

REPORT TO THE 124th LTD FULL BOARD

Re: Rehabilitation Report # 65
Date: November 01, 2016
From: Steve Matovic
Director, LTD Benefits & Rehabilitation

Executive Summary

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

At the beginning of the year, 730 members were in receipt of LTD benefits. This included 254 (35%) members who received collateral benefits only. At the end of September 2016, the total declined by 8% to 676 members on LTD. Of these, 548 (81%) received both a payment and ancillary benefits, while 128 (19%) received ancillary benefits only. More members were brought into payment as a result of the increase in the monthly payment from a maximum of \$1800 to \$2300 per month effective July 31, 2016.

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

The average caseload for each of the seven (7) rehabilitation counsellors was 58 at the end of September 2016. 57% of the average rehabilitation caseload was comprised of members on weekly indemnity claims.

434 members returned to work from January 1 to September 30, 2016. 380 returned to work during the weekly indemnity period, and 54 returned to work from LTD.

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

More detailed information follows in the body of the report.

New LTD Claims Approved

From January 1, 2016 to September 30, 2016, the Plan approved 83 new LTD claims. This is a 16.2% decrease from the 99 new LTD claims approved over the same period in 2015.

Caseloads

Over the first nine (9) months of 2016, there were a total of 591 new referrals to Rehabilitation Services (STD and LTD). This is a 5.5% increase over the 560 new referrals for the same period in 2015.

At the end of September 2016, there were 407 cases assigned to seven (7) Rehabilitation Counsellors, for a caseload average of 58. This compares to a total of 382 cases assigned at the end of September 2015 and a caseload average of 55.

232 of the 407 cases assigned to Rehabilitation Counsellors at the end of September 2016 were for members receiving early intervention during the weekly indemnity period. 57% of the average rehabilitation caseload was comprised of members on weekly indemnity claims.

Return to Work Outcomes

From January 1 to September 30, 2016, 434 members returned to work, compared to 396 for the same period in 2015. Of these, 428 (99%) returned to work in their own occupation with the same employer, either directly (95%) or with job modifications (5%). The remaining 6 members found new employment outside the forest industry.

Of the 434 members who returned to work, 380 were early intervention STD cases (88%), and 54 were LTD cases (12%).

Of the 380 STD claimants, 375 (99%) returned to work with the same employer, either in the same occupation (360), or in a modified or alternate occupation (15); and 5 found new employment outside the industry.

Of the 54 LTD claimants, 53 (98%) returned to work with the same employer, either in the same occupation (48) or in a modified or alternate occupation (5). One (1) member was retrained and found new employment outside the industry.

The rehabilitation counsellors closed an additional 14 cases for return to work reasons. This category captures those cases (11) where rehabilitation services are complete and a return to work is expected and pending at time of case closure (e.g. lay-offs) and also includes cases (3) where members have been assisted to retrain for new employment but have not secured employment at closure.

Overall, out of a total of 458 members who were on STD or LTD and fit to return to work, 440 successfully returned to work at time of case closure (96%) and a combined total of 455 were either at work or expecting a return to work at time of case closure (99%).

9 members were fit to return to work but did not for the following reasons: WCB claim resumed to offer vocational rehabilitation (1), inactive/non-compliant (5), STD claim terminated (1), LTD claim terminated (1), and unable to locate (1).

There were an additional 21 rehabilitation case closures for members who retired. This compares to 14 retirements over the same period in 2015.

Rehabilitation Expenses

Rehabilitation expenditures over the period January 1 to September 30, 2016 totalled \$133,184 and were \$30,316 under budget YTD.

The largest segment of rehabilitation expenditures for this period was applied to the funding of physical conditioning and assessment services to prepare members for return to work (\$84,286), the associated costs of travel and accommodation to help members to access services (\$29,922), and the sponsorship of education and training programs to help members secure work in alternate occupations (\$14,985).

Canada Pension Plan Disability Benefit Applications, Reconsiderations and Appeals

Two (2) of the Plan's rehabilitation counselors, Gordon Philip and Brian Lukyn, continue to work in cooperation with the medical adjudicators from FIDAS to identify members who require assistance to apply for or appeal for the CPP Disability benefit.

Over the period January 1 to September 30, 2016, they successfully assisted ten (10) Canada Pension Disability claims for an estimated total offset of \$ 559,000.00.

Of the ten (10) claims; six (6) were approved at the initial application stage, three (3) were at the reconsideration stage and one (1) at the Social Security Tribunal.

Appendix

Of the 676 members receiving LTD benefits at the end of September 2016, 458 (68%) were in Category "01" (permanent total disability); 194 (28.5%) were in Category "03" (temporary disability), and 24 (3.5%) were in Categories "02" or "02A" (rehabilitation or rehabilitation assessment period). The chart below shows the number of members in each category by average age and age range.

CATEGORY 01			CATEGORY 02		
Age	Count	%	Age	Count	%
21 - 30	1	.2%	21 - 30	3	23.1%
31 - 40	8	1.7%	31 - 40	4	30.7%
41 - 50	61	13.3%	41 - 50	1	7.7%
51 - 54	97	21.2%	51 - 54	2	15.4%
55-59	291	63.6%	55-59	3	23.1%
>60	0	0%	>60	0	0%
AVG: 55	Total 458	100%	AVG: 42	Total 13	100%

CATEGORY 02A			CATEGORY 03		
Age	Count	%	Age	Count	%
21 - 30	1	9.0%	21 - 30	4	2.1%
31 - 40	3	27.3%	31 - 40	34	17.5%
41 - 50	3	27.3%	41 - 50	38	19.6%
51 - 54	2	18.2%	51 - 54	50	25.8%
55-59	2	18.2%	55-59	65	33.5%
>60	0	0.0%	>60	3	1.5%
AVG: 44	Total 11	100%	AVG: 49	Total 194	100%