

Section	Policy
40	44.60.10

Section Title: Benefits Administration – Wage Loss
Subject: Minimum Awards for Permanent Impairments
Effective Date: March 15, 1989, for accidents occurring before January 1, 1992

A. POLICY

The Workers Compensation Board will provide minimum awards in the form of a lump sum for permanent impairments that result in a cosmetic defect or disfigurement, or when the impairment is minimal and is not rated on the permanent impairment rating schedule.

Minimum awards will be based upon a rated impairment of $\frac{1}{4}$ of 1% and the average wage and age of settled claims as determined by the Workers Compensation Board. This amount will be rounded to the nearest \$5 and will be effective April 1st of each year.

The amount established each year will apply to claims where settlement procedures are commenced on or after April 1 of that year.

B. REFERENCES

The Workers Compensation Act, sections 40(1) and 40(2) [up to and including December 31, 1991]
Policy 44.90.10, *Permanent Impairment Rating*

History:

1. Pensions: Token Lump Sum Settlements approved by Board Order 19/76 on February 19, 1976.
2. Token/Minimum Awards approved by Board Order 42/89 on March 15, 1989.
3. Re-issue to Policy Manual incorporating Board Order 42/89 and 19/76 as Policy 44.60.10, approved by Board Order 9/91 on June 19, 1991.
4. Clarification of policy ratified by Board Order 28/91 on December 11, 1991.
5. Policy clarified by Board Order 22/93 on June 28, 1993.
6. Minimum Award updated for the year 1999.
7. Minimum Award updated for the year 2000.
8. Minimum Award updated for the year 2001.
9. Minimum Award updated for the year 2002.
10. Minor revisions have been made to the guidelines to update titles and delete procedures – March 2003.
11. Minimum Award updated for the year 2003.
12. Minimum Award updated effective April 1, 2004, for the year 2004.
13. Reference to the average wage and age of settled claims as shown in the annual report of the WCB has been deleted from this policy.
14. Minimum Award updated effective April 1, 2005, for the year 2005.
15. Minimum Award updated effective April 1, 2006, for the year 2006.
16. Minimum Award updated effective April 1, 2007, for the year 2007.
17. Minimum Award updated effective April 1, 2008, for the year 2008.

18. Minimum Award updated effective April 1, 2009, for the year 2009.
19. The amounts for 2005, 2006, and 2007 were restated consistent with Administrative Guideline 2.
20. Minimum Award updated effective April 1, 2010, for the year 2010.
21. Minimum Award updated effective April 1, 2011, for the year 2011.
22. Minimum Award updated effective April 1, 2012, for the year 2012.
23. Minor formatting changes were made to the policy June 27, 2012.
24. Minimum Award updated effective April 1, 2013, for the year 2013.
25. Minimum Award updated effective April 1, 2014, for the year 2014.
26. Minimum Award updated effective April 1, 2015.
27. Minimum Award updated effective April 1, 2016.
28. Minimum Award updated effective April 1, 2017.
29. Minimum Award updated effective April 1, 2018.
30. Minimum Award updated effective April 1, 2019.

C. ADMINISTRATIVE GUIDELINES

1. The WCB will determine whether a minimum award is to be granted, based upon the advice of Healthcare Services (as provided in policy 44.90.10, *Permanent Impairment Rating*).
2. Policy 44.100, *Interest Rates*, was amended by Board Order 40/07 on December 21, 2007. There were a number of implementation and consequential changes stemming from these policy revisions. One of these changes affected the minimum award levels for permanent impairments from April 1, 2005 to March 31, 2008. These minimum award levels are based on the 2009 Standard of Practice for determining commuted values adopted by the Canadian Institute of Actuaries (Section 3800). Previously, these levels were based on the 1993 and 2005 Standard of Practices.

SCHEDULE OF MINIMUM AWARDS

YEAR	MINIMUM AWARD
1989	\$ 650
1990	675
1991	690
1992	670
1993	750
1994	765
1995	765
1996	760
1997	780
1998	775
1999	800
2000	810
2001	825
2002	820
2003	905
2004	915
2005	1,015*

*Per Administrative Guideline 2, these amounts were restated.

SCHEDULE OF MINIMUM AWARDS (con't)

2006	1,100*
2007	1,120*
2008	1,175
2009	1,210
2010	1,310
2011	1,455
2012	1,605
2013	1,670
2014	1,605
2015	1,845
2016	1,775
2017	1,770
2018	1,820
2019	1,935

*Per Administrative Guideline 2, these amounts were restated.