

**EARLY INTERVENTION PROGRAM**

**POLICIES & PROCEDURES**

*Between*

**Health Science  
Professionals Bargaining  
Association**

*and*

**HEABC**

Health Employers  
Association of BC

## Introduction

The Health Employers Association of British Columbia (HEABC) and the Health Science Professionals Bargaining Association (HSPBA) have negotiated an Early Intervention Program (EIP).

The purpose of the EIP is to facilitate pro-active, appropriate and customized return to work (RTW) programs for employees with occupational and non-occupational disabilities. The EIP is currently provided by the Healthcare Benefit Trust (HBT), which also provides the LTD coverage, and is supported by the HSPBA and HEABC.

The benefits of the EIP can be realized by both the Employer and employee, and may:

- prevent feelings of loneliness and abandonment that reduce the employee's motivation to get well;
- assist the employee to obtain appropriate health/rehabilitation services;
- help avoid a "run-around" for the employee from one healthcare professional to another;
- assist the employee and her/his family in re-establishing a sense of control;
- increase the likelihood of a successful rehabilitation outcome; and
- reduce the costs of sick leave and the Long-Term Disability Insurance Plan.

The success of the EIP will ultimately depend on the participation of the employers, unions and employees, and their support of the program. For employees, seeking timely medical treatment, following medical recommendations of the treating physician or healthcare professional and, where appropriate, participating in an early intervention plan (EI Plan) are vital in improving her/his quality of life and successful return to pre-disability health. Any EI Plan will include the involvement of the local steward and management representative as it improves the likelihood of a successful EI Plan.

The National Association of Disability Evaluating Professionals (NADEP) has indicated that the likelihood of an unassisted individual ever returning from an absence due to illness or injury decreases the longer an employee is absent from work. Therefore, the EIP plays a critical role in reducing the costs of disability claims within the Health Care sector.

The EIP may evolve as it is implemented and this document will be updated periodically to reflect those changes.