

REPORT TO THE 123rd LTD FULL BOARD

Re: Rehabilitation Report # 64
Date: July 06, 2016
From: Steve Matovic
Director, LTD Benefits & Rehabilitation

Executive Summary

This report covers the period from January 1, 2016 to April 30, 2016.

At the beginning of the year, 730 members were in receipt of LTD benefits. This included 254 (35%) members who received ancillary benefits only. At the end of April 2016, the total declined by 2.7% to 710 members on LTD. Of these, 484 (68%) received both a payment and ancillary benefits, while 226 (32%) received ancillary benefits only.

Please refer to the Appendix for tables with the distributions of members in each claim category by age range at April 30, 2016.

The average caseload for each of the seven rehabilitation counsellors was 54 at the end of April 2016. 54% of the average caseload was comprised of early rehabilitation referrals for members during the weekly indemnity period.

217 members returned to work from January 1 to April 30, 2015. 213 of these members returned to work with their own employer. 187 returned to work during the weekly indemnity period, and 30 returned to work from LTD.

Expenditures for rehabilitation services for members during LTD continued to trend below the year to date budget to April 30, 2016.

More detailed information follows in the body of the attached report.

New LTD Claims Approved

From January 1, 2016 to April 30, 2016, the Plan approved 40 new LTD claims. This compares to 40 new LTD claims approved over the same period in 2015.

Caseloads

Over the first four months of 2016 there were a total of 258 new referrals to Rehabilitation Services (STD and LTD). This is an increase of 15 cases from the 243 new referrals in the same period in 2015.

At the end of April 2016 there were 379 cases assigned to seven (7) Rehabilitation Counsellors, for a caseload average of 54. This compares to a total of 390 cases assigned at the end of April 2015 and a caseload average of 56.

205 of the 379 cases assigned to the rehabilitation counsellors at the end of April 2016 were for members referred for early rehabilitation services during the weekly indemnity period. 54% of the average rehabilitation caseload was comprised of members on weekly indemnity claims.

Return to Work Outcomes

217 members returned to work from January 1 to April 30, 2015. 213 (98%) returned to work with the same employer; of these 201 returned to their own occupation, 8 with job modifications, and 4 to another position. 4 members secured new employment outside of the forest industry.

Of the 217 members who returned to work, 187 were early STD rehabilitation cases (86%), and 30 were LTD cases (14%).

Of the 187 STD claimants; 174 (93%) returned to work to the same employer and occupation, 7 (4%) returned to a modified occupation with the same employer, 3 (1.5 %) returned to another occupation with the same employer, and 3 (1.5%) returned to work with a new employer outside of the forest industry.

Of the 30 LTD claimants; 27 (90%) returned to work in the same occupation with the same employer, 1 returned to a modified occupation with the same employer, 1 returned to a new occupation with the same employer, and 1 moved to employment outside of the forest industry.

The counsellors closed an additional 6 cases for return to work reasons. 5 of these cases were closed as fit to return to work because rehabilitation services were complete and a return to work was expected and pending at time of case closure. In 1 case a member received training during LTD to an agreed limit as specified in a commitment agreement and then he chose to retire early.

Overall, out of a total of 233 members who were on STD or LTD and fit to return to work, 217 (93%) successfully returned to work at time of case closure, and a combined total of 223 (96%) were either at work or expecting a return to work at the time of case closure.

Of the 8 members who were fit to return to work, but did not, the reasons were as follows: In 1 case a WCB claim was activated and took over responsibility from the LTD Plan but the member remained unable to return to work. 4 cases were closed because of inability to locate the members. In 3 cases members were inactive or non-compliant with rehabilitation.

There were 9 rehabilitation case closures for members who retired in the first four months of 2015.

Rehabilitation Expenses

Rehabilitation expenditures over the period January 1 through April 30, 2016, totalled \$42,420 and were well below the YTD budget (\$72,667).

The largest segment of rehabilitation expenditures was applied to the funding of physical conditioning, counselling and assessment services to prepare members for return to work (\$25,472.65), the associated costs of travel and accommodation to help members to access services (\$7,548.69), and the sponsorship of education and training programs to help members secure work in alternate occupations (\$6,503.43).

Canada Pension Plan Applications, Reconsiderations and Appeals

Two of the Plan's rehabilitation counsellors, Gordon Philip and Brian Lukyn, continue to work in cooperation with the medical adjudicators from FIDAS to identify members who require assistance to apply or appeal for the CPP Disability benefit.

Over the period January 1, 2016 to April 30, 2016, they have successfully appealed two (2) Canada Pension Disability claims for an estimated total offset of \$101,000. One of the appeals was won at the reconsideration stage and the other at the Social Security Tribunal.

Appendix

Of the 710 members receiving LTD benefits at the end of April 2016, 473 (67%) were in Category "01" (permanent total disability); 206 (29%) were in Category "03" (temporary disability), and 31 (4%) were in Categories "02" or "02A" (rehabilitation or rehabilitation assessment).

Age Distributions for LTD Claim Categories at April 30, 2016

CATEGORY 01			CATEGORY 02		
Age	Count	%	Age	Count	%
21 - 30	1	0.2%	21 - 30	1	10%
31 - 40	9	1.9 %	31 - 40	3	30%
41 - 50	64	13.5%	41 - 50	2	20%
51 - 54	100	21.2%	51 - 54	1	10%
55-59	299	63.2%	55-59	3	30%
>60	0	0%	>60	0	0%
AVG: 55	Total 473	100%	AVG: 46	Total 10	100%

CATEGORY 02A			CATEGORY 03		
Age	Count	%	Age	Count	%
21 - 30	3	14.4%	21 - 30	3	1.5%
31 - 40	4	19.0%	31 - 40	36	17.5%
41 - 50	5	23.8%	41 - 50	42	20.4%
51 - 54	5	23.8%	51 - 54	55	26.7%
55-59	4	19.0%	55-59	65	31.5%
>60	0	0%	>60	5	2.4%
AVG: 46	Total 21	100%	AVG: 50	Total 206	100%