Employer Paid Benefits

Email: EDI.Support@workcomp.virginia.gov **| Toll-Free**: 877-664-2566

Employer Paid Benefits are benefits paid by the Employer in lieu of compensation caused by a work-related injury.

Employer Paid Maintenance Type Codes:

SROI EP (Employer Paid): The first report of payment of an indemnity benefit, that is not a lump sum payment/settlement, that has been paid by the employer in lieu of compensation where the claim administrator is not paying any indemnity benefits at this time. A previous subsequent report may or may not have been filed. Due within 10 calendar days of the claim administrator being notified.

SROI ER (Employer Reinstatement): The employer has resumed paying salary in lieu of compensation after a suspension of benefits where the claim administrator is not paying any indemnity benefits at this time. A previous SROI EP must have been accepted. Due within 10 calendar days of the claim administrator being notified.

Acceptable Employer Paid Benefit Type Codes:

210 (Employer Paid Fatal Benefits): Wages paid by the employer when Fatal/Death compensation is due.

220 (Employer Paid Permanent Total Benefits): Wages paid by the employer when Permanent Total compensation is due.

230 (Employer Paid Permanent Partial Scheduled): Wages paid by the employer when Permanent Partial Scheduled compensation is due.

240 (Employer Paid Unspecified): Wages paid by the employer when compensation of an unspecified benefit type is due.

250 (Employer Paid Temporary Total): Wages paid by the employer when Temporary Total compensation is due.

270 (Employer Paid Temporary Partial): Wages paid by the employer when Temporary Partial compensation is due.

524 (Employer Paid Lump Sum Payment/Settlement): Lump Sum Payment/Settlement amount to end past, present, or future liability for wages paid by the employer when compensation of an unspecified benefit type is due.

Additional Information:

- **Benefit Type Code 240**
  - Benefit Type Code 240 should only be used to report payments when the specific benefit type is not known.
    - If the Commission has an award on file for the period reported, you may be asked to review your records and report the correct Employer Paid Benefit Type Code.
  - Benefit Period Start Date is unknown, use the Initial Date Disability Began.
  - Benefit Period End Date is unknown, use the Initial Return to Work Date. If Return to Work date is unknown, use the MTC Date.
- **Change in Benefits**
  - A SROI CB should be used when switching from one employer paid benefit to another, the same as when claim administrator paid benefits change when there is no gap in time.
  - When switching from employer paid to claim administrator paid, with no gap in time, a SROI IP can follow the SROI EP without a suspension.
  - When switching from claim administrator paid to employer paid, with no gap in time, a SROI EP can follow the SROI IP without a suspension.

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- **Gross Weekly Amount Effective Date**
  - o When reporting a specific Employer Paid Benefit Type Code, the date the employer began paying salary in lieu of compensation should be used.
- **Employer Paid Salary Prior to Acquisition Code:** Code used to indicate Employer Paid benefits were the only indemnity benefits paid prior to an acquisition. It is used to explain why Other Benefit Type Code 430 (Unallocated Prior Indemnity Benefits) is not present on the SROI transaction after acquisition.
  - o Code E should be used when only Unspecified Employer Paid Benefits (code 240) have been paid on the claim prior to acquisition. This is because it cannot be reported under code 430 in the Other Benefits Segment due to an unknown amount paid.
  - o Code E should not be used when Employer Paid Benefits are specified as the amount paid is known and should be reported as code 430 in the Other Benefits Segment.
  - o If the code is reported, it should only be sent on a SROI AC, AP, EP, SX or UR following a FROI AQ or AU and should be present on all SROI transactions moving forward.