



## New Co-Chairs Appointed to NIDMAR Board



*Brian Payne, former Labour Co-Chair*

### Retiring Labour and Employer Co-Chairs Leave Lasting Legacy

When NIDMAR was founded in 1994, it was the realization of a visionary gleam in the eyes of a core group of founders, whose principled beliefs in consensus-based disability management have now spread to 13 countries.

#### **Brian Payne**

As one of NIDMAR's original architects and co-founders, Brian Payne, Past President of the Communications, Energy and Paperworkers Union of Canada, served as Labour Co-Chair on the Institute's Board from its inception in 1994 until 2007.

Although Payne retired from the CEP and as NIDMAR Co-Chair this year, he plans to continue playing a catalyst role at all levels in helping increase the workforce participation of people with disabilities.

"There's still a long way to go. My concerns have always been ongoing in seeking that injured workers are being dealt with fairly and properly, beyond monetary compensation."

From his perspective as a lifelong union representative, Payne says he is disappointed there is still not more action being taken on the ground to improve the lives of injured workers. However, at the same time he has seen NIDMAR play a major role in providing better outcomes and cites the training programs, designations and audit tool as significant achievements during the time he has served as Co-Chair.

"I'm proud that there is now a broader recognition that a better job can be done and that the development of education tools to work with is being shared across the globe," said Payne.

And even though he's now officially retired, his work in furthering disability management goals is far from done. "I have every intention of being involved with NIDMAR's Board, in ways that are possible to improve the social agenda, and I will not shy away from my commitment." The vision that started Payne down the road with NIDMAR 13 years ago still shines bright.



*Mike Rushby, former Employer Co-Chair*

## **Mike Rushby**

When outgoing Employer Co-Chair Mike Rushby agreed to join NIDMAR's Board in 1996, the former VP Human Resources for Weyerhaeuser Canada saw what he called "the tremendous potential for making a difference." He likened it to throwing a pebble in a pond. "The ripples are being felt far and wide. It only takes one person at a time being helped and soon we've got a critical mass."

In the 11 years since he made that statement, he has seen consensus-based disability management become important beyond Canada's borders. He is proud of the level of global outreach achieved by NIDMAR in the last decade.

"The ILO Code of Practice is recognized, the Occupational Standards are now adopted in 13 countries, and acceptance of the professional certifications and the audit tool is growing."

Rushby added, "The planned education for people at the university level with undergraduate and graduate classes, as well as the online education with the CRTWC and CDMP designations is setting the stage for the future of NIDMAR."

He is confident NIDMAR will soon move to the next step, with the new Pacific Coast University for Workplace Health Sciences becoming a physical presence and offering programs for people around the world.

But perhaps the achievement of which Rushby is most proud is that the consensus-based approach to DM is opening the minds of employers to the idea of employees with disabilities coming back to different work. And even though accommodating injured workers is now a legal requirement, he is seeing more buy-in that this is the right thing to do.

With today's critical skill shortage, he notes employers are letting go of the "out of sight, out of mind" approaches of the past and are more likely to value preserving the employee relationship and investment it represents.

Recently, Rushby formed his own financial company where he is pursuing his passion for building financial literacy in people. During his transition off NIDMAR's Board, he plans to continue contributing to the creation of the new University and the development of its land, buildings and programming. As for his time on the Board, "It was a good run."



**Newly Appointed Co-Chair:**  
*Employer Co-Chair Viateur Camiré*

## ***Viateur Camiré***

Taking over as Employer Co-Chair, Viateur Camiré, Vice-President, Human Resources, AbitibiBowater Inc., welcomes the opportunity to add leadership to an organization and issues that he considers vitally important.

He sees his new role as a process, one where he will be contributing with the Labour Co-Chair to positive and proactive conversations with the group on NIDMAR's key direction and priorities. Like Rushby before him, he sees the new University as a huge project with major significance.

"The University has a very concrete part to play for disability management in the future. We need to ensure its success."

For Camiré, another part of the process is to identify the next challenges. He has seen NIDMAR's success in expanding disability management leadership; at the same time he has questions, to which he knows, there are no easy answers.

"Let's think about Canada," he continued. "We're in Europe and Australia. Is expanding that much, a risk that we're spreading too far? How do we make sure we're fully engaged in Canada and the provinces where we're at?"

Among the challenges he sees ahead, Camiré will also be broaching the issue with the group about how to raise the bar in terms of DM awareness.

And while he concedes he is not a big proponent of legislation to solve all problems, he believes that while employers and unions realize something needs to be done, the government also needs to push the agenda forward in meeting the needs of disabled workers. He notes other jurisdictions have seen legislation as a way of making progress in key areas very quickly.

In the meantime, he is proud to be part of a group known across Canada as a leader in DM, proven by the quality education offered by NIDMAR, the awareness it has raised in the field, and the practical solutions it offers to employers, unions and other groups working to keep people with injuries on the job.



**Newly Appointed Co-Chair:**  
*Labour Co-Chair Ken Neumann*

## ***Ken Neumann***

As National Director for Canada of the 280,000-member strong United Steelworkers (USW) in Canada, Ken Neumann has spent his career as a union advocate and is a passionate believer in the consensus-based approach to disability management.

Active with NIDMAR since 1996 and now its newly appointed Labour Co-Chair, Neumann has a personal stake in improving the productive life of people with disabilities. His younger sister suffered brain damage from measles while still a child.

"It's close and dear to my heart when I see lives have been changed," he said.

Neumann stresses that the USW have always been at the forefront of return to work initiatives in Canada and traces some of that back to his early days at Cominco when the union negotiated certain jobs that could only be retained by disabled workers.

"We took the obligation to bargain, regardless of seniority, for these jobs to be kept for disabled workers. It meant a lot to the individuals."

Now as Labour Co-Chair he is in a position to work toward getting stakeholders involved in "putting their money where their mouths are." He calls it unconscionable that as many as 1,000 workers die on the job each year. And he sees it as crucial to apply more government pressure to bring in legislative changes that ensure accommodations for injured workers.

While he is proud of the "leaps and bounds" NIDMAR has made in disability management training, he says there is still a lot of work to be done. During the next while, he plans to work on increasing more labour involvement and to involve the Canadian Labour Congress at higher levels.

Neumann also sees the need to raise the awareness and stature of the designations. "There is not as much buy-in in Canada as we would like to see." On top of that, he's keen to help move forward NIDMAR's next major project, the new Pacific Coast University for Workplace Health Sciences.

With his passionate personal and professional commitment, Ken Neumann, and equally dedicated Employer Co-Chair Viateur Camiré, are the ideal candidates to carry the torch for NIDMAR, passed on to them by their esteemed colleagues.