



## Who is WorkAbility?

WorkAbility is part of the Employee Engagement Workplace Health team, and provides you with customized return to work planning which may include:

- Gradual Return to Work
- Quick access to rehab services including physio, OT, diagnostics, counselling, and addictions treatment
- Workplace accommodation

Whether you are struggling to stay at work or returning to work from injury or illness, WorkAbility can help get you back to health, your regular routine, and return to work sooner.

Part of the VCH WorkAbility Team, Sept 2017



## Why WorkAbility?

WorkAbility services are mandated through the provincial Enhanced Disability Management Program (EDMP), negotiated between health care unions and employers, to support ill and injured employees to return to work sooner.



## What happens when I am referred?

### 1. Plan



After being off sick for 5 or more **consecutive** shifts or 1 shift for workplace **injury/illness**, WorkAbility will contact you to develop a return to work plan with you, and input from your manager/supervisor, EDMP union representative and potentially WSBC (for workplace injuries).

- ✓ Rehabilitation assessments and treatment
- ✓ Priority access to health services and treatments
- ✓ A gradual return to work (eases you back into work)
- ✓ Referral for accommodation (changes to an employee's duties/schedule or new role)

### 2. Act



WorkAbility will work with you, your EDMP rep and manager to review and implement your return to work plan and establish a check-in schedule. WorkAbility will stay connected with you and your manager to ensure your plan is progressing and make any changes needed.

### 3. Support



When you are ready to return to work, WorkAbility will connect with you, your manager and EDMP union representative to review your return-to-work plan.



Your manager will give you an update of departmental activities.



They will discuss how your co-workers will be informed of your return-to-work, while being mindful of your privacy and confidentiality.

*Note: WorkAbility will continue to support you and your manager for 30 days after your return to work.*

#### Quick Fact

WorkAbility supported over 3400 staff to stay or return to work from illness or injury in the last year.



## How will I get paid?

Each situation is unique so it's best to discuss sick leave entitlements with your manager and Portfolio Clerk. Employees are typically coded as sick (using their regular sick leave bank) until a claim is accepted, if applicable.



## Having You at Work Benefits Us All

At VCH, we know that healthy health care employees are the foundation for delivering safe and quality health care services to our patients, clients and residents.

Having you at work benefits us all – staff, managers, your colleagues, the people we serve – and most importantly you. Research shows that getting back to work after an injury or illness **improves recovery and rehabilitation**, and helps to maintain morale and a connection to the workplace while providing ongoing income.

The earlier you start planning your return to work or plan to stay at work with the support of WorkAbility, the sooner you can get back to your normal work and personal life.

### Your Responsibility

- Once you are off work for 5 or more consecutive shifts or 1 shift for workplace injury/illness, speak with WorkAbility when they contact you to develop a customized recovery and return to work plan.
- Stay connected with WorkAbility on your recovery and return-to-work planning, including sharing the information required to support you.
- Remember to use the Absence Call Line to ensure accurate coding and pay: **604-639-4297 or 1-866-924-4297**
- Stay in touch with your manager while you are off work to help you stay connected to the workplace.



## People come first at WorkAbility

*I felt very supported and this in itself, gave me more confidence in the workplace – to know that there is support when you need it.*  
VCH Employee, Medical Imaging

*I am back to work full-time and getting on with life! I can't thank (WorkAbility) enough.*  
Care Aide, Residential Care

*I am grateful for your support as I go through this process.*  
Community Health Nurse, Vancouver Community



## Contact WorkAbility

### Return to work supports:

604-875-4111 ext. 68324  
VCHWorkAbilityEnquiries@vch.ca

### Resources:

- **'NEW' WorkAbility website for staff:**  
vchworkability.ca
- **Employee Wellness (EFAP)**  
604-872-4929 or help@efap.ca
- **Provincial Workplace Health Call Centre**  
1-866-922-9464 (for reporting workplace illness or injury)
- **EDMP Representative**  
Contact your local union office



Vancouver Coastal Health  
Promoting wellness. Ensuring care.

Are you off work?

Recover Faster with **WorkAbility**  
Employer paid health and rehab services for VCH staff

**NEW** [www.vchworkability.ca](http://www.vchworkability.ca)