

GLOSSARY OF TERMS - POLICY

The terms below provide a common understanding of the terminology used within the Workers Compensation Board with respect to the Workers Compensation Act and Regulations. These definitions are general in scope and are not intended to replace or supersede existing legislative definitions.

“Accident” means a chance event occasioned by a physical or natural cause that causes personal injury to a worker. This includes a wilful and intentional act that is not the act of the worker, any event arising out of and in the course of employment, or thing that is done and the doing of which arises out of and in the course of employment, and an occupational disease. Stress is included only when it is an acute reaction to a traumatic event arising out of and in the course of employment. (POL-71, POL-93)

“Activities of Daily Living” means activities or tasks that a person does every day to maintain personal independence. The ability of injured workers to conduct their own activities of daily living is a measure of personal functionality. Activities of daily living include personal care, mobility in and around the home, communication, and management of personal affairs. (POL-30, POL-73)

“Acupuncture” means all types of "dry needling" procedures where needles are inserted into the skin, muscles or nerves to reduce pain. (POL-29)

“Adjudicating Board” means the Board or Commission to which a claim is made and which decides the question of entitlement to benefits, or the determination of assessment matters. (POL-143)

“Administration costs” means administration, Appeals Tribunal, Worker’s Advisor program, and Employer Advisor program costs as reported in the Workers Compensation Board Annual Report. (POL-123)

“Aggravation” means the worsening of a pre-existing condition due to a work related injury. (POL-61)

“Alternate care options” means programs recommended by health care providers such as home-based self-care or referrals to other programs. (POL-26)

“Alternative Assessment Procedure” means a voluntary procedure under which employers and independent operators engaged in interprovincial trucking pay assessments to the Canadian workers compensation board or commission in the province or territory where the worker of the employer or the independent operator resides. (POL-142, POL-143)

“Alternative employment” means employment that is comparable, as determined by the Workers Compensation Board, to the worker’s pre-injury work in nature, earnings, qualifications, opportunities and other respects. (POL-93)

“Appeal Tribunal” means the appeal body appointed by the Lieutenant Governor in Council established to hear appeals of Internal Reconsideration Officer decisions and any other matter referred to it by the Workers Compensation Board. (POL-88)

“Applicant” means a person with a direct interest who has requested an internal reconsideration of a decision. (POL-48)

“Apportionment” means the act or result of dividing and sharing total costs of work injury for the expected healing time according to a plan based on the needs of the worker and the responsibilities of the employer. (POL-58)

“Arising out of employment” means an injury that must be linked to, originate from, or be the result of, in whole or in part, an activity or action undertaken because of a worker's employment. (POL-71)

“Assessable payroll” means the portion of an employer’s payroll subject to assessment. (POL-13, POL-14)

“Assessing Board” means a Canadian workers compensation board or commission in the province or territory where the worker of the employer or the independent operator resides and to which a registered employer or independent operator pays assessments under the Alternative Assessment Procedure. (POL-142)

“Assessment rates” means the schedule of rates established, by the Workers Compensation Board, each year levied upon employer payrolls. (POL-23)

“Assistive Devices” means components that increase the worker’s ability to carry out activities of daily living and improve independence. These devices provide an optimum level of independence and maximize function. Examples of assistive devices include wheelchairs, modified work tools, and adaptive technology components. (POL-30)

“Authorized representative” means an individual with written authority from a worker or employer to act on their behalf and to access information held by the Workers Compensation Board about them. (POL-18, POL-04)

“Available suitable work” means suitable work, that, according to labour market information, is determined to exist on Prince Edward Island within a geographic location of 100 km from the worker’s home. (POL-116)

“Average earnings” means the daily, weekly, monthly, or regular remuneration the worker was receiving at the time of the accident or any consecutive twelve month period during the two years preceding the date of accident, whichever, in the opinion of the Workers Compensation Board best represents the worker’s loss of earning capacity. This includes any remuneration the worker received as a result of the employment and Employment Insurance. (POL-60, POL-84, POL-85, POL-86, POL-93)

“Average earnings review” means a review which is conducted whenever the Workers Compensation Board recalculates a worker’s average earnings when further documentation is received which indicates a recalculation would result in a more accurate representation of the worker’s loss of earning capacity (POL-85)

“Bona fides” means authentic, genuine or real. (POL-04)

“Bursitis” means the inflammation of the bursae, which are fluid-lined sacs that separate tendons, muscles and bony prominences such as those found in the shoulder and elbow. (POL-91)

“Business Continuity” means a proactive process which enables the Workers Compensation Board to meet its legislated responsibilities in the event of an unexpected and serious business interruption. (POL-137)

“Business Continuity Program” means an ongoing program supported and funded by the Workers Compensation Board to ensure business continuity requirements are assessed, resources are allocated and, recovery and continuity strategies and procedures are completed and tested. (POL-137)

“Carpal tunnel syndrome” means a compression of the median nerve as it passes through an area in the wrist known as the carpal tunnel. (POL-91)

“Chief Inspector” means a person appointed by the Minister designated to administer the *Smoke Free Places Act*. (POL-119)

“Child” includes a person for whom a worker is a parent, or for whom the worker stands in the place of a parent. A child is considered a child until reaching the age of eighteen years, or, if attending an educational institution full time, the age of twenty-two years. (POL-12)

“Chiropractic treatment” means the provision of any professional service usually performed by a chiropractor, and includes the prevention, diagnosis and treatment of biomechanical disorders of the neuromusculoskeletal system by methods that include the use of imaging, laboratory and clinical diagnostic procedures; joint manipulation or other manual therapies; exercise and patient education; without the use of prescription drugs or surgery. (POL-25)

“Chronic pain” means pain that:

- continues beyond the normal healing time for the type of personal injury that precipitated, triggered or otherwise predated the pain; and
- does not apply to cases of persistent lingering pain due to discernable organic diagnosis or a psychiatric condition (POL-35)

“Clearance certificate” means communication in the form of a letter from the Workers Compensation Board confirming that an employer has fulfilled the requirements of the *Workers Compensation Act*. (POL-15)

“Collateral benefit” means:

- (i) any periodic benefit the worker is entitled to receive under the Canada Pension Plan, the Quebec Pension Plan, the Employment Insurance Act (Canada); and
- (ii) any benefit the worker is entitled to receive as a result of the accident that is provided wholly or partially at the expense of the employer.(POL-41)

“Committee” means a Board of Directors’ committee, whose existence and charge comes from the Board of Directors, regardless of whether Board members sit on the committee. (POL-108, POL-109)

“Competent person” means a person who (i) is qualified because of that person’s knowledge, training and experience to do the assigned work in a manner that will ensure the health and safety of persons in the workplace, and (ii) is knowledgeable about the provisions of the Act and the regulations that apply to the assigned work, and about potential or actual danger to health or safety associated with the assigned work. (POL-70)

“Consent agenda” means items placed on the Board of Director’s agenda that have already been delegated to the Chief Executive Officer but are required by law or contract to be approved by the Board of Directors. (POL-98)

“Contaminant” means an agent/material which can cause harm, irritation, or nuisance which is foreign to the normal atmosphere such as chemical substances, bioaerosols, and physical agents. Physical agents include but are not limited to thermal stress, illumination, ultraviolet, vibration, non-ionizing and ionizing radiation and fields, ergonomic, and lasers. (POL-70)

“Corrective discipline” means a structured response to employee misconduct affecting the workplace. (POL-141)

“Cost experience” means claim costs assigned to an employer account over a designated period of time. (POL-39)

“Cost Relief” means a reduction in or removal of claim costs, from an employer’s account, that are used for purposes of establishing an employer’s assessment rate. (POL-27)

“Course” means any form of study and includes workshops, seminars, and college/university coursework and programs, whether in a group setting or by correspondence. (POL-118)

“Data” mean an electronic file created or updated that contains information stored in an electronic digital format that can be digitally transmitted. (POL-134)

“Decision” means a written decision of the Workers Compensation Board which disposed of a substantive question. (POL-83)

“Defined benefit” when referring to a registered employer sponsored pension plan means a pension plan that provides a pension at retirement based on a specific formula such as, for example, 2% of average earnings for each year of service. (POL-124)

“Defined contribution” when referring to a registered employer sponsored pension plan means a pension plan that provides for worker, if any, and employer contributions to be deposited into an account on behalf of the worker to be invested and accumulated until retirement with the proceeds of the account being available to purchase a pension at retirement. (POL-124)

“Deformity” means a distortion of any part, or general disfigurement of the body. If present after injury, deformity usually implies the presence of fracture, dislocation or both, and may be due to extensive swelling, blood or rupture of muscles. (POL-30)

“Deliberate misrepresentation” means any action, inaction, or omission which, in the opinion of the Workers Compensation Board, is a wilful attempt to obtain benefits, payments or services to which a worker is not entitled. (POL-27, POL-80)

“Dependant or dependants” means those members of a family of a worker who were wholly or partly dependent upon that worker’s earnings at the time of death, or who but for the incapacity due to the accident of the worker would have been so dependent; but a person shall be deemed not to be partly dependent upon the earnings of another person unless he or she was dependent partly on contributions from that other person for the provision of the ordinary necessities of life. (POL-12)

“Development” means courses which prepare employees for future jobs. In addition to courses, developmental opportunities may include temporary assignments and secondments, cross-training, job rotation and assignments to special projects. (POL-118)

“Disaster” means a sudden, unplanned event which causes great damage or loss and creates an inability on the Workers Compensation Board’s part to provide critical business functions for a predetermined period of time. (POL-137)

“Earnings” includes salary, wages, commissions, gratuities, earnings for overtime, piecework, contract work, bonuses, allowances, board and lodging capable of being estimated in terms of money, credits and any substitutes for money provided wholly at the expense of the employer. Employment Insurance payments are included as earnings. (POL-85, POL-86)

“Employee” means a person employed in a workplace or a person in a workplace for any purpose in connection therewith. (POL-119)

“Estimated earnings” means the wages as determined by the Workers Compensation Board that the worker is capable of earning when actual wages are not known and the worker has an impairment. (POL-116, POL-124)

“Expected healing time” means the generally expected interval of time for physiological wound repair, following an injury or surgery. (POL-58)

“Expenses” means the cost of transportation, meals, accommodation and miscellaneous charges associated with medical aid considered necessary by the Workers Compensation Board as a result of a compensable injury. (POL-03)

“Extended wage loss benefits” means wage loss benefits payable to a worker from the later of (i) the date which the Board determines that the worker has an impairment, and (ii) the date on which the worker completes vocational or occupational rehabilitation, where the worker is engaged in such rehabilitation on or after the date the Board determines the worker has an impairment. (POL-11, POL-85, POL-89, POL-117)

“Federal work, undertaking, or business” means any work, undertaking, or business that is within the legislative authority of Parliament. (POL-50)

“First Aid” means treatment provided on site by a volunteer in response to an incident. (POL-63)

“Fitness for work” means an assessment that provides a comparison between a worker’s demonstrated functional abilities and required job demands. (POL-26)

“Fully funded” means the total assets of the Workers Compensation are equal to or greater than the total liabilities of the Workers Compensation Board. (POL-136)

“Functional Capacity Evaluation” means a detailed examination and evaluation that objectively measures the worker’s current level of function, primarily within the context of the demands of competitive employment, activities of daily living, or leisure activities. (POL-26)

“Functional Scan” means a functional scan that provides objective measurement of a worker’s functional abilities. (POL-26)

“Funding status” means the total assets of the Workers Compensation Board expressed as a percentage of total liabilities of the Workers Compensation Board. (POL-136)

“Healing time” means the generally expected interval of time for physiological wound repair, following an injury or surgery. (POL-35)

“Health care provider” means both medical practitioners and other practitioners. (POL-03, POL-10, POL-29, POL-64, POL-90)

“Hernia” means the protrusion of a portion of an organ or tissue through an abnormal opening. (POL-31)

“Home care” means services provided to make it possible for workers to remain in their homes. These services help workers achieve and maintain health, well-being, and independence through a process of assessment, coordination and/or provision of services. (POL-82)

“Impairment” means a medically measurable permanent anatomical loss or disfigurement and includes, amputation, loss of vision, loss of hearing, impaired nerve function, scarring causing disfigurement, joint ankylosis, or joint fusion from surgery. (POL-25, POL-09, POL-30, POL-73, POL-85, POL-89, POL-116, POL-117)

“Independent operator or contractor” means an individual who:

- organizes and manages a separate business on their own;
- advertises and solicits business on their own behalf;
- bears the burden of expenses of the business;
- has the regulatory authority to operate on their own;
- works for more than one employer concurrently and is available to work regularly for more than one employer;
- provides, in addition to their own labour, major equipment used solely for the business or supplies the materials related to work being performed. (POL-19, POL-125)

“Injury cost experience” means the ratio of weighted claims cost experience to assessable payroll over the five year experience period examined for purposes of setting assessment rates. (POL-42, POL-23)

“In the course of employment” means the injury must be linked to a worker's employment in terms of time, place and activity. (POL-71)

“Labour market information” means information gathered about the current job market from sources such as employers, Human Resources Development Canada and the National Occupational Classification handbook. (POL-117)

“Learner” means a person who, although not under a contract of service or apprenticeship, becomes subject to the hazards of an industry within the scope of the *Workers Compensation Act* for the purpose of undergoing training or probationary work as a preliminary to employment. (POL-94)

“Loss of earning capacity” means the difference between the worker’s net average earnings before the accident, and the net average amount the Workers Compensation Board determines the worker is capable of earning after the accident. (POL-41, POL-60, POL-61, POL-84, POL-85, POL-86, POL-116, POL-117)

“Massage therapy” means treatment of soft tissue injury through a combination of massage and exercise. (POL-10)

“Maximum annual earnings” means a maximum annual earnings amount set by the Workers Compensation Board on the first day of January, 1996 and adjusted each year by the percentage increase in the Consumer Price Index for Charlottetown and Summerside for all items for the twelve-month period ending on the June 30 previous as determined by the Workers Compensation Board in August of each year on the basis of monthly reports published in that respect by Statistics Canada for that period. (POL-60, POL-86, POL-89)

“Medical aid” includes medical, surgical and dental aid, hospital and nursing services, chiropractic services provided by a registered chiropractor, occupation therapy and physiotherapy services provided by a licensed practitioner, x-ray and other treatment, drugs, dressings, appliances, apparatuses, transportation and other goods, services and things the Board may authorize in promoting the medical rehabilitation of an injured worker. (POL-03, POL-92)

“Medical information” means information provided by a health care provider that is related to the medical condition and treatment of a worker. (POL-68)

“Medical practitioner” means a person duly registered under the laws of the Province as authorized to practice medicine in the Province. (POL-64)

“Member of the family” means a spouse, parent, grand-parent, step-parent, child, step-child, grandchild, brother, sister, half-brother, half sister, or a person who stands in the place of a parent to the worker or to whom the worker stands in the place of a parent. (POL-14, POL-12)

“Misconduct” means any wilful behaviour, action or inaction, which is in breach of a workplace rule or a commonly accepted standard of behaviour. Wilful behaviour, action or inaction can include negligence. (POL-141)

“Motor vehicle” means a motor vehicle as defined in the *Highway Traffic Act*. (POL-87)

“Net average earnings” means a worker’s average earnings less the probable deductions payable by the worker for income tax , Canada Pension Plan premiums or Quebec Pension Plan premiums, employment insurance premiums, and such other deductions as the Workers Compensation Board may establish by regulation. (POL-41, POL-86)

“Neurovascular disturbances of the extremities” means those situations where there is prolonged exposure to excessive vibrations or a combination of repetition, force and/or extreme postures. E.g. carpal tunnel syndrome. (POL-91)

“New evidence” means information not already considered in the decision-making process, such as:

- new health information from a treating health care provider;
- new work-related information;
- new earnings information; or
- new information pertaining to the employer’s operations. (POL-48, POL-83)

“Noise-induced hearing loss” means the gradual loss of hearing due to prolonged occupational exposure to noise at excessive levels. (POL-09)

“Non-resident employer” includes a body corporate or firm,
(i) the head office of which is not in the province,
(ii) the chief place of business of which is not in the province, or
(iii) the payroll or wages records of which with respect to work done in the province are not kept in the province. (POL-04)

“Objective medical evidence” means evidence presented through a physical examination including diagnostic tests of a worker and reported by the treating or family physician. (POL-60)

“Objective medical information” means information that can be quantified or measured and is usually presented through documentation including clinical notes, physical examination, consultations, hospital records, admission and discharge summaries, notes on operations, pathologies and lab test reports, and reports on special tests and diagnostic procedures.(POL-68)

“Occupational disease” means a disease arising out of and in the course of employment resulting from causes or conditions peculiar to or characteristic of a particular trade or occupation, or peculiar to the particular employment. It does not include an ordinary disease of life. (POL-65)

“Occupational hygiene monitoring” means routine measurements of the level of contaminants within the workplace. (POL-70)

“Officer” means an occupational health and safety officer appointed pursuant to the Occupational Health and Safety Act and includes the Director of Occupational Health and Safety.(POL-119, POL-144)

“Opioids” means natural or synthetic narcotic analgesics (pain medication). (POL-120)

“Optional coverage” means optional workers compensation coverage available for employers who are engaged in an industry falling outside the scope of the *Workers Compensation Act* or for independent operators or contractors. (POL-19, POL-125)

“Order” means an oral or written directive which is issued by an Occupational Health and Safety Officer, who has determined that a workplace is in contravention of the *Occupational Health and Safety Act*, and Regulations. (POL-52, POL-119, POL-144)

“Ordinary disease of life” means a disease that can be commonly acquired from a variety of life situations. A disease will not be considered to be an ordinary disease of life if the risk of contracting the disease through the employment can be shown to be greater than the risk associated with ordinary living experience. (POL-65)

“Orthosis” means a device which is designed to prevent or correct deformities, to protect painful body parts or to improve the function of a limb. It includes orthopaedic devices, orthotic devices and footwear. (POL-30)

“Orthotics” means the science pertaining to mechanical appliances for orthopaedic use. (POL-30)

“Overpayment” means the result of paying a worker, employer, or service provider, more than what they are entitled to pursuant to the *Workers Compensation Act*. (POL-27, POL-28)

“Pain management program” means a program approved by the Board for the purpose of managing chronic pain. (POL-35)

“Peculiar to or characteristic of a particular trade or occupation” means a disease with scientific evidence to support a conclusion that the nature of the work processes or environment have significantly increased the likelihood of causing a particular disease in the workers who work in that trade or occupation. (POL-65)

“Peculiar to the particular employment” means a disease with identifiable factors in that workplace that are known to cause the disease, or there is scientific evidence acceptable to the Workers Compensation Board that the particular workplace is the cause of a significantly increased risk of the disease even though the cause has not been identified. (POL-65)

“Pension” means an award based on a medically assessed disability awarded by the Workers Compensation Board prior to January 1, 1995 and was paid in recognition of a permanent partial or total disability. (POL-08, POL-52, POL-81, POL-85)

“Pension replacement benefits” means the amount of pension benefit, under the Canada Pension Plan or a registered employer sponsored pension plan, a worker can demonstrate to the satisfaction of the Workers Compensation Board he or she has lost as the result of the compensable injury. (POL-124)

“Personal care” means aspects of care such as hygiene, eating, dressing, toileting, and supervision of activities. (POL-82)

“Personal coverage” means optional workers compensation coverage available for proprietors, partners, and officers and directors of a corporation as well as independent operators and contractors. (POL-19, POL-22)

“Personal injury” means a measurable change to the body caused by an accident arising out of and in the course of employment. (POL-71, POL-114)

“Persons with a direct interest” means:

- for employer assessment decisions - an employer who has a direct financial impact as a result of the decision, the Workers Compensation Board or representatives of any of these persons;
- for worker claim decisions - a worker, dependants of a deceased worker, the worker’s employer who has a direct financial impact as a result of the decision, the Workers Compensation Board or representatives of any of these persons. (POL-48, POL-83, POL-88)

“Physiotherapy” means physical therapy practiced in a continuing way to remove, alleviate or prevent movement dysfunction or pain, and includes diagnostic assessment, design and conduct of treatment involving exercise massage, hydrotherapy, heat, sonic, laser and electrical techniques, acupuncture, evaluation of progress, patient instruction, research and educational or preventative measures. Physiotherapy concentrates on the alleviation of pain, increase in strength, range of motion and endurance. (POL-26)

“Plateau in medical recovery” means there is little potential for improvement or any potential changes in the condition are in keeping with the normal fluctuations which can be expected with that kind of injury. (POL-35, POL-58, POL-61, POL-89)

“Practitioner” means a person who has met the professional and legal requirements necessary to provide health care and related services. (POL-64)

“Pre-existing condition” means any condition inherent in the worker at the time of the accident. (POL-61, POL-67)

“Prior Act” means Workers’ Compensation Act, R.S.P.E.I. 1988, Cap. W-7 (repealed). (POL-83)

“Probationary employee” means an employee appointed by the Workers Compensation Board to a position in the classified division who has not completed the probationary period. (POL-128)

“Probationary period” means the initial period of time after hire where the Workers Compensation Board assesses the suitability of a probationary employee. (POL-128)

“Prosthesis” means a fabricated substitute for a diseased or missing part of the body. (POL-30)

“Provincial work, undertaking, or business” means any work, undertaking, or business that is within the legislative authority of the Province of Prince Edward Island. (POL-50)

“Psychosis” means a mental disorder causing distortion of a person's thinking, feeling and cognition and the person's ability to recognize reality, thus interfering with the person's capacity to cope with the demands of everyday life. (POL-01)

“Quorum” means the presence of a majority of the Board members. (POL-135)

“Rate group” means a group to which an industry is assigned for assessment purposes. (POL-58, POL-60, POL-61, POL-94)

“Recurrence” means a return of disabling conditions, supported by objective medical evidence that can be reasonably related to an injury caused by a previous work-related accident. Recurrence of the condition must be medically compatible with the previous injury, and decisions to accept or deny recurrences must rely on medical evidence supporting this relationship. (POL-25, POL-60, POL-86)

“Registered employer sponsored pension plan” means a pension plan that is registered under the Income Tax Act for Canada. (POL-124)

“Registering Board” means a Canadian workers compensation board or commission, other than an Assessing Board, in the province or territory through which the employer or independent operator travels. (POL-142)

“Regularly employ” means the number of workers employed by the employer on the day of the accident. (POL-93)

“Regular meeting” means a monthly meeting of the Board of Directors held to conduct the usual business of the Workers Compensation Board and normally takes place the fourth Thursday of each month. (POL-37)

“Relevant” means information that is required to determine entitlement to, or the amount of, compensation benefits or services. (POL-04)

“Return to work” means the act of re-introducing workers to safe and productive employment which eliminates or minimizes earnings loss as soon as medically possible. (POL-35)

“Return to work plan” means an individual plan designed to return a worker back to pre-accident, modified or alternate duties by altering how work is done, and/or the work schedule, or by teaching new skills, as needed. (POL-35)

“Return to work programs” means modified duties, alternate duties or tasks, or ease back, including approved employer initiated ease back programs. (POL-03, POL-25, POL-35, POL-93)

“Service charge” means a penalty levied on employer accounts for a default in payment of assessment. (POL-13)

“Service provider” means a person or company that conducts business either with the Workers Compensation Board or on its behalf. (POL-28)

“Set-off” means the amount payable to a worker or service provider set aside, by the Workers Compensation Board, as payment against a debt owed to the Workers Compensation Board. (POL-27, POL-28)

“Severely injured worker” means a worker who has a severe injury which significantly restricts mobility or function as a result of a work related injury. (POL-73, POL-82, POL-131)

“Spouse” means an individual who, at the time of the worker's death, is married to the worker; has entered into a marriage with the worker that is voidable or void; is not married to the worker but is cohabiting with the worker in a conjugal relationship and has done so continuously for a period of at least one year immediately preceding the worker's death; or is not married to the worker but is cohabiting with the worker in a conjugal relationship and together they are the natural or adoptive parents of a child. (POL-12)

“Standard Industrial Classification (SIC)” means a Statistics Canada framework for collecting, compiling, and disseminating economic statistics for groups of businesses that are engaged in similar activities. (POL-42)

“Standing offer” means a contractual arrangement with a potential supplier to supply goods, services, or both, on an “as-required” basis. The contract normally includes the pricing formula and the terms and conditions under which the goods and/or services will be supplied. (POL-82)

“Subjective medical information” means opinions that are not based on information that can be quantified or measured. These opinions are based on intuitions or impressions of a health care provider(s) and are usually presented through symptoms described by the worker that are not supported by objective medical information. (POL-68)

“Suitable work” means work that a worker has the necessary skills to perform and is medically able to perform, and that does not pose health or safety hazards to the workers, or co-workers, as determined by the Workers Compensation Board. (POL-93, POL-116, POL-117)

“Supportive care” means treatment that is therapeutically necessary for workers, who have reached their maximum recovery from a work related injury, to maintain a maximum level of recovery. Supportive care would only be considered after the appropriate application of active and passive care either from health care providers or through lifestyle modifications. (POL-25, POL-26)

“Temporary wage loss benefits” means those wage loss benefits payable to a worker prior to the date on which the worker recovers from the accident and returns to work, or payable prior to receiving extended wage loss benefits.(POL-11, POL-85)

“Tendinitis” means the inflammation of a tendon which attaches to the bone, such as those found in the shoulder, elbow, wrist or hand. (POL-91)

“The Act” means the Workers Compensation Act R.S.P.E.I. 1988, Cap. W-7.1. (POL-48)

“Threshold limit value” means conditions under which it is believed that nearly all workers may be repeatedly exposed day after day without adverse health effects. Because of wide variation in individual susceptibility, however, a small percentage of workers may experience discomfort from some substances at concentrations at or below the threshold limit value; a smaller percentage may be affected more seriously by aggravation of a pre-existing condition or by development of an occupational illness. (POL-70)

“Tinnitus” means a perception of sound such as a buzzing, ringing, rushing, whistling or hissing quality. It can be continuous or intermittent. (POL-09)

“Training” means courses which prepare employees for present jobs. (POL-118)

“Transcutaneous Electrical Nerve Stimulation (TENS)” means a battery powered unit that sends electrical impulses through electrodes placed near a pain site. (POL-07)

“Traumatic event” means a sudden, unexpected, horrific and unusual event that is excessive in comparison to the work related events or stressors experienced by an average worker in the same or similar occupation. (POL-01)

“Traumatic hearing loss” means a loss of hearing caused by something unexpected and violent in nature, such as a loud sudden explosion or a blow to the head. (POL-09)

“Undue hardship” means a situation that creates onerous conditions for an employer such as, intolerable financial costs, serious disruption to business or health and safety risks. The onus of proof for a claim of undue hardship is the responsibility of the employer. (POL-93)

“Unreduced pension” means a pension that is available at an age earlier than the normal retirement age but that is not reduced for the fact that the pension is paid earlier and for a longer period. (POL-124)

“Upper extremities” means the shoulder, arm, forearm, wrist, and hand. (POL-91)

“Vibration induced disease” is characterized by symptoms such as pallor, cyanosis, and rubor of the digits caused by abnormal responses of vascular smooth muscle due to exposure to high frequency, rapid acceleration vibratory tools. This condition can be triggered by cold or emotional stimuli. Such diseases may also be known as Raynaud’s Phenomenon, White Finger Disease, and Peripheral Vascular Disease. (POL-78)

“Visual aid” means items used to correct or modify a worker’s vision. (POL-06)

“Vocational rehabilitation programs” include Job Search, Work Experience, Formal Training, and Self-Employment Programs. (POL-117)

“Wage loss benefits” means benefits paid as a result of a loss of earning capacity due to personal injury and are equivalent to an amount equal to 80% of the worker’s loss of earning capacity for the first 38 weeks and 85% thereafter.(POL-41, POL-85, POL-86)

“Work conditioning” is an exercise based rehabilitation program designed specifically to improve the capacity of a worker to return to work. (POL-26)

“Worker transaction” means each individual benefit payment made to or on behalf of a worker. (POL-123)

“Work injury” means an injury arising out of and in the course of employment. (POL-58)

“Workplace environment” means any designated Workers Compensation Board office location, any other location where an employee is representing the Workers Compensation Board, the electronic workplace, and on-line communication. (POL-133)