

Client Services Policy Manual

Policy Number: **HC-06**
Subject: **Essential Personal Care Coverage**
Chapter: **Health Care Services**

Policy Statement

WorkplaceNL may cover the cost to assist in providing essential personal care which the injured worker is unable to perform due to the severity of the injury. Such essential personal care coverage will be considered where, as a result of the compensable condition, an injured worker has very limited mobility, or for other reasons, requires assistance with supervisory care, nursing care, and daily living needs.

Essential personal care coverage will be considered in cases where the compensable injury or occupational disease is serious or life threatening, involves traumatic amputation, or requires long term care for the injured worker to meet his/her essential personal needs. It may also be considered where the worker is unable to carry out essential personal care while recovering from the acute effects of the compensable condition.

The extent and duration of the essential personal care coverage will be determined by WorkplaceNL based on the individual needs of the injured worker, taking into consideration the nature of the injury and recommendation of the worker's health care provider(s). Fees for essential personal care services will be established by WorkplaceNL based on reasonable rates for professional and personal care service fees within the province.

Essential personal care may be provided by a health care professional, a personal care service provider, or a family member, as appropriate depending on the needs of the worker and the availability of care. In any case, WorkplaceNL must be satisfied that the worker will receive the level of care that is safe and will meet the needs of the worker. WorkplaceNL may request an evaluation of the worker's circumstances to determine the level of care required or whether the care arrangements are meeting the worker's needs.

Exceptional Circumstances

In cases where the individual circumstances of a case are such that the provisions of this policy cannot be applied or to do so would result in an unfair or unintended result, WorkplaceNL will decide the case based on its individual merits and justice. Such a decision will be considered for that specific case only and will not be precedent setting.

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

Amendment History

<i>Original Effective Date</i>	1988 06 30
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