



Enhanced Disability Management Program

Nurses Bargaining Association/Health Science Professionals Bargaining Association

July 2011 Update

Background:

In April 2011, a new Enhanced Disability Management Program (EDMP) was jointly implemented by the Nurses' Bargaining Association (NBA), the Health Science Professionals Bargaining Association (HSPBA) and the Health Employers Association of BC (HEABC). This marks the first time that a collaboration between two unions and employers of this nature has taken place in BC's health sector. The program goals include early safe return to work and a corresponding reduction in long-term disability (LTD) premiums and sick leave utilization.

Presentations to introduce the program were held in April and May 2011. These sessions were well-attended by all health authorities including human resources, disability management and union representatives, with an average of 60 attendees per session.

Current status:

The Provincial Steering Committee, which includes representation from all health authorities, continues to oversee the work of sub-committees responsible for program implementation, education, communications and evaluation. Progress to date includes:

- **Completion of the framework for an online performance support tool.** This tool will provide both general information and step-by-step instruction for all activities related to delivering and receiving EDMP services. Potential audiences include disability management professionals, union representatives, ill or injured employees and the general health care employee population. The development of this engaging and interactive tool is being led by [Dr. Conrad Gottfredson](#), and the content will be populated through the work of the EDMP Implementation & Communications Sub-Committees.
- **Submission of a Phase I application to the BC Nursing Research Project Program (Michael Smith Foundation for Health Research) to fund a robust EDMP evaluation.** The grant is for a maximum of \$100,000 per year over two years. Invitations to submit full proposals will be announced in July. Dr. Marina Niks, an independent evaluation consultant, is leading the Evaluation Sub-Committee in both this grant application and the development of an evaluation framework, which will be implemented regardless of the grant application outcome.
- **Drafts of standardized forms and policies, including a confidentiality policy.** This work is ongoing among members of the Implementation Sub-Committee with a focus on the priority documents that will allow the program to get up and running.



Current Obligations:

The new collective agreement language came into effect April 1, 2011. The parties are expected to adhere as closely as possible to the principles of the new program while we are working toward full implementation.

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