

## 7.6 - Abilities Management Program Audit

### **Audit Objectives:**

To determine if the the Human Resources Client Services Branch has an effective Abilities Management Program that helps employees remain at work and supports timely and safe return to work.

### **Audit Scope:**

The scope of this audit does not include:

- The prevention of work-related injuries.
- Workers' compensation benefits
- Supplementary income replacement benefits.

### **Overall Conclusion:**

Overall, we found that the Branch has partially met the audit objective of effectively managing the Abilities Management Program.

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### **Recommendations to the Human Resources Client Services Branch:**

1. Improve and document the quality review processes it uses to ensure compliance and consistency of case management.
2. Evaluate the Branch's modified duty program for its ability to facilitate employees' timely return to work and to yield cost savings.
3. Work with business partners to improve abilities management reporting to support business areas in timely monitoring of employee leaves.
4. Develop a comprehensive Abilities Management Program Evaluation Framework to measure, monitor, and improve the program.