



HEALTHCARE

E I P



EARLY INTERVENTION PROGRAM

HELPING EMPLOYEES RETURN TO WORK

Community Bargaining Association
(BCGEU, CUPE, CAW, HSA, HEU, PEA, UFCW, USWA)

Facilities Bargaining Association
(HEU, BCGEU, IUOE, CSWU, IBEW, USWA, BCNU, UBCJA, UAJAP&P, IUPAT)

Health Science Professionals Bargaining Association
(HSA, BCGEU, CUPE, PEA, HEU)

Nurses' Bargaining Association
(BCNU, HSA, UPN)

What Is EIP?

The Early Intervention Program is a confidential program that assists regular healthcare employees who are ill or injured to return to work (RTW) at no cost to the employee.

When Am I Eligible?

If you are a regular full-time or part-time employee in the Community, Facilities or Health Science Professionals Bargaining Association and have been ill or injured for 6 consecutive scheduled shifts or 10 consecutive calendar days, whichever occurs first, your employer will refer your name to the Healthcare Benefit Trust (HBT).

If you are a regular full-time or part-time employee in the Nurses' Bargaining Association and have been ill or injured for 5 consecutive scheduled working days/shifts, your employer will refer your name to HBT.

How Does It Work?

The Healthcare Benefit Trust (HBT) will contact you, explain the program, coordinate your participation and send you an Occupational Fitness Assessment (OFA) form to be completed by you and your physician and returned to the Case Consultant at HBT.

Who Is The Case Consultant?

The Case Consultant is a registered health professional at HBT who will review your confidential medical forms, refer you to medical service providers if needed, and develop a customized return to work plan that will accommodate your limitations and capabilities.

What Am I Required To Do?

This program is included in your collective agreement. You are strongly encouraged to work with your healthcare provider, your union, your employer and HBT to facilitate your early return to work. Employees may self-refer to EIP.

How Does My Union Assist Me?

The EIP representative for your Union is available to assist at anytime throughout the process. When your RTW plan has been approved by your healthcare provider, your union steward will work with you and your employer to implement the plan.

Is My Privacy Protected?

HBT is an independent service provider that is bound by the BC Personal Information Protection Act (PIPA). Medical information provided to HBT is considered strictly confidential.

For Further Information Please Contact

Your Union Representative

OR

Your Employer

OR

The Healthcare Benefit Trust at:

- Vancouver: 604-630-1456
- Toll Free (in BC): 1-888-630-1456