

Remuneration

Section 10 of the Administrative Tribunals Act provides that the remuneration and benefits for WCAT's adjudicative appointees (members) is set in accordance with applicable Treasury Board Directives. Section 5.4, Treasury Board Directive (TBD) 1/20 defines the annual salary range for members appointed to the Workers' Compensation Appeal Tribunal and provides that members are entitled to benefits under the Terms and Conditions for Excluded Employees/Appointees.

WCAT is classified as a Level 4 administrative tribunal. TBD 1/20 sets different maximum remuneration rates for individuals appointed as chairs, vice chairs, or as members. In accordance with the *Workers Compensation Act*, the chair of WCAT determines the responsibilities and category to which a member is appointed for the purposes of remuneration.

Benefits include contribution to pension, medical, dental, extended health, and other benefits. Section 236(5) of the *Workers' Compensation Act* provides that the *Public Sector Pension Plans Act* and the *Public Service Benefit Plan Act* apply to members of WCAT. In 2021, benefits are calculated at 25.4%.

The name of the positions at WCAT differ from the classification under TBD 1/20. A "member" as defined by TBD 1/20 is called a "vice chair" and subject to different remuneration maximums than an individual defined as a "vice chair" for the purposes of TBD 1/20.

	Chair	Vice Chair ¹	Members ²	Members ²
Administrative Tribunal Group	Group 4 – Full-Time			Group 4 – Part-Time
Treasury Board Directive Range	\$168,000 – \$190,000	\$143,000 – \$161,000	\$118,000 – \$132,000	\$500 – \$575 per day

¹ "Vice Chair" means a vice chair of WCAT

² "Member" means a vice chair of WCAT

Salary and Benefits for Full-Time Vice Chairs in 2021

WCAT Chair – Group 4 – Full-Time	Annual Salary	Benefits	Total
Andrew Pendray ³	\$123,989	\$31,493	\$155,482
Ning Alcuities-Imperial ⁴	\$75,313	\$19,130	\$94,443

WCAT Vice Chairs – Group 4 – Full-Time	Annual Salary	Benefits	Total
David Newell, Tribunal Counsel	\$161,000	\$40,894	\$201,894
Debbie Sigurdson, Registrar	\$161,000	\$40,894	\$201,894

WCAT Vice Chairs –Group 4 – Full-Time	Annual Salary	Benefits	Total
Beatrice K. Anderson	\$137,000	\$34,798	\$171,798
Anand Banerjee	\$132,000	\$33,528	\$165,528
Hélène Beauchesne	\$132,000	\$33,528	\$165,528
Sarwan Boal	\$132,000	\$33,528	\$165,528
Dana G. Brinley ⁵	\$36,230	\$9,202	\$45,432
Larry Campbell	\$132,000	\$33,528	\$165,528
Melissa Clarke	\$132,000	\$33,528	\$165,528
Jyoti Dasanjh ⁶	\$36,183	\$9,191	\$45,374
Scott Ferguson	\$132,000	\$33,528	\$165,528
Tamara Henderson ³	\$90,470	\$22,979	\$113,450
Warren Hoole	\$132,000	\$33,528	\$165,528
Joanne Kembel	\$132,000	\$33,528	\$165,528
Randy Lane	\$137,000	\$34,798	\$171,798
Deborah Ling	\$132,000	\$33,528	\$165,528
Julie C. Mantini	\$137,000	\$34,798	\$171,798
Susan Marten	\$137,000	\$34,798	\$171,798
Chad McRae	\$132,000	\$33,528	\$165,528
Renee Miller	\$132,000	\$33,528	\$165,528
Barbara Murray	\$132,000	\$33,528	\$165,528
Elaine Murray	\$132,000	\$33,528	\$165,528
Kristina Nelles ⁶	\$33,237	\$8,442	\$41,680
Paul Pierzchalski	\$132,000	\$33,528	\$165,528
Christopher Ramsay ⁶	\$36,183	\$9,191	\$45,374
Deirdre Rice	\$132,000	\$33,528	\$165,528
Ellen Riley	\$132,000	\$33,528	\$165,528
Simi Saini	\$105,238	\$26,730	\$131,969
Dawn Shaw-Biswas ⁶	\$36,127	\$9,176	\$45,303
James Sheppard	\$136,716	\$34,726	\$171,442
Shelina Shivji	\$132,000	\$33,528	\$165,528
Hilary Thomson	\$137,000	\$34,798	\$171,798

³ Resigned in September 2021

⁴ OIC appointment effective December 2, 2021

⁵ Resigned in February 2021

⁶ Started in September 2021

Andrew J. Waldichuk	\$132,000	\$33,528	\$165,528
Sherryl Yeager	\$132,000	\$33,528	\$165,528
Terry Yue	\$137,000	\$34,798	\$171,798
Lyall Zucko	\$132,000	\$33,528	\$165,528

Remuneration Paid to Per Diem (Part-Time) WCAT Vice Chairs for the Period Ending December 31, 2021

Per Diem Rate: Part-time appointees are paid on a per diem basis. The per diem rate varies for each vice chair, as per WCAT's salary framework for per diem vice chairs, which aligns with Treasury Board Directive 1/20. Per diem vice chairs do not receive benefits and can work a maximum of 1,500 hours per calendar year.

WCAT Per Diem Vice Chairs – Members Group 4 – Part-Time	Total
W.J. (Bill) Baker	\$5,736
David Bird	\$1,150
Grace Chen	-
Lesley Christensen	\$65,700
William J. Duncan	\$25,818
Sherelle Goodwin	\$4,600
Janice Hight ⁷	\$15,335
Nora Jackson ⁵	\$4,226
Brian King	\$30,518
Robert Kyle	\$4,025
Lori Leung	\$6,704
Herb Morton	\$27,902
Dale Reid	\$53,331
Guy Riecken	\$33,638
Tony Stevens	\$17,308
Teresa White	-

⁷ Resigned in April 2021