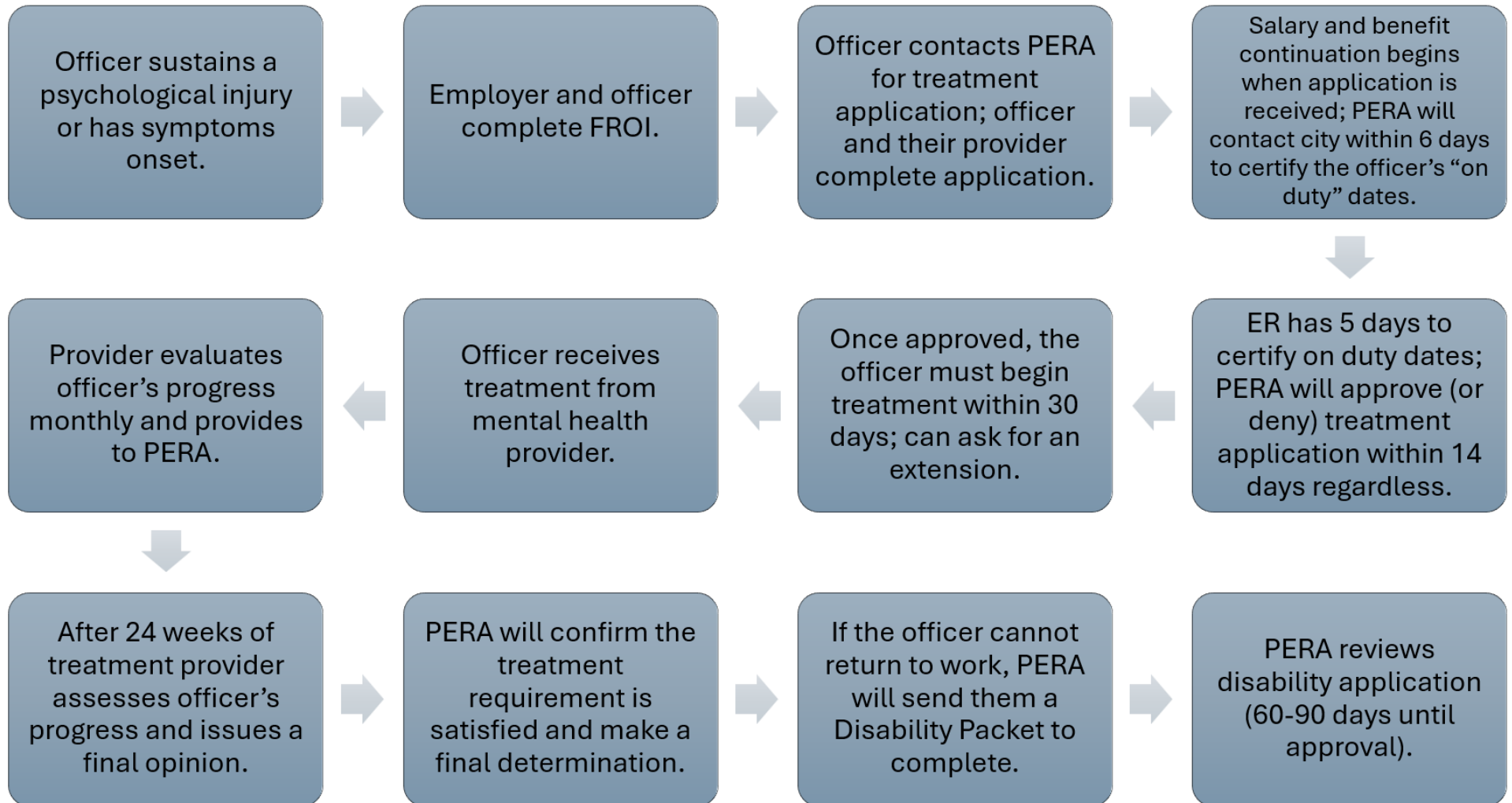
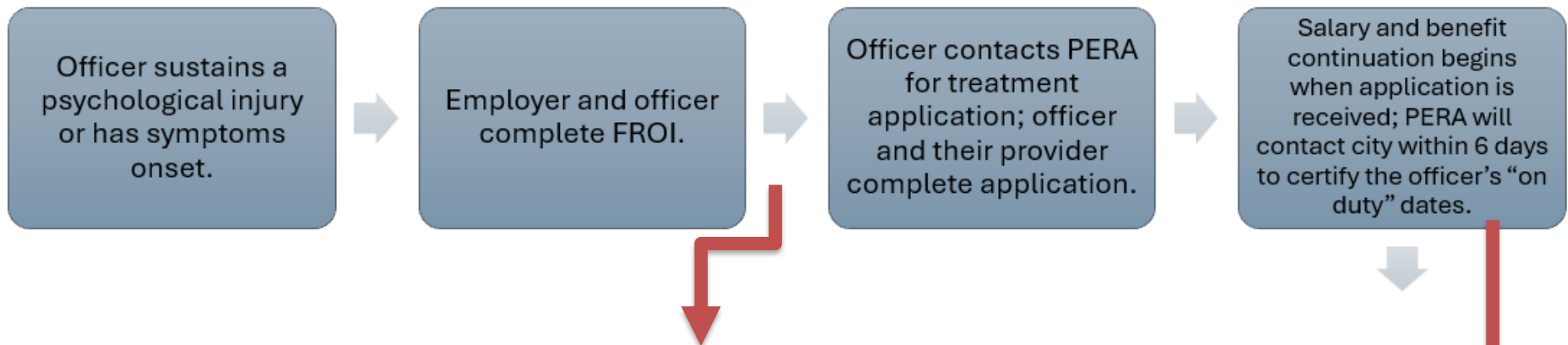


P&F Psychological Treatment Process



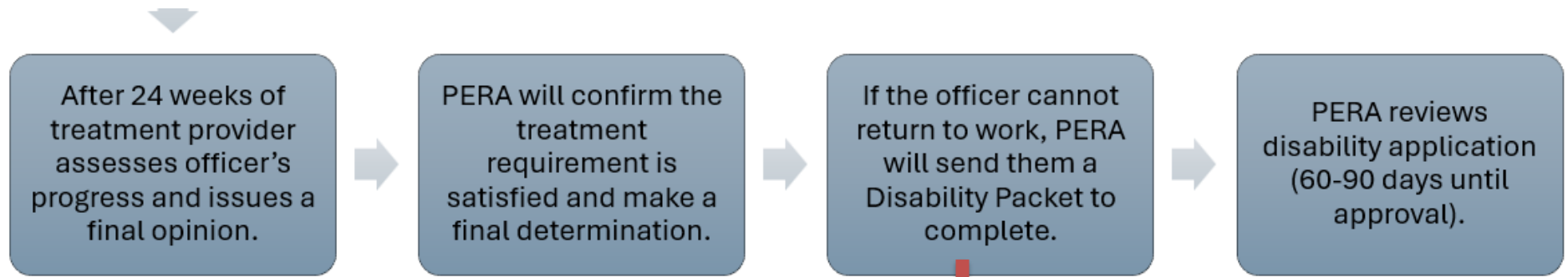


What happens between the first report of injury and the date of application?

- Help employee find alternative resources, such as peer support or EAP resources. See [Public Safety Mental Health Hotline Numbers](#)
- HR works closely with employee to find possible reasonable accommodations.
- Complete First Report of Injury (FROI); FMLA starts.
- Follow employer's normal leave policy (use leave banks, State leave, etc.)
- Employer and employees should stay connected during leave.

How long does salary and benefit continuation last?

- Begins when the application is received by the executive director
- Continues through the period an employee is seeking psychological condition treatment approval..., appealing a determination thereof...or receiving treatment.
- Obligation ends upon the completion of treatment (24 weeks + optional 8 weeks)



What happens while an employee awaits disability benefit approval?

- HR works with the employee on possible reasonable accommodations, light duty, return to work, etc. If they cannot return to work, the employee follows employer's normal leave policies and starts depleting their leave banks.
- HR works with the employee on mutual separation of service, including payout of leave banks. It is **not** advisable for employer to unilaterally terminate employee.

What happens after benefit approval?

- Employee must stop working at their Police & Fire Plan position within 45 days.
 - May stay on payroll while they exhaust their leave banks.
- Benefits begin when the employee no longer has paid time off and is no longer receiving any other salary payments.
- Benefits are retroactive to the later of the last day of treatment or termination of employment.
- PERA sends notice to employee and employer confirming benefit approval, which includes the 299A.465 healthcare continuation benefit obligation.