

Facilities Bargaining Association

A special bulletin for all members in Facilities • **PLEASE POST** • *February 9, 2007*

Early Intervention Program for the Facilities Health Sector

A new joint program will assist ill or injured workers to return to work. The Early Intervention Program (EIP) for the Facilities Health Sector is a pro-active, customized return to work program

The new program is called EIP — the Facilities Health, Early Intervention Program, involves employers, employees, unions and the Healthcare Benefit Trust (HBT) all working together in a proactive, customized return to work program for workers who are ill or injured.

Starting on February 12, 2007, if you've been off work for six scheduled shifts or ten calendar days due to an illness or injury, you should expect to be telephoned at your home by an EIP Program coordinator. This program allows an employee to self-refer to EIP.

After contacting you, the EIP coordinator will determine if you are eligible for the program and then describe how it can help facilitate your successful return to work. You'll then be mailed an information package that includes a letter of introduction and an assessment form to be completed by you and your doctor. The assessment will provide information about your illness or injury and an estimate of when you are expected to return to work.

Your EIP case manager, who is an occupational health nurse, will then help you develop a customized early intervention plan, ensure you receive all necessary medical care and work with you, your physician and your employer to accommodate your return to work.

A joint steering committee comprised of Facilities Bargaining Association (FBA) reps and Health Employers Association of BC (HEABC) reps helped develop the program, which they co-manage with HBT. An EIP working group, consisting of employer and union reps will report to the steering committee.

EIP PROGRAM OBJECTIVES

- to initiate early contact with the ill/injured employee
- to identify and provide appropriate case management of the ill/injured employee's health issues
- to facilitate the rehabilitation of ill/injured employees while expediting a safe and timely return to work through an early return to work plan
- to convey the message that employees are valued.

WHO IS AFFECTED

The EIP is included in the new FBA collective agreement. All regular employees are covered as are all unionized sectors in health.

WHO WILL BE CONTACTED?

Your employer will refer your name to EIP if you are an employee who has been ill or injured for six scheduled shifts or 10 calendar days.

WILL MY PRIVACY BE PROTECTED?

Yes. The information you provide to the EIP coordinator is covered by the BC Personal Information Protection Act.

Additionally, the Medical Case Manager is an Occupational Health Nurse/RN, and is bound by the professional standards expected of the College of Registered Nurses of British Columbia and the Canadian Nurses Association Code of Ethics.