

## ENHANCED DISABILITY MANAGEMENT PROGRAM (EDMP) GOES INTO EFFECT NOVEMBER 1, 2013 FOR HSA MEMBERS COVERED BY THE HSPBA and NBA COLLECTIVE AGREEMENTS

### **What is the Enhanced Disability Management Program (EDMP)**

EDMP is a new, holistic disability management program which was negotiated into the HSPBA and NBA collective agreements in 2010. It was jointly developed and administered by the employer and the union and the intent is to use a province-wide standardized approach to disability management. EDMP has a privacy and confidentiality policy. Confidential medical information must be protected.

***EDMP will provide appropriate services at no cost to the employee, which includes the cost of obtaining Occupational Functional Assessments (OFAs).***

### **What are the Goals of EDMP?**

Provide early, appropriate, and ongoing support to maintain employees' connection with the workplace and/or return to work in a safe and timely manner.

- Reasonably address all barriers to return to work:
  - Medical
  - Personal
  - Vocational
  - Workplace

### **Criteria for Eligibility**

All regular employees shall be referred to the program if they are:

- Off with a work-related illness/injury. The referral will be made on the first day of the illness/injury.
- Off due to a non-work related illness/ injury. The referral will be made after an absence of 5 work days.

Participation in this program is **required** for regular employees unless there is a bona fide reason to decline.

### **Participation by Casual Employees and Regular Employees who continue to work and self-refer**

- Participation in the EDMP program is **voluntary** for all casual employees and all regular employees who continue to work and self-refer to the program.
- Services provided to casual employees and regular employees who self-refer and continue to work are considered on a case-by-case basis and are at the discretion of the employer.
- All casual employees and regular employees who self-refer and continue to work and who participate in a Case Management Plan where services are being provided are required to participate unless there is a bona fide reason to decline. Once you have started the program, you cannot opt out.

### **Enrolling an Employee**

- Employees who are eligible and enroll in EDMP are required to complete the EDMP Authorization Form.
- An employee can be referred to EDMP services through a variety of avenues. They include but are not limited to:
  - Self-referral
  - Referral through union
  - Referral through a manager
  - Payroll Report
  - Workplace Health Call Centre (WHCC)
  - Absence Report Line
  - Attendance Enhancement/ Management Programs
  - Other HR Programs

With EDMP, a Case Management Plan (CMP) will be developed to facilitate a timely and safe return to work with the Disability Management Consultant in collaboration with the employee and the union.

The employer will develop a holistic Case Management Plan (CMP) for all employees participating in the program, including milestones and expected outcomes, in coordination with any other agencies involved.

The CMP may include:

- Medical Intervention (treatment/supports and or expediting referrals)
- Transitional Work (TW)
- Graduated Return to Work (GRTW)
- Workplace Modifications
- Vocational Rehabilitation and/or retraining

### **EDMP Dispute Resolution Process**

All case management disputes shall be resolved in accordance with Case Management Dispute Resolution Process

All other disputes concerning the interpretation, application, operation or any alleged violation of the EDMP are subject to grievance and arbitration procedure set out in the Collective Agreement.

### **PROGRAM STARTS NOVEMBER 1, 2013 FOR HEALTH AUTHORITY EMPLOYERS; 2014 TARGETED FOR AFFILIATE EMPLOYERS**

The Go-Live Date is November 1, 2013 for all HSA members covered by the HSPBA and NBA collective agreements who are employed by Health Authorities. Affiliate employers expect to introduce the program in 2014.

This means that any HSPBA or NBA members employed in Health Authorities and who meet the above criteria will be referred to EDMP after November 1, 2013.

If you have been off work due to a medical condition since prior to November 1, 2013 then you will be under the Disability Management Program in your Health Authority that was in place prior to November 1, 2013. However, on a case by case basis, case files may be transitioned over to the HSA EDMP representative to continue to facilitate any supports that may be required and to support members.

If you have been in communication with an HSA steward regarding your disability management case, please follow up with her/him to determine if it would be appropriate to refer the file over to an EDMP representative..

If you have a Duty to Accommodate referral in and have been working with our DTA Labor Relations Officer (LRO), then the file will remain with the DTA LRO.

Contact information for the HSA EDMP Representatives is on the HSA website at [www.hsabc.org](http://www.hsabc.org), under the Member Benefits section.

Should you have any general questions regarding EDMP, you can send an email to [EDMP@hsabc.org](mailto:EDMP@hsabc.org) and I will respond to your questions.

Thank you  
Helga Wainwright CDMP  
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Health Sciences Association of BC