

BCTF Research Report

Part of the BCTF Information Handbook

SECTION XII

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The prevalence of stress-related disorders in BC school districts

bctf.ca/publications.aspx?id=5630

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BCTF Research has produced tables which allow the BCTF and its locals to consider the prevalence of Salary Indemnity Plan (SIP) claims by school district.

Data from the BCTF SIP indicate that, since 2003:

- Over 60% of SIP costs for claims linked to Psychological/Psychiatric disorders are linked to teachers over 50, while only 39% of BC teachers are aged 50 or older. Older teachers are therefore significantly over-represented in SIP claims.
- 24% of claims were from male teachers, while 76% were from women. 31% of BC teachers are men and 69% women. Women are therefore making a greater proportion of claims than might be expected related to their numbers, but this is consistent with findings from a wider literature.
- For those male teachers who claimed under the SIP, 65% of claimants were aged 50 or over, while 16% were aged 35 to 44. For female teachers, 51% of claimants were aged 50 or over, while 26% were aged 35 to 44. This may be an indicator of the 'sandwich generation' effect on women teachers. The sandwich generation is generally understood to be those people (usually women) acting as primary care-givers to both children and elderly parents.
- Of 18 categories in the BCTF Rehabilitation Program, one category, Psychological/Psychiatric disorders, represents 43% of total claims and 47% of the program's total costs.
- 82% of long-term disability costs are incurred in claims from teachers aged 40-59

Two tables are shared in this document. Table 1 shows the claims and related data between 2003 and 2008, while Table 2 provides a single-year overview of the data. The single-year data are likely more accurate in that all the data stem from the same year, while the five-year data aggregates the SIP claims while using single-year (2007-08) data for the demographic information on teacher numbers, ages, and gender. However, both have utility as indicators of stress-related disorders among BC teachers. It should also be noted that the BCTF's Salary Indemnity Plan is accessed by BCTF members after their sick leave entitlements are used. Thus, while the data shown in this

report indicate high prevalence of stress in some school districts, they actually under-report the total prevalence of stress-related disorders in BC teachers.

The tables show each district's teacher full-time equivalent (FTE) totals as a percentage of provincial FTEs, as well as their SIP claims as a percentage of provincial SIP claims. Using the 2003-08 data, 34 BC districts have more teachers above age 50 than the 39% provincial average while 26 have below average numbers. Eight districts have over 50% of their teachers over 50, yet only three of these (Sunshine Coast, Gulf Islands, Vancouver Island North) incur proportionately higher SIP claims than the provincial average.

Southern Vancouver Island school districts appear to have higher-than-expected SIP claims and costs, especially Victoria, Sooke, Saanich, and Nanaimo.

Most Lower Mainland school districts have proportionately lower SIP claims than their FTE numbers might indicate, with the exception of Langley, Vancouver, and West Vancouver. This may be a reflection of a younger teacher demographic in some Lower Mainland school districts.

The provincial data show that female teachers' claims (76% of total claims) are higher than the 69% of women teachers, indicating a higher risk of stress-related disorders for women. There is a significantly higher percentage of claims from women in the 35-44 age group than male claims for the same age group. This may indicate that this group and male teachers over 50 are at higher risk of stress-related illness.

These data raise many questions and provide few answers. At this stage we do not know why school districts such as Langley and Vancouver have different levels of stress-related illness than most other Lower Mainland school districts. However, the tables represent one way to view what is happening provincially and by district in terms of teachers' stress-related disorders. In many cases, further district-by-district analysis of stress-related disorders may be useful.

This report is a result of co-operation and data-sharing between BCTF departments and areas: Research, Health and Safety, and Income Security. A request made to the BCTF from the journal *Education Canada* for an article on societal and teacher stress resulted in discussions involving staff from these areas in which general research on stress in society and in teaching were shared and discussed. Data on BCTF members SIP claims linked to stress were also accessed, allowing for analysis of these data and for considering such data in the wider context of stress-related disorders.

A second report, "The rising tide of stress in Canada: Time for governments to act in support of schools and society," has been written which provides a broader picture of stress in Canadian society and in K-12 education, and is also available as a BCTF Research Report at www.bctf.ca/publications.aspx?id=5630. An abridged version of this report has been edited to fit the style and content requirements of *Education Canada* and can be found in the Winter 2009 issue (Volume 49, No. 1).

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Table 1: Five-year overview of data, 2003-2008

The following benefit information is from the Income Security Division, retrieved September 3, 2008.

Jan 1, 2003 - Sept 3, 2008 All Districts, All Gender, All Ages, Other Psychological / Psychiatric Disorder	Benefit Total	Number of Claim(s)	district claims as % of total claims	District FTE as % of Prov FTE*	% of teachers in district over 50*	% of females in district aged 35-44*
No Data Available	\$16,459.10	2	0.08%			
05 - Southeast Kootenay	\$173,700.72	15	0.89%	1.00%	49.54%	22.97%
06 - Rocky Mountain	\$106,053.38	10	0.54%	0.60%	43.74%	20.78%
08 - Kootenay Lake	\$144,937.99	14	0.74%	0.97%	51.48%	18.51%
10 - Arrow Lakes	\$12,496.47	2	0.06%	0.13%	51.41%	10.28%
19 - Revelstoke	\$29,521.07	3	0.15%	0.23%	45.06%	20.35%
20 - Kootenay-Columbia	\$77,656.43	7	0.40%	0.76%	57.39%	15.85%
22 - Vernon	\$358,962.62	31	1.84%	1.55%	36.60%	22.72%
23 - Central Okanagan	\$761,665.31	72	3.90%	3.76%	34.45%	22.71%
27 - Cariboo-Chilcotin	\$314,731.16	28	1.61%	1.11%	46.27%	18.27%
28 - Quesnel	\$154,719.98	17	0.79%	0.72%	47.83%	21.66%
33 - Chilliwack	\$405,773.59	42	2.08%	2.11%	31.48%	23.26%
34 - Abbotsford	\$342,007.73	31	1.75%	3.21%	31.82%	20.91%
35 - Langley	\$765,368.24	67	3.92%	3.33%	42.79%	20.31%
36 - Surrey	\$1,998,511.27	205	10.23%	11.68%	36.01%	20.36%
37 - Delta	\$417,775.72	50	2.14%	2.96%	44.54%	18.57%
38 - Richmond	\$553,602.94	41	2.83%	3.87%	35.83%	22.81%
39 - Vancouver	\$1,956,990.13	190	10.02%	9.79%	37.88%	22.85%
40 - New Westminster	\$217,636.31	16	1.11%	1.22%	32.21%	22.01%
41 - Burnaby	\$753,922.02	71	3.86%	4.57%	33.56%	24.19%
42 - Maple Ridge	\$573,460.86	57	2.94%	2.68%	35.07%	21.51%
43 - Coquitlam	\$912,647.43	97	4.67%	5.59%	30.65%	25.92%
44 - North Vancouver	\$501,901.07	49	2.57%	2.97%	42.24%	24.59%
45 - West Vancouver	\$393,040.45	36	2.01%	1.21%	36.31%	21.95%
46 - Sunshine Coast	\$167,909.43	16	0.86%	0.67%	55.56%	19.01%
47 - Powell River	\$73,610.49	5	0.38%	0.43%	41.67%	20.45%
48 - Howe Sound	\$148,051.39	12	0.76%	0.70%	37.62%	32.98%
49 - Central Coast	\$53,715.85	4	0.28%	0.08%	37.50%	8.33%
50 - Queen Charlotte	\$66,743.29	6	0.34%	0.17%	19.08%	22.90%
51 - Boundary	\$37,987.92	3	0.19%	0.30%	47.21%	18.24%

* from MOE Teacher Statistics reports, 2007-08 data

Jan 1, 2003 - Sept 3, 2008 All Districts, All Gender, All Ages, Other Psychological / Psychiatric Disorder	Benefit Total	Number of Claim(s)	district claims as % of total claims	District FTE as % of Prov FTE*	% of teachers in district over 50*	% of females in district aged 35-44*
52 - Prince Rupert	\$99,188.71	8	0.51%	0.51%	50.06%	19.26%
53 - Okanagan Similkameen	\$37,198.42	5	0.19%	0.49%	37.63%	20.16%
54 - Bulkley Valley	\$48,970.67	6	0.25%	0.46%	49.26%	19.70%
57 - Prince George	\$387,998.37	32	1.99%	2.68%	46.05%	18.93%
58 - Nicola Similkameen	\$76,581.84	9	0.39%	0.50%	38.21%	19.76%
59 - Peace River South	\$84,121.51	8	0.43%	0.70%	35.40%	24.22%
60 - Peace River North	\$104,195.63	12	0.53%	1.10%	29.04%	20.74%
61 - Greater Victoria	\$1,106,234.14	107	5.66%	3.33%	46.03%	19.33%
62 - Sooke	\$286,816.14	31	1.47%	1.33%	47.05%	23.28%
63 - Saanich	\$397,445.87	41	2.04%	1.41%	45.92%	21.10%
64 - Gulf Islands	\$72,064.21	9	0.37%	0.27%	65.77%	14.62%
67 - Okanagan Skaha	\$177,123.97	15	0.91%	1.19%	41.11%	19.87%
68 - Nanaimo	\$744,066.81	75	3.81%	2.47%	46.91%	21.07%
69 - Qualicum	\$143,393.83	14	0.73%	0.84%	45.35%	22.48%
70 - Alberni	\$124,542.79	10	0.64%	0.79%	46.52%	16.88%
71 - Courtenay	\$285,698.52	30	1.46%	1.52%	40.90%	24.75%
72 - Campbell River	\$226,755.52	25	1.16%	1.07%	49.68%	21.33%
73 - Kamloops-Thompson	\$406,416.23	35	2.08%	2.57%	21.80%	27.66%
74 - Gold Trail	\$94,072.65	10	0.48%	0.39%	37.23%	17.77%
75 - Mission	\$430,627.86	35	2.21%	1.15%	47.32%	20.81%
78 - Fraser-Cascade	\$45,925.88	4	0.24%	0.39%	50.85%	13.56%
79 - Cowichan Valley	\$527,949.21	48	2.70%	1.51%	42.06%	23.42%
81 - Fort Nelson	\$48,424.08	6	0.25%	0.19%	13.51%	27.03%
82 - Coast Mountains	\$242,147.82	20	1.24%	1.00%	46.73%	24.18%
83 - North Okanagan Shuswap	\$254,671.51	18	1.30%	1.25%	40.98%	22.33%
84 - Vancouver Island West	\$94,767.38	7	0.49%	0.13%	49.22%	10.36%
85 - Vancouver Island North	\$94,096.04	10	0.48%	0.34%	50.53%	15.55%
87 - Stikine	\$13,808.44	3	0.07%	0.07%	19.05%	28.57%
91 - Nechako Lakes	\$62,620.15	9	0.32%	0.88%	29.76%	34.23%
92 - Nisga'a	\$49,796.10	5	0.25%	0.15%	34.78%	13.04%
93 - C.S.F.	\$269,108.96	29	1.38%	0.96%	23.53%	23.53%
Province	\$19,528,389.62	1,875	100.00%	100.00%	39.15%	22.00%

* from MOE Teacher Statistics reports, 2007-08 data

Table 2: Single-year overview of data, 2007-08.

The following benefit information is from the Income Security Division, as at Monday, September 29, 2008 2:10 p.m.

2007-2008 All Districts, All Gender, All Ages, Other Psychological/Psychiatric Disorder	Benefit Total	Number of Claim(s)	district claims as % of total claims	District FTE as % of Prov FTE*	% of teachers in district over 50*	% of females in district aged 35-44*
05 - Southeast Kootenay	\$29,643.45	3	0.85%	1.00%	49.54%	22.97%
06 - Rocky Mountain	\$16,906.49	3	0.49%	0.60%	43.74%	20.78%
08 - Kootenay Lake	\$33,453.71	4	0.96%	0.97%	51.48%	18.51%
10 - Arrow Lakes	\$3,783.25	1	0.11%	0.13%	51.41%	10.28%
19 - Revelstoke			0.00%	0.23%	45.06%	20.35%
20 - Kootenay-Columbia	\$6,333.50	1	0.18%	0.76%	57.39%	15.85%
22 - Vernon	\$104,559.30	8	3.01%	1.55%	36.60%	22.72%
23 - Central Okanagan	\$133,007.96	14	3.83%	3.76%	34.45%	22.71%
27 - Cariboo-Chilcotin	\$31,927.30	3	0.92%	1.11%	46.27%	18.27%
28 - Quesnel	\$16,312.35	4	0.47%	0.72%	47.83%	21.66%
33 - Chilliwack	\$92,527.84	8	2.67%	2.11%	31.48%	23.26%
34 - Abbotsford	\$29,932.60	4	0.86%	3.21%	31.82%	20.91%
35 - Langley	\$99,081.88	11	2.86%	3.33%	42.79%	20.31%
36 - Surrey	\$423,504.92	51	12.20%	11.68%	36.01%	20.36%
37 - Delta	\$99,735.05	14	2.87%	2.96%	44.54%	18.57%
38 - Richmond	\$99,649.33	7	2.87%	3.87%	35.83%	22.81%
39 - Vancouver	\$348,826.60	43	10.05%	9.79%	37.88%	22.85%
40 - New Westminster	\$33,902.40	2	0.98%	1.22%	32.21%	22.01%
41 - Burnaby	\$204,128.23	19	5.88%	4.57%	33.56%	24.19%
42 - Maple Ridge	\$85,726.51	7	2.47%	2.68%	35.07%	21.51%
43 - Coquitlam	\$144,458.90	14	4.16%	5.59%	30.65%	25.92%
44 - North Vancouver	\$20,300.68	7	0.58%	2.97%	42.24%	24.59%
45 - West Vancouver	\$70,409.19	8	2.03%	1.21%	36.31%	21.95%
46 - Sunshine Coast	\$22,666.50	1	0.65%	0.67%	55.56%	19.01%
47 - Powell River			0.00%	0.43%	41.67%	20.45%
48 - Howe Sound	\$45,506.89	5	1.31%	0.70%	37.62%	32.98%
49 - Central Coast			0.00%	0.08%	37.50%	8.33%
50 - Queen Charlotte	\$511.02	1	0.01%	0.17%	19.08%	22.90%
51 - Boundary			0.00%	0.30%	47.21%	18.24%
52 - Prince Rupert	\$25,013.98	3	0.72%	0.51%	50.06%	19.26%
53 - Okanagan Similkameen	\$20,084.54	2	0.58%	0.49%	37.63%	20.16%

* from MOE Teacher Statistics reports, 2007-08 data

2007-2008 All Districts, All Gender, All Ages, Other Psychological/Psychiatric Disorder	Benefit Total	Number of Claim(s)	district claims as % of total claims	District FTE as % of Prov FTE*	% of teachers in district over 50*	% of females in district aged 35-44*
54 - Bulkley Valley	\$11,949.06	2	0.34%	0.46%	49.26%	19.70%
57 - Prince George	\$74,677.76	8	2.15%	2.68%	46.05%	18.93%
58 - Nicola Similkameen	\$23,167.96	2	0.67%	0.50%	38.21%	19.76%
59 - Peace River South			0.00%	0.70%	35.40%	24.22%
60 - Peace River North	\$23,919.83	3	0.69%	1.10%	29.04%	20.74%
61 - Greater Victoria	\$140,834.98	20	4.06%	3.33%	46.03%	19.33%
62 - Sooke	\$25,290.02	4	0.73%	1.33%	47.05%	23.28%
63 - Saanich	\$89,428.41	10	2.58%	1.41%	45.92%	21.10%
64 - Gulf Islands	\$22,684.59	3	0.65%	0.27%	65.77%	14.62%
67 - Okanagan Skaha	\$44,180.77	4	1.27%	1.19%	41.11%	19.87%
68 - Nanaimo	\$108,204.18	16	3.12%	2.47%	46.91%	21.07%
69 - Qualicum	\$42,810.78	4	1.23%	0.84%	45.35%	22.48%
70 - Alberni	\$2,954.96	1	0.09%	0.79%	46.52%	16.88%
71 - Courtenay	\$58,371.18	9	1.68%	1.52%	40.90%	24.75%
72 - Campbell River	\$33,664.25	3	0.97%	1.07%	49.68%	21.33%
73 - Kamloops-Thompson	\$55,864.07	7	1.61%	2.57%	21.80%	27.66%
74 - Gold Trail			0.00%	0.39%	37.23%	17.77%
75 - Mission	\$117,935.07	10	3.40%	1.15%	47.32%	20.81%
78 - Fraser-Cascade	\$8,545.47	2	0.25%	0.39%	50.85%	13.56%
79 - Cowichan Valley	\$95,335.19	12	2.75%	1.51%	42.06%	23.42%
81 - Fort Nelson	\$30,148.95	2	0.87%	0.19%	13.51%	27.03%
82 - Coast Mountains	\$68,559.75	5	1.98%	1.00%	46.73%	24.18%
83 - North Okanagan Shuswap	\$24,089.11	3	0.69%	1.25%	40.98%	22.33%
84 - Vancouver Island West	\$6,556.10	1	0.19%	0.13%	49.22%	10.36%
85 - Vancouver Island North	\$30,825.51	3	0.89%	0.34%	50.53%	15.55%
87 - Stikine			0.00%	0.07%	19.05%	28.57%
91 - Nechako Lakes	\$2,004.94	1	0.06%	0.88%	29.76%	34.23%
92 - Nisga'a			0.00%	0.15%	34.78%	13.04%
93 - C.S.F.	\$86,307.58	6	2.49%	0.96%	23.53%	23.53%
Province	\$3,470,204.84	389	100.00%	100.00%	39.15%	22.00%

* from MOE Teacher Statistics reports, 2007-08 data