



HBT POLICY: Independent Medical Consultations Rehabilitation Services A-4.1

Policy Number OC-11-22-v1

Policy Statement:

This policy provides guidance for using an Independent Medical Consultation as part of the Rehabilitation Plan.

Guidelines

1. Rehabilitation Services may request an Independent Medical Consultation (IMC) for an Employee when:
 - There is conflicting or insufficient information about barriers to Gainful Employment
 - Rehabilitation recommendations are required to address a medical barrier to Gainful Employment
 - An assessment of the likely benefit of potential Rehabilitation is required

Practice

- 1) The IMC is documented as part of the Rehabilitation Plan (Policy A-3.2 Rehabilitation Plan)

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*)
- **Independent Medical Consultation (IMC)** – An assessment completed by a medical expert independent of the Employee, the Employee’s treating professional and the employer to identify an Employee’s barriers to Employability. The medical expert should provide recommendations for a treatment plan, but does not provide treatment. An IMC is most frequently requested when there are issues concerning mental health, occupational health and addictions.

- **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.
- **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