

ASSURANCE INVALIDITÉ - FONCTION PUBLIQUE DU CANADA



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

**Labour OHCOW Academic Collaboration
(LOARC)**

Le 25 octobre 2011



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

ORDRE DU JOUR

- **Tendances des réclamations d'assurance-invalidité dans la Fonction publique du Canada.**
- **Publications et outils de l'Alliance de la Fonction publique du Canada au sujet d'assurance-invalidité**
- **Projet de gestion de l'incapacité (PGLI)
– Conseil du Trésor**
- **Situation financière du Régime fédéral d'assurance-invalidité**



Tableau 1

RÉCLAMATIONS AUPRÈS DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ

ANNÉE	PARTICIPANTS AU RÉGIME	RÉCLAMATIONS PRODUITES	TAUX DE RÉCLAMATION /1000 MEMBRES DU RÉGIME
1990	247,200	2,988	12,09
1991	244,700	3,120	12,75
1992	246,700	3,112	12,61
1993	251,800	3,303	13,12
1994*	232,000	2,826	12,18
1995	207,100	2,748	13,27
1996	195,800	2,367	12,09
1997	188,800	2,143	11,35
1998	175,600	2,050	11,67
1999	173,000	1,877	10,85
2000	176,400	2,094	11,87
2001	184,700	2,466	13,35
2002	196,400	2,256	11,49
2003	203,500	2,737	13,45
2004	205,200	2,831	13,80
2005	214,800	2,795	13,01
2006	214,800	2,908	13,54
2007	217,000	2,771	12,77
2008	226,800	3,234	14,26
2009	240,842	3,320	13,78
2010	241,800	3,874	16,02

* La Société canadienne des postes s'est retirée du régime d'A.I. le 1er avril 1994



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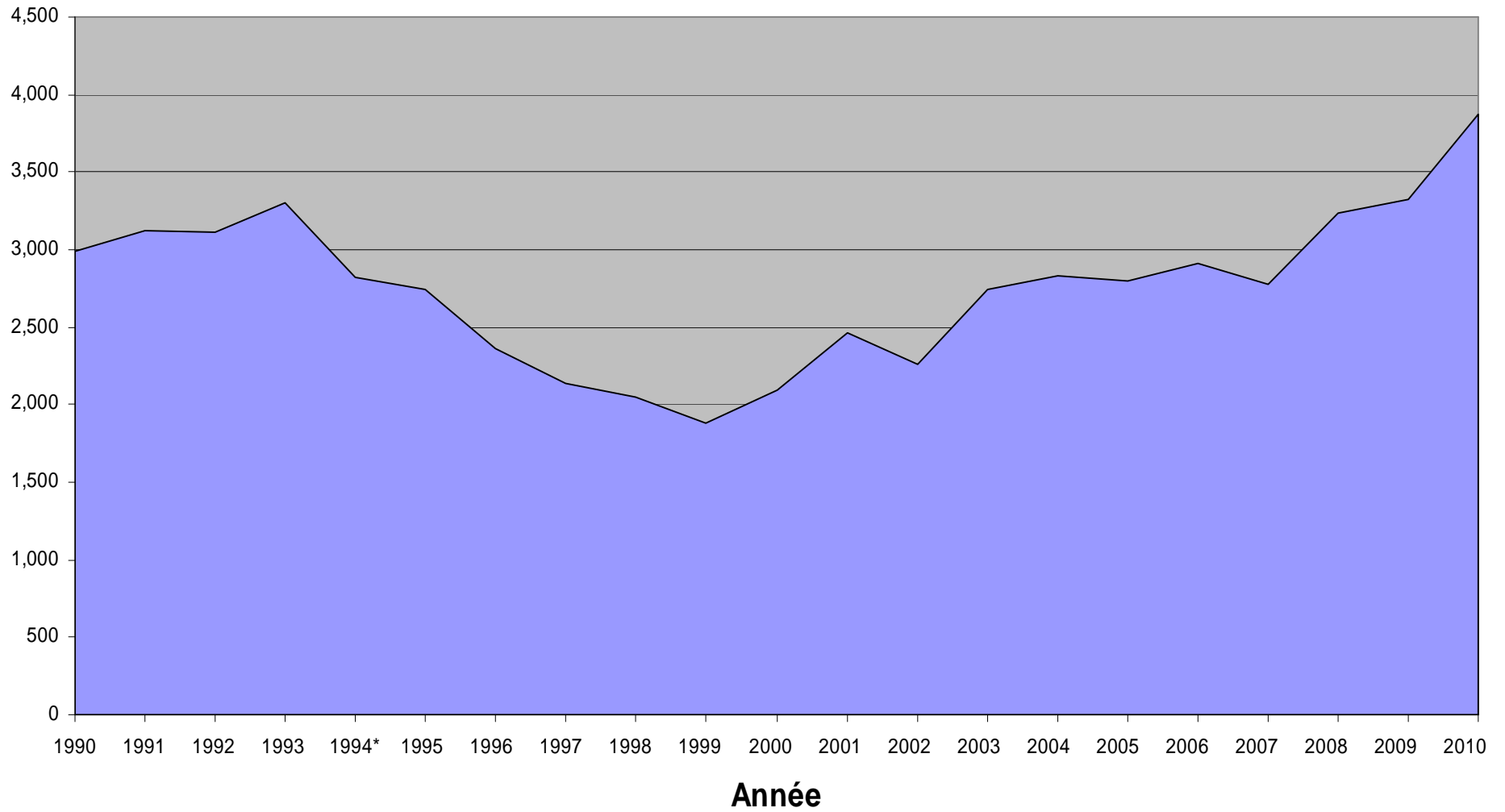
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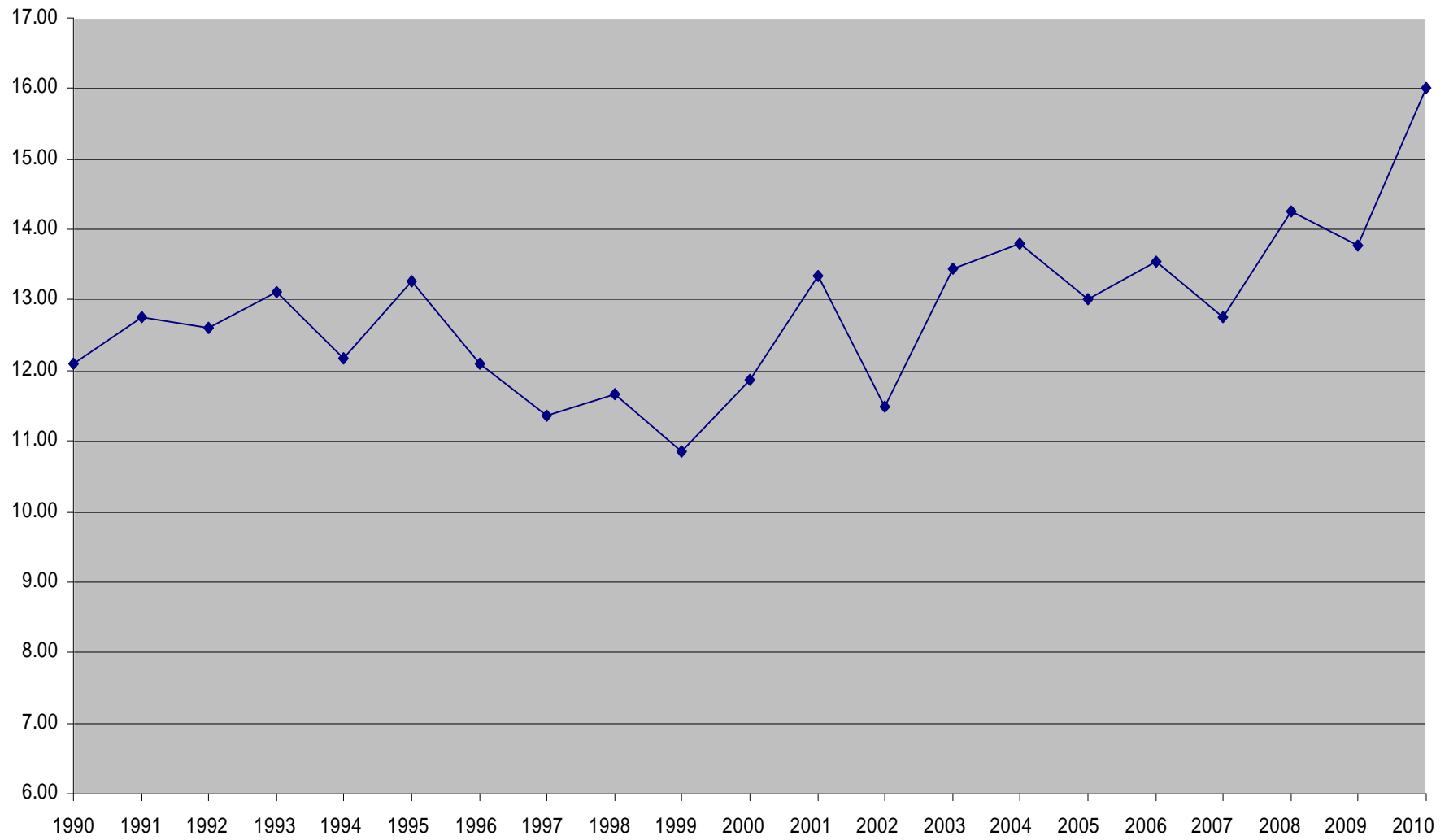


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Réclamations d'Assurance Invalidité



L'INCIDENCE DES DEMANDES DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ



L'INCIDENCE DES DEMANDES DU RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ

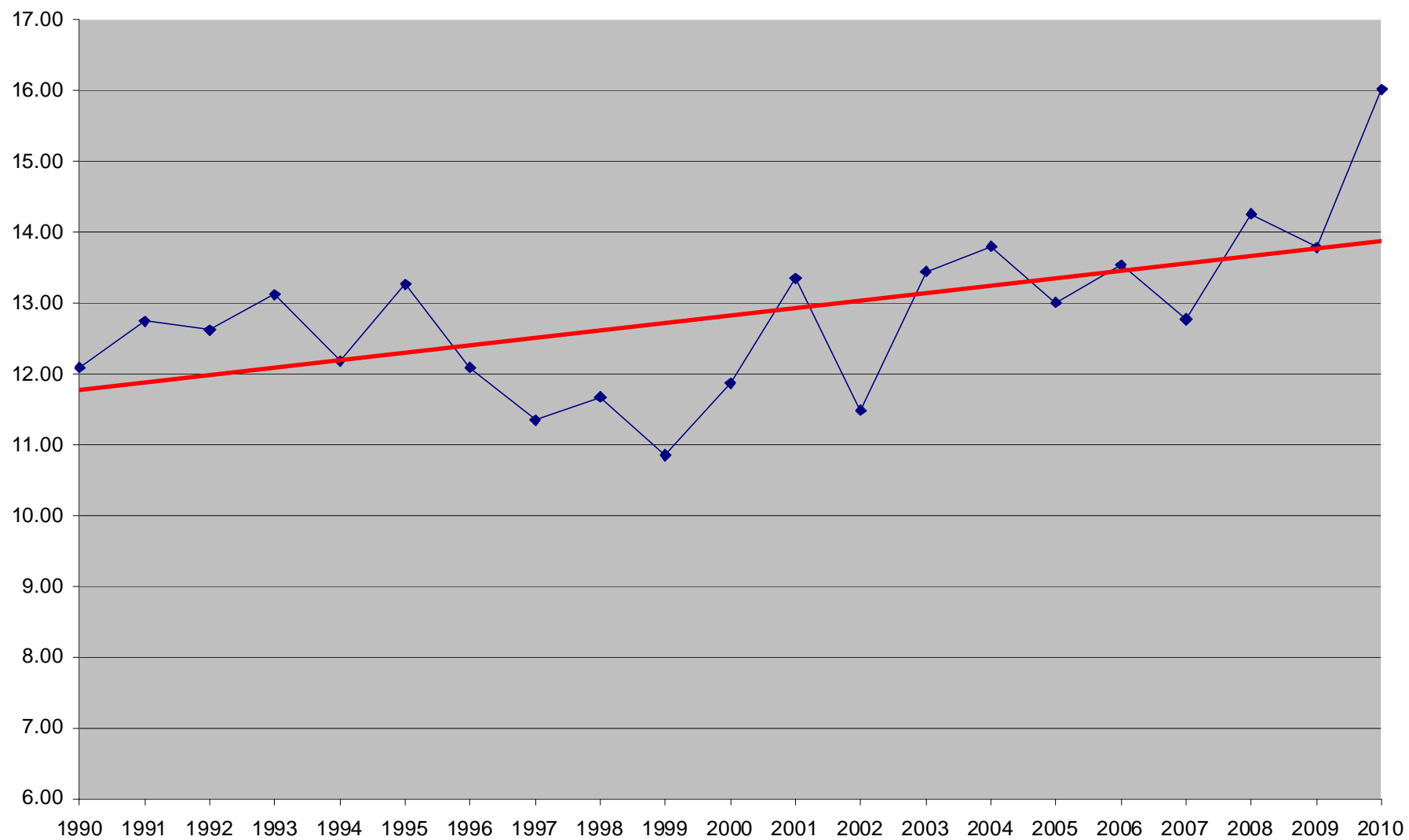


Tableau 2

RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE

ANNÉE	RÉCLAMATIONS APPROUVÉES	RÉCLAMATIONS EN SANTÉ MENTALE	%
1991	2,543	602	23,7
1992	2,660	705	26,5
1993	2,596	737	28,4
1994*	2,405	800	33,3
1995	2,078	691	33,3
1996	1,948	762	39,1
1997	1,807	727	40,2
1998	1,632	690	42,3
1999	1,581	666	42,1
2000	1,731	790	45,6
2001	2,025	941	46,5
2002	1,913	856	44,7
2003	2,272	1,004	44,2
2004	2,379	1,097	46,1
2005	2,348	1,096	46,7
2006	2,547	1,149	45,1
2007	2,422	1,073	44,3
2008	2,718	1,202	44,2
2009	2,748	1,211	44,1
2010	3,088	1,460	47,3

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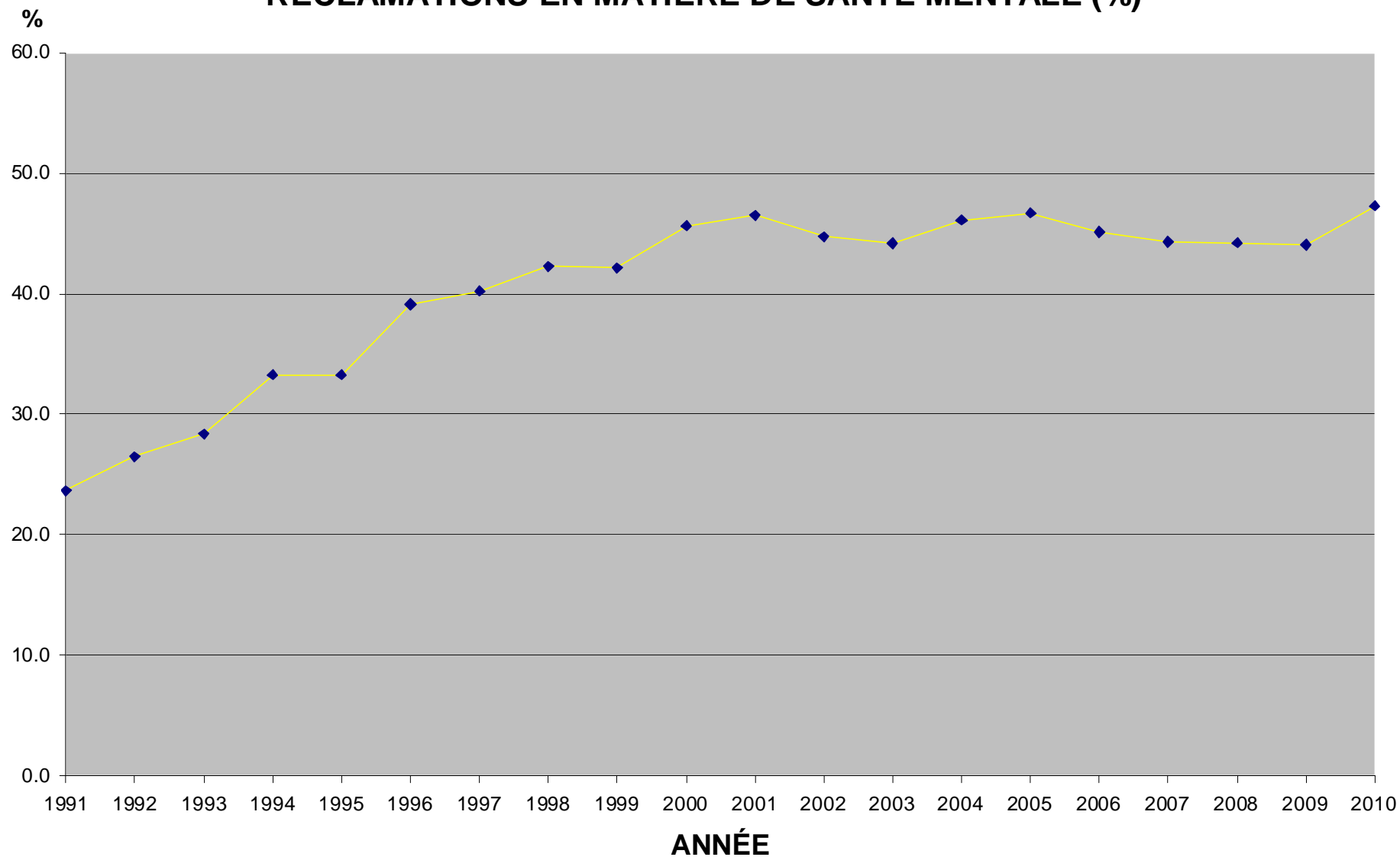
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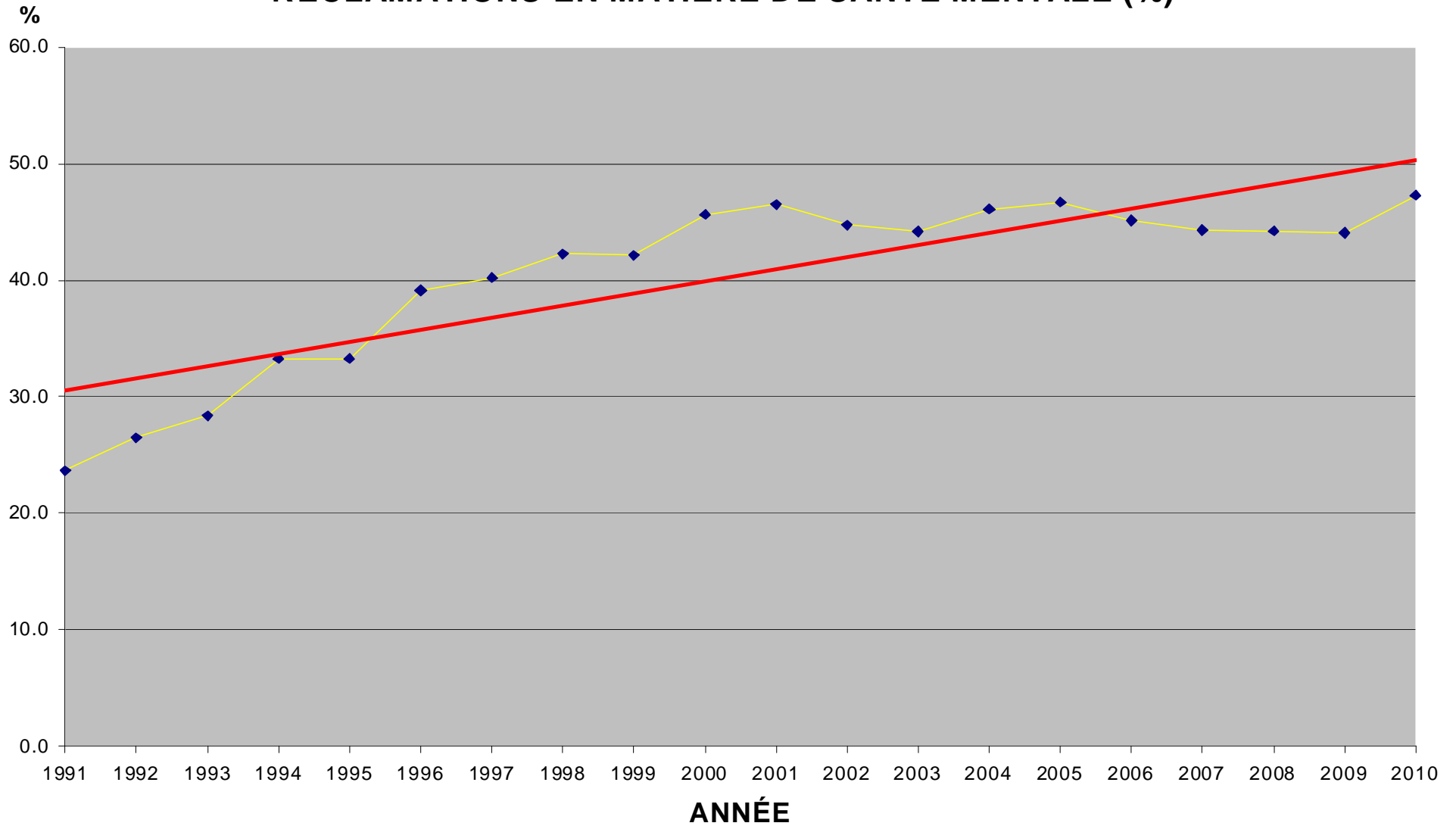


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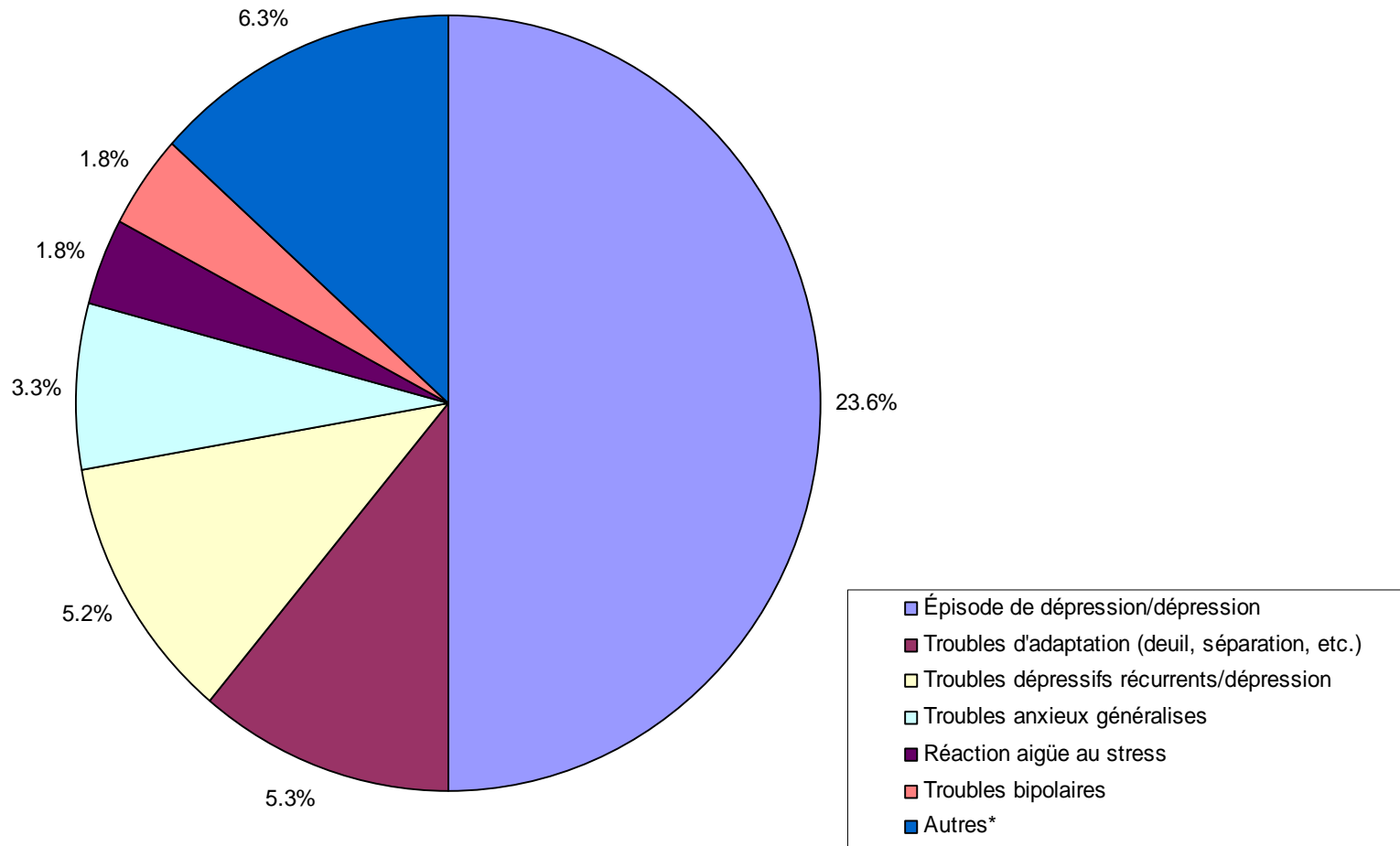
RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE (%)



RÉCLAMATIONS EN MATIÈRE DE SANTÉ MENTALE (%)



Réclamations en matière de santé mentale



*y compris le trouble de stress post-traumatique, le syndrome de fatigue chronique, le trouble obsessionnel compulsif, le trouble de panique, la schizophrénie, la boulimie, l'anorexie, la démence, les phobies, le trouble lié à l'alcoolisme ou à l'usage de drogues



Tableau 3

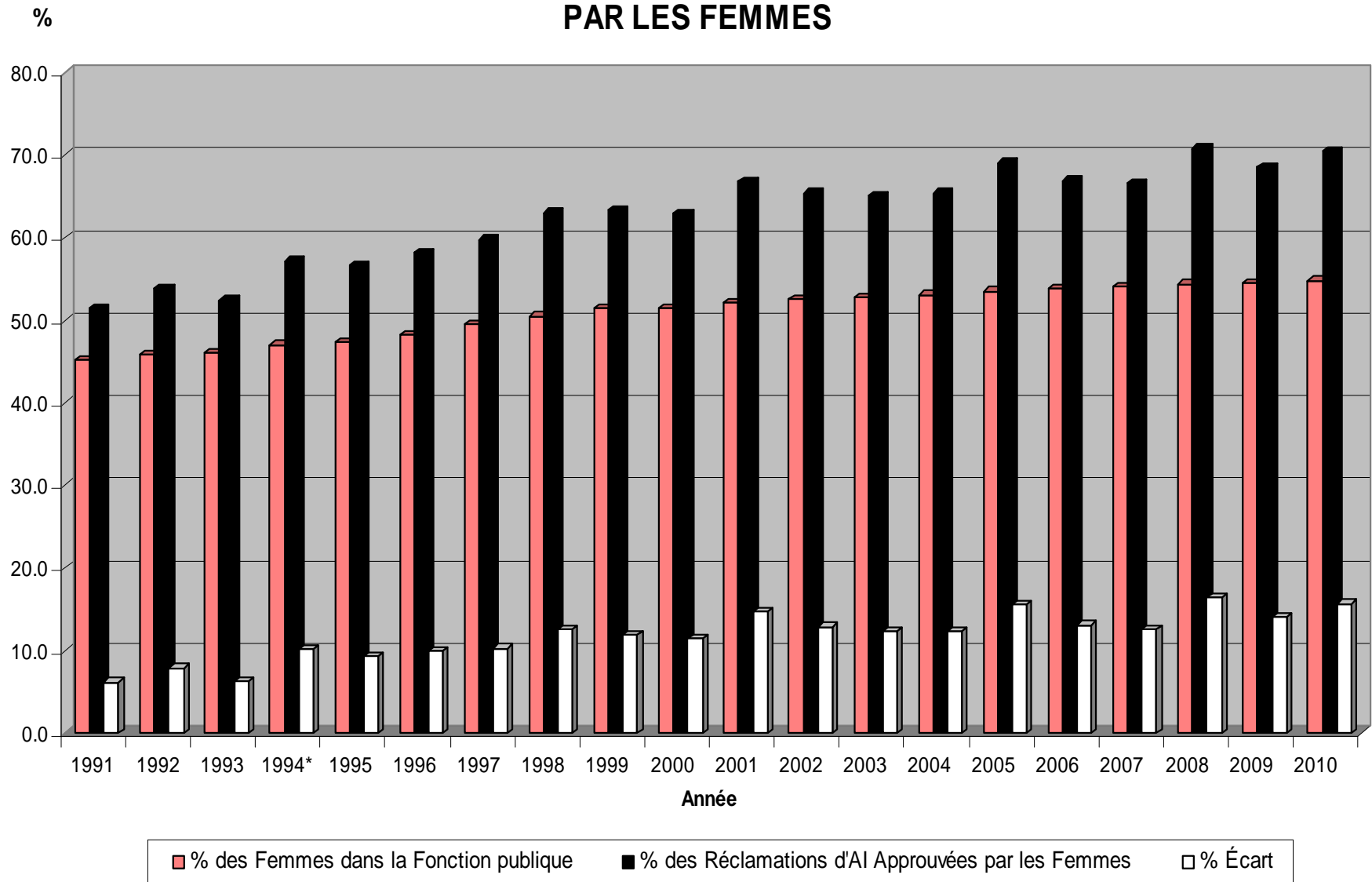
**RÉGIME FÉDÉRAL D'ASSURANCE INVALIDITÉ
RÉCLAMATIONS APPROUVÉES SELON LE SEXE**

ANNÉE	TOTAL APPROUVÉES	HOMMES	FEMMES	% FEMMES /TOTAL	% FEMMES DANS LA F.P.	% ÉCART
1991	2,543	1,236	1,307	51,4	45,2	6,2
1992	2,660	1,230	1,430	53,8	45,9	7,9
1993	2,596	1,235	1,361	52,4	46,1	6,3
1994*	2,405	1,030	1,375	57,2	47,0	10,2
1995	2,078	900	1,178	56,7	47,4	9,3
1996	1,948	851	1,133	58,2	48,2	10,0
1997	1,807	726	1,081	59,8	49,5	10,3
1998	1,632	603	1,028	63,0	50,5	12,5
1999	1,581	579	1,002	63,4	51,5	11,9
2000	1,731	642	1,090	62,9	51,4	11,5
2001	2,025	673	1,352	66,8	52,1	14,7
2002	1,913	661	1,252	65,4	52,5	12,9
2003	2,272	793	1,479	65,1	52,8	12,3
2004	2,379	824	1,555	65,4	53,1	12,3
2005	2,348	725	1,623	69,1	53,5	15,6
2006	2,547	843	1,704	66,9	53,8	13,1
2007	2,422	804	1,613	66,6	54,0	12,6
2008	2,718	793	1,925	70,8	54,4	16,4
2009	2,748	862	1,886	68,6	54,5	14,1
2010	3,088	910	2,178	70,5	54,8	15,7

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RÉCLAMATIONS D'ASSURANCE INVALIDITÉ APPROUVÉES - PAR LES FEMMES



OTTAWA CITIZEN



TUESDAY, JULY 31, 2007

ESTABLISHED IN 1845

OTTAWACITIZEN.COM

Mental health leaves in PS soar

Number of depressed workers claiming disability doubles in a decade

BY DON BUTLER

Depressed and anxious public servants comprise by far the largest group of federal employees on disability insurance. And their ranks have expanded rapidly since the early 1990s.

The information appears in a major federal study of public

service compensation that calls for sweeping changes to benefit programs for government workers.

The study was posted without fanfare on Treasury Board's website last week.

According to the study, about 4.3 per cent of the federal government's 200,000 unionized workers — nearly 8,500 in total

— were on disability in 2002.

Though that proportion hasn't changed markedly since the mid-1990s, the number of public servants citing disabling depression and anxiety nearly doubled to more than 44 per cent in 2002 from 23.7 in 1991.

That's far and away the largest trigger for disability claims by federal government

workers. Cancer, at 14.2 per cent, is next.

The government's 40,000 or so managers and non-unionized workers make proportionately fewer disability claims than their unionized colleagues. In 2002, just 2.8 per cent were collecting disability insurance. But fully 58 per cent of them cited "mental/ner-

vous" afflictions in 2002, up from 44 per cent in 1992.

Federal employees can apply for disability insurance, which provides 70 per cent of insured salary, after a minimum three-month waiting period or when banked sick leave is used up. Disability payments to federal workers more than doubled to about

\$200 million annually between 1990 and 2002.

The study, commissioned in 2004 by former Treasury Board president Reg Alcock, makes no attempt to explain why more public servants are unable to work because of psychological problems.

See PS on PAGE A2

« Croissance des absences liées à la santé mentale dans la Fonction publique »



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

CANADA

Public servants disability claims soar

High stress levels, work-life balance main reasons for escalation, PSAC says

BY DON BUTLER

The incidence of disability claims by federal public servants is at a 37-year-high, with women bearing a disproportionate share of the burden, according to federal government figures presented by the Public Service Alliance of Canada.

In a presentation this week to a group of PSAC local officers, James Infantino, a PSAC pensions and disability insurance officer, singled out high job stress levels and problems with work-life balance as key reasons for the escalating claims.

"The federal government is a cesspool right now," he said in an interview. "The stress levels are incredible, actually."

The high rate of depression in the public service was pointed out in a major federal study of public service compensation that was posted without fanfare on Treasury Board's website in July.

The study, commissioned in 2004 by former Treasury Board president Reg Alcock, made no attempt to explain why more public servants are unable to work because of psychological problems.

In his presentation, Mr. Infantino outlined three disability claim trends. One is an inexorable rise in the incidence of disability claims. Last year, 2,908 workers filed disability claims, a claim incidence of 13.54 per 1,000 plan members.

Mr. Infantino said the incidence of disability plan claims in the past three years is the highest it has been since its inception in 1970. "We've never seen disability incidence rates that high."

Paradoxically, claims fell sharply in the late 1990s, during a period when the federal government's sweeping program review downsized the public service by between 40,000 and 50,000 person years.

Mr. Infantino said the most probable explanation is that those likeliest to have filed disability claims during that period took buyouts or early retirement packages instead.

"But, of course, there was still 40,000 to 50,000 person years of work to do," he said.

The burden fell on those who didn't leave the workforce, causing disability claims to steadily rise.

Increasingly, that burden has been borne by women. Women now make up nearly 54 per cent of federal public servants. But they file two-thirds of all disability claims. "For every three claims, two are filed by women," Mr. Infantino said.

Moreover, the disproportionate impact on women has been growing.

In 1991, when women constituted about 45 per cent of public servants, they filed 51.4 per cent of disability claims — a gap of 6.2 percentage points. Last year, that gap had more than doubled to 13.1 per cent.

"Females have always been overrepresented in disability claims," Mr. Infantino said. "But what's most disturbing is that it has continued to increase."

The nature of disability claims has also changed dramatically, he said. In 1991, 23.7 per cent of approved claims were for de-

pression and/or anxiety. By last year, that had nearly doubled to 45.1 per cent.

"Almost one out of every two claims filed in the federal public service cites depression or anxiety as the primary disability," Mr. Infantino said.

He noted that disability claims aren't approved until employees have exhausted all their sick leave or until a 13-week "elimination period" has expired, whichever is later.

"We're not talking about your blue Mondays. What we've got is people who've been off at least 13 weeks who say I cannot come to work because I am depressed and/or anxious, and I have certified medical evidence of that."

"That's quite disconcerting when you think of the number of claims filed for that particular reason."

Mr. Infantino said PSAC has

no analysis of the reasons for these various disability trends. "There's been no real study as far as I know."

But he had "no doubt" that job stress due to overwork is a major contributing factor. Though public service staffing levels have partly recovered from the 1990s downsizing, "I still don't think we've recovered from program review," Mr. Infantino said.

As a result, he said, public servants are struggling to balance their jobs with the demands of family life. "They've got many responsibilities outside of the workplace. And I think that has disproportionately fallen on women."

Many public servants are also worried that the Conservative government might embark on another round of downsizing, he said. "People are very concerned about their futures."

« Les réclamations des fonctionnaires fédéraux, liées à l'invalidité, sont en croissance »



OTTAWA CITIZEN

MONDAY, JUNE 16, 2008

THUNDERSTORMS, HIGH 22

Public sector 'a toxic place to work'

It's time for a major study into what is 'sabotaging taxpayers' investment': mental health expert

BY KATHRYN MAY

Canada needs a national inquiry into the management and working conditions of the public sector, which is a "toxic place to work" for a growing

number of employees who are stressed, burned out and slipping into depression, says a mental health expert.

Bill Wilkerson, chairman of the Global Business and Economic Roundtable on Addic-

tion and Mental Health, said the absenteeism, disability claims and distress among Canada's nurses, doctors, teachers, police, military and bureaucrats have reached such crisis proportions that it's time

for a major study into what is "sabotaging taxpayers' investment" into these critical services.

"We are seeing absences, disability rates and illness among public sector organizations that

beg a national evaluation of what it is about these workplaces that creates such high levels of distress," he said.

"And I would argue, conceptually, that this goes beyond the question of too few nurses,

for example, doing too much work.

"There is something wrong with the culture of these workplaces."

See TOXIC on PAGE A2

« Le secteur public: Un endroit toxique pour travailler »



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

2008 was 'worst year yet' for disability claims in PS

More than 10,000 public servants drawing benefits; union wants action as number likely to grow this year

BY DON BUTLER

The incidence of disability claims by public servants hit a record high last year, and the union that represents most of them wants to know why.

According to the Public Service Alliance of Canada, unionized public servants filed 3,234 disability claims in 2008. That's an incidence of 14.26 claims per thousand, the highest ever. In 2007, the incidence was 12.77 per thousand.

Only once, in 1993, were more claims filed under the federal disability insurance plan. That year, public servants made 3,302 claims. But the plan covered 25,000 more

people than it does today.

"2008 is the worst year yet," John Gordon, PSAC's president, said flatly. And based on preliminary data, the union says 2009 looks as if it's going to be even worse.

"The question we have," Gordon said, "is why is this and what are we doing about it? What's happening with the workplace? Is it employee-employer relations, is it stress because of overwork? We don't know. Somebody ought to take a look at what's going on."

As of April, 10,556 public servants — 4.6 per cent of the workforce — were drawing disability benefits.

See **DISABILITY** on **PAGE A2**

Stress takes toll on public service

LAURA CZEKAJ
Sun Media

It's not easy juggling the responsibilities of work and a personal life.

For many women working in the federal civil service, the strain of the balancing act appears to be taking a toll.

More than two-thirds of the claims approved under the Federal Disability Insurance Plan in 2008 were by female public servants, according to figures provided by the Public Service Alliance of Canada yesterday.

In 2008, women made up 54.4% of the federal public service. Of the 2,718 claims approved under the plan, 70.8% were by women. The earliest figures provided were from 1991. That year, women made up 45.2% of the federal public service and filed 51.4% of the 2,543 approved claims.

Throughout the public service, the overall number of claims has risen in the past 18 years, reaching an all-time high last year.

In 1990, 2,988 claims were filed

from among 247,200 plan members. Last year, there were 3,234 claims from among 226,800 plan members.

The percentage of approved claims involving mental health issues also rose significantly, from 23.7% in 1991 to 44.2% in 2008.

The steady increase in claims has PSAC officials concerned, particularly when the cause for the rise is undetermined.

"We can't put our finger on one thing that would be a problem," said president John Gordon. "The issue is that it has to be taken seriously and we have to sit down and hammer it out."

Gordon said there is no clear reason why women would feel the crunch more than men, but he noted that society in general places more of the home life responsibility on females.

One of the factors for the overall rise in claims could be the added pressure in the workplace to do more, and quickly, to meet management demands, he said.

laura.czekaj@sunmedia.ca

« 2008: L'année la plus marquée jusqu'à maintenant en ce qui concerne le nombre des réclamations liée à l'invalidité produites dans la Fonction publique »



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SENATORS MAULED

Florida shuts out Ottawa at Scotiabank Place

SPORTS, D1



NABOKOV'S FRAGMENTS

More than 3 decades later, his final work tricks, teases

BOOKS, B1



Depression in PS a 'public health crisis'

'It's the most transient, fluid, unsettling work environment on the planet,' expert says

BY KATHRYN MAY

Depression among Canada's public servants is the country's biggest "public health crisis," says a leading mental health expert.

It's an affliction among the coun-

try's nurses, teachers, police, military and bureaucrats at all levels of government, undermining innovation, productivity, quality of service, policy-making and even the relevance of our democratic institutions, said Bill Wilkerson, founder

of Global Business and Economic Roundtable on Mental Health.

Stress, burnout and depression is evident in all workplaces, especially in times of economic turmoil. But few employers have as profound a problem as the federal public ser-

vice where the health effects of mental distress has been termed an epidemic.

"The public service is a tsunami of distractions — meetings, everything questioned, delegated, people moving ... and no one is really in charge,"

said Wilkerson. "It's the most transient, fluid, unsettling work environment on the planet, so why wouldn't people be anxious and in distress? They are human beings."

See DEPRESSION on PAGE A12

« La dépression au sein de la Fonction publique: Une crise de santé publique »



Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

OTTAWA



CITIZEN



Ottawa 'depression capital of Canada'

Expert wants research centre
in Ottawa that would use
public service as testing ground

BY KATHRYN MAY

The federal government should ante up with funding for a new depression research centre in Ottawa because its distressed workplace makes the city the "depression capital of Canada," a leading men-

\$51 BILLION

The financial toll depression in the workplace takes on the economy

\$600 MILLION

How much the government

« Ville d'Ottawa: Capitale de la dépression au Canada »

