

STEP 1. Determine whether Worker Meets Policy Definition of “Student” or “Young Worker” (see PD #33C, part 7.)

STEP 2. Determine Attachment to Accident Employer (“A/E”)

- Students: students, in general, are normally unattached to permanent employment specifically due to their studies
- Young Workers: the presumption in favour of non-attachment is reasonable for these workers. However, where there is clear evidence that the young worker was permanently attached to the employer, the exceptional circumstances policy DOES NOT APPLY (see PD #33C, part 7.A.I)

STEP 3. Determine Initial Average Earnings

Student	Young Worker (NO Attachment to A/E)	Young Worker (Permanent Attachment to A/E)
Do NOT categorize as “Casual”; initial average earnings depends on whether student works during school year and time of year injury occurred (see PD #33C, part 7.A.I and II)	Do NOT categorize as “Casual”; initial average earnings are based on time of injury earnings (see PD #33C, part 7.A.I and II)	Not eligible for “exceptional circumstances” – Worker is categorized according to actual employment circumstances and initial average earnings based on corresponding rule (see PD #33C, part 7.A.I and PD #33A)

STEP 4. At the time of the Long-Term Average Earnings Rate Review, Determine whether the Student/Young Worker (with No Attachment to A/E) has a PFI

PFI?	Student	Young Worker (NO Attachment to A/E)
YES	Long-term average earnings are based on the regional class average of a qualified person in an occupation directly related to the student’s field of study (see PD #33C, part 7.B.I)	Long-term average earnings are based on the regional class average of a qualified person in an occupation related to the young worker’s previous field of study (see PD #33C, part 7.B.I)
THERE IS SOME LIKELIHOOD	Set a provisional rate based on the student’s own earnings in the 12-month period immediately preceding the date of injury (see PD #33C, part 7.B.I)	Set a provisional rate based on the young worker’s own earnings in the 12-month period immediately preceding the date of injury (see PD #33C, part 7.B.I)
	NOTE: the provisional rate must be reviewed at least once every four weeks; once it is known that the student/young worker <u>will have a PFI</u> (at plateau or sooner), the long-term average earnings must be set. (see PD #33C, part 7.B.I and RSCM Vol. II, Policy item #65.04)	
NO	For students and young workers with NO PFI (and for young workers who have a permanent attachment to their accident employer, regardless of PFI), long-term average earnings are determined by categorizing the worker based on his or her actual employment circumstances (see PD #33A)	