

Workplace Monitors

At the point of return to work, or continued work, the participant has been cleared by his/her health care professionals, and a graduated, return to work plan has been crafted, balancing the needs of the employment with the health needs of the participant. Participants cannot return to work after an absence due to health reasons related to their psychiatric or substance dependence diagnosis until they have a specific and detailed occupational plan approved by both their treating clinician and the Medical Director or Associate Medical Director of the PHP. Part of this return to work plan is having Workplace Monitor contacts in the workplace to be a support but also to monitor for potentially problematic behaviours. A secondary value to the workplace monitor is that the participant has an ally in the workplace that is aware and supportive of their health efforts.

Who are they?

Workplace monitors are chosen by the participant to be someone they have regular contact with in the work environment. They do not have to be health professionals, but it is preferable that they not be employed by the monitored health professional.

What do they do?

Workplace monitors are asked to observe changes in mood and behaviour only and notify the case manager at any time they have concerns. The PHP is not concerned with competence in the workplace.

What they are NOT

The workplace monitor is not responsible for ensuring regular contact is made with the participant, the participant is expected to follow up with the workplace monitor. If problematic behaviour is observed, the workplace monitor is not responsible to follow up other than to report it to the PHP case manager.

Reporting requirements:

A regular report is expected quarterly from the workplace monitor. The reporting form is simple and consists of four check boxes and space for comments if needed. Reports are supplied by the PHP. Workplace monitors are encouraged to call the case manager at **any time** to report concerns.

What happens when a concern is noted and reported?

The case manager will review any concerns of the workplace monitor with the participant and will notify the participant's treating clinician(s). It is then the responsibility of the case manager to determine the source of the concern and required action of the participant.

What type of support is available to workplace monitors?

The case managers also serve as a support for the workplace monitors, who can discuss any concerns they have in their role, and get support and feedback regarding their role.

The Case Manager will arrange to meet with the workplace monitor(s) and the participant early in the monitoring agreement. This meeting is to further clarify the nature of the participant's health issues and behaviours that might indicate a recurrence of symptoms or relapse. This meeting is an opportunity to reinforce the role of the workplace monitor and the agreement of this workplace monitor to report concerns to the PHP.

Who can the workplace monitor communicate with?

The workplace monitor is encouraged to communicate with the PHP whenever they have any concerns.

Exchange of information between workplace monitors at a worksite is anticipated. Workplace monitors will be informed by the Case Manager as to who they may and may not communicate with so this is clear to both the workplace monitors and participant.