



## HBT POLICY: Rehabilitation Compliance Rehabilitation Services A-7.1

Policy Number OC-11-13-v1

### Policy Statement:

This policy outlines the responsibility of the Employee to participate in the Rehabilitation Plan to ensure continued Long Term Disability (LTD) benefits entitlement and guidance when Employees fail to participate or cooperate with a Rehabilitation Plan.

### Principles

- Employability is central to all provision of service
- Rehabilitation is provided to resolve barriers to Gainful Employment
- Employees are responsible for their involvement in Rehabilitation planning and participation in contracted services

### Guidelines

1. The purpose of Rehabilitation to resolve barriers to Gainful Employment is to reduce LTD plan costs by avoiding or shortening the duration of an LTD claim
2. Rehabilitation Services invites Employees to participate in Rehabilitation during initial contact and advises that under the terms of the LTD Plan, Employees are required to participate in Rehabilitation Plans developed by Rehabilitation Services to maintain entitlement to LTD benefits (see Collective Agreements: Long Term Disability Insurance Plans in *Relevant Documents/Links*)

### Practice

- 1) Rehabilitation Services develops Rehabilitation Plans for all referred Employees (Policy A-3.2 Rehabilitation Plan) with the goal of resolving barriers to Gainful Employment for the purpose of reducing LTD plan costs by avoiding or shortening the duration of an LTD claim
- 2) Rehabilitation Services advises the Employee of the requirement to participate and cooperate in a Rehabilitation Plan

- 3) Rehabilitation Services advises the Employee that GWL will suspend LTD benefits when:
  - a) The Employee fails to respond to requests to participate in Rehabilitation
  - b) The Employee refuses to participate in, or discontinues participating in, a Rehabilitation Plan without demonstrating reasonable grounds
  - c) The Employee is employed by a Health Authority and refuses to accept a job accommodation identified in a Rehabilitation Plan
  
- 4) Rehabilitation Services advises Great-West Life (GWL) when an Employee receiving LTD benefits fails to participate or cooperate in a Rehabilitation Plan
  
- 5) For Employees not yet entitled to LTD benefits (pre-LTD) who fail to participate in a Rehabilitation Plan, Rehabilitation Services will:
  - a) Advise the employer and Union, and/or working group
  - b) Advise the Employee that failure to participate could affect their LTD benefit entitlement
  
- 6) Rehabilitation Services considers the following factors when evaluating an Employee's apparent failure to participate or cooperate in a Rehabilitation Plan:
  - a) Death in the family
  - b) Imminent return to work
  - c) Medical status

***Rehabilitation Review Committee (LTD cases only with Rehabilitation Review Committee in the LTD Plan)***

- 7) Participation in Rehabilitation is mandatory unless the Employee:
  - a) Demonstrates reasonable medical or other grounds for being unable to participate
  - b) Appeals the dispute to the Rehabilitation Review Committee for resolution (see Collective Agreements: Long Term Disability Insurance Plans in *Relevant Documents/Links*)

## Definitions

- **Employability** – The ability to perform Gainful Employment
- **Employee** – Employees of HBT's member employers who are covered by the HBT LTD Plan (plus the HSA LTD Trusts)
- **Gainful Employment** – Occupation for which the Employee has the education, training and/or experience at a rate of pay defined by the Employee's LTD plan (see Collective Agreements: Long Term Disability Insurance Plans in *Relevant Documents/Links*)
- **Rehabilitation**
  1. **Medical Rehabilitation** – Treatment designed to facilitate recovery from injury, illness, or disease and to restore sufficient physical, sensory, and mental functions to enable Gainful Employment. Treatment also includes assisting the Employee to compensate for deficits that cannot be reversed medically.
  2. **Vocational Rehabilitation** – Services offered to enable Employees with mental or physical disabilities to attain skills, resources, attitudes, and expectations needed to achieve Gainful Employment. Services offered may include skills enhancement or retraining.

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- **Rehabilitation Plan** – Documentation of Medical and Vocational Rehabilitation required to resolve barriers to Gainful Employment including outcome measures and a timeline

## Relevant Documents / Links

- A. Collective Agreements: Long Term Disability Insurance Plans  
<http://www.heabc.bc.ca/Page20.aspx>  
[http://www.cssea.bc.ca/public\\_documents.php](http://www.cssea.bc.ca/public_documents.php)