



Help Yourself to Statistics

Purpose of this Document

As a professional working in Vocational Rehabilitation, an instructor teaching our new recruits or a principle of a business associated with the field, you are potentially called upon to develop business cases, market analysis, labour market surveys, competitive proposals, curriculum or other such documents that require defensible data to support your argument. As an additional membership service and benefit, CAVEWAS has created this tool for you to access as a “one stop shop” for the information you need.

The details range from general to specific and cover several forms of impairment. The source of the information is identified. The document will be updated as new information is available and / or as new requests for statistics arrive from members through info@cavewas.com. If you do not see what you need, please let us know so we can complete the research and add it here for others to benefit as well. Likewise, if you have statistics we can add, please contact us.

General Statistics (<http://makesafetyahabit.com/>)

- In 2011 in Canada, each full-time employee lost an average of 7.7 days due to personal illness. This is equivalent to 105 million work days for all full-time employees.
- Over 1 billion people worldwide live with some form of disability or impairment
- 1 in 7 individuals in Canada have a disability / 1 in 5 by 2030
- The prevalence of disability increases with age, with the average age of onset being in the early 40s

- Employment rate of Canadians aged 25 to 64 with disabilities was 49% in 2011, compared with 79% of Canadians without a disability (Statistics Canada 2012)
- Over 25% of employed Canadians with disabilities report that their employer is not aware of it
- 4.4 million Canadians living in households reported having an activity limitation (Statistics Canada 2012)
- Close to 1/2 of the working-age people with disabilities are employed and over ¾ of them are working full time. Individuals with disabilities can work.
- Nearly 1/3 of Canadians with disabilities not working potentially could work
- 1 worker in 15 is injured on the job each year in Canada costing on average 9.5 days per worker
- Canadian employers pay between \$10 to \$20 billion each year in disability associated costs
- Employers pay on average 5.6% of payroll for short term, long term and compensation costs
- Employers pay up to an additional 12% of payroll for indirect costs associated with disability such as recruiting and training replacement workers, reduced productivity due to inexperience, overtime pay, reduced quality, etc.
- Studies show that less than 25% of employees with disabilities need accommodations, and about 70% of those accommodations cost less than \$500 per employee
- 93% of the 902 workplace fatalities are male
- 4,609 work-related deaths reported by the Bureau of Labor
- Every year, more than 5,000 people die from job-related injuries and tens of thousands more die from occupational disease
- Transportation incidents are the number one cause of on-the-job deaths

Other calculations (*Mathematica Center for Studying Disability Policy / Assessing the Costs and Benefits of Return to Work Programs, March 2015, in US dollars*)

- Median time for Return to Work with employers without a Recovery at Work program is 40 weeks compared to 21 weeks for those employers with a program
- The time to fill a position is, on average, 29 calendar days for organizations with less than 1000 employees and 43 calendar days for larger employers
- 4.3% of productivity is lost due to absenteeism and 12% is lost due to presenteeism

- The median one-time cost for accommodations among employers in 2013 dollars was \$534. The one-time cost per worker is equivalent to \$192. 58% of employers report that accommodations cost them nothing.
- An estimate of costs for Human Resources per Return to Work case is \$4,823
- The average cost of recruiting for organizations with less than 1000 employees is \$3,079. For larger employers, it is \$4,285.
- The cost of training new employees is estimated at \$2,585
- An estimated average award for legal costs associated with not accommodating workers is \$167,000 with defense costs of more than \$40,000
- Studies of Recovery at Work programs demonstrated a direct cost reduction of between 8% and 90%. These studies did not consider indirect benefits so cost savings are underestimated.
- Worker turnover can cost an employer 50% to 200% of salary per employee

Vision Loss and Blindness (World Health Organization)

- 285 million visually impaired individuals worldwide
- 39 million of those are blind
- 246 million have low vision
- 82% of those with visual impairments are over 50 years of age
- 80% of vision loss can be prevented or cured

Epilepsy

- 1 in 100 Canadians have epilepsy
- 2 out of 3 individuals will achieve good seizure control with medication

Mental Health (Mental Health Commission of Canada, Not Myself Today Website, Gowan Consulting Newsletters)

- There are over 250 mental illnesses defined in the DSM IV
- 1 in 5 people in Canada lives with a mental illness each year
- By 2020, depression will be the second largest cause of disability in the world
- People in their prime working years are the hardest hit by mental health problems

- Mental health issues account for approximately 30% of short/long-term disability claims and are rated as one of the top three drivers of such claims by 80%+ of Canadian employers
- About 21.4% of the working population in Canada currently experience mental health problems and illnesses, which can affect their productivity
- 1 in 7 young people in British Columbia will have a mental illness at any given time
- 1 in 3 workplace disability claims are related to mental illness
- 3 in 4 short-term disability claims in Canada are related to Mental Health
- Mental health issues represent 15% of Canada's expenses toward disease management
- \$51 Billion is the cost of mental illness to the Canadian economy
- \$20 Billion is directly related to lost productivity
- \$6.6 Billion is British Columbia's share of the burden each year
- The cost to a company for a single employee on short term disability leave due to mental health issues totals nearly \$18,000
- Every day over 500,000 Canadians are off work due to mental health
- Every 40 seconds, someone dies by suicide in the world
- In Canada, suicide is one of the top ten leading causes of death
- Today, in Canada, 11 people will end their lives by suicide and 210 more will attempt to do so
- For each death by suicide 7-10 bereaved survivors are profoundly affected
- 44% of workers say they have a mental health issue / illness
- More than 46% of Canadians do not believe that mental illness is an illness and think mental illness is used as an excuse for poor behavior and personal failings
- 1 in 4 Canadians are afraid to be near someone with a serious mental health condition
- With 500,00 people missing work any given week due to mental illness, the mental health of employees can no longer be ignored
- Only 23% of workers would talk about their mental illness with their employer
- Stress-related absences cost employers about \$3.5 billion each year
- Financial rewards for damages caused by mental injury at work have increased over the past 5 years by as much as 700%
- Over 50% of workplaces have reported incidents of violence, harassment or bullying

Post Traumatic Stress Disorder (Gowan Consulting Newsletter June 2, 2017)

- According to the National Centre for PTSD about seven or eight out of every 100 people will experience PTSD at some point in their lives
- PTSD effects twice as many women as men
- Not everyone that experiences trauma gets PTSD
- Each person's symptoms of PTSD may be different
- Sexual assault can lead to PTSD more often than other traumas
- Symptoms do not always appear directly after the trauma
- Vicarious trauma from PTSD can be passed from parent to child or from client to trauma worker
- Disadvantaged people are more likely to suffer from PTSD
- People in rich countries are more likely to experience PTSD
- Canada has the highest incidence of PTSD in 24 countries studied in a recent study

Brain Injuries and Concussions (Gowan Consulting Newsletter June 12, 2017)

- The number of concussions occurring annually is on the rise. There are millions of concussions in North America each year.
- Most concussions will last only a short period of time (less than 2 weeks)
- If one returns to activity before being fully recovered from a concussion it is easier to obtain another concussion and the repeat concussion is likely to be more significant.
- The brain is still vulnerable to "repeat injury" even after symptoms have resolved. Therefore, it is important to follow official "Return to Activity Guidelines" when attempting to return to the activity.
- If there is any concern that a person may have suffered a concussion they are to be immediately pulled from the activity and reassessed prior to returning. (Important concussion point, by Dr. Kristian Goulet of Children's Hospital of Eastern Ontario)

Learning Disabilities (Learning Disabilities Association of Canada)

- 1 in 10 people in Canada have a learning disability
- 1 in 3 people with learning disabilities also have Attention Deficit Hyperactivity Disorder
- A learning disability does not mean lower intelligence and in fact many individuals with learning disabilities have higher than normal intelligence

- Most employees with a learning disability last 3 months on average in a new position without accommodation

Stroke (swostroke.ca/prevention / Saeki S: Disability management after stroke: Its medical aspects for workplace accommodation. *Disability and Rehabilitation*, 2000; 22: 578-582)

- There are over 21,000 people in Ontario who experience a stroke each year
- Approximately 25% of stroke survivors are under the age of 65
- Return to work rates after stroke are as low as 7%
- Up to 80% of strokes are preventable
- 90% of Canadians have at least one stroke risk factor
- Most stroke risk factors are modifiable and within an individual's control
- Atrial fibrillation increases the risk of stroke by 5x
- Smoking increases the risk of stroke by 4x
- The risk of stroke doubles every 10 years for those aged 55 and older
- Stroke can occur at any age

Pain Management (Canadian Pain Coalition – CPC)

- 1 in 5 Canadians have under managed pain conditions
- \$62 billion per year is spent by Canada in lost productivity and health care costs for individuals with pain conditions
- \$17,000 is the average lost wages and out of pocket costs that an individual may experience in a lifetime due to pain
- 30% of workers have some form of pain that impacts their ability to work
- On average, a worker may miss 8 workdays per year due to pain

Musculoskeletal Injuries

- Soft tissue injuries make up approximately 44% of workers' compensation claims and 30% of non-occupational injuries in Canada
- Most back pain sufferers return to normal activities in one to three months. 5% to 10% develop a long-term disability
- A simple wrist sprain can cost \$1500 but if it is severe and prolonged, the cost of the claim can rise to \$350,000 or more (WSIB)
- 30% of the population live with chronic pain due to musculoskeletal damage
- A worker typically requires 4 to 6 weeks of increasing work time and work load before resuming normal duties

Carpal Tunnel Syndrome

- Affects 1% of the general population and 5% of the working population
- Accounts for the highest number of days lost among all work-related injuries
- Almost half the cases result in 31 days or more off work each
- The average cost of a simple RSI is \$18,000. Total direct and indirect costs are \$27,000
- It is the number 1 reported medical problem, accounting for about 50% of all work-related injuries
- Only 23% of carpal tunnel syndrome patients returned to their previous jobs following surgery
- Carpal tunnel syndrome, tendonitis, bursitis, epicondylitis, ganglion, rotator cuff tears, and low back strain are all forms of repetitive strain injuries
- Carpal tunnel syndrome (CTS) is the most common nerve compression disorder of the upper extremity. This process affects 1 percent of the general population and 5 percent of the working population who must undergo repetitive use of their hands and wrists in daily living.

Insomnia

- Public awareness of the significant consequences of working fatigue is very low.
- Chronic sleep deprivation and daytime fatigue are risk factors for other serious health conditions (such as obesity, diabetes, cardiovascular problems, depression and aggression) that can also contribute to unsafe workplaces.
- Fatigue and sleep deprivation leads to decreased insight, poor problem solving and increased risk taking, all factors contributing to unsafe workplaces. (<http://www.otfatiguesaot.info>)
- 1 in 4 people call in sick to catch up on sleep. In a year, the average employee loses 11 days of productivity to insomnia. (The Toronto Sun)
- 40% of Canadians have sleep disorders. Insomnia, sleepwalking, sleep talking, nightmares, sleep apnea, and bruxism (teeth grinding) are top of the list. (The Youthdale Series)
- 59% of Canadians aren't getting enough sleep. That's well over 15 million people. (Canadian Sleep Review 2016)

Sickness Absence (www.benefitscanada.com)

- Absenteeism cost the Canadian economy more than \$16 billion in 2015
- In 2011-12, absenteeism costs equated to an average of 2.4% of gross payroll

General Findings (*Gowan Consulting Newsletter, March 1, and November 14, 2016*)

- MSD and mental health continue to be priorities
- 40,000+ workers get injured annually due to fall accidents. In Ontario alone, 10 people died in 2013 due to workplace falls.
- The average Workplace Safety and Insurance Board claim in Ontario due to falls is \$11,771. If you factor in other costs like staff replacement, lost productivity, and equipment, the estimate can rise to \$59,000 per claim.
- 40% of work related injuries are ergonomic in nature
- Canada has lost ground in competing with the global economy due to productivity loss
- Working is healthy
- Early intervention continues to be cost effective
- Return to Work and accommodation are key to dealing with the gaps but there is a need for work demands and psychosocial accommodation strategies
- Legal changes continue to promote accessibility, accommodation, mental health, respect of family and harassment reduction in the workplace