

Summary of Restorative Care Plan

Eligibility	Ministry personnel in pastoral charges, lay employees in pastoral charges, and staff in the General Council or Conference offices who are actively working and members of the United Church group benefits plans are covered under the restorative care plan (RCP).
Qualifying Period (the period before disability benefits take effect)	2 weeks (during which time salary continuation is in effect).
Disability Benefits Payable	100% of salary (plus housing allowance or manse, if applicable), for 6 months. This is considered to be taxable income.

How the Restorative Care Plan Works

If your absence from work due to illness or injury is certified by medical record and approved by the adjudicator (initially and ongoing), you are entitled to receive full salary paid by your pastoral charge or employer (plus housing allowance if applicable or use of the manse if applicable) for a 6-month period. Your pastoral charge or employer is reimbursed 85% of your salary (plus housing allowance if applicable) through this program.

Return to Work

You may return to work from a period of disability by

- providing a medical certificate indicating readiness to return to work and/or working with the claims adjudicator to determine readiness,
- meeting with the Presbytery Pastoral Relations Committee for authorization to return to work (if applicable), and
- consulting with the Case Manager and Disability Analyst from the General Council Office regarding rehabilitation program options.

If You Are Unable to Return to Work

If your absence continues beyond the 6 months covered by the restorative care plan, your claims adjudicator and the Disability Analyst at the General Council Office will assist you in applying for long-term disability benefits. Please note: At this time, if you are ministry personnel, you will need to have a discussion with the pastoral charge, presbytery, and Conference staff on needs related to alternative accommodation if you are living in a manse.