

| Section | Policy |
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| 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 (WCB) 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 WCB. 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, subsections 40(1) and 40(2) [prior to January 1, 1992]

Related WCB Policies:

WCB 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. Minor revisions have been made to the guidelines to update titles and delete procedures – March 2003.
7. 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.
8. Minor formatting changes were made to the policy June 27, 2012.
9. In May 2020, the Schedule of Minimum Awards was revised to show only the relevant 5 year history. In addition, the history section was reduced by removing entries related to schedule updates. Minor formatting changes were also made to the policy.
10. Minor formatting changes were made to the policy, July 2021.

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 WCB 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

| Applicable Period | Minimum Award |
|--------------------------------|----------------------|
| April 1, 2024 - March 31, 2025 | \$1,785 |
| April 1, 2023 - March 31, 2024 | \$1,835 |
| April 1, 2022 - March 31, 2023 | 1,995 |
| April 1, 2021 - March 31, 2022 | 2,155 |
| April 1, 2020 - March 31, 2021 | 1,910 |

Minimum awards are recalculated annually and take effect April 1.

The schedule displays minimum awards over a five-year period. A historical summary of minimum awards can be obtained by contacting: policy@wcb.mb.ca.