



# IN A FLASH

Quick Read Memos for Human Resource Professionals



October 15, 2014

## **Significant New WSIB Policy Initiatives**

The Workplace Safety and Insurance Board (“WSIB”) has announced that its new and revised benefits policies will become effective November 1, 2014.

WSIB has revised some of its existing policies, and introduced a few new ones, the result of a lengthy review process including an extensive consultation with stakeholders, chaired by Jim Thomas.

The new and revised policies include:

### **1. Pre-existing Conditions**

The new policy will provide guidance in decision-making and aims to provide clarity and consistency to outcomes for both workers and employers, while at the same time prohibiting the WSIB from ending ongoing benefits simply because a pre-existing condition may be present or impacting the area of injury.

### **2. Permanent Impairments**

The revised policies provide guidance for determining whether a permanent impairment exists, outline when/how pre-existing and other non-work-related conditions should be considered when determining permanent impairment, and clarify how the various PI policies are linked together.

### **3. Recurrences**

The revised policy outlines how entitlement to benefits is determined when a worker experiences a recurrence of a work-related injury/disease and identifies clinical compatibility of the current condition with the original work-related injury/disease as the primary consideration in making this determination.

### **4. Aggravation Basis**

The revised policy outlines that entitlement is considered for the acute phase of an injury when a minor work-related accident aggravates a significant pre-accident impairment.

## 5. Work Disruptions

The 5 current policies have been consolidated into 2 policies (one for temporary disruptions and one for permanent disruptions) and set out principles and guidance for decision-makers when determining whether a worker's additional loss of earnings during a work disruption results from the work-related injury/disease.

The new and revised policies are available for review at <http://www.wsib.on.ca> under Policy updates.

You can also learn more about these updates, and how they may impact on your business on November 18, 2014 at our upcoming complimentary breakfast briefing on *Workers' Compensation Policy and Caselaw Update*. For more information and registration please visit: <http://www.mathewsdinsdale.com/workers-compensation-caselaw-update/>

*If you have any questions about these New WSIB Policy Initiatives, please do not hesitate to contact a Mathews Dinsdale lawyer.*

*For more information on new developments in Workplace Law, please refer to our website at: <http://www.mathewsdinsdale.com/news-events/in-a-flash/>*

