



## **ENHANCED DISABILITY MANAGEMENT PROGRAM**

### **What Employees Need To Know**

#### **What is the Enhanced Disability Management Program?**

The Enhanced Disability Management Program (EDMP) supports you when absent from work or struggling at work because of an occupational or non-occupational illness or injury. Customized to meet your individual needs, it provides the proactive, seamless support of a Disability Management Professional and EDMP union representative who are focused on your timely and safe recovery.

Negotiated and developed in partnership with your employer and union, this province-wide program is now part of the collective agreement.

#### **How does an employee qualify for participation in the program?**

Participation is required for regular employees who meet one of the following criteria:

- Missing one (1) shift due to illness or injury resulting from a work-related event
- Missing five (5) consecutive shifts due to a non work-related illness or injury.

Employees who are struggling at work and casual employees may also be referred, or self-refer, to the program, although services provided may vary.

#### **How does the program work?**

The process begins when you are referred to the program. This referral can happen in a couple ways: a manager or union steward can refer you to the program, or if you have been absent and meet the eligibility criteria, you may be contacted directly by the Disability Management Professional or EDMP union representative/steward to discuss entry into the program.

If accepted, a Disability Management Professional will create a customized case management plan for you. This plan will include appropriate support and services to address and remove any medical, personal, workplace and vocational barriers that keep you from actively participating in the workplace.

By participating in this program you may also be able to receive medical and rehabilitation services quicker, or access diagnostic services or treatments recommended by a doctor or treating specialist, which may not be covered under the Medical Services Plan (MSP) or extended health plans.

When you are ready to return to the workplace, return-to-work planning that takes into account your abilities and options such as a gradual return to work, flexible work (days/hours), modifications to current duties, or even assignment of alternate/sedentary work may be explored.

#### **What happens next?**

Once contacted by a Disability Management Professional, and accepted into the program, a package of forms will be sent to you for completion. This package includes an introductory letter, an authorization form and a form for your physician (if appropriate). When completed and signed, the forms are returned to the Disability Management Professional who will be in touch regarding next steps.



### **What if an employee is already receiving a physician's care?**

If care is already in place, the Disability Management Professional will simply 'monitor and review', and facilitate your access to additional services, if required. This will allow the Disability Management Professional to stay up-to-date, and to provide any appropriate rehabilitation or return-to-work options.

### **Can employees refer themselves into the program?**

Yes. If you meet the criteria (above) you can refer yourself to the program. Regular employees who are struggling at work but do not meet the criteria, and casual employees can refer themselves into the program. If you self-refer and continue to work, services will be provided a case-by-case basis, and at the discretion of your employer.

### **How are managers involved?**

As a valued extension of the disability management team, your manager can help you to access the program, keep you connected to your workplace (if you are away), and support any workplace modifications and return to work.

### **Will my privacy be protected?**

Please be assured that medical information is kept in the strictest confidence, and available to the Disability Management Professional and EDMP union representative working directly on your file. Information is provided to managers and human resources on a need-to-know basis, limited to the nature of an absence and any functional information relating to a return to work. The confidentiality policy can be read at <http://www.heabc.bc.ca/edmp>

### **Where can more information be found about the program?**

If you have further questions or would like more information about the Enhanced Disability Management Program (EDMP), please contact your:

- EDMP union representative/steward
- Manager

Information is also included in the collective agreement, and online at <http://www.heabc.bc.ca/edmp> and your union's EDMP webpage.