

REPORT TO THE 104th LTD FULL BOARD

Re: Rehabilitation Report # 45

Date: March 31, 2010

From: Anthony Gould
Director, LTD Benefits & Rehabilitation

This report covers the period from January 1, 2009 to December 31, 2009.

At the beginning of the year 1446 members were in receipt of LTD benefits. This included 244 (17%) members who received collateral benefits only. At the end of December 2009, the total declined by 12.8% to 1261 members on LTD. Of these, 790(63%) received both a cheque and collateral benefits, while 471(37%) received collateral benefits only.

Of the 1261 members receiving LTD benefits at year-end, 853 (68%) were in Category "01" (permanent total disability); 323(25%) were in Category "03" (temporary disability), and 85 (7%) were in Categories "02" or "02A" (rehabilitation).

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	3	0.4%	21 - 30	4	7.8%
31 - 40	19	2.2%	31 - 40	13	25.5%
41 - 50	168	19.7%	41 - 50	23	45.1%
51 - 54	187	21.9%	51 - 54	7	13.8%
55-59	476	55.80%	55-59	4	7.8%
AVG: 54	Total 853	100%	AVG: 43	Total 51	100%

CATEGORY 02A			CATEGORY 03		
Age	Count	%	Age	Count	%
21 - 30	0	0%	21 - 30	11	3.4%
31 - 40	4	11.8%	31 - 40	38	11.8%
41 - 50	15	44.1%	41 - 50	116	35.9%
51 - 54	9	26.5%	51 - 54	76	23.5%
55-59	6	17.6%	55-59	81	25.1%
			>60	1	0.3%
AVG: 48	Total 34	100%	AVG: 49	Total 323	100%

New LTD Claims Approved

From January 1, 2009 to December 31, 2009, the Plan approved 191 new LTD claims. This is down by 125 claims or 39% relative to the 316 new LTD claims approved in 2008.

Caseloads

In 2009, there were a total of 384 new referrals to Rehabilitation Services (STD and LTD). This is down 135 cases, or 26% from 2008.

At the end of December 2009, there were 438 cases assigned to the Rehabilitation Counsellors, for a caseload average of 55. This is down 20% from an average of 69 cases per counsellor at the end of December 2008.

Return to Work Outcomes

As of the end of December 2009, the Rehabilitation Counsellors had successfully assisted a total of 254 members return to work. Of these, 216 (85%) returned to work in their own occupation with the same employer, either directly (96%) or with job modifications (4%). Of the remaining 38 members, 5 returned to work in a different occupation with the same employer; 6 found work with alternate employers in the forest industry; and 27 secured new employment outside the forest industry.

Of the 254 members who returned to work, 154 were Early Intervention, STD cases (61%), and 100 were LTD cases (39%). Of the 154 STD claimants, 146 returned to work in their own occupations, and 8 secured work in new occupations. Of the 100 LTD claimants, 70 returned to work in their own occupation and 30 found work in alternate occupations, both within the forest industry (7) and outside the industry (23).

The counsellors closed an additional 41 cases for return to work reasons. The latter category captures those cases where rehabilitation services are complete and a return to work is expected and pending at time of case closure.

Overall, of the 333 members who were on STD or LTD and fit to return to work, 254 successfully returned to work (76%), and a combined total of 295 were either at work or expecting a return to work at time of case closure (89%).

Of those members who were fit to return to work but did not, reasons were as follows: LTD claim terminated (8); WCB or ICBC claim activated (14); relocated or unable to locate (7); and inactive/non-compliant (9).

There were an additional 27 rehabilitation case closures for members who retired in 2009 (16 STD; 11 LTD). This compares to a total of 13 retirements in 2008.

Rehabilitation Expenses

Rehabilitation expenditures for 2009 totalled \$ 434,782 relative to a budget of \$687,289. The positive variance of \$252,507 was primarily linked to a reduction in new referrals and caseload sizes, coupled with lower than anticipated costs for physical conditioning and

assessment services (\$ 152,610 under budget); travel and accommodation costs to access services (\$57,143 under budget); and expenditures for education and training to help members secure work in alternate occupations (\$ 60,362 under budget).

Canada Pension Plan Appeals and Reconsiderations

Over the period January 1, 2009 to December 31, 2009, two of our Rehabilitation Counsellors, Gordon Philip and Steve Matovic, successfully appealed twenty-five (25) Canada Pension Disability claims for an estimated total offset of \$1,343,961.00.

Of the twenty-five (25) appeals, twenty (20) were won at the reconsideration stage and five (5) at the second level Review Tribunal. We are currently awaiting decisions on three (3) additional appeals that had been submitted to the Review Tribunal.