Region's Health Unit etc. Local groups such as Arthritis, Parkinson's, and Canada Blood services were on hand to answer employee questions.

The event was a huge success with several hundred participants, and Kuntz plans on using employee surveys completed to assess their employee's needs. Contact Judy O'Connell for more information on the Kuntz Electroplating wellness fair! [judy.oconnell@kuntz.com](mailto:judy.oconnell@kuntz.com)