

IS IT UNION SUPPORTED?

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

PRIVACY PROTECTION

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



FOR MORE INFORMATION

- ◆ **Union representative**
 - **BCNU** (www.bcnu.org)
Vancouver 604-433-2268
Toll-Free 1-800-663-9991
 - **HSA** (www.hsabc.org)
Vancouver 604-439-0994
Toll-Free 1-800-663-2017
 - **UPN** (www.upnbc.org)
Vancouver 604-931-2471

- ◆ **Employer**

- ◆ **Healthcare Benefit Trust** (www.hbt.ca)
 - **Vancouver** 604-630-1456
Toll-Free 1-888-630-1456
Fax 604-630-1475
email ... earlyintervention@hbt.ca
 - **Victoria** 250-479-4089
Toll-Free 1-877-479-4089
Fax 250-479-4033
email ... earlyintervention@hbt.ca



**NURSES' BARGAINING
ASSOCIATION**



HEABC
Health Employers
Association of BC

EIP is provided by:
HEALTHCARE BENEFIT TRUST
HBT
BENEFIT FROM EXPERIENCE

WHAT IS EIP?

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

WHAT IS THE GOAL?

EIP coordinates the medical services you need during your recovery and develops your RTW plan when medically appropriate.

WHO IS INVOLVED?

- ◆ you, the ill or injured employee
- ◆ your employer
- ◆ your union
- ◆ your treating physicians and/or healthcare providers
- ◆ the Healthcare Benefit Trust (HBT)

HOW DOES IT WORK?

1. Your employer refers regular full-time or part-time employees to HBT after an absence due to illness or injury of 5 consecutive scheduled working days/shifts. You may self-refer to EIP to ensure early access.



2. HBT contacts you to explain EIP and coordinate your participation.
3. HBT sends you an Authorization & Occupational Fitness Assessment (OFA) form.
4. You sign the Authorization form and then you and your physician complete the OFA form and fax to the Medical Case Manager (MCM) at HBT.

WHO IS THE MCM?

The MCM is a registered health professional who provides appropriate and caring medical case management by:

- ◆ contacting you to review your medical care plan and referring you to medical and/or rehabilitation service providers for treatment as required
- ◆ monitoring your recovery and reviewing the RTW plan recommended by your medical providers
- ◆ customizing your RTW plan that may recommend graduated or modified duties to accommodate your limitations and capabilities
- ◆ adjusting your plan, if needed, to ensure a successful RTW

IS IT CONFIDENTIAL?

Confidential medical information is not released to your employer. HBT provides your employer with notice of your participation in the program and with any functional limitations/restrictions related to your RTW plan.

Members of the Working Group (WG) may receive updates from HBT regarding the progress of your referral. The WG includes representatives from the Nurses' Bargaining Association (NBA) and the Health Employers Association of BC (HEABC).

IS PARTICIPATION REQUIRED?

EIP is included in your Collective Agreement. You are strongly encouraged to work with HBT, your healthcare provider, union and employer to facilitate your RTW. Employees may self-refer to EIP to ensure early access.

