

Approval Date: March 3, 2000

Most Recent Editorial Date: July 27, 2016

Disability Management/Health Recovery Support Policy

Office of Accountability:	Office of the Vice-President (Finance and Administration)
Office of Administrative Responsibility:	Organizational Health & Effectiveness
Approver:	Board of Governors
Scope:	Compliance with this University-wide policy extends to all members of the University community.

Purpose

Campus Community “We recognize and value the role each individual member of the university community plays in meeting our mission. We seek a campus community in which all individuals are treated with equality and respect and where all may seek to reach their full potential. We are committed to an environment of work and study which is equitable, safe, healthy, and supportive of our mission.” *Degrees of Freedom, 1993*

The purpose of the University of Alberta Policy is to recognize that healthy, and therefore productive, staff are an organizational asset. The availability of appropriate rehabilitation and support programs to assist staff members in maintaining or reaching an optimal level of function is beneficial to both the staff member and the University.

POLICY

The University of Alberta will provide a Disability Management/Health Recovery Support Program to assist staff members to continue to contribute positively in the work environment in spite of a disabling injury, illness or chronic medical condition.

The Disability Management/Health Recovery Support Program will support and enable staff members to:

- Maximize their abilities, and enhance or maintain their overall quality of life;
- Stay at work in spite of disabling condition where this is feasible, or
- Return to work in a timely and effective manner, without risk to their health or the safety of others.

The Disability Management/Health Recovery Support program is client centered, with both the staff member and their supervisor/administrator playing an active role in the process, and being held accountable for making a positive contribution to the outcome.

While the focus is on maximizing staff member ability and retaining a connection to the workplace, consideration is given to both the needs of the individual staff member and the department/administrative unit.

The Disability Management/Health Recovery Support process combines proactive and preventive initiatives, early illness intervention, medical and rehabilitation management, return to work planning and access to a network of specialty service providers in a coordinated manner to optimize the likelihood of success and make the best use of available resources.

All medical or personal information obtained through the disability management process will be handled in a confidential manner in accordance with the Guideline for the Management of Personal Health Information.

DEFINITIONS

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use. [▲Top](#)

Eligible Staff Member	Includes all academic and support staff, whether operating or trust funded, regardless of whether the individual is entitled to illness or disability leave benefits under the appropriate Agreement.
------------------------------	---

RELATED LINKS

Should a link fail, please contact uappol@ualberta.ca. [▲Top](#)

There are no related links for this policy.

PUBLISHED PROCEDURES OF THIS POLICY

There are no published procedures of this policy.