



## Compensation and Benefits Committee

### Spring 2023 Update - Alberta

Update Question(s)	Response
<p>1) What are the current claim volumes in your jurisdiction? What are you seeing that's different from last year? What are the main drivers?</p>	<ul style="list-style-type: none"> <li>- Non-covid lost-time and disabling claims have increased 9.4% and 15.2% respectively in Q1/23 compared to Q1/22.</li> <li>- The Alberta economy has been improving with the unemployment rate under 6% and employment up 3.9% since Q1/22.</li> <li>- NTL and MW claims have been increasing since the 2<sup>nd</sup> half of 2022.</li> </ul>
<p>2) Psychological injury update: volume, claim management, impact on RTW, treatment, other challenges or new treatments or processes.</p>	<p>Psychological injury volumes have stabilized.</p> <p>What's new:</p> <ul style="list-style-type: none"> <li>- Piloting PDAs on new claims (psychological demands analysis)</li> <li>- Ongoing education services for psychological providers across the province with a focus on RTW/MW/working while recovering</li> <li>- Psychological reporting went on-line in November – providers are happy with the changes and we've increased the number of contracted providers across the province.</li> <li>- Improved collaboration with claims staff and service providers</li> <li>- Machine Learning models for PTSD and Secondary Psychological Injuries is improving RTW outcomes. For the PTSD cases, a series of best practices for earlier intervention is significantly decreasing recovery time.</li> </ul>
<p>3) Have there been any recent significant legislation or policy changes? Or any coming up this year? Strategy map/scorecard changes?</p>	<p>2024-28 Strategy Map is currently in progress</p> <p>Provincial election is on May 29</p>

Update Question(s)	Response
	<p>Legislation: presumptive coverage for firefighter cancers from the 2016 Fort MacMurray fires.</p> <p>Policy news:</p> <ul style="list-style-type: none"> <li>- Medical cannabis – new policy was developed and published in September, 2022</li> <li>- Funding – inconsequential amendments published in January 2023</li> <li>- Opioids - revised policy was published in January 2023 (approved changed from 12 to 4 weeks).</li> <li>- Remote work: currently under review; stakeholder consultation completed in March 2023.</li> </ul>
<p>4) What are the current challenges your organization is experiencing?</p>	<ul style="list-style-type: none"> <li>- Staffing: certain positions are having ongoing challenges in attracting and maintaining staff; increased absences</li> <li>- Lower experience levels, including front-line leaders. New training/development programs for leaders are being implemented.</li> </ul>
<p>5) What new initiatives is your jurisdiction undertaking?</p>	<ul style="list-style-type: none"> <li>- VR model was updated to reflect the current economy. New model was implemented in late 2022.</li> <li>- Partnered with Blue Cross for prescription payments – implemented in February</li> <li>- Ongoing development/ new services added to both the Worker and Employer Mobile Apps</li> <li>- New PowerBI reports to provide employers with almost real-time updates on when their workers are fit for modified</li> <li>- Machine Learning models in development: cost relief; reopens; longer-term duration; 3<sup>rd</sup> party; job matching</li> </ul>
<p>6) Any other challenges or topics of interest?</p>	