



# BCTF Health and Wellness Program



**An early intervention and return to work program for teachers**

- The BCTF will assist teacher-members who are unable to maintain, or return to, their teaching positions due to a medical illness or disability by funding an **early intervention rehabilitation program**. This program is offered on a **voluntary basis**. The BCTF will promote wellness initiatives in districts and at individual work sites.
- The Health and Wellness Program contracts professional **rehabilitation consultants** located in communities throughout the province. In consultation with the teacher health care provider, these consultants will **coordinate services** that help to improve the teacher's health and functional abilities.
- Teacher Wellness Committee **meets monthly** with Manager of Human Resources to help support teachers to regain an optimum state of wellness, health and productivity by providing rehabilitation services and promoting self-care **(funded by BCTF)**.



## The referral process

A member may call the BCTF directly and ask to speak with a staff member from the BCTF Health and Wellness Program to self-refer. A member may also be referred by the local president or employer. Referrals are also generated by the Salary Indemnity Plan, short-term or long-term, if medical reports indicate that recovery could be enhanced through rehabilitation assistance.

## Who can access the BCTF Health and Wellness Program?

Any BCTF member who contributes to the Salary Indemnity Plan is entitled to request a referral to the Program if she or he is working in one of the districts covered by the BCTF Health and Wellness Program. To find out if your district is part of the program, contact your local president or call the BCTF Health and Wellness Program directly.

*Prior to working with my rehabilitation consultant, I felt at a loss as to how to recover and regain the ability to be useful and productive again... with their direction and guidance, I feel I am making progress in reclaiming my life... step by step we have developed small realistic and attainable goals that certainly help build confidence and strength.*

—Past program participant

## Privacy

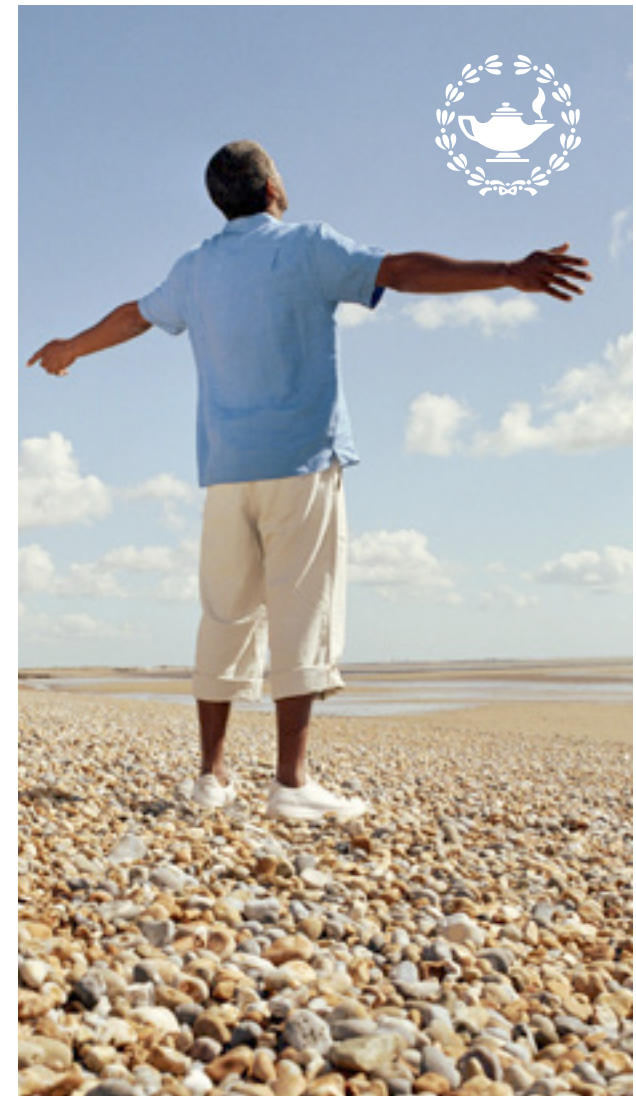
The BCTF Health and Wellness Program respects your right to privacy. In order to develop a plan unique to your needs, the rehabilitation consultant will gather personal and medical information. This information will be used solely to assist the teacher and remains confidential between you and your consultant. Your functional abilities will be shared with your local president and school district, information regarding your diagnosis and treatment information will not be shared without your consent.

## The BCTF Salary Indemnity Plan

- is funded by BCTF members to provide short-term and long-term disability coverage.
- provides the services of the BCTF Health and Wellness Program.

For more information,  
contact the BC Teachers' Federation:

100-550 West 6th Ave, Vancouver, BC V5Z 4P2  
604-871-1921 or 1-800-663-9163 [www.bctf.ca](http://www.bctf.ca)



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## BCTF Health and Wellness Program Vision

The BCTF will assist teacher-members who are unable to maintain, or return to, their teaching positions due to a medical illness or disability by funding an early intervention rehabilitation program. This program is offered on a voluntary basis. The BCTF will promote wellness initiatives in districts and at individual work sites.

### How does the program assist a teacher?

The Health and Wellness Program contracts professional rehabilitation consultants located in communities throughout the province. In consultation with your health care provider, these consultants will coordinate services that help to improve the teacher's health and functional abilities.



*My recovery and gradual return to work has been very challenging, with many unexpected obstacles along the way. (My rehab consultant)... has provided wisdom and support during this very difficult time. Her experience, combined with her ability to listen and empathize, has given me the encouragement and practical information I have needed to successfully return to work.*

—Past program participant

## A STEP-BY-STEP APPROACH TO REACH YOUR GOALS

- 1 Assessment.** A local rehabilitation consultant completes an initial interview with the member and consults with their medical practitioner(s).
- 2 Planning.** With the teacher, the attending physicians, and health care practitioners, the consultant develops a rehabilitation plan. The plan incorporates their knowledge of the unique demands of teaching.
- 3 Implementation.** The teacher, in conjunction with their consultant and health care team, works toward achieving the goals as set out in their plan. The consultant works with the local president and the school district to facilitate a successful plan.
- 4 Follow up.** Once the goals of the rehabilitation plan have been achieved, the consultant provides support and ensures that the teacher has strategies to sustain their health.

### How can I be referred to the program?

Potential candidates can be referred to the program in four ways:

- **self-referral**
- **by local president or designate**
- **by local school district representative**
- **by the BCTF Salary Indemnity Plan (short-term disability or long-term disability).**

