



# **Canada Pension Plan Disability Benefit**

**Canadian Working Group on HIV &  
Rehabilitation Workshop  
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# Canada Pension Plan (CPP)



- ◆ Began January 1966
- ◆ Compulsory contributions
- ◆ Payable outside Canada
- ◆ Quebec has a similar program (QPP)
- ◆ Funded through contributions and investment income
- ◆ Indexed each year



# CPP Benefits



- ◆ **Retirement pension**
- ◆ **Survivor benefits**
  - Death benefit
  - Survivor benefit
  - Surviving child's benefit
- ◆ **Disability benefits**
  - Disability benefit
  - Child's benefit



# Disability Benefits



- ◆ Approximately 282,000 clients and their 94,000 children (2002)
- ◆ Canada's largest long-term disability benefit provider
- ◆ \$2.8 billion in benefits paid annually



# Eligibility Criteria



**An applicant must qualify in all the following areas:**

- ◆ age
- ◆ sufficient contributions
- ◆ disabled as defined by CPP



# Age



## **An applicant must be:**

- ◆ under age 65
- ◆ between 60 and 65, eligible for Disability and not receiving the Retirement pension



# Sufficient Contributions



## **An applicant must have contributions:**

- ◆ in at least 4 of the last 6 years
- ◆ earnings must be at least 10% of **Years Maximum Pensionable Earnings (YMPE)**  
( \$3,900 in 2002)



# Definitions



Condition(s) must be both **severe** & **prolonged**

◆ **severe:**

- incapable of doing any kind of paid work on a regular basis

◆ **prolonged:**

- of indefinite duration, and
- long-term, or
- likely to result in death



# Additional Provisions



- ◆ International Social Security Agreements
- ◆ Child-rearing drop-out
- ◆ Credit Splitting
- ◆ Incapacity
- ◆ Late applicant



# Determining Severe and Prolonged



- ◆ Unable to work for reason of disability
- ◆ Applicant must provide evidence
- ◆ Socio-economic factors are not considered
- ◆ Personal attributes are considered as a contributing factor (age, previous work history/transferable skills, education, etc.)



# The Appeals Process



- ◆ Reconsideration by HRDC
- ◆ Office of the Commission of Review Tribunals
  - independent / arm's length
  - Includes a lawyer and health professional
- ◆ Pension Appeals Board
  - independent / arm's length
  - three judges in client's location



# Service Improvements



- ◆ Physician's Guide
- ◆ Client Newsletter
- ◆ Partnerships
- ◆ Client Centred Service Delivery (CCSD)
- ◆ Work Incentives



# Work Incentives



- ◆ Volunteer work
- ◆ School or re-training
- ◆ Allowable earnings
- ◆ 3-month paid work trial period
- ◆ Fast-track re-application
- ◆ Vocational rehabilitation



# Allowable Earnings



- ◆ Minimal attachment to the workforce
- ◆ Maintain a connection with the workplace/community
- ◆ Reduce fear of losing CPP benefits by attempting to return to work



# 3-Month Work Trial Period



- ◆ For clients who regained regular work capacity
- ◆ Ensures clients can sustain work
- ◆ Helps clients with start-up expenses
- ◆ Avoids need for re-application if work trial fails



# Fast-Track Re-Application



- ◆ For clients whose benefit was cancelled because of a return to work
- ◆ Cases where the same medical condition worsens within 5 years and client must stop working again
- ◆ Re-application must be done within 6 months of stopping work



# Vocational Rehabilitation



- ◆ Specialized program, case-managed
- ◆ Voluntary, signs a consent to participate in the program, and doctor agrees
- ◆ Medical/vocational assessment
- ◆ Vocational counselling
- ◆ Improving skills, upgrading, retraining
- ◆ Developing job search skills



# Rehabilitation Partners



- ◆ Employment Insurance/Opportunities Fund
- ◆ Long-term disability and auto insurers
- ◆ Workers' Compensation Boards
- ◆ Provincial governments
- ◆ Employers, unions



# Returning to Work



- ◆ Benefits continue for the job-search period
- ◆ If the client returns to work during rehabilitation, benefits still continue for 3 months and then are cancelled



# Phone Numbers & Website



**HRDC**      1 (800) 277-9914 (English)  
1 (800) 277-9915 (French)  
1 (800) 255-4786 (TDD/TTY device)

**Vocational Rehabilitation**      1 (800) 461-3422

**Review Tribunal**      1 (800) 363-0076

**Pension Appeals Board**      1 (888) 640-8001

**[www.hrdc-drhc.gc.ca/isp](http://www.hrdc-drhc.gc.ca/isp)**