

This Bulletin provides a summary of policies and procedures recently revised, rescinded, reviewed or introduced.

## Injury Funds and Reserves

### Policy IF-03 Long-term Investments

Effective December 11, 2025, the Board of Directors approved the following revisions:

- Added that pooled fund managers are to submit a quarterly statement of compliance to their internal investment policies to ensure the investment policy of the pooled fund is consistent with Policy IF-03.
- Added that segregated fund managers report on an annual basis how proxies were voted to ensure alignment to the WorkplaceNL long-term investments policy; and
- Clarified that survivor benefits are fully indexed to the annual change in the Consumer Price Index for Canada to be consistent with Policy EN-23 Annual Indexing of Dependency Benefits.

## Health Care

### Procedure 59.00 Home Modifications for Seriously Injured Workers with Significant Functional Impacts

Effective January 13, 2026, Management Committee approved the following revisions:

- Removed the reference to the Home Modifications Committee since this committee is no longer operational;
- Outlined the role of the Newfoundland and Labrador Housing Corporation (NLHC) for completing a scope of work and cost estimate for home modifications, which aligns with long standing practice and the contract;
- Clarified when a signed agreement is required between the worker and WorkplaceNL;
- Removed Appendices A, B, C, and D, as this information is outdated.
- Condensed and clarified sections of the procedure;
- Completed edits for clear language in accordance with WorkplaceNL's Writing Style Guide;
- Added a Merits and Justice section; and
- Updated the reference section to add Policy EN-22 Merits and Justice and Procedure 58.00 Health Care Fees and Expenses

## Return to Work and Rehabilitation

### Procedure 48.00 Labour Market Re-entry (LMR) Expenses

Effective December 16, 2025, Management Committee approved the following revisions:

- Clarified the guidelines for determining ownership of purchased equipment for workers;
- Updated references to workplace modifications, assistive devices, and equipment to a general term, called "ergonomic modifications or devices";
- Updated the section for transportation, meals and accommodation expenses to be consistent with the language and parameters outlined in Procedure 60.00 Health Care Expenses and Fees;
- Removed reference to rescinded Policy RE-09 Re-employment Penalties and Payments, and replaced it with Policy RE-08 Compliance with the Re-employment Obligation; and

- Updated the reference section to add Policies RE-02 The Goal of Early and Safe Return to Work and the Roles of the Parties and RE-08 Compliance with the Re-employment Obligation.

### **Procedure 39.00 Re-employment Obligation**

Effective February 9, 2026, a reference update was completed to remove rescinded Policy RE-09 Re-employment Penalties and Payments.