

A woman with long dark hair, wearing a yellow sweater, is sitting in a wheelchair. She is smiling and looking to her right while holding a tablet computer with both hands. The background is a blurred hospital room with a bed and medical equipment. A red and orange abstract graphic is on the right side of the image.

The Short Term Disability Management Pilot

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At the Alberta School Employee Benefit Plan (ASEBP), we're working on fine-tuning our services, giving you optimal supports to help you on your health journey—and the Short-Term Disability Management (STDM) pilot will do just that!

Short-term disability management—for sick leave absences greater than two weeks and up to 90 days—allows us to get to the heart of your health needs and streamline supports so you can get the right medical attention early, helping you heal and get back to feeling like yourself and return to work quicker.



BENEFITS

- Timely access to medical assessments and medically indicated treatments, if needed
- Increased guidance and intervention throughout your short-term leave
- Assurance that your medical information is managed confidentially and appropriately
- Connection with a STDM specialist who will guide you through your entire STDM experience, including:
 - Utilizing case management and interventions based on your specific health and wellness needs
 - Finding holistic outcomes to assist your successful return to work
 - Liaising only fitness for work and accommodation-related needs information to your employer to promote your integration back into the workplace

Research shows that timely and active intervention improves health outcomes and that's exactly what we want: a healthy you!



KEEPING YOU SAFE AND SECURE

We ensure that your privacy and confidentiality is protected in all of our programs and this pilot is no exception to that. Rest assured that we'll collaborate with your employer to support and promote a successful case outcome for you, keeping you at the heart of the matter.

WHAT TO EXPECT

During this pilot, when you've been away from work for more than 14 days, you'll be directed to complete a Release of Information form and send your medical documentation to ASEBP rather than to your employer. Upon notification from your employer that you're away, an ASEBP STDM specialist will be assigned to work with you. Through active case management and collaboration with your health care providers, they will oversee and facilitate revisions to your treatment and recovery plan where required, and coordinate a successful return to work, if possible. Depending on the nature of your leave, you may need to attend ASEBP-expedited referrals in an effort to assist you in fulfilling the medical recommendations set out by your physician or specialists. If you have a more complex medical condition, the STDM team will assist with application and transition to Extended Disability Benefits (EDB), if that is required. In a nutshell, we're here for you!

ELIGIBILITY

- Participation in the STDM pilot program is mandatory for all eligible covered members within pilot employer groups.
- Your STDM specialist will review your application, looking at all of your provided information, and will determine whether your absence is medically supported or not. They'll communicate with you and advise your employer of same. They'll also continue to assess your ongoing eligibility throughout the 90-day sick leave period for your medically supported absence.
- For covered members who are eligible to apply for EDB, you will be guided through the EDB application process during your short-term leave, if that is needed. If approved for disability benefits, you'll transition to EDB after the 90 days are complete.





Your Role


- Participate fully in your recovery and treatment plan.
- **Provide timely information and updates.** Maintain regular, respectful contact with your STDM Specialist to advise of your medical appointments, updates regarding your medical status, and any changes in your fitness for return to work or gradual return to work plan, if applicable.
- **Attend all medical appointments and treatments** that may be required to confirm a medical diagnosis and appropriate treatment. These may be arranged by ASEBP, if required, and you will be notified in advance if they are necessary.
- Remain in contact with your employer.
- Participate fully in your gradual or complete return to work.

Your Employer's Role

- **Provide timely notification to ASEBP**, ensuring we can connect with you as soon as possible.
- **Focus on your accommodations**, if required to promote a successful return to work.
- **Payment of sick leave benefits** remains at the discretion and responsibility of your employer.

ASEBP's Role

- **Provide timely information**, acting as liaison between you and your employer.
- **Keep your information private**, simply letting your employer know approximately how long you'll be away so they can plan for and coordinate substitute staffing resources.
- **Manage your leave** through active case management.
- **Support you and your employer with the transition planning**, addressing return to work planning or your transition to other leave types (e.g. extended disability, personal leave).



Our focus is the health and well-being of Alberta's public education sector. Created by our two parent bodies, the ASBA and ATA, this three-way partnership means we're different from traditional insurance providers.

We focus on doing what's right for you and your employer, providing holistic, integrated products and services to promote your wellness for the long run.

We're proud to be the comprehensive benefits option for the public education sector in this province. And we're proud to support you on your lifelong health journey.

HAVE QUESTIONS?

Connect with your STDM specialist for questions while you're involved in the program and be sure to connect with your employer if your questions are related to pay or other types of leaves.

