

Seasonal Agricultural Worker Program



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WCB Alberta

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- **No fault insurance**
 - We protect employers and workers from uncertainty, costs and delays of legal action by providing no-fault coverage
 - Protection is provided regardless of how the workplace injury happened
- **Protection against loss of income**
 - We compensate injured workers for lost employment income
- **Medical and rehabilitation services**
 - We cover treatment to resolve or lessen the effects of injuries and encourage return to work
 - Approved health care expenses include chiropractic treatment, physiotherapy, counseling, etc.

- **Protection from lawsuit**
 - We provide insurance that offers you protection from lawsuit for you, your workers and other parties covered by WCB Alberta (directors must carry personal coverage to be protected from lawsuit)
- **Workshops and seminars**
 - We offer various workshops and seminars to assist employers. Some workshops offered are: understanding the fundamentals of WCB compensation, disability management overview, WCB appeal structure, preventing workplace violence and modified duties.

- Who is a temporary foreign worker?
- Are temporary foreign workers insured by WCB?
- When does coverage for foreign workers begin?
- If a temporary foreign worker is injured on the job, how is it reported?
- How are these claims managed?
- What can you do to ensure success?

- **Who is a temporary foreign worker?**
 - A temporary foreign worker is someone from outside of Canada who is eligible to work in the country for an authorized period of time.
- **Are temporary foreign workers insured by the Alberta WCB?**
 - Yes. Legislation and policy do not differentiate the citizenship and residency status of a worker if the employer is based in Canada, ordinarily carries on business in Alberta and has Alberta WCB coverage.
- **When does coverage for foreign workers begin?**
 - Coverage begins once the worker is within Alberta's borders and begins their employment with an Alberta employer. A foreign worker is not considered to be a worker under the WCB Act until he/she is actually in Alberta.

- If a temporary foreign worker is injured on the job, how is it reported?
 - The procedure is the same as for any other worker. Employers must complete and submit an Employer's Report of Injury within 72 hours after receiving notification or knowledge of a work injury or illness that disables a worker beyond the date of accident.
- How are these claims managed?
 - Temporary work permits are issued with employer specific and job specific conditions. If a foreign worker is injured at work, he/she may have to return to his/her home country, depending on the work permit restrictions.
 - If a worker does return home after an injury, the challenges that we face are ensuring timely health care, rehabilitation and vocational services equivalent to Alberta services.

- **What can you do to ensure success?**
 - Set clear expectations with your new foreign workers about job duties, working conditions and employer/worker responsibilities for safe work practices.
 - Continue to focus on health and safety in the workplace. The best way to avoid claim issues is to help your workers stay safe and injury free.
 - Ensure the workers understand how WCB coverage works and what to do if they become injured.
 - Remain focused on the utilization and expansion of modified work opportunities. This helps all workers to remain job attached and focused on return to work.
 - Include modified work placement options in the initial temporary work permit applications, if possible.
 - Partner with an Occupational Injury Service (OIS) clinic

Provides:

- Same date access to a physician with a background in occupational medicine and WCB-Alberta training (within 15 to 30 minutes of arrival)
- Same day completion and submission of reports
- Identification and coordination of required medical services
- Earlier access to required medical and diagnostic tests, specifically MRI, CT and bone scans
- Earlier access to specialists and surgical procedures, if needed
- Worker and employer injury management education

- Completion of disability management reports that detail physical work capabilities and limitations to help determine return to work dates and tasks
- Development of a safe return to work plan

Benefits of OIS

- Decrease in time lost claims
- Increase in no time lost claims with modified work
- Lower claims costs due to earlier return to work and increased proportion of no time lost claims

Contact Information



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