



YUKON WORKERS'  
COMPENSATION  
HEALTH AND  
SAFETY BOARD

SUBJECT: FINANCE & ADMIN POLICY NO.: FN - 02  
BOARD APPROVAL: UNDER REVIEW  
APPROVAL DATE: \_\_\_\_\_  
BOARD ORDER NO.: \_\_\_\_\_  
EFFECTIVE DATE: January 01, 1993

## POLICY STATEMENT

SECTION  
REFERENCE:

44 (5)

POLICY:

### RESERVE FOR ENHANCED DISABILITIES

*Revoked  
97/10/08*

The intent of this Reserve is to encourage employers to hire workers who have some type of disability or condition.

The purpose of the fund is to provide and maintain a reserve for payment of that portion of the disability enhanced by reason of:

1. A pre-existing disease, condition of disability;
2. A subsequent injury as a consequence of the first injury;
3. Prolonged recovery due to unavoidable circumstances, e.g. hospital-bed wait, second illness;
4. Personal injury resulting from a pre-existing recognized handicap, e.g. epilepsy, prosthesis.

Where a claim, allowed on the basis of an aggravation factor, results in permanent functional impairment beyond the degree usually associated with such disability because of the prior condition, the P.P.I. Award shall be the sum of the value of the new condition by itself plus an enhancement factor (value of the entire disability less the value of the prior and new condition). The enhancement factor shall be charged to the Reserve for Enhanced Disabilities.

In cases of total loss of sight or enucleation of an eye where the pre-existing disability was the loss of sight or enucleation of the other eye and for which no award has been made, the award shall be the value of the entire disability. The charge to the Reserve for Enhanced Disabilities shall be the individual value of the prior condition plus the enhancement factor as noted above.

The Reserve for Enhanced Disabilities is to be implemented only where there is a medical proven relationship between a worker's pre-existing condition and a new injury. Therefore, all claims costs charged against the Reserve shall be determined by the Claims Officer in consultation with the Medical Consultant. The decision is to be made at the time of adjudication or as soon as it is recognized that an aggravation factor is contributing to the costs of the claim.

Claim costs charged against the Reserve for Enhanced Disabilities shall not be recorded in the Experience Account of the employer and the Claims Officer shall notify the employer at the time of the decision that he is being relieved of the costs. When the claim is finalized, the Accounts Section shall provide the employer with a statement showing the total costs charged to the Reserve for Enhanced Disabilities and of which he was relieved.

Where an employer is dissatisfied with a decision respecting the above or where a request for application of the Reserve for Enhanced Disabilities is denied, the employer may appeal to the Board.