

## Client Services Procedure Manual

**Procedure: 50.00**

**Subject: Relocation Assistance**

### 50.01 Introduction

This procedure provides guidelines for the decision maker to follow for providing relocation assistance to an injured worker.

### 50.02 Relocation Assistance

#### Definition

**Relocation Assistance** is a financial benefit available to assist an injured worker in permanently relocating to an area where suitable employment has been secured as part of the labour market re-entry (LMR) program or permanent accommodation review process with the pre-injury employer. As prescribed under Section 99 of the Workplace Health, Safety and Compensation Act, 2022, this is a necessary measure to help injured workers get back to work when they are unable to return to the essential duties of their pre-injury employment due to the impacts of the work injury.

### 50.03 Relocation Assistance Provisions

Relocation Assistance will be provided on a one-time only basis, up to a maximum amount of \$10,000. WorkplaceNL will approve costs for the transportation of household items and the travel cost of all immediate and dependent family members. The most economical means of relocation should be considered based on the individual circumstances of the claim. Documentation must be provided to support the expenses claimed.

Relocation Assistance may be provided when the following criteria are met:

- The injured worker has secured employment in another location that will reduce or eliminate their wage loss entitlement;
- The functional requirements of the new employment position are consistent with the functional abilities of the injured worker;
- The distance between the injured worker's current residence or pre-injury employment address (whichever is applicable) and the new employment location is greater than the reasonable commute; and
- Relocation is reasonably necessary to achieve the objectives of the workplace re-integration plan, as part of the LMR program or permanent accommodation review process.

Relocation Assistance may be provided when a suitable employment opportunity exists at another worksite with the pre-injury employer. This will only be considered when all reasonable options to secure suitable employment at a comparable worksite with the pre-injury employer have been exhausted under the permanent accommodation review process.

#### 50.04 Reasonable Commute

##### Definition

**Reasonable commute** is defined by WorkplaceNL as 80 kilometres one-way from the injured worker's current residence or pre-injury employment address, whichever is closest to the new employment location.

##### Travel in Excess of the Established Reasonable Commute

If a worker prefers to travel in excess of the established reasonable commute, WorkplaceNL will not be responsible for reimbursement of travel expenses. The distance referenced by WorkplaceNL as a reasonable commute is intended to establish entitlement to relocation assistance only.

#### 50.05 Secured Employment Determination

The case manager is responsible for determining the documentation necessary to confirm the secured employment. The following factors should be considered when making this determination:

- Permanent or temporary status of the position;
- The existence of other suitable, internal opportunities if the position is temporary;
- The employment duration; and
- Whether the new area of residency provides increased employment opportunities.

Approval of Relocation Assistance will be based on the individual merits of the claim.

**Reference:** Workplace Health, Safety and Compensation Act, 2022, Section 99

Policies: RE-02 The Goal of Early and Safe Return to Work and the Roles of the Parties

RE-03 Functional Abilities Information for Return to Work

RE-06 Alternative Work Comparable to the Pre-Injury Job

RE-17 Labour Market Re-entry Expenses

EN-22 Merits and Justice

##### Amendment History

Original Effective Date      2020 09 18