

## BCPVPA EARLY INTERVENTION PROGRAM

The BCPVPA is pleased to offer its members the Early Intervention Program (EIP).

The EIP offers an excellent opportunity to be proactive in managing your health and well-being. It is designed to provide you with quick and easily accessible resources and counsel on how to best navigate your health-related concerns so that you can remain well at work.

### Common Concerns

- Stress and resilience
- Anxiety, depression and emotional health
- Relationship and family problems
- Grief and loss
- Conflict and harassment
- Addictions
- Work and career problems
- Life transitions / change
- Pain and/or decreased physical capabilities

### Questions about the EIP?

Visit the **FAQ** section on the BCPVPA or humanworks websites or contact:

#### humanworks

**EMAIL:** [admin@humanworks.ca](mailto:admin@humanworks.ca)

**PHONE:** 604-734-4130

[www.humanworks.ca](http://www.humanworks.ca)

#### Jack MacNeill

President & EIP Manager, humanworks

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**PHONE:** 604-689-3399

**TOLL-FREE:** 1-800-663-0432

[www.bcpvpa.bc.ca](http://www.bcpvpa.bc.ca)



humanworks is a team of professional counsellors, consultants, and therapists who are committed, experienced and passionate about what they do.

They have extensive experience and have provided support at every professional level within the K-12 system - from CUPE staff and teachers to Principals and Vice-Principals, district leadership teams, and Superintendents.

humanworks has strong and trusting relationships in many school districts across the province and has served as a valuable resource for the BCPVPA over the last four years.

# Stay on top of your professional health



## let us help you

BCPVPA's Early Intervention Program (EIP) is here to help you gain greater clarity and control of your professional health.

bcp<sup>53</sup>vpa

humanworks  
consulting group inc.



let us help you

### What are the benefits of the EIP?

Members are provided with a confidential place to:

- Discuss wellness-related concerns with a professional experienced in the K-12 system
- Deal with wellness challenges before they become unmanageable
- Resource referral and wellness planning
- Learn how to better balance work and personal life
- Return to work planning

### When to contact the EIP

You might need assistance if you find yourself:

- Constantly distracted by problems at work
- Chronically tired and overwhelmed
- Missing deadlines and calling in sick
- Becoming involved in conflicts
- Emotionally, physically, mentally, or cognitively unwell



### The EIP is a professional support service provided by the BCPVPA at no cost to you.

- The program supports BCPVPA Benefits Plan members experiencing health-related personal and/or professional challenges.
- Voluntary, confidential and private, the EIP is administered by **humanworks**, in partnership with the BCPVPA Benefits Plan. **humanworks** is committed to maintaining your confidentiality and will not disclose information you have shared unless you provide explicit consent to do so.

### Timeline and Contact Mechanisms

- Member will be in direct contact with an EIP consultant until they feel appropriately supported and resourced (typically 3 months)
- Member will be provided with support from an EIP consultant in the manner that best suits the circumstance (telephone, email, virtual consultation)

### Eligibility and Cost

- Member must be enrolled in the BCPVPA LTD Benefits Plan (including BCPVPA, BCSSA, and exempt staff).
- There are no direct costs to BCPVPA LTD Benefits Plan members to participate in the program. Members must meet eligibility criteria to qualify.

### Referral Criteria

Access to the program is through the following channels:

#### Self-referral

Member self-refers by completing referral form and submitting it directly to **humanworks**, or by contacting **humanworks** (phone or email).

#### BCPVPA or BCSSA

Member is informed of the EIP by a BCPVPA or BCSSA representative. The member then completes and submits a referral form directly to **humanworks**.

On occasion, a BCPVPA or BCSSA representative may submit a referral on behalf of and with consent of the member.

#### District Referral

Member is informed of the EIP by a local professional association representative or a member of the district senior staff. The member then completes and submits a referral form directly to **humanworks**.

On occasion, a local professional association representative or a member of the district senior staff may submit a referral on behalf of and with consent of the member.

Regardless of the referral mechanism, the member's participation in the EIP remains 100% voluntary. A member can withdraw from the program at any time.