

Summary of Policy and Procedure Revisions – November 2020 Updates -- Bulletin-24

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

Earning Loss

Policy EL-05 Assignment/Attachment Compensation Benefits

Effective October 14, 2020, the Board of Directors approved an amendment of this policy to support effective administration of the Newfoundland and Labrador Association of Public and Private Employees (NAPE) Injured Worker Relief Fund (IWRF). The policy now includes the IWRF in the list of scenarios where WorkplaceNL is permitted to assign charge or attach workers' compensation benefits.

Entitlement

Policy EN-18 Mental Stress

Effective October 14, 2020, the Board of Directors approved June 2022 as the new review date for the policy. This provides a sufficient timeframe to review the initial changes to the policy in March 2018 that expanded traumatic mental stress coverage, and to review the legislated presumptive PTSD coverage which became effective July 1, 2019. The combined review of the policy and legislative changes will provide a holistic approach to ensure the workers' compensation system adequately addresses work-related traumatic mental health injuries.

Policy EN-20 Weighing Evidence

Effective October 14, 2020, the Board of Directors approved the following policy revisions:

- Re-organized the policy content for more clarity;
- Completed edits for plain and clear language;
- Added a reference to Policy EN-22 Merits and Justice; and
- Updated the policy reference section.

General

Policy IF-03 Long Term Investments

Effective April 1, 2020, the Board of Directors approved the following policy revisions:

- Updated the description of the components of the benefit liability to reflect recent changes;
- Changed the asset mix to:
 - Modify the Canadian fixed income allocation to include:
 - 5 per cent allocation to mortgages
 - 5 per cent allocation to return-seeking fixed income
 - Reduce the Canadian equity allocation from 20 per cent to 15 per cent
 - Increase the global equity allocation from 30 per cent to 35 per cent
 - 11.67 per cent Low volatility global equity
 - 23.33 per cent All country equity
 - Reduce the Canadian real estate allocation from 10 per cent to 7.5 per cent
 - Add a 2.5 per cent allocation to Global Real Estate; and
- Updated the references to Pension Replacement benefit (PRB) and Retirement Benefits.

Return to Work

Procedure 50.00 Relocation Assistance

Effective September 18, 2020, Management Committee approved this new procedure to provide guidelines for decisions makers to follow when considering relocation assistance for injured workers. Outlined in the procedure are specific criteria for injured workers to meet in order to qualify for relocation assistance. The procedure guidelines ensure that injured workers are supported with successful return-to-work employment that restore wages and is functionally suitable wherever the employment opportunity is located.