

This Bulletin provides a summary of policies and procedures recently revised, rescinded, reviewed or introduced.

Earnings Loss

Policy EL-01 Earnings Loss: Benefit Calculation

Effective October 23, 2025, The Board of Directors approved the following revisions:

- Defined Extended Earnings Loss (EEL) benefits and Temporary Earnings Loss (TEL) benefits as the two forms of earnings loss benefits available to injured workers;
- Clarified that the earnings-loss rate established after 13 weeks of disability is also used to calculate earnings-loss entitlement should the worker become entitled to EEL benefits;
- Clarified the requirement of section 89(5) of the Act where calculating average earnings for a worker who had concurrent employment with two or more employers at the time of the injury is based on the combined earnings from those employers; and
- Clarified that the onus is on the worker to report earnings from concurrent employment as they may be considered as post-injury earnings.

PRIME

PRIME Policies

Effective October 23, 2025, the Board of Directors approved revisions to policies for the PRIME Program to align with recent changes to the new program requirements.

Policy PR-01 PRIME Overview

The following revisions were made:

- Added Path 2 – OHS Certification and construction employer requirements;
- Removed the reference to medium and large employer requirements;
- Moved practice and experience incentive range and refund information from Policy PR-02 PRIME Calculation to allow PR-02 to retire; and
- Updated the reference section to:
 - Add Policy PR-13 PRIME Practice Incentive for Construction Employers, PR-15 PRIME Practice Incentive Path 2 – OHS Certification and Procedure 505.00 PRIME Calculations; and
 - Remove PR-06 PRIME Practice Incentive for Provincially Regulated Employers and PR-07 PRIME Practice Incentive for Federally Regulated Employers.

Policy PR-13 PRIME Practice Incentive for Construction Employers

The following revisions were made:

- Updated policy title and content to reflect the PRIME and audit requirements for the construction industry;
- Replaced reference to retired Policy PR-02 PRIME calculations with PRIME Procedure 505.00 PRIME Calculations;
- Added information from PR-10 PRIME Audit for Non-Construction Employers to allow PR-10 to retire;
- Aligned policy layout with PR-14 Practice Incentive Path 1 Employers (OHS Education) and PR-15 Practice Incentive Path 2 Employers (OHS Certification);

Our policies and procedures are available on our website: www.workplaceNL.ca

- Added SiteSafe Certification; and
- Updated the reference section to add Procedure 505.00 PRIME Calculations.

The following PRIME policies are rescinded effective January 1, 2026, as the revisions to the PRIME program are fully implemented:

- **Policy PR-02 PRIME Calculations**
 - Merged with Policy PR-01 PRIME Overview.
- **Policy PR-10 PRIME Practice Incentive for Provincially Regulated Employers**
 - Merged with PR-13 PRIME Practice Incentive Construction Employers.
- **Policy PR-11 PRIME Transitional Policy**
 - No longer required as the PRIME program transition will be completed in 2026.

The following PRIME policies were rescinded and replaced with the new PRIME Program policies PR-14 PRIME Practice Incentive Path 1 Employers (OHS Education) and PR-15 PRIME Practice Incentive for Path 2 Employers (OHS Certification):

- **Policy PR-06 PRIME Practice Incentive for Provincially Regulated Employers**
- **Policy PR-07 PRIME Practice Incentive for Federally Regulated Employers**
- **Policy PR-08 PRIME Practice Incentive for Provincially Regulated Construction Employers**
- **Policy PR-09 PRIME Practice Incentive for Federally Regulated Construction Employers**

Effective January 8, 2026, reference updates were made to the following PRIME policies:

Policy PR-03 PRIME Adjustments

- Added the following policy references:
 - Policy PR-13 PRIME Practice Incentive for Construction Employers; and
 - Policy PR-15 PRIME Practice Incentive Path 2 Employers (OHS Certification).
- Removed references to rescinded policies PR-06 PRIME Practice Incentive for Provincially Regulated Employers and PR-07 PRIME Practice Incentive for Federally Regulated Employers.

Policy PR-14 PRIME Practice Incentive Path 1 Employers (OHS Education)

- Added the following policy reference:
 - Policy PR-01 PRIME Overview
- Removed the following rescinded policy references:
 - Policy PR-02 PRIME Calculations
 - Policy PR-10 PRIME Audit for Non-Construction Employers

Policy PR-15 PRIME Practice Incentive for Path 2 Employers (OHS Certification)

- Removed reference to rescinded Policy RE-02; and
- Added reference to Policy PR-01 PRIME Overview.