

Presumptive Injury

The Ricciardeli 2017 Report

USJE  SESJ

What is presumptive injury?

Injuries:

- Mental health injuries caused by stress
- Either cumulative or one-time trauma

Presumptive:

- Benefit of the doubt
- Limited grounds for rebuttal
- Retroactive

A Healthy Workplace

How to create and sustain a mental health balance

Learn	Identify	Increase
<p>Education: learn to recognize and respect limits</p>	<p>Identify stressors, learn to express fears</p>	<p>Increase support: management takes charge. Debriefing. Counselling. Prevention policies.</p>

The Canadian Conundrum: Who is in charge?

Presumptive injury is covered in a federal act.

The Provinces are in charge of interpreting and applying this act.

One change to the federal act, or change 10 provincial and 3 territorial acts.

What's the trend?

Triad:

- Firefighters
- Paramedics
- Police officers

PTSD diagnostics seen as most important, neglect of other disorders.

Tendency to prioritize "first-responder triad".

Who are first responders?

The report advocates for **extension of coverage** to "a variety of occupational groups which interact with the public and bear varying exposure to risks."

Typical Triad:

- Firefighters
- Paramedics
- Police Officers

What about these:

- Correctional Officers
- Dispatchers
- Support staff
- Health professionals
- Social workers
- others

What does USJE want?

Extension of presumptive injury coverage to all public safety personnel

- Institutional corrections
- Community corrections
- Paramedics
- Fire (volunteers or not)
- Public security
- Private security
- Public safety support personnel
- Social services



Who's Doing the Right Thing?

Saskatchewan covers **all workers** and **all forms of psychological injury**.

Key concept: early intervention

"reduce barriers and expand coverage"
(Saskatchewan, 2026)



Photo credit: Saskatchewan Legislature

Pain

44.5% of Canadian public safety personnel screened positive for one or more mental disorder. This compares to 10.1% in the general population.

- PTSD
- Major depressive disorder
- Generalized anxiety
- Chronic physical pain
- Suicide ideation



Current criteria (barriers) for eligibility

Current rates of successful compensation claims [...] suggest that the vast majority of workers with work-related psychological disorders are either not filing for compensation or are unsuccessful when they do.

1. Demonstrate that a traumatic event occurred at work.

2. Health problems caused in part by said event.

3. No previous mental health issues.

Recommendations

Coverage should not be restricted to PTSD.

Policy should not be restricted to specific set of jobs.

Recovery depends on early and effective intervention!

THANK YOU!

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