



PROVINCIAL LONG TERM DISABILITY PLAN BENEFIT ADMINISTRATION PROCEDURE

SUCCESSIVE DISABILITY PERIOD (S.27)

One month or less:

If an employee returns to work and is off again due to a health related absence **within a one-month or less**, they would **not be entitled to STIIP**. The employee would resume under the LTD plan. (Vacation or any time off counts towards the one-month qualifying period therefore granting of leave during this period should be closely managed.)

Greater than one month up to six months:

If an employee returns to work and is off again and the illness is **unrelated to previous disabilities** then the employee may be entitled to a further seven months of STIIP benefits. In order for GWL to determine if the absence is related, the employee will be required to submit medical documentation to GWL (an STO2 with diagnosis may be sufficient) for all illness-related absences during the successive period.

If an employee returns to work and is off again and the illness is **related to the previous disability** then the employee's absence is deemed a continuation of the preceding disability, and the disabled employee may be entitled to benefits payments in accordance with the provision of the LTD plan.

Over six months:

If an employee returns to work on a **full-time basis for a continuous period of six months** or more, (where there were no successive absences), any subsequent total disability suffered by that employee, whether related to the preceding disability or not, shall be considered a new disability. The disabled employee may be entitled to a further seven months of STIIP benefits.

NOTE:

- **During the successive period the ministry does not make the determination as to whether the absence is related to the previous absence and whether LTD or STIIP benefits apply.**
- **STIIP benefits should not be paid, as the Great West Life Assurance Company (GWL) will make the determination. The Ministry should first advise Illness and Injury Benefits, PSERC, of all absences due to illness or injury during the successive period.**
- **Employees will be required to submit medical documentation to GWL to support their claim for benefits. GWL will then make the determination if the employee is eligible for LTD. Illness & Injury Benefits will communicate this determination to the Ministry with further direction regarding the eligibility for STIIP benefits.**
- **If an employee does have an illness related absence for which LTD benefits may apply, the six months successive period starts over again. If the Ministry is unsure of benefit entitlement at any point in the process, Illness and Injury Benefits should be contacted prior to the payment of STIIP.**