

Employee Program & Services	Employer Programs & Services	
<p>Employee & Family Assistance Program (EFAP) Shepell.fgi</p>	<p>Disability Management Program – Morneau Shepell</p>	<p>Medical Consultant Services – LifeMark Health</p>
<ul style="list-style-type: none"> Employees and immediate families access confidential services directly Include short-term counseling & telephone consulting services Enhanced April 1, 2011 to include Health Coaching service, to replace the previous ESRA Program Health coaching to assist employees & family members with physical health concerns CHR covers cost of program Optional services billed to ministry (wellness seminars, workshops, executive coaching, workplace support services) <p>Worksite Supports:</p> <ul style="list-style-type: none"> Critical Incident and Trauma Support <ul style="list-style-type: none"> Ministry books direct by calling toll-free EFAP number 1-800-268-5211 CHR covers emergency/ reactive traumas including death, natural disasters, workplace violence, etc. Ministry covers cost of critical incidents/trauma services related to employer decisions (i.e. organizational change, layoffs, terminations, business decisions) & specialized counseling Manager consultations available to discuss workplace and employee issues Substance Abuse Relapse Prevention and Depression Care specialized counseling available at fee of \$140.00 per hour 	<ul style="list-style-type: none"> Program to provide worksites with disability case management assistance for employees with absenteeism, complex medical, and worksite behavior issues that are impacting the workplace. Referrals recommended to take place early in an employee’s General Illness (GI) period (within 20 days off work) to offer timely assistance to employees and worksites and reduce long-term impact of employee’s absence. However, referrals can be made at any time during the GI period. Referrals can also be made if the employer requires assistance with an employee’s intermittent absenteeism. HR works with Managers to refer employees directly using Notification of Disability form and delegated email, dmlreferrals@shepellfgi.com. Ministries are billed directly by Morneau Shepell as follows: <ul style="list-style-type: none"> Initial Triage - \$150.00 – case manager receives referral and calls employer and employee within 2 business days. Makes recommendations for or against case manager involvement. Case Management - \$300.00 – if case established, case fee applies regardless of length of time involved in managing the case. If FTW assessment required, CHR covers cost under Medical Consultant Services Additional Costs (pre-approval required): <ul style="list-style-type: none"> If IME or other specialized assessment required and approved by ministry, billed to ministry at cost plus 15% administrative fee. Assessment can be arranged through LifeMark Health or another provider. Other specialized services, such as RTW Facilitation (on-site, trained facilitator for non-medical barriers) and Work Assist or other specialized counseling, \$140.00/hour 	<ul style="list-style-type: none"> Medical assessment services to assist workplaces determine employees’ fitness for work, work abilities/restrictions, and attendance or complex medical issues Fitness to Work (FTW) assessments paid by CHR <ul style="list-style-type: none"> can be scheduled within 5 - 10 working days from referral conducted by physician with specialty in Occupational Medicine Disability Management Program (see below) can refer employee for a FTW assessment All other assessments paid by ministry requesting service: <ul style="list-style-type: none"> Independent Medical Examinations (IME) with other specialty areas Specialized assessments, including addictions, psychiatric, functional capacity/on-site, ergonomic assessments, etc. HR refers by calling Workplace Health contact directly (Nancy Peters, Pam Kehler or Brigid Burton) Employee compelled to attend as per Article 33 (5) of Collective Agreement (for unionized employees) All employees can refuse to attend; however, consequences for non-attendance should be identified All cancellations within 2 business days or no show on day of appointment are billed to ministry
	<p>Workplace Referral Program – Shepell.fgi or Morneau Shepell</p>	
	<ul style="list-style-type: none"> Accessed through either Disability Management Program or EFAP Refer when behavior issues present at worksite but medical condition has been ruled out Referred by Morneau Shepell Case Manager or contact Workplace Health Consultant for referral forms or call Shepell.fgi account manager Dora Newcombe at 780-426-1700, ext 226 DO NOT access through EFAP toll-free number Cost is \$140.00 per hour counseling session to work on specific behavior issues 	

For further information on all CHR Workplace Health Employee & Employer Programs, go to: <http://www.chr.alberta.ca/Practitioners/DocList116.cfm>