



REPORT TO THE BOARD OF TRUSTEES

From: Steve Matovic

Date: November 27, 2018

Subject: Rehabilitation report # 72 – LTD Full Board Meeting 132

EXECUTIVE SUMMARY

This report covers the period from January 1 to September 30, 2018.

At the beginning of the year, 613 members were in receipt of LTD benefits. This included 522 (85%) members who received payments and 91 (15%) members who received ancillary benefits only. At the end of September 2018, the total declined by 4.6% to 585 members on LTD. Of these, 502 (86%) received both a payment and ancillary benefits, while 83 (14%) received ancillary benefits only.

Please refer to the Appendix for tables with the distributions of members in each LTD claim category by age range at September 30, 2018.

The average caseload for each of the seven (7) rehabilitation counsellors was 52 at the end of September 2018. 49% of the average rehabilitation caseload was comprised of members on weekly indemnity claims at September 30, 2018, compared to 45% of cases at the end of September 2017.

373 members returned to work from January 1 to September 30, 2018. 321 returned to work during the weekly indemnity period, and 52 returned to work from LTD.

Rehabilitation expenditures over the period January 1 to September 30, 2018 totalled \$170,697 and were \$38,178 under budget YTD.

More detailed information follows in the body of the report.

NEW LTD CLAIMS APPROVED

From January 1, 2018 to September 30, 2018, the plan approved 106 new LTD claims. This compares to 107 new LTD claims approved over the same period in 2017.

CASELOADS

Over the first nine (9) months of 2018, there were a total of 524 new referrals to Rehabilitation Services (STD and LTD). This is a 4.6% increase over the 501 new referrals for the same period in 2017.

At the end of September 2018, there were 364 cases assigned to seven (7) Rehabilitation Counsellors, for a caseload average of 52. This compares to a total of 345 cases assigned at the end of September 2017 and a caseload average of 49.

179 of the 364 cases (49%) assigned to Rehabilitation Counsellors at the end of September 2018 were for members receiving early intervention during the weekly indemnity period.

RETURN TO WORK OUTCOMES

373 members returned to work from January 1 to September 30, 2018, compared to 361 for the same period in 2017. Of these, 352 (94.4%) returned to work in their own occupation with the same employer, either directly (93%) or with job modifications (7%). Five (1.3%) returned to work to another occupation with the same employer. Seven (1.9%) found new employment with another company inside the forest industry, and nine (2.4%) returned to work outside of the forest industry. Of the 373 members who returned to work, 321 were early intervention STD cases (86%), and 52 were LTD cases (14%).

Of the 321 STD claimants, 311 (97%) returned to work with the same employer, either in the same occupation (289), or in a modified or alternate occupation (22); five (1.5%) returned to work with new employers in the forest industry and five (1.5%) found new employment outside the industry.

Of the 52 LTD claimants, 46 (88.5%) returned to work with the same employer, either in the same occupation (38) or in a modified or alternate occupation (8). Two (3.8%) returned to work with another employer in the forest industry and four (7.7%) found new employment outside of the industry.

The rehabilitation counsellors closed an additional 16 cases for return to work reasons. This included 12 cases where rehabilitation services were completed and a return to work was expected and pending at time of case closure (e.g. lay-offs, fit to RTW to own job but decide to look for new work), and also included four members who completed retraining for new occupations but had not yet secured employment at closure.

Overall, out of a total of 389 members who were on STD or LTD and fit to return to work, 373 successfully returned to work at the time of case closure (96%).

30 rehabilitation cases were closed for reasons other than return to work or fitness to return to work. Three (10%) transitioned from STD to a WCB claim, and one (3.3%) transitioned from LTD to WCB. One (3.3%) who had received an ICBC settlement that totally offset their LTD payment decided to come off LTD to work in employment outside of the forest industry. Eight (26.7%) were closed as inactive/non-compliant with rehabilitation during the STD period (five of these cases later returned to work in the forest industry). Twelve (40%) STD cases were closed due to an inability to locate the members (five of these members later returned to work in the forest industry, and two had resigned from employment). Five (16.7%) cases closed due to termination of LTD (three cases for LTD ending at age 60, one member was no longer disabled and later returned to work in the forest industry, and one member missed an independent medical examination appointment).

There were 22 rehabilitation case closures for members who retired. This compares to 16 retirements over the same period in 2017.

REHABILITATION EXPENSES

Rehabilitation expenditures over the period January 1 to September 30, 2018 totalled \$170,697 and were \$38,178 under budget YTD. The largest segment of rehabilitation expenditures for this period was applied to the funding of physical conditioning, activation, and assessment services to prepare members for return to work (\$99,019), followed by the sponsorship of education and training programs to help members secure work in alternate occupations (\$44,691), the associated costs of travel and accommodation to help members to access services (\$17,953), and psychological/counselling services (\$6,423).

CPP DISABILITY BENEFIT APPLICATIONS, RECONSIDERATIONS AND APPEALS

The Plan's rehabilitation counsellors continue to work in cooperation with the medical adjudicators from FIDAS to identify members who require assistance to apply or appeal for the Canada Pension Plan Disability (CPP-D) benefit.

Over the period January 1, 2018 to October 31, 2018, they have successfully appealed one CPP-D claim at the reconsideration stage and assisted with two claims accepted at the initial application stage for an estimated total offset of \$208,960.

During this period two additional appeals have been submitted, one at the reconsideration stage and one at the Social Security Tribunal stage.

Some members will not qualify for the CPP- D benefit because they have insufficient contributions to the CPP within the timeframe required to support eligibility, some do not meet the CPP definition of disability, and others have exhausted the opportunity for any further appeal.

APPENDIX

Of the 585 members receiving LTD benefits at the end of September 2018, 344 (58.8%) were in Category “01” (permanent total disability); 215 (36.8%) were in Category “03” (temporary disability), and 26 (4.4%) were in Categories “02” or “02A” (rehabilitation participation 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	.3%	21 - 30	3	23.1%
31 - 40	6	1.7%	31 - 40	7	53.8%
41 - 50	43	12.5%	41 - 50	2	15.4%
51 - 54	78	22.7%	51 - 54	1	7.7%
55-59	216	62.8%	55-59	0	0%
>60	0	0%	>60	0	0%
AVG: 55	Total 344	100%	AVG: 37	Total 13	100%

CATEGORY 02A			CATEGORY 03		
Age	Count	%	Age	Count	%
21 - 30	1	7.7%	21 - 30	9	4.2%
31 - 40	4	30.7%	31 - 40	31	14.4%
41 - 50	2	15.4%	41 - 50	51	23.7%
51 - 54	3	23.1%	51 - 54	38	17.7%
55-59	3	23.1%	55-59	86	40.0%
>60	0	0%	>60	0	0%
AVG: 46	Total 13	100%	AVG: 49	Total 215	100%