

Client Services Policy Manual

Policy Number: **HC-09**
Subject: **Additional Child Care Costs**
Chapter: **Health Care Services**

Policy Statement

Where, due to the compensable injury, an injured worker incurs justifiable additional child care costs during the acute period of recovery from the compensable injury, during the acute period of post-operative recovery for the compensable injury, while attending medical and rehabilitative treatments for the work injury, or while participating in WorkplaceNL sponsored labour market re-entry programs, WorkplaceNL will reimburse the worker for the additional costs. WorkplaceNL's Medical Consultant may be consulted to determine the acute period of recovery.

The additional cost is the difference between the new cost and the amount paid prior to the injury.

Additional costs which arise due to factors unrelated to the work injury are not covered under this policy.

The worker must apply for child care reimbursement and provide satisfactory documentation of costs to WorkplaceNL, such as Canada Revenue Agency (CRA) verification, receipts, or sworn affidavits.

Documentation Required

- Pre-injury child care costs must be confirmed by presenting a combination of the following items satisfactory to WorkplaceNL:
 - CRA statements verifying pre-injury child care costs; or,
 - recent receipts from provincially registered child care services agency; or,
 - recent receipts and/or a sworn affidavit from a non-registered child care provider.
- Post-injury child care costs must be confirmed by presenting the most recent receipts and/or a sworn affidavit from the non-registered child care provider.

Specifics

Claims for additional child care costs must include all requested supporting documentation. Only additional child care costs that arise as a result of the compensable injury will be reimbursed.

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Merits and Justice

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 as outlined by Policy EN-22, Merits and Justice. Such a decision will be considered for that specific case only and will not be precedent setting.

Reference: Workplace Health, Safety and Compensation Act, 2022, Sections 7, 18, 20, 64, 95, & 99
Policy EN-22, Merits and Justice

Amendment History

Original Effective Date	1997 05 01
Revision #2	1999 02 04
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Revision #4	2019 09 25

Next Review Date	2024 09 01
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