



# 2023 Guide to Workers' Compensation in Canada



**ORGANIZATIONAL SOLUTIONS INC.**  

---

**SOLUTIONS ORGANISATIONNELLES INC.**

**The leading provider of workplace disability management solutions**



# 2023 Guide to Workers' Compensation in Canada



Workers' Compensation Health & Safety Board  
401 Strickland St., Whitehorse, YT Y1A 5N8  
Tel: 1-800-661-0443 www.wcb.yk.ca

Employer's Report	Maximum Wage Rate	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury / Illness	2023 \$98,093	75% of gross pre-injury earnings	Negligence Cost Transfer	No
<b>Reporting Event Requirements:</b> Major injuries [including fractures, loss of consciousness, etc.] must be reported to the Yukon Workers' Compensation Health and Safety Board IMMEDIATELY.				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	90 days



Workers' Safety & Compensation Commission  
5022 49th Street, 5th Floor, Centre Square Tower, Box 8888,  
Yellowknife, NT X1A 2R3  
NWT Tel: 1-800-661-0792

Qamutiq Building, 2nd Floor,  
630 Queen Elizabeth II Way, Box 669, Iqaluit, NU X0A 0H0  
Nunavut Tel: 1-877-404-4407  
www.wsc.nt.ca

Employer's Report	Maximum Insurable Remuneration	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Incident Form	2023 \$107,400	90% of net earnings	Claim cost relief	No
<b>Reporting Event Requirements:</b> an accident causing serious bodily injury or death, or a dangerous occurrence.				
Employer's Report Time Requirements		3 business days	Time Limit for Appeal	3 years



WorkSafeBC, PO Box 5350 Vancouver, B.C. V6B 5L5  
Tel: 1-888-967-5377 www.worksafebc.com

Employer's Report	Maximum Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury or Occupational Disease (Form 7)	2023 \$112,800	90% of net earnings	Relief of Costs	No
<b>Reporting Event Requirements:</b> Contact us as soon as possible if a worker: Is taken from or leaves the jobsite for treatment at a medical facility; Misses time from work after the day of the injury; Loses consciousness; Is diagnosed with a work-related disease; Develops symptoms of a mental health disorder related to work or the work environment; Suffers broken eyeglasses, dentures, hearing aid or artificial limb due to a work-related incident. Employers must also immediately report serious incidents and fatalities to us by calling the Prevention Information Line. This is in addition to reporting an injury related to a claim.				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	90 days



Workers' Compensation Board - Alberta  
9912 - 107 St., P.O. Box 2415, Edmonton, AB T5J 2S5  
Tel: 1-800-661-9608 www.wcb.ab.ca

Employer's Report	Maximum Insurable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury or Occupational Disease (C-040)	2023 \$102,100	90% of net earnings	Second injury / cost relief (industry specific)	No
<b>Reporting Event Requirements:</b> Submit a report to WCB if the accident results in, or is likely to result in: lost time or the need to temporarily or permanently modify work beyond the date of accident; death or permanent disability (amputation, hearing loss, etc.); a disabling or potentially disabling disease or condition caused by occupational exposure or activity (such as a mental health concern, poisoning, infection, respiratory disease, dermatitis etc.); the need for medical or mental health treatment beyond first aid (assessment by physician, psychologist or mental health provider, physiotherapist, chiropractor, etc.); or incurring medical aid expenses (dental treatment, eyeglass repair or replacement, prescription medications, etc.)				
Employer's Report Time Requirements		72 hours	Time Limit for Appeal	1 year



Workers' Compensation Board of Saskatchewan  
200-1881 Scarth St. Regina, SK S4P 4L1 Tel: 1-800-667-7590  
www.wcb.sask.ca

Employer's Report	Maximum Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Initial Report of Injury (Form E1)	2023 \$96,945	90% of net earnings	Secondary injury and re-employment reserve	No
<b>Reporting Event Requirements:</b> where work-related injury requires medical attention or prevents an employee from earning full wages.				
Employer's Report Time Requirements		5 calendar days	Time Limit for Appeal	No time limit



Workers' Compensation Board, 333 Broadway Street,  
Winnipeg, MB. R3C 4W3. Tel: 1-855-954-4321 www.wcb.mb.ca

Employer's Report	Maximum Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer Incident Report Form	2023 \$153,380	90% of net earnings	Cost relief and cost transfer (Class E Employers)	No
<b>Reporting Event Requirements:</b> 1. The worker loses consciousness following the accident, or 2. The worker is transported, or directed by a first aid attendant or other representative of the employer to a hospital or other place of medical treatment, or is recommended by such person to go to such place, or 3. The injury is one that obviously requires medical treatment, or 4. The worker states that he / she intends to seek medical treatment, or 5. The worker has received medical treatment for the injury, or 6. The worker is unable or claims to be unable by reason of the injury to return to his or her usual job function on any working day subsequent to the day of the injury, or 7. An injury resulted or is claimed to have resulted in the breakage of an artificial limb, eyeglasses, contact lenses, dentures, hearing aid, or any other prosthetic device, or 8. The WCB has requested that an employer forwards a report of the accident resulting in an injury or occupational disease to the WCB, or the worker has filed a claim.				
Employer's Report Time Requirements		5 business days	Time Limit for Appeal	No time limit

# 2023 Guide to Workers' Compensation in Canada



Ontario Workplace Safety & Insurance Board  
200 Front Street West, Toronto, ON. M5V 3J1.  
Tel: 1-800-387-0750 www.wsib.on.ca

Employer's Report	Maximum Insurable Remuneration	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury/Disease (Form 7)	2023	85% of net earnings	Second Injury & Enhancement Fund (SIEF)	No
	\$110,000			
<b>Reporting Event Requirements:</b> Employers must report a work-related accident to the WSIB if they learn that a worker requires health care and/or is absent from regular work; earns less than regular pay for regular work (e.g., part-time hours); requires modified work at less than regular pay or requires modified work at regular pay for more than seven calendar days following the date of accident.				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	6 months



Commission des normes, de l'équité, de la santé et de la sécurité du travail, Siège social, 524, rue Bourdages, Québec (Québec) G1K 7E2 Tel: 866-302-2778 www.cnesst.gouv.qc.ca

Employer's Report	Maximum Insurable Remuneration	Benefit Rate	Cost Relief	Wait Period
			YES	
Avis de l'employeur et demande de remboursement	2023	90% of net earnings	Loi sur les accidents et maladies professionnelles (LATMP)	No
	\$91,000			
<b>Reporting Event Requirements:</b> Inform the CNESST within 24 hours in the following cases: <ul style="list-style-type: none"> <li>the death of a worker</li> <li>the worker has suffered a total or partial loss of a limb or its use or a significant trauma</li> <li>several workers have been injured and must be absent from work for more than one working day</li> <li>the accident caused property damage of \$150,000 or more</li> </ul>				
Employer's Report Time Requirements		2 calendar days	Time Limit for Appeal	30 days



WorkSafeNB  
1 Portland St., P.O. Box 160, Saint John, NB E2L 3X9  
Tel: 1-800-222-9775 www.worksafenb.ca

Employer's Report	Maximum Insurable Remuneration	Benefit Rate	Cost Relief	Wait Period
			YES	
Report of Accident or Occupational Disease (Form 67)	2023	85% of net earnings	Allocation of claim costs	2 days
	\$74,800			
<b>Reporting Event Requirements:</b> Notify WorkSafeNB IMMEDIATELY to report the following incidents: A loss of consciousness; Amputations; Fractures (other than fingers or toes); Burns requiring medical attention beyond first aid treatment; Loss of vision in one or both eyes; Deep lacerations requiring medical attention beyond first aid treatment; Worker admission to a hospital as an inpatient; Fatalities; Any accidental explosion or exposure to a biological, chemical or physical agent, whether or not a person is injured; Any catastrophic event or equipment failure that results, or could have resulted in an injury				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	90 days



Workers Compensation Board of PEI  
PO Box 757, Charlottetown, PE C1A 7L7  
Tel: 902-368-5680 www.wcb.pe.ca

Employer's Report	Maximum Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury (Form 7)	2023	85% of net earnings	Cost relief	No
	\$65,000			
<b>Reporting Event Requirements:</b> Form 7 must be completed whether or not the injury or illness results in time off work. This includes injuries or illnesses that occurred over a period of time, as well as those caused by a single event. A workplace injury or illness is considered to be one that happens at work; requires medical treatment; may or may not result in time off work.				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	90 days



Health | Safety | Compensation

WorkplaceNL  
146-148 Forest Road., P.O. Box 9000, Station B, St. John's, NL A1A 3B8 Tel: 1-800-563-9000 www.workplacenl.ca

Employer's Report	Maximum Compensable & Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
Employer's Report of Injury (Form 7)	2023	85% of net earnings	Second Injury Relief	No
	\$72,870			
<b>Reporting Event Requirements:</b> A workplace injury: <ul style="list-style-type: none"> <li>Happens at work, on company property or on company business</li> <li>Requires medical treatment</li> <li>May or may not require time away from work</li> </ul>				
Employer's Report Time Requirements		3 calendar days	Time Limit for Appeal	30 days



Workers' Compensation Board of Nova Scotia  
P.O. Box 1150, Halifax, NS B3J 2Y2  
Tel: 1-800-870-3331 www.wcb.ns.ca

Employer's Report	Maximum Assessable Earnings	Benefit Rate	Cost Relief	Wait Period
			YES	
WCB Injury Report Form	2023	75% of net earnings first 26 weeks; then 85%	Cost Apportionment	2/5 of normal work week
	\$69,800			
<b>Reporting Event Requirements:</b> Report a fatality immediately. Report a <b>serious injury</b> as soon as possible, within 24 hours: Unconsciousness; Fracture of the skull, spine, pelvis, arm, leg, ankle, wrist or a major part of the hand or foot; Loss or amputation of a leg, arm, hand, foot, finger, or toe; Third-degree burn; Loss of sight in one or both eyes; Asphyxiation or poisoning; Any injury that requires admission to hospital; Any injury that endangers life. Report a <b>serious incident</b> as soon as possible, within 24 hours: An accidental explosion; A major structural failure or collapse of a building or other structure; A major release of a hazardous substance; A fall from a work area where fall protection is required by the regulations.				
Employer's Report Time Requirements		5 business days	Time Limit for Appeal	30 days

# The right care, at the right time, for the right outcome.™

## WE'RE PROVEN PERFORMERS

Since 2003, Organizational Solutions Inc. has been helping companies manage the increasing cost and human impact of illness, injury, disability, absenteeism, and mental health problems in their workplaces.

LET US HELP YOU AND YOUR ORGANIZATION MANAGE THE TREMENDOUS IMPACT OF WORKPLACE ABSENCE AND DISABILITY.

AGILE, RESPONSIBLE, AND DEDICATED  
From responding to our clients' requests for COVID-19 absence management, to breakthroughs in mental health claims management, you can count on OSI, industry leaders for 20 years.



CONTACT US TODAY and learn more about how we have returned millions of dollars in Workers' Compensation premiums.



## OSI SERVICES

- ✓ Workers' Compensation claim management
- ✓ Short term disability management
- ✓ Accommodation
- ✓ Leaves management
- ✓ Mental health claim management
- ✓ Addiction-related disability
- ✓ Pharmacogenetics testing
- ✓ Physical demands analysis
- ✓ Ergonomics assessment
- ✓ Cognitive ability analysis
- ✓ Advice to Pay services



ORGANIZATIONAL SOLUTIONS INC.  
SOLUTIONS ORGANISATIONNELLES INC.

1.866.674.7656 | [sales@orgsoln.com](mailto:sales@orgsoln.com) | [www.orgsoln.com](http://www.orgsoln.com)