

## ETHICS & PRIVACY

The Rehabilitation Counsellors adhere to the professional code of ethics of the Vocational Rehabilitation Association of Canada. Information shared with your Rehabilitation Counsellor is considered confidential, but limited information may be released to rehabilitation service providers to support your involvement in a rehabilitation or return to work plan. Information may be released to your medical doctor to support clearance for your participation in rehabilitation or a return to work. Your employer would be informed about your readiness to return to work. There are also legal limits to confidentiality that you should discuss directly with your Rehabilitation Counsellor.

The IWA - Forest Industry LTD Plan also adheres to the provincial Personal Information Protection Act.

## BACKGROUND

Rehabilitation Services are administered by the IWA - Forest Industry LTD Plan. The LTD Plan was established in 1982 as a result of an agreement between I.W.A. Canada and Forest Industrial Relations. In September 2004, the IWA merged to become part of the United Steelworkers Union. Union members and their Forest Industry employers fund the Plan equally. The Plan is governed by a Board of Trustees, half representing the Forest Industry and half representing the United Steelworkers Union.

## IWA - FOREST INDUSTRY REHABILITATION SERVICES

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### REGIONAL OFFICES:

#### NORTHERN OFFICE - PRINCE GEORGE

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TOLL FREE: 1-866-564-9222

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#### SOUTHERN INTERIOR OFFICE - PENTICTON

PHONE: 250-487-1182

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FAX: 1-888-658-5705

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#### SOUTHERN VANCOUVER ISLAND OFFICE - NANAIMO

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TOLL FREE: 1-877-951-0351

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## IWA - FOREST INDUSTRY REHABILITATION SERVICES

*"We offer services and support to Members of the United Steelworkers union who work in the forest industry and are in receipt of short term or long term disability benefits, to help them safely return to work."*



## ***WHAT IS REHABILITATION?***

Rehabilitation is a process to help you succeed in your recovery, and support your return to the work force.

The Rehabilitation Counsellor at IWA - Forest Industry Rehabilitation Services will work with you to develop a rehabilitation plan in cooperation with your United Steelworkers Local, and your employer.

The goal is to help you get back to work as quickly and safely as possible after an injury or illness. Ideally, that means returning to your own job, or another job with the same company. If that is not possible, then you may be assisted with a job search, or trained to do another job.

## ***WHO QUALIFIES FOR REHABILITATION SERVICES?***

You may qualify for Rehabilitation Services if you are in receipt of short or long term disability benefits, and an injury or illness prevents or delays you from doing your usual job.

You are more likely to be successful in your recovery and return to work plans if you begin to work with your Rehabilitation Counsellor as early as possible.

## ***WHAT CAN REHABILITATION SERVICES DO FOR ME?***

If your doctor recommends that you will be able to return to your own job, a Rehabilitation Counsellor can help you develop an appropriate plan to build your strength and ability to return to work. Arrangements may be made to help you return to work on a gradual schedule with medical support.

If you are unable to go back to your own job because of your injury or illness, efforts will be made to help you find another job with the same company, or with another company in the Forest Industry.

If that is not possible, the next option is to help you find a job outside the Forest Industry that you are able to do. If necessary, we can help you train for a new line of work.

## ***WHAT CAN I EXPECT?***

A Rehabilitation Counsellor is available to meet with you early in your recovery to provide support and assist you to meet your needs for counselling, rehabilitation, and return to work.

When medical support is confirmed, your Rehabilitation Counsellor will start working with you, in cooperation with your company and your union representative, to set goals for your rehabilitation. With your active involvement, we may develop a written agreement to describe how to approach these goals, how quickly you will achieve them, and what financial support you will receive during your rehabilitation.

## ***WHAT AM I EXPECTED TO DO?***

You may access rehabilitation services during the short and long term disability periods.

During the LTD period, if you have been medically cleared for participation in rehabilitation, you will be required to help develop and participate in a rehabilitation plan in order to continue receiving disability benefits.

For your program to be successful, you need to cooperate and be actively involved in your own rehabilitation. By working together, we can help you return to work and overcome limitations caused by your disability.

## ***WHAT IS A SUCCESSFUL REHABILITATION PLAN?***

Quite simply, a rehabilitation plan is successful when you go back to work. Getting started on a plan as early as possible after an injury or illness is one of the keys to success. A Rehabilitation Counsellor can assist you to return to work while you are still receiving short term disability benefits.

If you require long-term assistance with rehabilitation, your Rehabilitation Counsellor can assess your unique skills and abilities and can help you to develop a rehabilitation plan that meets your needs. You and your Rehabilitation Counsellor will follow the progress of your plan, and make adjustments as necessary to support the achievement of your goals.