

REPORT TO THE NINETY-THIRD LTD FULL BOARD

Re: Rehabilitation Report # 38

Date: October 29, 2007

From: Tony Gould
Director, LTD Benefits & Rehabilitation

This report covers the period of May 1, 2007 to September 30, 2007, and serves as an update to Tom McLeod's report for the period January 1, 2007 to April 30, 2007.

LTD Cases

At the end of April 2007 there were 1,459 members collecting LTD benefits. At the end of September, the total had reduced by 2% to 1,435 members on LTD. Of these, 1,180 (82%) received both a cheque and collateral benefits, while 255(18%) received collateral benefits only.

Of the 1,435 members on LTD at the end of September, 894 were in category 01 (62%); 467 were in category 03 (33%); and 73 (5%) were in categories 02 or 02a.

The chart below shows the number of members in each category by average age and age range.

CATEGORY 01			CATEGORY 02A		
Age	Count	%	Age	Count	%
< 21	0	0	< 21	1	2.6%
21 - 30	3	0.4%	21 - 30	7	18.4%
31 - 40	26	2.9%	30 - 40	8	21.0%
41 - 50	195	21.8%	41 - 50	13	34.2%
51 - 60	669	74.8%	51 - 60	9	23.8%
> 60	1	0.1	> 60	0	0
AVG:53	TOTAL 894	100%	AVG:42	TOTAL 38	100%

CATEGORY 02			CATEGORY 03		
Age	Count	%	Age	Count	%
< 21	0	0	< 21	1	0.2%
21 - 30	4	11.4%	21 - 30	17	3.6%
31 - 40	8	22.9%	31 - 40	55	11.8%
41 - 50	13	37.1%	41 - 50	163	35.0%
51 - 60	10	28.6%	51 - 60	229	49.0%
> 60	0	0	> 60	2	0.4%
AVG:44	TOTAL 35	100%	AVG:49	TOTAL 467	100%

New LTD Claims Approved

Year-to-date, there has been a slight decrease (8%) in new LTD claims approved as compared to the same period last year. This year the Plan has approved 231 new LTD claims while last year, 252 were approved over the same 9-month period.

Placements & Early Intervention

The Rehabilitation Counsellors continue to have good success in helping members return to work with their former employers and securing new employment outside the Industry. As of the end of September, a total of 212 members had returned to work including 139 members who were still on STD, and another 73 who were on LTD.

Of the 139 STD claimants, 125 returned to work in the Industry (90%), while 14 found employment in new occupations outside the Industry (10%). Of the 73 LTD claimants, 60 returned to work in the industry (82%) and 13 found work outside the Industry (18%).

The counsellors closed an additional 20 cases for return to work initiatives that included the successful completion of retraining programs (8); sponsorship in support of self-employment (3); and vocational services completed (9). The latter category captures those cases where a member and the counsellor have agreed to a certain course of rehabilitation action, and once this action is completed the obligation of LTD towards the member is finalized.

Caseloads

There were 644 cases assigned to the Rehabilitation Counsellors as of the end of October, including 222 early intervention STD cases (35%), and 421 LTD cases (65%). This represents an increase of 60 members since the end of April 2007. The increase is primarily in early intervention cases and may reflect the impact of the coastal labour dispute on the availability of job site evaluations, trials of modified work, and graduated returns to regular or modified work.

Rehabilitation Counsellor, John Kim, returned on a part time, contract basis in late August to take over cases in the northern and eastern extremes of Brian Smith's territory. With John's help, caseloads are now back in balance with no caseload over 98 and a caseload average of 85.

Rehabilitation Expenses

Rehabilitation expenditures year-to-date (September 30) totalled \$903,787.00 with a positive variance of \$108,638.00 relative to a budget of \$1,012,425.00.

The largest area of rehabilitation expenditures is for the funding of physical conditioning programs and assessment services required when members are being readied for a return to work in the Industry (\$195,519.00 YTD). The second largest area of expenditures is for the associated costs of travel and accommodations for members who must be brought into the larger centres in both the North and North Island to access suitable conditioning programs and services (\$135,787.00 YTD)

Canada Pension Plan Appeals & Reconsiderations

Two of our Rehabilitation Counsellors, Gordon Phillip and Steve Matovic, have successfully assisted twenty-one members win CPP appeals over the past nine months for an estimated offset of \$1,090,500.00.

We continue to note greater success at the reconsideration stage, necessitating fewer hearings at the Review Tribunal or the Pensions Review Board. The continuing trend of fewer appeals going beyond the first level is the result of our becoming involved in the claim early, determining the return to work potential and forwarding the appeal while the information is still current.