

Summary of Recently Revised Policies - October 2018 Updates -- Bulletin-14

This Bulletin provides a summary of policies and procedures recently revised and reviewed.

Health Care Services Policy

Policy HC-13 Health Care Entitlement

As part of a regular policy review guided by [WorkplaceNL's Policy Framework](#), Policy HC-13 was reviewed for service delivery issues, impact on daily business operations, appeal trends related to unclear or inconsistent policy interpretation and for any required housekeeping changes. As a result of this review, the policy was approved with no revisions and the next policy review date is scheduled for August 1, 2023.

Entitlement and Return to Work Procedures

Effective September 6, 2018, minor housekeeping revisions were approved to the following procedures:

23.00 Proportionment

Revisions include:

- changed the income replacement rate from “80 per cent” to “85 per cent” in the “Calculation Example” of the procedure as a result of the legislative amendment to increase the income replacement rate effective April 1, 2018;
- updated the “Calculation Example” to more accurately reflect how CPP or QQP disability benefits are offset in order to align with the calculation set out in section 81(3.1) of the Act, which states that CPP/QPP is offset from compensation payable;
- updated a position title;
- added reference for the Quebec Pension Plan (QPP); and
- added the reference to Policy EN-01, Permanent Functional Impairment to the “Reference” section of the procedure.

34.00 Suitable and Available Employment

Revisions include:

- changed the income replacement rate from “80 per cent” to “85 per cent” as a result of the legislative amendment to increase the income replacement rate effective April 1, 2018;

- added the full policy title for the reference to Procedure 33.00, Workplace Party Co-operation in Early and Safe Return to Work; and
- added references, Policy RE-18 Hierarchy of Return to Work and Accommodation, and Procedure 33.00 Workplace Party Co-operation in Early and Safe Return to Work to the “Reference” section of the procedure.

42.00 Re-employment Penalties and Payments

Revisions include:

- changed the income replacement rate from “80 per cent” to “85 per cent” as a result of the legislative amendment to increase the income replacement rate effective April 1, 2018; and
- added the full title to the EI (Employment Insurance benefits) reference.

47.00 Labour Market Re-entry Plans

Revisions include:

- changed the income replacement rate from “80 per cent” to “85 per cent” as a result of the legislative amendment to increase the income replacement rate effective April 1, 2018;
- updated a position title; and
- added the following references to the “Reference” section of the procedure:

Policy EN-17 Interruptions and Delays in Work Injury Recovery
Policy RE-05 Re-employment Obligation
Policy RE-09 Re-employment Penalties and Payments
Policy RE-15 Determining Suitable Employment and Earnings
Procedure 44.00 Labour Market Re-entry Co-operation