# **Table of Concordance**

## Workers Compensation Act Current to Revision

Prepared by the Office of Legislative Counsel.

Workers Con RS1996, c. 49	mpensation Act		Workers Co	mpensation Act (Revision)
section	subsection		section	subsection
1[pt]		Definitions	1[pt]	
1[pt]			126[pt]	
1[pt]			138	(2), (3)

#### PART 1 - COMPENSATION TO WORKERS AND DEPENDANTS

Workers Co RS1996, c. 4	ompensation Act 492		Workers	Compensation Act (Revision)
section	subsection		section	subsection
		Division 1 – Scope of this Part		
2		Application	4	
3	(1) to (3)	[Repealed]		
	(4)[pt]	Extending application	5	(2)
	(4)[pt]		6	(5)
	(4)[pt]		7	(3)
	(5)[pt]		5	(1)
	(5)[pt]		213	
	(6)[pt]		6	(1) to (4)
	(6)[pt]		239	(1)[pt]
	(7)		7	(1), (2), (4)
4		Fishing industry	8	
		<b>Division 2 – Compensation</b>		
5	(1) to (4)	Compensation for personal injury	134	
	(5)		146	
5.1		Mental disorder	135	
6	(1), (2)	Occupational disease	136	
	(3)		137	
	(4)	[Repealed]		
	(4.1), (4.2)		138	(1), (4)
	(5), (6)	[Repealed]		

Workers Co RS1996, c. 4	ompensation Act 192		Workers Compensation A (Revision	
section	subsection		section	subsection
	(7)		1[pt]	
	(8)		141	
	(9), (10)[pt]		250	(1)
	(10)[pt]		142	
	(11)		143	
6.1	(1) to (4)	Firefighters' occupational disease or personal injury presumption	140	
	(5)	[Repealed]		
	(6) to (9)		139	
6.2		Emergency Intervention Disclosure Act	144	
7	(1), (3.1), (6)	Loss of hearing	145	
	(2), (3), (4), (4.1)		198	
	(5)		226	
	(7)		250	(2)
8	(1)	Injuries happening out of Province	147	
	(2)	[Repealed]		
8.1		Interjurisdictional agreements and arrangements by the Board	335	
9		Election	148	
10	(1)	Limitation of actions, election and subrogation	127	
	(2) to (4)		128	
	(5)		129	
	(6)		130	
	(7)		131	
	(8)[pt]		132	
	(8)[pt]		249	
	(9)		126	
	(10), (11)		133	
11		[Repealed]		
12		Worker who is minor is sui juris	121	
13		Compensation cannot be waived	119	
14		No contribution from workers	118	
15		Compensation not assignable or liable to attachment	120	
16	[pt]	Vocational rehabilitation	155	
	[pt]		239	(1)[pt]

Workers Compensation Act RS1996, c. 492		Workers (	Workers Compensation Ac (Revision	
section	subsection		section	subsection
		Division 3 – Scale of Compensation		
17	(1), (7), (8)	Compensation in fatal cases	165	
	(2), (2.1)		166	
	(3)[pt]		168	(1)
	(3) (a), (b), (g)[pt]		171	
	(3) (c)		169	
	(3) (d)		170	
	(3) (e)	[Repealed]		
	(3) (f), (g)[pt]		172	
	(3) (h) (i)		174	
	(3) (h) (ii)		173	
	(3) (i)		175	
	(3) (j)		176	
	(4)[pt]		181	
	(4)[pt]		182	
	(4)[pt]		184	
	(4)[pt]		185	
	(5)		183	
	(6)		187	
	(9), (10)		178	
	(11)		179	
	(12)		180	
	(13)		167	
	(14)		177	
	(15)		234	
	(16) to (16.2)		186	
	(17)		189	
18		Addition to payments	225	(1), (2)
19		Surviving spouse of a deceased worker	Not revised	
19.1[pt]		Period for making payments under sections 17 to 19	168	(2)
19.1[pt]			225	(3)
20		Proof of existence of dependants	188	
21	(1)	Health care	156	
	(2)		158	

Workers Compensation Act RS1996, c. 492			Workers C	Workers Compensation A (Revision	
section	subsection		section	subsection	
	(3)		159		
	(4), (5)		224		
	(6)		157		
	(7)		160		
	(8), (9)		161		
22	(1)[pt]	Permanent total disability	190[pt]		
	(1)[pt], (2)		194		
23	(1)[pt], (3)[pt]	Permanent partial disability or disfigurement	190[pt]		
	(1)[pt], (2), (4)		195		
	(3)[pt] to (3.2)		196		
	(5)		199		
23.1		Period of payment for total or partial disability	201	(1)	
23.2	(1), (2), (8)	Retirement benefits	204		
	(3) to (7)		205		
23.3		Payment of retirement benefits	206		
23.4		Handling of money to be paid as retirement benefit	207		
23.5		Retirement services and supports	162		
24		Reconsidering benefits	203		
25		General indexing factor	334		
25.1		[Repealed]			
25.2		Variation of dollar amounts	333	(1) to (3)	
25.3		[Repealed]			
26	(1), (3) to (5)	Transitional	223		
	(2)		Not revised		
27		Transitional	Not revised		
28		Publish in Gazette	333	(4)	
29	(1)[pt]	Temporary total disability	190[pt]		
	(1)[pt], (2)		191		
30	(1)[pt]	Temporary partial disability	190[pt]		
	(1)[pt], (2)		192		
31		Maximum compensation	200		
31.1		Termination of periodic payments	201	(2)	

Workers Co RS1996, c. 4	ompensation Act 192		workers (	Compensation Ac <i>(Revision</i>
section	subsection		section	subsection
32	(1), (2)	Recurrence of disability	193	
	(3)		197	
33	(1) to (3.2), (5)	Average earnings	208	
	(4), (6)		Not revised	
	(7) to (9), (10)[pt]		209	
	(10)[pt]		227	
33.1	(1)	General rule for determination of average earnings	210	
	(2)		211	
	(3)		219	
33.2		Exception to section 33.1 (2) – apprentice or learner	216	
33.3		Exception to section 33.1 (2) – employed less than 12 months	217	
33.4		Exception to section 33.1 (2) – exceptional circumstances	218	
33.5		Exception to section 33.1 – casual worker	214	
33.6		Exception to section 33.1 – person with coverage under section 2 (2)	215	
33.7		Exception to section 33.1 – person without earnings	212	
33.8		Determination of average net earnings – initial period of injury	220	
33.9		Determination of average net earnings – long term injury	221	
33.91		Schedule or procedure for determining average net earnings	222	
34	(1)	Deduction from compensation in certain cases	233	
	(2)		202	
35	(1)[pt], (2), (3)	Manner of payment of compensation	230	
	(1)[pt], (4) to (6)		231	
35.1		Transitional	229	
35.2	(1) to (6)	Transitional – death of worker	228	
	(7)		Not revised	

Workers Compensation Act RS1996, c. 492		Workers (	Workers Compensation Ac (Revision	
section	subsection		section	subsection
		Division 4 – Accident Fund and Assessments		
36		Accident fund	239	(1)[pt], (2)
37	(1) to (3)	Classification of industries	244	
	(4)		Not revised	
38	(1), (2), (4)	Employer to furnish estimate of payrolls	245	
	(3)		246	
39	(1)[pt], (8)	Assessment for accident fund	240	
	(1)[pt]		241	
	(2), (3)		243	
	(4), (5), (9)		242	
	(6)		252	
	(7)		259	
40		Assessment by notice	253	
41		[Repealed]		
42		Classification of rates	247	(1), (2)
43		Power to vary rates	247	(3), (4)
44		Temporary industries	260	
45		Collection of assessments by suit or summarily	264	
46		Power to restrain industry if employer defaults	266	
47	(1), (3)[pt]	Penalty for default in payment or return	261	
	(2), (3)[pt]		263	
48		Class accounts	248	
49	(1)[pt]	Adjustment of assessments	254	
	(1)[pt]		255	
	(2)		256	
50		Collection from contractors	257	
51		Contractor liability	258	
52		Priority as to amounts due Board	265	
		Division 5 - Procedure and Miscellaneous		
53		Worker's notification of injury	149	
54	(1) to (7)	Employer's notification of injury	150	
	(8), (9)		262	
55	(1) to (3.1)	Application for compensation	151	

RS1996, c. 49	npensation Act 02		workers	Compensation A (Revision
section	subsection		section	subsection
	(3.2), (3.3)[pt]		152	
	(3.3)[pt]		122	(3)
	(4)		Not revised	
56	(1), (2)	Duty of physician or practitioner	163	
	(3) to (5)		164	
57		Worker to submit to examination	154	
57.1		Obligation to provide information	153	
58 to 66		[Repealed]		
67		Accounting and investment of excess funds	327	
68		Audit	328	
69	(1), (2)	Annual report	326	(1), (3)
	(3)		337	
70 to 72		[Repealed]		
73		Levy from employer to cover amount of compensation	251	
74		[Repealed]		
75	(1)	Orders	237	
	(2)	[Repealed]		
	(3)		236	(2)
	(4), (5)	[Repealed]		
76		Effective date of regulations	238	
77	(1)	[Repealed]		
	(2)[pt]	General penalty	236	(1)
	(2)[pt]		349	(2)[pt]
78		Penalties	236	(3)
		Division 6 – Workers' Compensation Board		
79		[Repealed]		
80		Board	316	(1)[pt]
81	(1)[pt]	Board of directors	316	(2)
	(1)[pt], (2), (10)		317	
	(3) to (6), (8)		318	
	(7)		321	(5)
	•	· ·		

Workers Compensation Act RS1996, c. 492			Workers Compensation A (Revisio	
section	subsection		section	subsection
82	(1)[pt]	Powers and duties of board of directors	319	
	(1)[pt], (2), (3)[pt]		320	
	(3)[pt]		324	(1)
82.1		Service plans	325	
83		Meetings	321	(1) to (4)
83.1		[Repealed]		
84		Standard of care of the directors	322	
84.1	(1), (2), (4)	President	323	
	(3)		239	(1)[pt]
	(5)		324	(2)
85 to 85.2		[Repealed]		
86	(1), (2)[pt], (5.1)	Staff	329	
	(2)[pt]		239	(1)[pt]
	(3), (4)		331	
	(5), (6), (7)	[Repealed]		
87		Witnesses	342	
88	(1)[pt]	Inquiry	341	
	(1)[pt], (2)		346	
	(3), (5)		347	
	(4)		348	
89 to 93		[Repealed]		
94	(1) to (1.3), (4)	Workers' advisers and employers' advisers	350	
	(1.4), (1.5)	[Repealed]		
	(2)		351	
	(3)		352	
	(5)		353	(3)
94.1		Lay advocates	354	
95	(1), (2)[pt]	Secrecy	349	(1), (2)[pt]
	(1.1), (1.2), (2)[pt]		235	
	(3)		353	(1), (2)
96	(1)[pt]	Jurisdiction of Board	122	(1), (2)
	(1)[pt]		332[pt]	
	(1)[pt]		340[pt]	

	Workers Compensation Act RS1996, c. 492			Compensation Act (Revision)
section	subsection		section	subsection
	(2), (3)		125	
	(4) to (6)		123	
	(7)		124	
	(8)		338	
	(9)		345	
96.1		[Repealed]		
96.2	(1), (2)	Request for reviews	268	
	(3) to (5)		270	
	(6) to (8)		271	
	(9), (10)		330	
96.3		Who may request review	269	
96.4		Conduct of review	272	
96.5		Reconsideration	273	
96.6		Delegation of chief review officer's powers and duties	274	
97		Statutory powers	336	
98	(1), (2)	[Repealed]		
	(3)[pt]	Discontinuance or suspension of payments	190[pt]	
	(3)[pt], (4)[pt]		232	
	(4)[pt]		Not revised	
	(5)	[Repealed]		
99		Board decision-making	339	
100		Costs	343	
101		[Repealed]		

#### PART 2 – LIABILITY OF EMPLOYERS IN INDUSTRIES NOT WITHIN THE SCOPE OF PART 1

Workers Compensation Act  RS1996, c. 492  Workers Compensation A  (Revision			Compensation Act (Revision)	
section	subsection		section	subsection
102		Application	9	
103	(1), (4)	Liability of employer	10	
	(2), (3)		11	
104		Common law rules abrogated	12	(1), (2)
105		Contributory negligence to be considered	12	(3)

## PART 3 - OCCUPATIONAL HEALTH AND SAFETY

section	subsection		section	subsection
		Division 1 - Interpretation and Purposes		
106[pt]		Definitions	1[pt]	
106[pt]			13[pt]	
106[pt]			46.1	
107		Purposes of Part	14	
108	(1)	Application of Part	2	
	(2), (3)		3	
109		Review of Part and regulations	15	
110		Relationship with Part 1	16	
		Division 2 – Board Mandate		
111		Board's mandate under this Part	17	
112		Annual report	326	(2)
113	(1)	Board jurisdiction under this Part	19	
	(2) to (2.3)		20	
	(3)		340[pt]	
	(4)		332[pt]	
	(5)		107	
114		Cooperation agreements	18	
		Division 3 – General Duties of Employers, Workers and Others		
115		General duties of employers	21	
116		General duties of workers	22	
117		General duties of supervisors	23	
118	(1)	Coordination at multiple-employer workplaces	13[pt]	
	(2), (3)		24	
119		General duties of owner	25	
120		General duties of suppliers	26	
121		Duties of directors and officers of a corporation	27	
122		General obligations are not limited by specific obligations	28	
123		Persons may be subject to obligations in relation to more than one role	29	
124		Responsibility when obligations apply to more than one person	30	

RS1996, c. 492	npensation Act 2		WULKEIS	Compensation A (Revision
section	subsection		section	subsection
		Division 4 – Joint Committees and Worker Representatives		
125		When a joint committee is required	31	
126		Variations in committee requirements	32	
127		Membership of joint committee	33	
128		Selection of worker representatives	34	
129		Selection of employer representatives	35	
130		Duties and functions of joint committee	36	
131		Joint committee procedure	37	
132		Assistance in resolving disagreements within committee	38	
133		Employer must respond to committee recommendations	39	
134		Time from work for meetings and other committee functions	40	
135		Educational leave	41	
136		Other employer obligations to support committee	42	
137		Committee reports	43	
138		Employer must post committee information	44	
139		Worker health and safety representative	45	
140		Participation of worker representative in inspections	46	
		Division 5 – Right to Refuse Unsafe Work		
141 to 149			46.2 to 46.91	
		Division 6 – Prohibition Against Discriminatory Action		
150		Actions that are considered discriminatory	47	
151		Discrimination against workers prohibited	48	
152		Complaint by worker against discriminatory action or failure to pay wages	49	
153		Response to complaint	50	
		Division 7 – Information and Confidentiality		
154		Posting of information	51	
155		Occupational health and safety information summary	52	

RS1996, c. 49	mpensation Act 92		Workers	Compensation A (Revisio
section	subsection		section	subsection
156		Information that must be kept confidential	53	
157		Information that must be provided in a medical emergency	54	
		Division 8 – Miscellaneous Authority		
158		Regulations in relation to hazardous and other substances	111	
159		Certification and training of first aid attendants and instructors	55	
160		Installation and maintenance of required first aid equipment	56	
161		Medical monitoring programs	57	
162		Medical certification requirements	58	
163		Certification and training of blasters	59	
		Division 9 – Variance Orders		
164		Board may authorize variances	60	
165		Effective period for variance order	61	
166		Application for variance	62	
167		Notice of application	63	
168		Consultation on application	64	
169		Decision on application	65	
170		Legal effect of variance	66	
171		Regulations review must consider variance history	67	
		Division 10 – Accident Reporting and Investigation		
172		Immediate notice of certain accidents	68	
173		Incidents that must be investigated	69	
174		Investigation process	70	
175		Preliminary investigation, report and follow-up action	71	
176		Full investigation, report and follow-up action	72	
177		Employer or supervisor must not attempt to prevent reporting	73	
		Division 11 – Inspections, Investigations and Inquiries		
178		Application of Division	74	
179		Authority to conduct inspections	75	
180		Officer must produce credentials on request	77	

Workers Com RS1996, c. 492	_		workers Co	ompensation Ac Revision
section	subsection		section	subsection
181		Restrictions on access to private residences	76	
182		Representation on inspection	78	
183		Employer must post inspection reports	82	
184		Person being questioned is entitled to have another person present	80	
185		Limited authority to seize evidence without warrant	81	
186		Assistance on inspection	79	
		Division 12 – Enforcement		
186.1		Compliance agreements	83	
187		General authority to make orders	84	(1), (2), (4)
188	(1), (3), (4)	Contents and process for orders	85	
	(2)		84	(3)
189		Notice of variation or cancellation	87	
190		Orders to stop using or supplying unsafe equipment, etc.	89	
191	(1), (1.1), (2)[pt]	Orders to stop work	90	
	(1.2) to (1.4), (2)[pt]		91	
	(3), (4)		92	
192		Effect of orders on workers	93	
193		Posting of orders by officer	86	
194		Compliance reports	88	
195		Suspension or cancellation of certificates	96	
196		Administrative penalties – higher maximum amount	95	
	(6)[pt]		239 (1)[pt]	
196.1		Administrative penalties – lower maximum amount	94	
197		[Repealed]		
198		Court injunction	97	
		Divisions 13 and 14		
199 to 212		[Repealed]		
		Division 15 – Offences		
213		Offence to contravene Part, regulation or order	98	
214		Limits on prosecutions	99	
215		Defence of due diligence	100	

Workers Compensation Act RS1996, c. 492			Workers Compensation Act (Revision)	
section	subsection		section	subsection
216		Additional defence for workers	101	
217		General penalties	102	
218		Additional penalty to reclaim monetary benefit	103	
219		Additional powers on sentencing	104	
220		Penalties to be paid into accident fund	105	
		Division 16 - General		
221		Service of orders and other documents	344	
222		Court orders for access	106	
223		Collection by assessment or judgment	108	
		Division 17 – Regulations		
224	(1), (2)[pt]	Cabinet regulations	109	
	(2)[pt]		315	
225	(1), (2)[pt]	Board regulations	110	
	(2)[pt]		112	
226		Notice and consultation before Board makes regulation	113	
227		When Board regulation comes into force	114	
228		Ongoing review of Board regulations	115	
229		Minister may direct Board to consider amendment	116	
230		Authority and application of regulations generally	117	

## PART 4 - APPEALS

Workers Compensation Act RS1996, c. 492			Workers	Workers Compensation Act (Revision)	
section	subsection		section	subsection	
		Division 1 – Appeal Tribunal			
231	[pt]	Definitions	277[pt]		
	[pt]		287[pt]		
232	(1) to (6), (8) to (11)	Appeal tribunal established	278		
	(7)	[Repealed]			
233		End of appointment	279		
234	(1) to (3), (6), (7)	Role of chair	280		
	(4), (5)		281		

Workers Co RS1996, c. 4	ompensation Act 192		Workers (	Compensation A (Revision
section	subsection		section	subsection
	(8), (9)		286	
235		Appeal tribunal staff	282	
236		Compensation and expenses of members	283	
237		Finances	284	
238		Panels	285	
		Division 2 – Appeal Rights		
239		Appeal of review decisions	288	
240		Appeal of other Board decisions	289	
241	(1), (2), (5), (6)	Who may appeal	291	
	(3), (4)		290	
242		How to appeal	292	
243		Time limit for appeal	293	
244		No stay of appealed decision	294	
244.1		Appeal rights to workers for decisions pre- dating 2004 amendments	Not revised	
		Division 3 – Appeal Procedure		
245		Board records and policies	295	
245.1		Application of <i>Administrative Tribunals Act</i> to appeal tribunal proceedings	296	
246		Proceedings	297	
246.1		Evidence admissible in appeal tribunal proceedings	298	
247		Witnesses	299	
248		Deemed employer	300	
249	(1)	Health professional assistance	277[pt]	
	(2) to (4)		301	
	(5) to (14)		302	
250		Appeal tribunal decision-making	303	
251		Application of policies of board of directors	304	
252		Suspension of appeal proceedings	305	
253		Decision	306	
253.1		Amendment to final decision	307	
		Division 4 – General		
254		Exclusive jurisdiction	308	
255		Appeal tribunal decision or action final	309	
256		Reconsideration of appeal decision	310	

	Workers Compensation Act RS1996, c. 492			Workers Compensation Act (Revision)	
section	subsection		section	subsection	
257		Certification to court	311		
258	(1) to (4)	Payment of compensation	275		
	(5), (6)		312		
259[pt]		Payment of interest	276		
259[pt]			313		
260		Confidentiality obligation	314		

#### **SCHEDULES**

Workers Compensation Act RS1996, c. 492		Workers Compensation A	
Schedule		Schedule	
Schedule A	[Repealed]		
Schedule B		Schedule 1	
Schedule C	[Repealed]		
Schedule D		Schedule 2	