

## Summary of Policy and Procedure Revisions - November 2019 Updates -- Bulletin-21 – Health Care and Earnings Loss

This Bulletin provides a summary of recent policy and procedure revisions.

### Health Care

#### HC-09 Additional Child Care Costs

Effective September 25, 2019, the Board of Directors approved a housekeeping revision to remove the reference to additional child care costs for a surviving spouse while participating in a labour market re-entry (LMR) program. Additional child care costs for surviving spouses are no longer considered under this policy as amendments to the Workplace Health, Safety and Compensation Act (the Act) in 1996 removed entitlement to vocational rehabilitation services for a surviving spouse. There are no impacts to benefits for workers or surviving spouses. For those surviving spouses whose spouse suffered a work-related fatality prior to July 1, 1996, entitlement to vocational rehabilitation services and additional child care costs can be considered under Policy EN-22 Merits and Justice and s. 88 (d) of the Act.

The Board of Directors also approved the following policy housekeeping revisions:

- Removed the requirement for WorkplaceNL to collect a child care provider's Social Insurance Number;
- Updated the merits and justice section, and policy reference section;
- Clarified the reference to injury to include compensable;
- Clarified the reference to treatments to include rehabilitative; and
- Updated position and agency titles.

#### Procedure 10.00 Additional Child Care Costs

Effective September 4, 2019, Management Committee approved the following revisions:

- Removed the decision making process for Client Services Assistants (CSA), as this is appropriately outlined in the position description for a CSA;
- Clarified and reorganized the reimbursement guidelines under section 10.04 Weekly Threshold Amount;
- Updated section 10.05 Documentation Required, to ensure consistent required documentation; and
- Updated wording to improve clear language.

## Earnings Loss

### **Policy EL-05 Assignment/Attachment Compensation Benefits**

As part of a regular policy review guided by WorkplaceNL's Policy Framework, the policy 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, effective September 25, 2019, the Board of Directors approved revisions to the policy to clarify the instances in which an injured worker's compensation benefits may be assigned, charged or attached. Specifically, the policy was revised as follows:

- Updated the reference to the assignment/attachment of compensation benefits for income support benefits;
- Removed the assignment/attachment of compensation benefits to a group insurance company for wage indemnity as this provision is no longer used; and
- Updated the reference to the Act in the policy reference section.