

Policy Number: **HC-11**
Subject: **Drug Formulary**
Chapter: **Health Care Services**

Policy Statement

Under the Workplace Health Safety and Compensation Act, 2022 (the Act), WorkplaceNL determines and provides the health care necessary for workplace injuries. In administering its authority under the Act, WorkplaceNL is committed to the provision of necessary and appropriate health care in the timely and effective treatment of work-related injuries. This includes prescription drugs required by a worker for treatment of a compensable injury.

General

WorkplaceNL uses a drug formulary to determine coverage for appropriate prescription drugs based on the nature of the compensable injury. The prescription drug formulary is divided into profiles to which appropriate classes of drugs have been assigned.

When entitlement under the Act has been determined, all claims will be assigned a formulary profile. Only those drugs classified by the formulary, consistent with the compensable injury profile, will be covered by WorkplaceNL.

Generic prescription drugs will be provided in accordance with the Newfoundland and Labrador Interchangeable Drug Products Formulary as referred to in Part III of the Pharmaceutical Services Act, unless the prescription specifies no substitute.

Coverage of prescription drugs not contained in the formulary profile will be determined based on the individual circumstances of the case.

The guidelines of this policy do not apply to other health care supplies, services and treatment covered by WorkplaceNL.

Approval Process

Medications must be prescribed by a physician, dentist or recognized health care provider who is authorized to do so under provincial legislation (see Policy HC-13 Health Care

Policy Number: **HC-11**
Subject: **Drug Formulary**
Chapter: **Health Care Services**

Entitlement). Medications that normally do not require a prescription, known as over-the-counter medication, will be covered if they are appropriate to the worker's assigned formulary profile and the health care provider writes a prescription.

Medications must be obtained from a provincially-licensed pharmacy. The injured worker will be required to provide the pharmacy with identifying information including surname, date of birth and claim number. Online approval will be given at the pharmacy where the prescribed medication meets the drug formulary criteria.

Online approval will not be granted where the prescribed medication does not meet the drug formulary criteria. The pharmacy may contact the health care provider and advise them that the drug is not covered. Depending on the circumstances, the guidelines for exceptions outlined below may need to be applied.

Online approval will not be available for claims not yet accepted by WorkplaceNL. The injured worker may choose to pay for the medication directly and will be reimbursed if the claim is accepted.

Online approval will not be given on claims which have been closed for more than 90 days. Entitlement to drugs for these claims will be determined based on the individual circumstances of the case.

Exceptions

Where the treating health care provider prescribes a drug that is not contained in the assigned drug formulary, the decision maker may request additional information and may seek the opinion of a medical consultant to determine entitlement to the excluded drug.

The decision maker will communicate their reasons for the decision in writing to the worker, copied to the health care

Policy Number: **HC-11**
Subject: **Drug Formulary**
Chapter: **Health Care Services**

provider. Where the exception is approved, the written decision will include a specific time frame for application of the exception.

Merits and Justice

It is important to consider Policy EN-22 Merits and Justice when making a decision under this policy.

Reference: Workplace Health, Safety and Compensation Act, 2022, Sections 17, 18, 20, 74, 82, 95 and 96
Pharmaceutical Services Act, Part III, Newfoundland and Labrador
Interchangeable Drug Products Formulary
Policies: EN-19 Arising out of or in the Course of Employment
HC-13 Health Care Entitlement
EN-22 Merits and Justice

Amendment History

Original Effective Date	2002 06 03
Revision #1	2002 06 26
Revision #2	2016 12 15
Revision #3	2021 12 15

Next Review Date 2026 12 15