

# The Scott REPORT

The Official Newsletter of Organizational Solutions Inc.

## Principal's Message

As 2009 comes to a close and we reflect on the exciting growth that OSI has had over the past year I am thrilled to say that there is more to look forward to in the New Year. OSI continues to gain new clients in all sectors across Canada and maintain our happy existing clients. The year end data continues to support that OSI disability outcomes are 30% better than the normative data. OSI has started a series of information sessions on Workers' Compensation management and disability management with the inaugural sessions being very well attended with excellent feedback for more.

The formation of our sister company OSPC staffed by Paralegals to address the needs of the Upper Canada Law Society as they pertain to WSIB representation has enabled us to maintain high quality service to our Workers' Compensation clients.

We are proud of our accomplishments, remain committed to positive outcomes for our clients, and look forward to an exciting 2010.



- Liz Scott

## Flu Update – H1N1

Every year in the autumn months the seasonal flu circulates. This year, both the seasonal flu and the H1N1 flu are affecting the world wide population, which may result in an increase in short term absences from the workplace. H1N1 spreads mainly from person to person through coughing or sneezing. Individuals can also become infected by touching objects or surfaces with flu viruses on them and then touching their mouth or nose. Due to the contagious nature of the H1N1 virus, it is recommended that those people with symptoms stay home from work until they no longer have a fever for 24 hours and are feeling well enough to return to normal activities, in order to recover and prevent further spread of the virus in the workplace. The Ontario Ministry of Health and Long-Term Care has developed an on-line self-assessment tool to assist individuals in determining whether they have symptoms of the flu and provide guidance on next steps.

As well, Telehealth Ontario is an excellent resource to raise specific questions regarding symptoms and recommended treatment. The issue of providing supporting documentation for absences related to flu-like illness this season is unique. Some employers are choosing to waive the requirement for a formal Attending Physician's Statement, in lieu of a medical note, or simply an indication that the employee is absent due to flu-like symptoms. One concern is that the medical system has been overwhelmed by the H1N1 virus this season and providers are unable or unwilling to complete additional paperwork regarding illness of this nature.

For further information regarding the H1N1 virus please go to the Ministry of Health and Long-Term Care's website at [www.health.gov.on.ca](http://www.health.gov.on.ca) and click H1N1 virus information or [www.FightFlu.ca](http://www.FightFlu.ca).

## NEER/WCB Costs Analysis

Send OSI fourth Quarter WSIB/WC/CSST Statements.  
Feel free to call in for more information.



## OSI OUT AND ABOUT!

OSI has been very busy over the past few months;

- In November, we exhibited at the 2009 Ontario Hospital's Association's Health Achieve Conference in Toronto. We had an opportunity to meet with hospital Executives and Health and Safety professionals and we look forward to continuing to expand the successful work that we are doing with this sector.
- OSI also participated in the EAC's Business Summit on Workplace Safety and Insurance and look forward to being a part of their impressive roster of speakers at their March 2010 Business Summit.
- OSI hosted the first in a series of educational breakfast seminars to be held in locations across Canada. This seminar on "Simplifying WSIB" was attended by 40 employers in the Halton, Hamilton and Mississauga regions. We will be hosting another "Simplifying WSIB" Seminar on January 22, 2010 in Guelph.
- Liz Scott co-presented at the International Foundation of Employee Benefit Plans Conference in Las Vegas on Effective Disability Management – Unlocking the Secrets to Success.
- Don't miss Liz Scott when she speaks at the 2010 Human Resources Professional Association (HRPA) Conference. Be sure to visit the OSI booth at the HRPA trade-show on January 27<sup>th</sup> – 29<sup>th</sup> 2010.
- In October, Liz Scott was nominated and had the honour of being a finalist for the Ernst & Young Entrepreneur of the Year Award.



Let us know if you would like us to speak or exhibit at any of your industry conferences and please feel free to visit our website at [www.orgsoln.com](http://www.orgsoln.com) for more events and invites.

# OSI

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