

REPORT TO THE 126th LTD FULL BOARD

Re: Rehabilitation Report # 67
Date: July 06, 2017
From: Steve Matovic
Director, LTD Benefits & Rehabilitation

Executive Summary

This report covers the period from January 1, 2017 to April 30, 2017.

At the beginning of the year, 637 members were in receipt of LTD benefits. This included 101* (16%) members who received ancillary benefits only, and 536*(84%) members who received a payment.

**Correction: In the previous Rehabilitation Report #66 I incorrectly reported at the beginning of 2017 that 95 members received ancillary benefits only, and that 542 members received a payment. The error was due to the inclusion of payments to FMEP and the Receiver General, instead of only unique payments to members.*

At the end of April 2017, the total number of members on LTD increased by 0.8% to 642. Of these, 543 (84%) received both a payment and ancillary benefits, while 100 (16%) 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, 2017.

The average caseload for each of the seven rehabilitation counsellors was 59.7 at the end of April 2017. 54% of the average caseload was comprised of early rehabilitation referrals for members during the weekly indemnity period.

169 members returned to work from January 1 to April 30, 2017. 164 of these members returned to work with their own employer. 143 returned to work during the weekly indemnity period, and 26 returned to work from LTD.

Expenditures for rehabilitation services for members totalled \$78,412 to April 30, 2017, which is 29% over the year to date budget of \$60,900.

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

New LTD Claims Approved

From January 1, 2017 to April 30, 2017, the Plan approved 45 new LTD claims. This compares to 40 new LTD claims approved over the same period in 2016.

Caseloads

Over the first four months of 2017 there were a total of 268 new referrals to Rehabilitation Services (STD and LTD). This is an increase of 10 cases from the 258 new referrals in the same period in 2016.

At the end of April 2017 there were 418 cases assigned to seven (7) Rehabilitation Counsellors, for a caseload average of 59.7. This compares to a total of 379 cases assigned at the end of April 2016 and a caseload average of 54.

227 of the 418 cases assigned to the rehabilitation counsellors at the end of April 2017 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

169 members returned to work from January 1 to April 30, 2017. 164 (97%) returned to work with the same employer; of these 154 returned to their own occupation, 9 with job modifications, and 1 to another position. 1 member returned to unionized work with a different employer in the forest industry. 4 members secured new employment outside of the forest industry.

Of the 169 members who returned to work, 143 were early STD rehabilitation cases (85%), and 26 were LTD cases (15%).

Of the 143 STD cases; 130 (90.9%) returned to work to the same employer and occupation, 8 (5.6%) returned to a modified occupation with the same employer, 1 (0.7%) returned to another occupation with the same employer, 1 (0.7%) returned to unionized work with a different employer in the forest industry, and 3 (2.1%) returned to work with a new employer outside of the forest industry.

Of the 26 LTD cases; 24 (92.4%) returned to work in the same occupation with the same employer, 1 (3.8%) returned to a modified occupation with the same employer, and 1 (3.8%) moved to employment outside of the forest industry.

Overall, out of a total of 175 members who were on STD or LTD and fit to return to work, 169 (96.6%) successfully returned to work at time of case closure. 2 members transitioned to a WCB claim and later returned to work. 1 member was closed as inactive/non-compliant with rehab during the weekly indemnity period but did not apply for LTD and later returned to work. The counsellors closed an additional 3 cases during the weekly indemnity period for members who were deemed fit to return to work but did not return due to another focus. One member decided to change to a different line of work, one worker healed from a non-work related medical problem and returned to a WCB claim for a compensable injury, and one worker was considered cleared for a return to work but was not accepted back by the employer.

Of the 10 members who were fit to return to work, but did not, the reasons were as follows: In 4 cases a WCB claim was activated and took over responsibility from the LTD Plan but the members have not returned to work with their own employers since no contribution hours are

showing. 1 case was closed because of inability to locate the member. In 5 cases members were inactive or non-compliant with rehabilitation and did not apply for LTD.

There were 8 rehabilitation case closures for members who retired in the first four months of 2017.

Rehabilitation Expenses

Rehabilitation expenditures over the period January 1 through April 30, 2017, totalled \$78,412 and were 29% over the YTD budget (\$60,900).

The largest segment of rehabilitation expenditures was applied to the sponsorship of education and training programs to help members secure work in alternate occupations (\$33,616.08). This was followed by funding of physical conditioning, counselling and assessment services to prepare members for return to work (\$26,908.95), and the associated costs of travel and accommodation to help members to access services (\$16,303.99).

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, 2017 to April 30, 2017, they have successfully appealed two (2) Canada Pension Disability claims for an estimated total offset of \$62,000. Both claims were approved at the reconsideration stage.

Appendix

Of the 642 members receiving LTD benefits at the end of April 2016, 418 (65%) were in Category “01” (permanent total disability); 202 (31.5%) were in Category “03” (temporary disability), and 22 (3.4%) were in Categories “02” or “02A” (rehabilitation or rehabilitation assessment).

Age Distributions for LTD Claim Categories at April 30, 2017

CATEGORY 01			CATEGORY 02		
Age	Count	%	Age	Count	%
21 - 30	1	0.2%	21 - 30	1	6.7%
31 - 40	6	1.4 %	31 - 40	9	60.0%
41 - 50	57	13.6%	41 - 50	2	13.3%
51 – 54	85	20.3%	51 - 54	1	6.7%
55-59	269	64.5%	55-59	2	13.3%
>60	0	0%	>60	0	0%
AVG: 55	Total 418	100%	AVG: 46	Total 15	100%

CATEGORY 02A			CATEGORY 03		
Age	Count	%	Age	Count	%
21 – 30	1	14.3%	21 – 30	6	3.0%
31 – 40	2	28.5%	31 – 40	31	15.3%
41 – 50	1	14.3%	41 – 50	45	22.3%
51 – 54	1	14.3%	51 – 54	48	23.8%
55-59	1	14.3%	55-59	71	35.1%
>60	1	14.3%	>60	1	0.5%
AVG: 46	Total 7	100%	AVG: 50	Total 202	100%