WCAT Workers' Compensation Appeal Tribunal



ANNUAL REPORT

2025



Territorial Acknowledgment

Workers' Compensation Appeal Tribunal (WCAT) serves all communities in British Columbia. Our office is located on the traditional, ancestral, and unceded territory of the hən̓q̓ əmiḵəm̓ speaking Musqueam people, and our work spans the traditional territories of 204 First Nations and 38 Métis chartered communities across B.C.

We honour all our hosts and their welcome and graciousness toward our work and the people we serve.



Message from the Chair

On behalf of WCAT, I am pleased to present our 2025 Annual Report.

This report provides an update of our achievements over the past year and describes our priorities for the year ahead.

Overall, operational pressures persisted in the past year. We received more appeals and applications, and the complexity of appeals, applications, and post-decision inquiries increased. Caseloads for individual vice chairs remain high, and we continue to face challenges in maintaining adequate staffing of vice chairs, counsel, officers, and staff.

However, I am pleased to report that we are maintaining the high quality of our decisions, while improving key metrics about merit decision output and average time to decision.

This positive progress is solely attributable to the efforts of WCAT's vice chairs, officers, counsel and staff. They have a variety of decision-making, processing, operational, and legal roles. Each person makes a significant contribution to WCAT's ability to carry out its role within the B.C. workers' compensation system. I am extremely grateful for their professionalism and dedication.

Special mention goes to the efforts of people at WCAT who onboard, train, and support their new colleagues and co-workers. By welcoming and integrating new people to WCAT, we ensure its continued success in the future.



Luningning Alcuitas-Imperial
Chair

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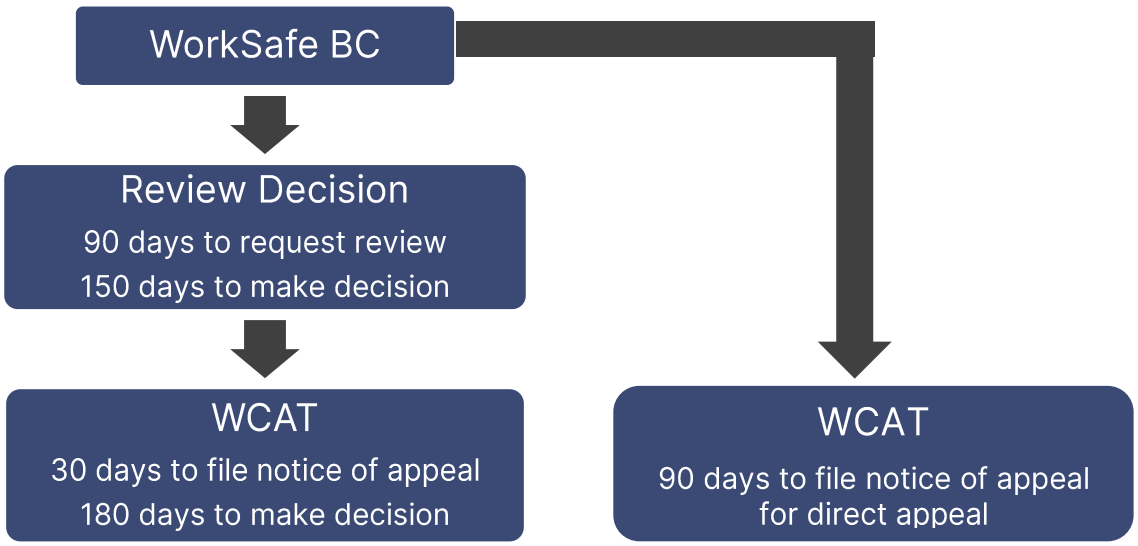
About Us

Purpose and Mandate

WCAT is an independent appeal tribunal external to the Workers' Compensation Board, operating as WorkSafeBC. We are the final level of appeal in the B.C. workers' compensation system. We have the authority to decide appeals about specific types of work-related matters outlined in sections 288 and 289 of the *Workers Compensation Act* (Act).

WCAT's mandate is to decide appeals brought by workers, employers, and dependants of workers from decisions of WorkSafeBC and applications for reconsiderations of WCAT decisions. We receive appeals on compensation, assessment, and occupational health and safety matters arising from decisions of the Review Division of WorkSafeBC (Review Division). We also receive direct appeals from WorkSafeBC decisions regarding applications for the reopening of compensation claims and complaints regarding prohibited actions. In addition, we handle applications for certificates for court actions.

Decision Makers in the Workers' Compensation System



Please note that some Review Division decisions are final and not subject to appeal to WCAT, such as decisions respecting vocational rehabilitation.

Guiding Principles

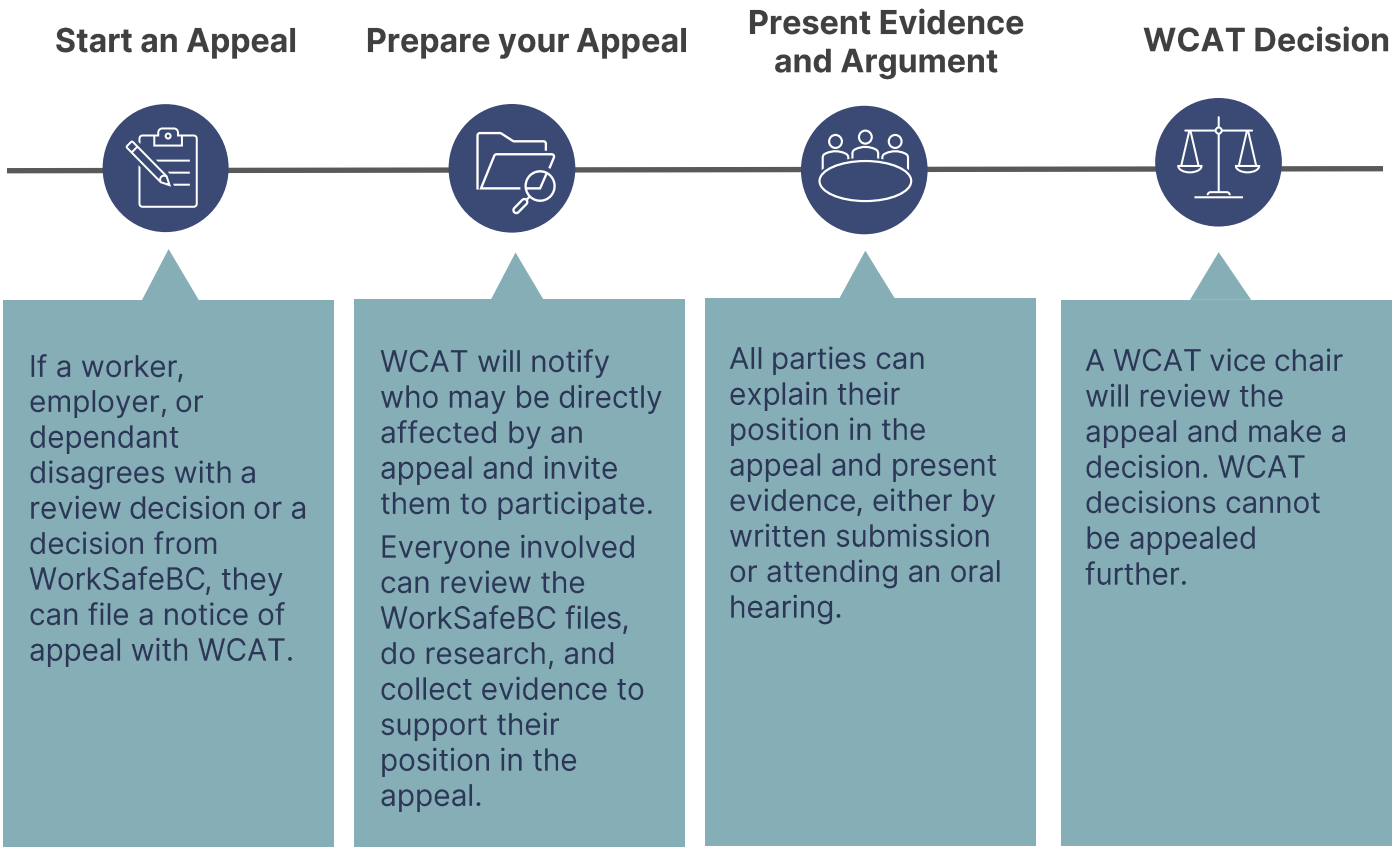
WCAT strives to provide:

- predictable, consistent, and efficient decision making
- independent and impartial decision making
- succinct, understandable, and high-quality decisions
- consistency with the Act, policy, and WCAT precedent decisions
- transparent and accountable management
- communication within the workers' compensation system while safeguarding WCAT's independence
- accountability through performance management
- appropriate balance between efficiency (timeliness and stewardship of scarce resources) and effectiveness (quality decision making)
- prompt, knowledgeable, and responsive client service
- interpretive guidance for the workers' compensation system



Appeal Process

The WCAT appeal process has four main stages:



Annual Reporting

As outlined in the Act, we are required to provide the Minister of Labour with a report about our operations for the preceding year by March 25 of each year. Section 59.2 of the *Administrative Tribunals Act* (ATA) outlines topics that the report should cover.

Highlights of Our Work

Year 2025 at a Glance

More information on our statistics is available in Appendix A.

2,763
New Appeals and Applications
(6% increase from 2024)

2,406
New appeals relating to compensation matters
(87% of new appeal volume)

2,293
Appeals and applications filed by workers
(83% of new appeal volume)

2,247
Open appeal and application inventory at year-end
(8% increase from 2024)

2,597
Appeal and application output
(3% increase from 2024)

Decision Outcomes[1]	Confirm	Vary	Cancel
	64%	33%	1%

Time to Decision

221
Average days from disclosure to final decision
(5% reduction from 2024)

Method of Appeal

70% Written Submission | 30% Oral Hearing
(no change from 2024)

Post-Decisional Outcomes / Appeal and Application Output

Reconsideration application rate of WCAT's merit decisions	Overturn rate on reconsideration application	Judicial review petition rate of WCAT's merit decisions	Overturn rate on judicial review petition
0.6%	0.03%	1.2%	0.1%

[1] Each WCAT merit decision has an outcome or effect on the decision or order under appeal:

- "Vary" - WCAT changed the decision or order under appeal in whole or in part. WCAT has fully granted the remedies requested by the appellant on all issues arising under the appeal or changed a minor aspect of the decision or order.
- "Confirm" - WCAT agreed with all aspects of the decision or order under appeal
- "Cancel" - WCAT set aside the decision order without providing a new or changed decision or order.

Noteworthy Decisions

Noteworthy WCAT decisions provide significant commentary or interpretative guidance about workers' compensation law or policy, or comment on important issues related to WCAT procedure. They may also serve as general examples of the application of provisions of the Act and regulations, the policies of the board of directors of WorkSafeBC, or various adjudicative principles.

In 2025, seven decisions were selected as noteworthy. WCAT decisions, including noteworthy decisions and their summaries, are publicly accessible and searchable on our website (Search Past Decisions). The website contains an index listing all noteworthy WCAT decisions organized by subject and date.

Noteworthy decisions are not binding on WCAT. Although they may be cited and followed by WCAT vice chairs, they are not necessarily intended to become leading decisions. It is open to WCAT vice chairs to consider any previous WCAT decision while considering an appeal or application.

Decision Information	Reason Decision is Noteworthy
2016-00597 February 26, 2016 Vice chair: J. Sheppard	Where a worker has a loss of function in a single digit and the Board's decision respecting the amount of a permanent functional impairment award was made on or after January 1, 2015, the proper approach for WCAT is to consider the impairment value of all of the impairment factors in the Permanent Disability Evaluation Schedule globally rather than individually. Consequently, the maximum impairment resulting from injury to the index finger of one hand is greater than 5%, and WCAT has jurisdiction to consider the permanent functional impairment award.
A1801096 April 27, 2020 Vice chair: M. Clarke	Survivor's benefits are payable following the death by suicide of a worker if the suicide resulted from a compensable injury. Death by suicide is a compensable consequence of accepted permanent physical and psychological conditions, if, on a balance of probabilities, those conditions were more than a trivial or insignificant cause of the worker's death.
A1902087 June 23, 2020 Vice chair: W. Hoole	An application for compensation filed within the statutory time limits remains filed for the purposes of satisfying the time limits, despite being withdrawn before adjudication.
A2002831 March 16, 2021 Vice chair: C. McRae	Conduct by a co-worker that is rude and unprofessional but is not excessive in intensity or duration and is not threatening or abusive does not rise to the level of a significant stressor under section 135(1) of the Act.

Decision Information	Reason Decision is Noteworthy
A2101225 December 22, 2021 Vice chair: W. Hoole	The occupational health and safety provisions of the Act do not apply to a worker in British Columbia who is not an employee of a federally regulated undertaking, the RCMP, but whose job is integral to that undertaking.
A2102407 March 30, 2022 Vice chair: W. Hoole	WCAT does not have jurisdiction under section 310 of the Act to reconsider a decision denying an extension of time to appeal.
A2102128 June 10, 2022 Vice chair: A. Banerjee	A permanent partial disability award for aggravation of pre-existing psychological conditions is assessed based only on the functional impairment resulting from the aggravation of the conditions, without consideration of whether the worker would be able to actually obtain suitable employment. In contrast, assessment of a loss of earnings award requires determination of whether the worker would actually be able to obtain suitable employment. That requires consideration of the worker's objective circumstances, including the effect of non-compensable factors such as age, education, language ability, and pre-existing conditions.



Independent Health Professional (IHP)

WCAT has the authority under section 301 of the Act to obtain independent assistance or advice from a health professional if it would assist the vice chair in reaching a decision on an appeal.

Since 2023, an employer, worker, or dependant of a worker can make a written request that a WCAT vice chair retain a health professional to provide independent assistance or advice in an appeal. The vice chair reviews the request and decides whether obtaining an independent medical opinion would assist in deciding the appeal.

- In 2025, WCAT received 42 new requests from parties for an IHP: 40 were submitted by the worker and 2 by the employer.
- Also, 29 prior requests for an IHP which were not decided in previous years were carried forward to 2025.
- In 2025, WCAT decided 43 requests: 4 requests were allowed, 38 requests were denied because an IHP was not required, and one was summarily closed.
- 28 undecided IHP requests are to be carried forward into 2026.

The vice chair may decide on their own that independent assistance or advice is needed to assist in making a decision on the appeal and the IHP process is started.

In 2025, vice chairs initiated an IHP in 33 appeals.

Where an IHP is not available, or where the vice chair determines that an opinion should be sought from a treating professional, the vice chair may obtain an opinion from an External Health professional (EHP).

- In 2025, 5 EHPs were initiated. 4 of the EHPs originated as IHPs when WCAT could not obtain an opinion from a professional on the IHP list.



Working Towards Reconciliation

WCAT is in its sixth year of offering adapted appeal approaches for persons who identify as Indigenous. This is to remove barriers that Indigenous appeal participants may face to allow for full participation in the appeal. This may include working with a navigator[2], allowing additional time, making more phone calls or sending more letters to explain the next steps in the appeal, engaging in investigations to obtain relevant evidence, and coordinating cultural ceremonies at our hearings.

In 2025, WCAT received 190 appeals where a party identified as Indigenous. This represents a 50% increase year over year in parties who identify as Indigenous at WCAT. While we are unsure why there was a significant increase in 2025, it may be due to a greater awareness about WCAT's calls to action program, earlier identification of an appeal party as Indigenous at WorkSafeBC or at the Review Division, and greater awareness and acceptance more broadly around identifying as Indigenous.

Most appeals where a party identifies as Indigenous involve compensation matters. More often, these appeals have an oral hearing.

More than 90% of Indigenous appeal participants are workers. Indigenous appeal participants continue to be underrepresented compared to all appeal participants. Almost 60% of Indigenous workers and more than 50% of Indigenous employers do not have representation. WCAT has continued its outreach in the community to identify resources for Indigenous appeal participants. More information on our statistics is available in Appendix A.

In 2025, WCAT provided focused training on Indigenous cultural competencies and the impact on appeal issues to navigators and vice chairs that decide these appeals. WCAT enhanced our collection of data on Indigenous appeals to prepare for a more formal review in 2026 of the Calls to Action program, to identify our successes and areas for improvement.



[2] Navigators are appeal officers in WCAT's Registry.

Accessibility

WCAT is committed to making sure that all parties who appear before us can access our services and participate fully in their appeals. In May 2025, WCAT finalized our first Accessibility Plan, which includes a three-year action plan. Since then, WCAT has taken steps to improve our communications, our services, our spaces, and our policies. This includes:

- Adding Abbotsford as a hearing location with use of meeting spaces at accessible hotels
- Amending our notice of appeal and notice of participation forms to allow parties to an appeal to request accommodation
- Adding information to our website (Accessibility) about accommodation
- Expanding our appeal navigation services to include persons with disabilities, who may work with an accessibility navigator once an appeal is registered for informative support throughout the appeal process
- Providing ongoing training to WCAT staff and vice chairs, including focused training for vice chairs on accessibility (Trauma-Informed Strategies for Equitable Appeal Processes)
- Enhancing our internal processes for documenting requests for accommodation

WCAT will continue to improve accessibility through revised information sheets and updated letters with a focus on plain language. WCAT has also taken initial steps towards accessibility reviews of our website and our physical space.

WCAT has received many requests for accommodation since we amended the forms to include the option to make a request. We are monitoring all requests and following up. We will be engaging in a systemic review this year to identify areas of universal accommodation that WCAT provides.

Since implementing an accessibility feedback mechanism in December 2024, WCAT has received eight responses through the mechanism. One of the responses was internal feedback, which prompted WCAT to review the locations of our oral hearings relative to the locations of appellants. As a result of the feedback, WCAT added Abbotsford as a new hearing location. The other responses related to specific matters before WCAT or involved requests for general information that was not about accessibility at WCAT. WCAT reviewed and responded to these requests as part of our regular work.

Updates

Legislation

No changes to the Act were implemented in 2025.

Practice and Procedure

No amendments to the WCAT *Manual of Rules of Practice and Procedure* were made in 2025.

Lawfulness of Policy Referrals

Section 304 of the Act states that WCAT may refuse to apply a policy of the board of directors of WorkSafeBC only if the policy is so patently unreasonable that it is incapable of being supported by the Act and its regulations. If a WCAT vice chair determines that a policy should not be applied, the issue is referred to the WCAT chair. The appeal is suspended until the chair, or the board of directors, decides whether the policy should be applied.

A new referral to the chair was made in 2025:

A2401305 (September 2, 2025)

A vice chair referred the lawfulness of parts of policy C6-41.00 of the *Rehabilitation Services and Claims Manual, Volume II* (RSCM II) to the WCAT chair. The appeal concerned the lawfulness of the policy barring "post-injury circumstances that happened only because of the injury" from consideration when deciding the duration of a permanent disability benefit. The vice chair found that this part of the policy was patently unreasonable because it fettered the discretion found in section 201(3) of the Act.

The chair considered that inviting participation from the workers' compensation community would assist in full consideration of the issue. The chair invited participation from groups representing the interests of workers and employers, under section 297(2)(g) of the Act. At the time of publication, the chair's decision was pending.

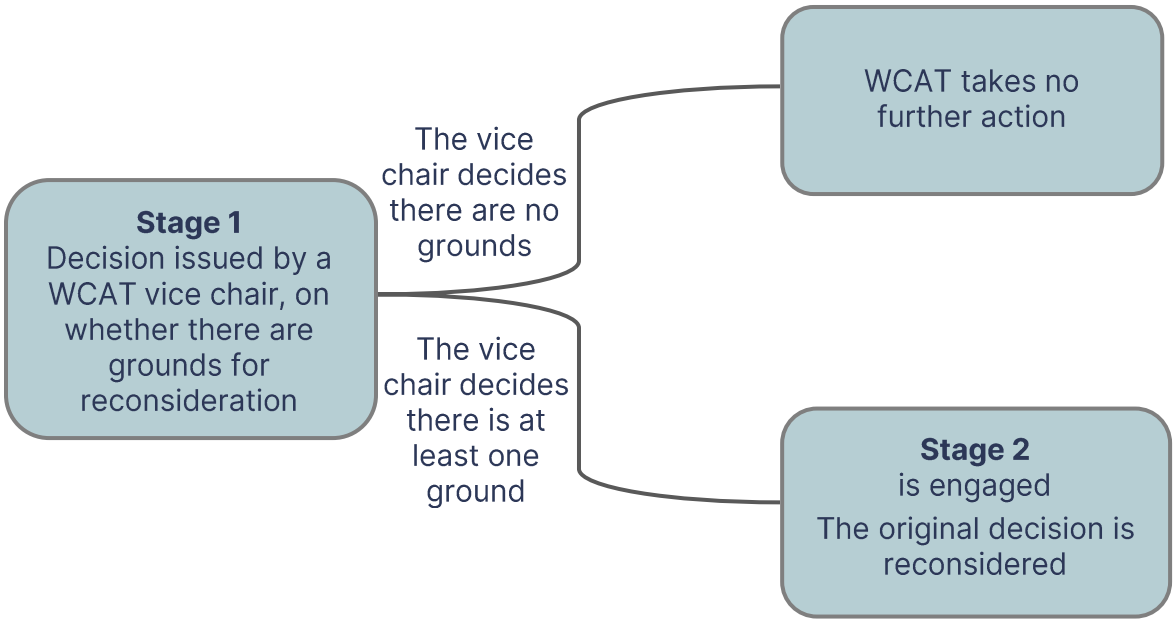
As of the publication of this report, three referral decisions by the Chair were pending. Further information on these decisions is available on our website (Lawfulness of Policy Decisions).

Reconsiderations

WCAT decisions are "final and conclusive" under section 309(1) of the Act. They may, however, be reconsidered on two limited grounds:

1) New evidence under section 310 of the Act, and/or
2) Jurisdictional error

Reconsideration applications involve a two-stage process:



The analyses in stages 1 and 2 differ depending on the ground(s) argued in the reconsideration application.

If a new evidence ground is argued:

- The vice chair determines if there is new evidence that meets the requirements of section 310 of the Act (stage 1);
- Only if these requirements are met will the original decision be reconsidered based on the new evidence (stage 2).

If a jurisdictional error is argued:

- The vice chair determines if a jurisdictional error occurred (stage 1);
- Only if a jurisdictional error occurred will the original decision be reopened to cure the error by hearing the affected parts of the appeal afresh (stage 2).

In 2025, WCAT issued 17 stage 1 reconsideration decisions with these outcomes:

Type of Reconsideration	Number of Reconsideration Decisions	Allowed/ Allowed in part	Denied
Jurisdictional Error	2	-	2
New Evidence	6	-	6
Both Grounds	9	-	9
Total	**17**	**-**	**17**

One stage 2 reconsideration decision was issued in 2025, with an outcome of allow.

Judicial Reviews

A party may apply to the Supreme Court of British Columbia (BCSC) for judicial review of a WCAT decision.

A judicial review is not an appeal and does not involve an examination of the merits of the decision. Instead, the court examines the WCAT decision to see if it was patently unreasonable, or whether the decision-making process was unfair. If the court allows the petition, the usual remedy is for the court to void the WCAT decision, in whole or in part, and to refer the matter back to WCAT to be decided afresh. In limited circumstances, the court may grant the remedy requested in the WCAT decision under review.

Under section 57(1) of the ATA, a judicial review application of a WCAT decision must be started within 60 days of the decision date. The court may extend this time under certain circumstances.

Volume of Applications

- WCAT was served with 30 judicial review petitions to the BCSC in 2025.
- An additional 3 appeals to the British Columbia Court of Appeal (BCCA) were made from BCSC judicial review decisions.

Court Decisions

In 2025, the BCSC made two judicial review decisions on WCAT decisions and related appeals/applications.

A complete list of court decisions involving WCAT is on our website (Judicial Review Decisions).

Macovie v. British Columbia (Workers' Compensation Appeal Tribunal), BCSC (December 2, 2025) | Summary

The petitioner sought survivor benefits after her husband died in 2019 from cardiopulmonary arrest. He had compensable knee injuries from 1989 and 1998, which led to permanent physical impairment and depression. She argued that these conditions caused inactivity, obesity, and diabetes, which contributed to his death at age 62.

WorkSafeBC denied the claim, and WCAT upheld the denial, noting that in 2010 WorkSafeBC rendered a decision that obesity and diabetes were not compensable.

On judicial review, the court found WCAT erred by treating that decision as binding and relying on the medical opinion of a Review Division doctor who may have been unaware of the first claim. The court held WCAT should have considered the full causal chain and clarified which standard of causation applied under the RSCM II.

WCAT appealed this court decision to the BCCA and the appeal is still pending as of the date of this report.

Moradi v. Workers' Compensation Appeal Tribunal, BCSC (June 6, 2025) - Unreported | Summary

WorkSafeBC dismissed the petitioner's prohibited action complaint, finding that the employer had presented sufficient evidence to establish that her dismissal was for performance issues. On appeal, the Petitioner asserted that her performance was perfect, and the employer did not have just cause to dismiss her. She made late requests that former co-workers be subpoenaed and that workplace CCTV be produced. The vice chair declined to grant the petitioner's requests. On judicial review, the Court found insufficient grounds to interfere with WCAT's decision.

Professional Learning and Development

Vice Chairs

We recognize that professional learning and development are essential to achieving and maintaining the expected standards of quality in decision-making. To support this, we pursue a broad program of education, learning, and development opportunities, both in-house and externally.

WCAT established a Professional Learning and Development (PLD) department in 2025. The PLD department consists of the Vice Chair Quality Assurance and Professional Learning and Development, the Vice Chair Professional Learning and Development, and an Administrative Coordinator. The PLD reports to the Chair who provides directions to the department.

The PLD develops, maintains, and evaluates WCAT's PLD program which is end-to-end in scope and encompasses both technical knowledge and adjudicative skills and competencies. This may involve internal policy discussions with associated advice and recommendations.

WCAT vice chairs are provided with a variety of professional learning opportunities, including Vice Chair conferences, access to courses on demand from The Continuing Legal Education Society of British Columbia (CLEBC), and other sessions. We covered a variety of topics in 2025, including:

- Overview and discussion of various types of appeals and processes
- Reasonable Apprehension of Bias
- Concise Writing for Decision Makers
- Trauma-Informed Strategies for Equitable Appeal Processes
- BC Council of Administrative Tribunals Virtual Annual Conference
- CLEBC Administrative Law Conference
- Mental Wellness for Decision-Makers

Staff

Our staff include administrative assistants, clerks, appeal officers and navigators, appeal coordinators, supervisors, legal counsel, manager, and an executive director.

Some training must be renewed every 1 to 3 years, including:

- Annual review of standards of conduct and oath of employment
- Protection of privacy, access to information, and records management
- Fraud awareness and prevention
- Expense authority training

Staff participated in a variety of training sessions in 2025, including:

- Diversity and Inclusion essentials
- Gender pronouns and cultures of respect
- Nudging out bias
- Navigating Artificial Intelligence (AI)
- Crisis intervention
- Skillfully responding to distress
- Excellent administrative assistant

Specialized training was given to Registry appeal officers and coordinators, including:

- Assessment Appeals, Certifications to Court, and Compensation Appeals
- Issue codes and assignment types
- Giving information versus giving advice
- Overview of and hands-on training on Premium Modification System (PRM) and Employer Account System (EAS)

Outreach

We are committed to ensuring that stakeholders and those appearing before the tribunal are well informed about our operations and practices.

In 2025, we continued our outreach and engagement efforts, including meeting with the following:

- BC Federation of Labour
- BC Nurses' Union
- Canadian Association of Counsel to Employers
- Employers' Advisers Office
- Employers' Forum
- Workers' Advisers Office

We shared information on our key initiatives and provided general operational updates. These discussions also offered valuable opportunities to receive constructive feedback on our processes.

In addition, WCAT participated in the Canadian Labour Congress Winter School as a presenter and provided an overview of WCAT to advisers from the Workers' Advisers Office.



Looking Ahead

As we enter 2026, we reflect on the preceding year, uphold our commitment to WCAT's guiding principles and will continue to collaborate across all levels of the tribunal towards efficient, prudent, and responsive solutions.

Our focus will remain on supporting our people and ensuring they have the capacity and resources to do their work. This is especially important in an operational environment of increasing volume and complexity with many new people joining WCAT. We are also acutely aware of the unstable financial situation affecting the province and the need for prudent stewardship of scarce resources.

Through our new PLD department, we are investing in the development of new vice chairs, as they move into additional adjudicative areas. This will strengthen our succession plan to ensure continued transfer of knowledge and expertise. The PLD initiative is also being replicated throughout all levels of the organization amongst counsel, officers, and staff.

In the coming year, we expect that improvements in the time to decision metric will continue, along with improvements in the process of seeking assistance from independent health professionals where it is appropriate to do so. Throughout WCAT's work, the foundational principle of adjudicative independence of the WCAT vice chair remains.

Also, we plan to continue our initiatives to make the tribunal more accessible and easy to navigate, and to work towards reconciliation with Indigenous Peoples. This includes having designated navigators in the Registry, plain language review and training at all levels of the organization, and improvement of our enterprise systems, particularly the WCAT Online Services Portal.

We will also maintain our communication and engagement with our stakeholders and other tribunals in BC and throughout the country. This gives us valuable feedback on how our operations impact parties and generates ideas to help us face the challenges of the future. For example, WCAT, like other tribunals and the courts, is beginning to see the impact of the use of AI.

We are grateful for these connections and support we receive. Considering the feedback and ideas we heard, we plan to review our internal and external policies on submissions in light of the growing use of AI, update our practice and procedures, hold our Biennial Session for Representatives, revitalize our Noteworthy Decisions collection, formulate a new Strategic Plan, explore targeted recruitment of vice chairs of Indigenous ancestry, and continue to build institutional memory. We are hopeful that our plans will build upon WCAT's foundation — particularly, as we look further ahead to 2028 and WCAT's 25th anniversary.

Appendix A: Statistics

This section provides further details on statistics about appeal and application processing and decisions. Please see the Year 2025 at a Glance section for a summary of the key statistics.

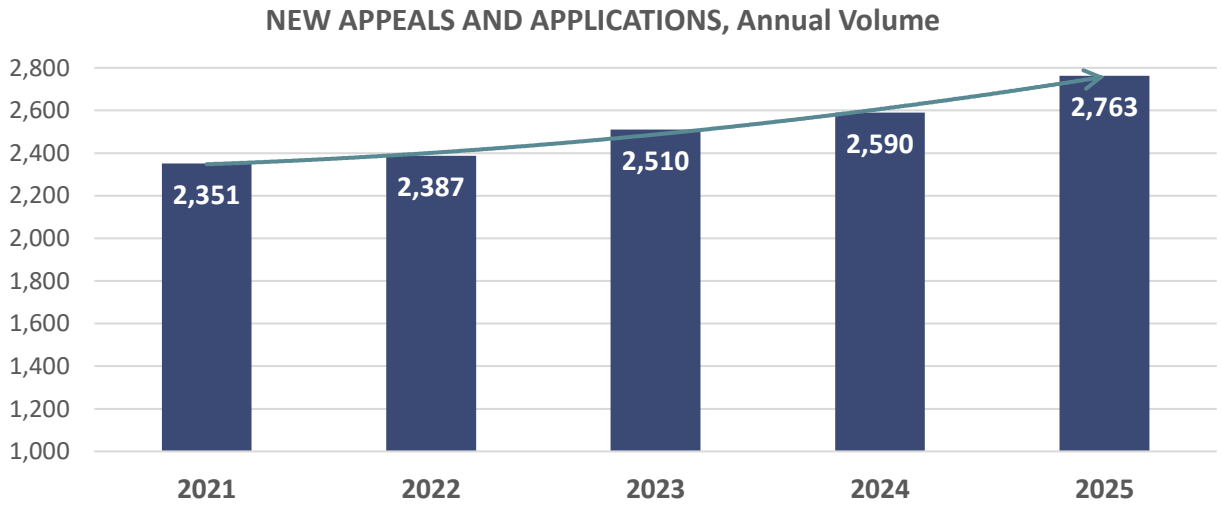
Statistics are reported on our appeals and applications, namely:

- appeals to WCAT from decisions made by review officers in WorkSafeBC's Review Division
- direct appeals from decisions of other WorkSafeBC officers
- applications for certificates for court actions
- applications for reconsideration of WCAT decisions

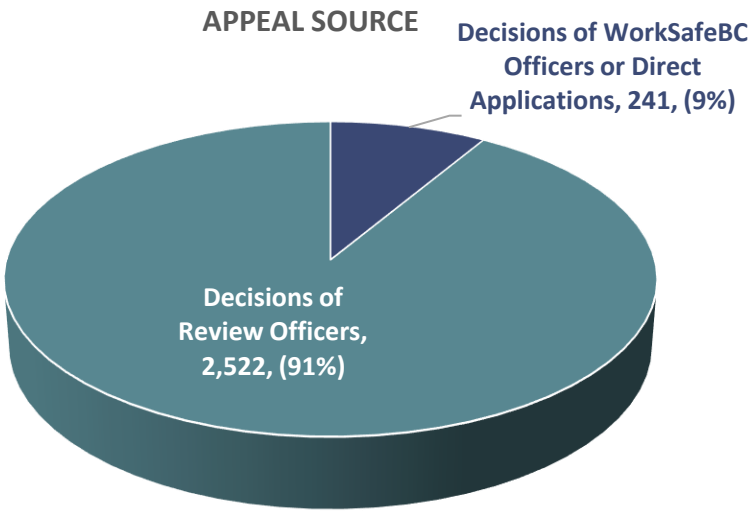
The statistics provided incorporate corrections to previously reported figures and reflect updates to our data reporting methodology. These changes improve the accuracy and comparability of data over time.

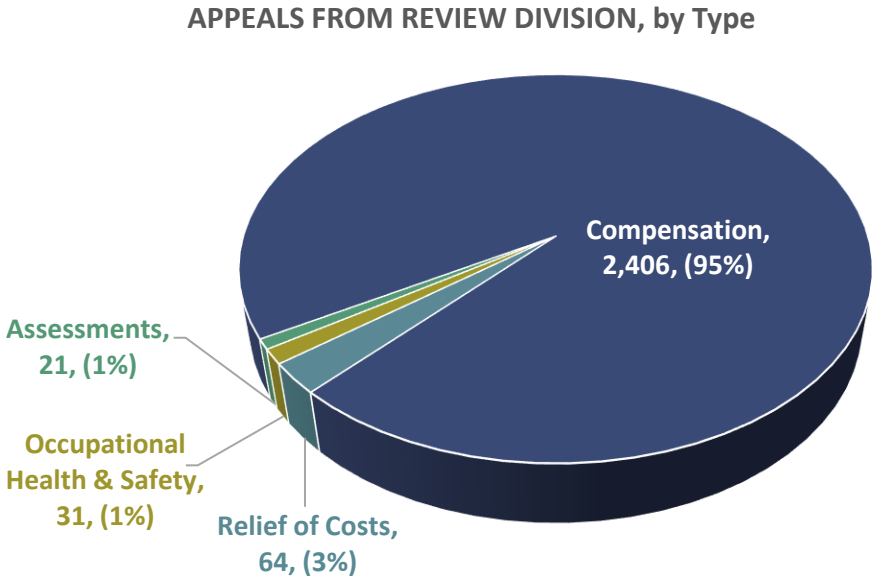
Part 1: Appeal and Application Volumes

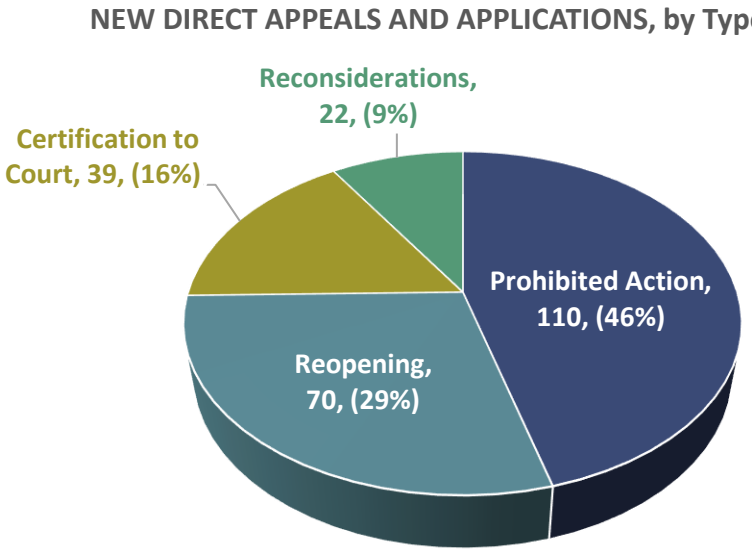
We received 2,763 new appeals and applications in 2025, a 6.7% increase compared to the previous year. Intake has increased over the past five years.



New Appeals and Applications, By Appeal and Application Type







New Appeals and Applications, By Type and Who Appealed/Applied

A majority (83%) of the appeals and applications received in 2025 were from workers. This table shows who initiated the different types of appeals and applications. However, the table does not include assessment or relief of costs appeals, as the appellant in those appeals is always the employer.

Type of Appeal or Application	APPELLANT/APPLICANT	
	Worker	Employer
Compensation	87.1%	12.6%
Reopening	95.7%	4.3%
Prohibited Action	63.6%	36.4%
Reconsideration	100%	0%
Occupational Health and Safety	9.7%	90.3%

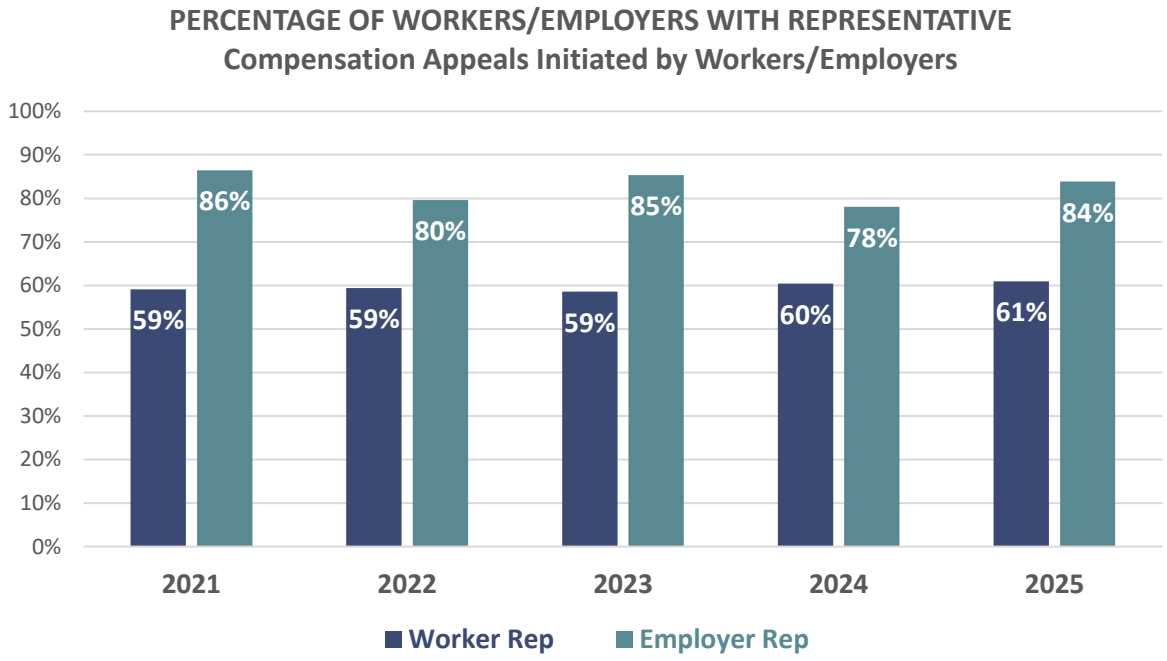
Appellant/Applicant Representation, By Type of New Appeal/Application and Type of Party

The following table shows the percentage of appeals and applications for which the appellant or applicant had a representative. Representatives may be workers' or employers' advisers, lawyers, consultants, family members, or friends. In assessment and relief of costs appeals, the employer is always the appellant/applicant.

Type of Appeal or Application	PERCENT REPRESENTED WHERE APPELLANT/APPLICANT IS:	
	Worker	Employer
Assessment	0%	42%
Compensation	61%	84%
Reconsiderations	36%	50%
Prohibited Action	26%	71%
Occupational Health and Safety	0%	79%
Relief of Costs	0%	79%

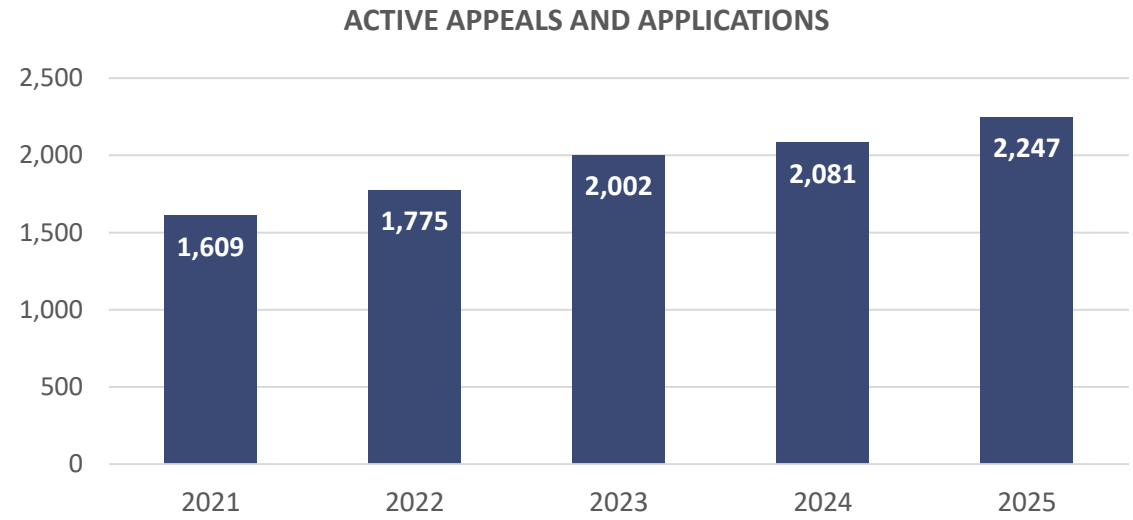
Appellant Representation on Compensation Appeals, By Type of Party and Percentages of Totals

As compensation appeals make up the vast majority of WCAT's intake, the chart below looks at representation rates for workers and employers when they initiated compensation appeals over a five-year period.



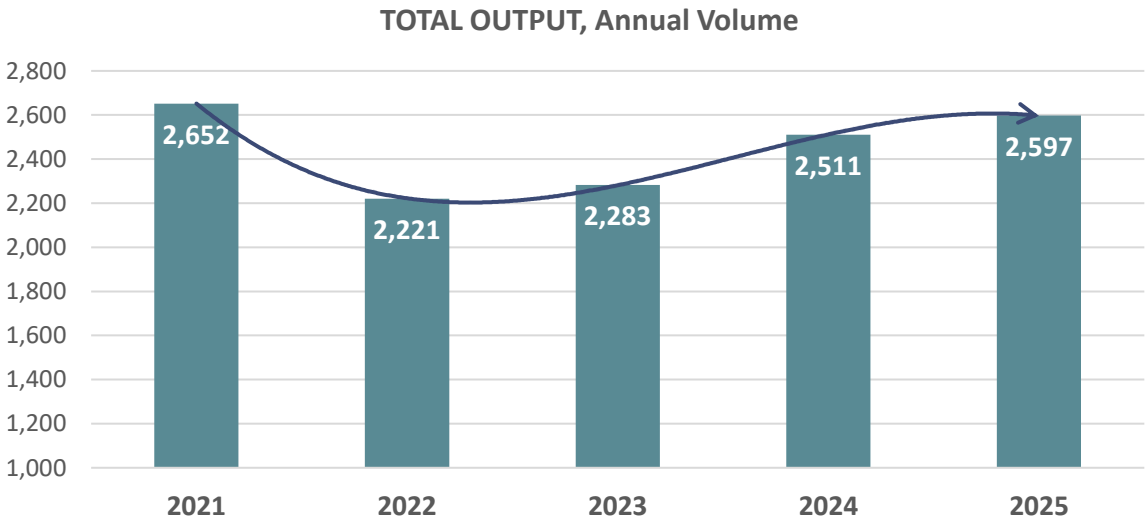
Part 2: Inventory of Active Appeals and Applications

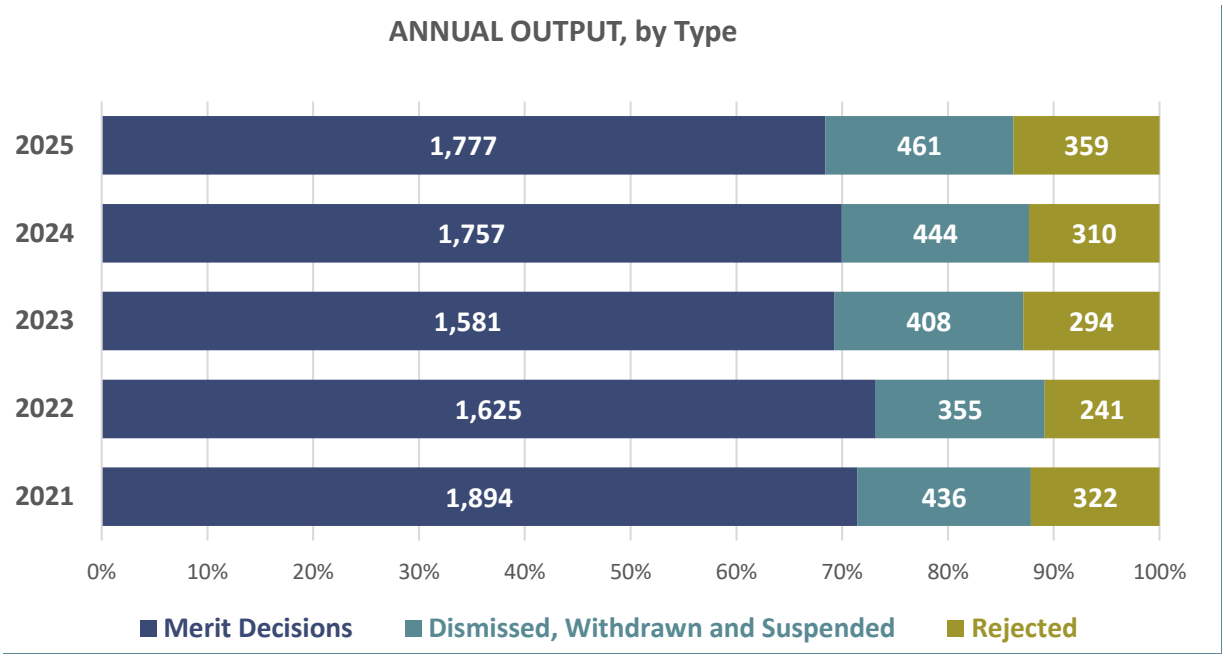
We record appeals and applications in the inventory by their date of initiation. Our inventory on December 31, 2025 was 2,247 active appeals and applications, an 8% increase compared to the previous year.



Part 3: Output and Outcomes

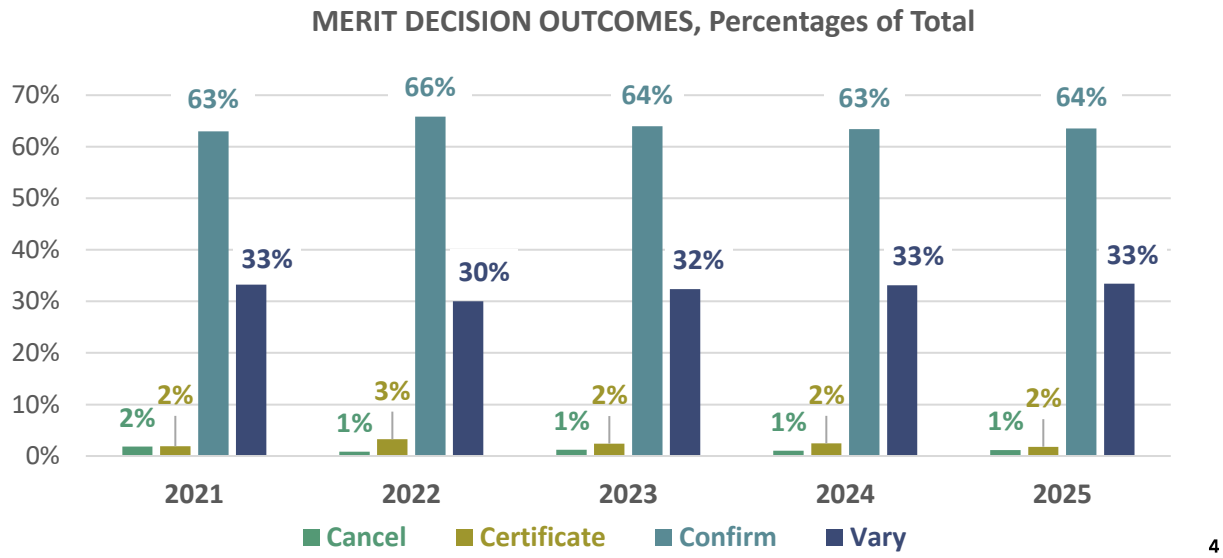
WCAT's output was 2,597, a 3.4% increase compared to the previous year.





[3]

Most of the output consisted of merit decisions, an 1.1% increase compared to the previous year. 32 of the merit decisions concerned applications for certificates for court actions.



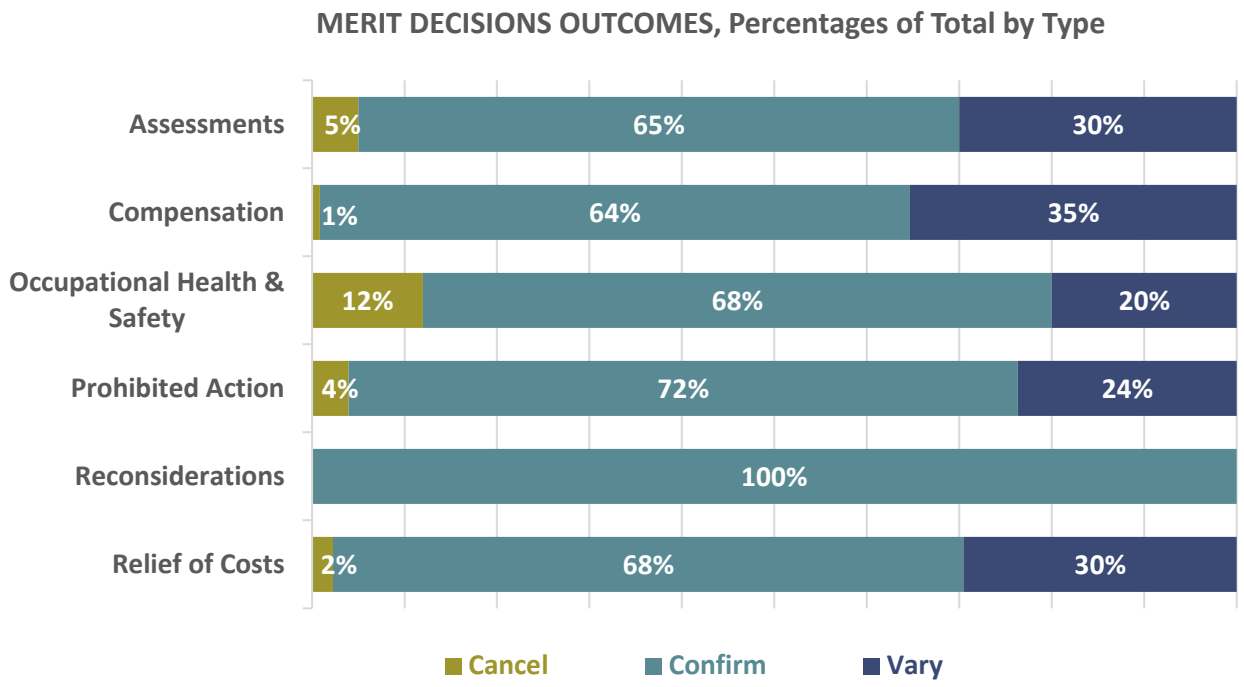
[4]

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[3] "Dismissed, Withdrawn and Suspended" and "Rejected" are decisions that were summarily closed.

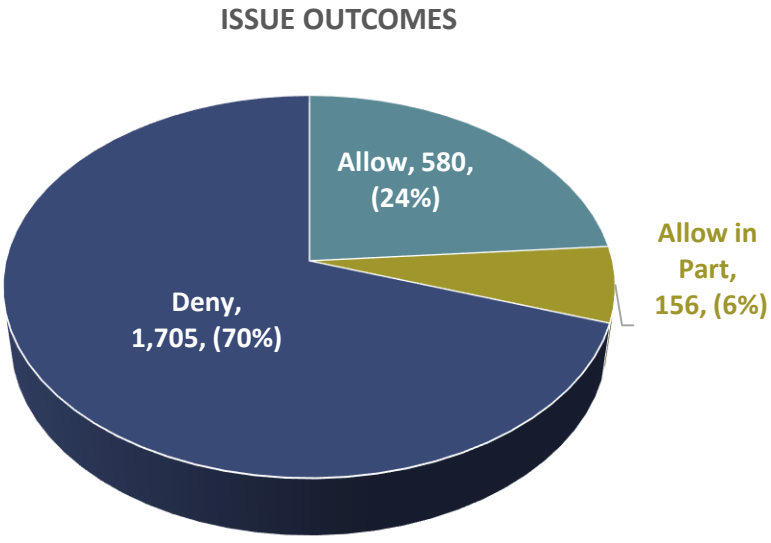
[4] Each WCAT merit decision has an outcome or effect on the decision or order under appeal:

- "Vary": WCAT changed the decision or order under appeal in whole or in part. WCAT has fully granted the remedies requested by the appellant on all issues arising under the appeal or changed a minor aspect of the decision or order.
- "Confirm": WCAT agreed with all aspects of the decision or order under appeal.
- "Cancel": WCAT set aside the decision order without providing a new or changed decision or order.

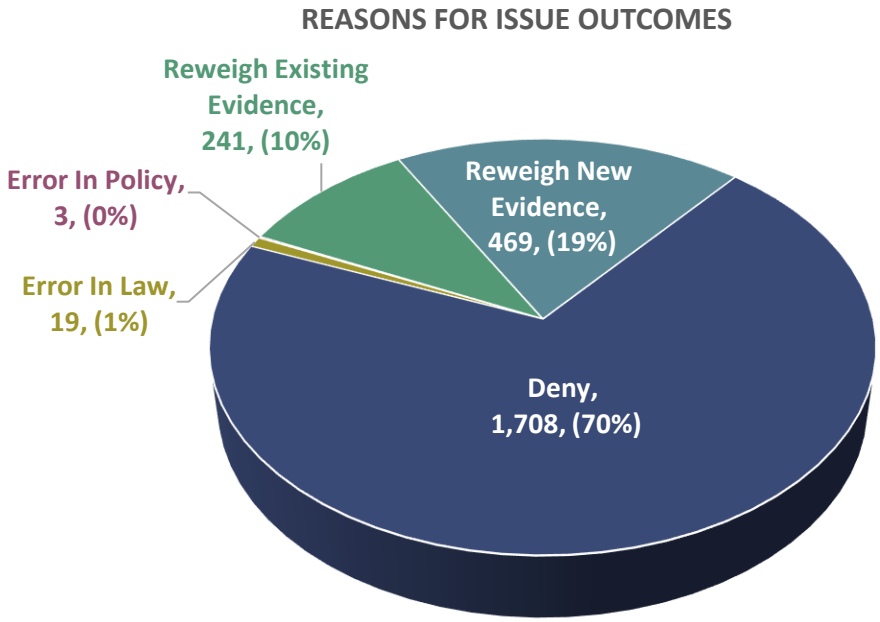


Issue Outcomes on Merit Decisions, Percentages of Total by Type

An appeal may raise numerous issues. WCAT may allow or deny the appeal on each issue. In 2025, WCAT decided 2,441 issues that arose out of the 1,777 appeals that led to merit decisions.



Issue Outcomes on Merit Decisions, Percentages of Total by Reason

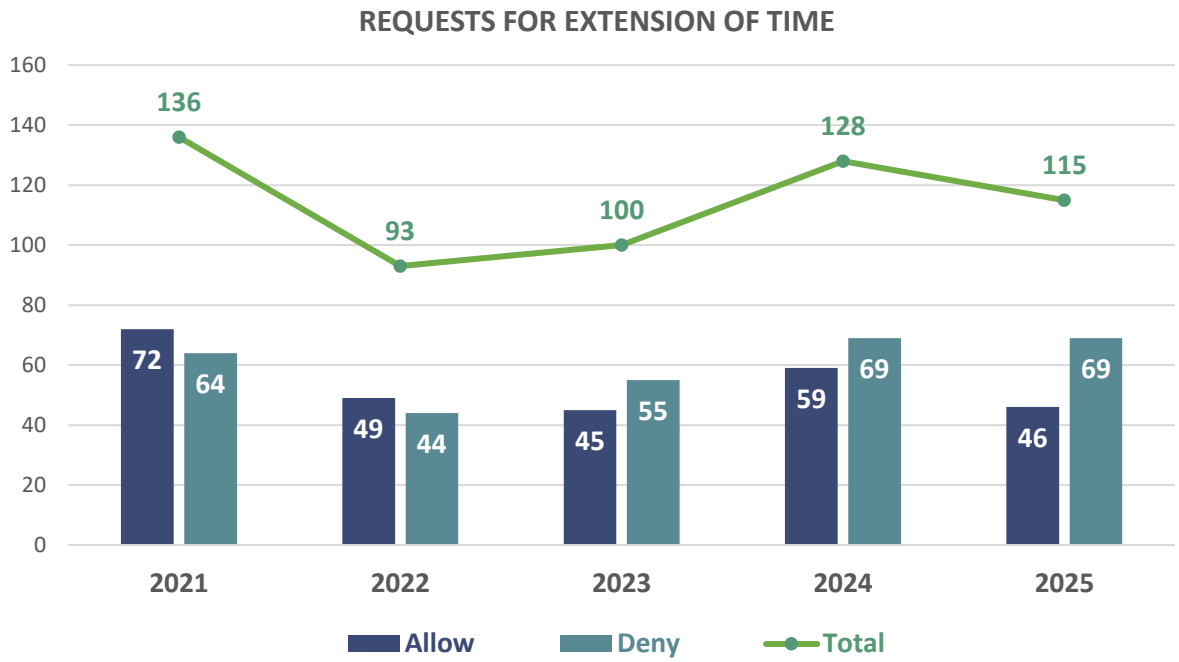


Top Five Issue Groups with Outcomes

Appeal Issues	Total	Allow/ Allow in Part	Deny	% of Total Issues
Personal Injury	730	27.8%	72.2%	29.9%
Permanent Partial Disability	331	41.1%	58.9%	13.6%
Occupational Disease	172	32.6%	67.4%	7.0%
Jurisdiction of WorkSafeBC	165	24.2%	75.8%	6.8%
Wage Loss Entitlement	160	26.3%	73.8%	6.6%

Extension of Time Decisions, Volume and Outcomes

WCAT decided 115 requests for extensions of time to appeal: allowing 46 and denying 69.



Part 4: Time to Decision, Appeal Paths, and Method of Oral Hearing

Time to Decision

Section 306 of the Act requires WCAT to decide new appeals within 180 days from the date that WCAT receives from WorkSafeBC the records[5] relating to the decision under appeal.

The chair or the chair's delegate may extend the 180-day statutory timeframe up to a maximum of 90 days if the appellant requests and receives additional time to make submissions or submit new evidence and WCAT grants to the other parties a similar opportunity (additional time for submissions).

The chair or the chair's delegate may also extend the statutory timeframe based on complexity (additional time for decision). For example, additional time may be required where a WCAT vice chair finds it necessary to pursue further investigations.

[5] The "records" are commonly referred to as the disclosure package. This package includes the information and documents WorkSafeBC sends to WCAT, typically the claim file and any related documents.

Lastly, an appeal may be suspended in situations where WCAT is waiting for any of the following:

- a pending WorkSafeBC determination that was requested by a WCAT vice chair with respect to a matter that it considers should have been, but was not, determined by WorkSafeBC
- a pending WorkSafeBC decision respecting a matter that is related to an appeal
- a pending report from an independent health professional

The 180-day statutory timeframe clock is stopped during these suspensions.

In 2025, the average number of days from when WCAT received disclosure to when WCAT made the decision was reduced by 5% from the previous year. However, the other figures remained consistent with previous years.

Average days, three timeframes (with exclusions and inclusions)

Notice of Appeal	All Appeals	Appeals With No Additional Time
Average days from when WCAT receives the appeal (notice of appeal) to when WCAT issues the final decision (includes appeals with additional time allowed for submissions or for making the decision)	Average days from when WCAT receives disclosure from WorkSafeBC to when WCAT issues the final decision (includes appeals with additional time allowed for submissions or for making the decision)	Average days from when WCAT receives disclosure from WorkSafeBC to when WCAT issues the final decision (excludes appeals with additional time allowed for submissions or for making the decision)
324	**221**	**120**

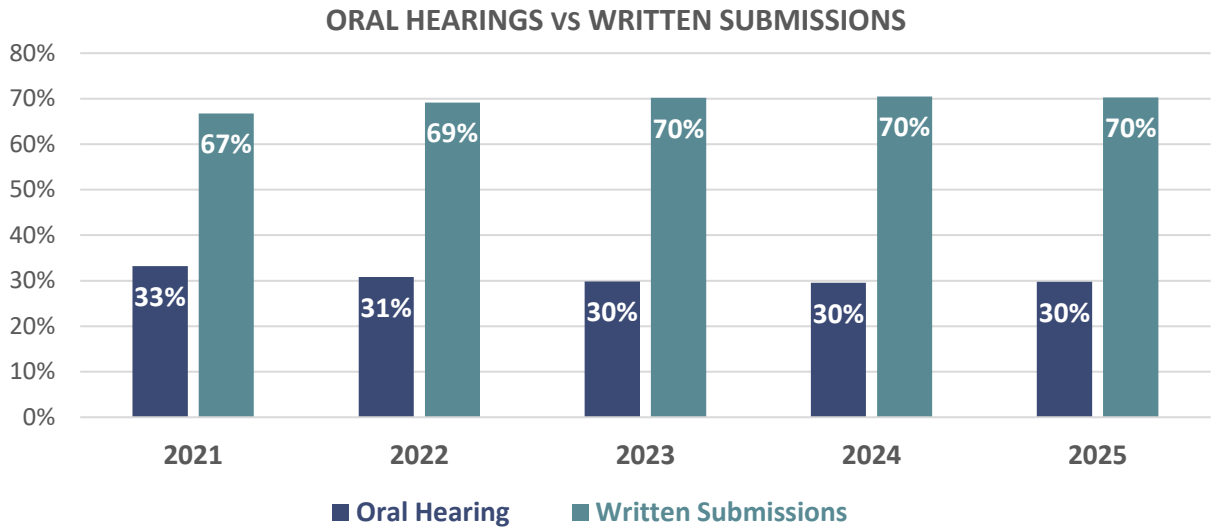
Appeal Paths

WCAT decides appeals and applications in one of two ways:

1) after an oral hearing
2) after reading and reviewing WorkSafeBC's records, any new evidence, and the submissions of the parties (written submissions)

Most appeals and applications were decided by way of review of the written submissions in 2025.

Appeal Paths, Percentage of Total

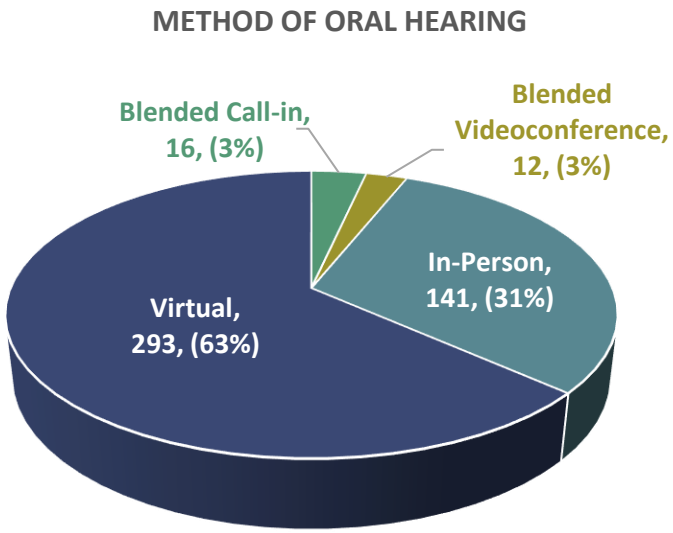


Method of Oral Hearing

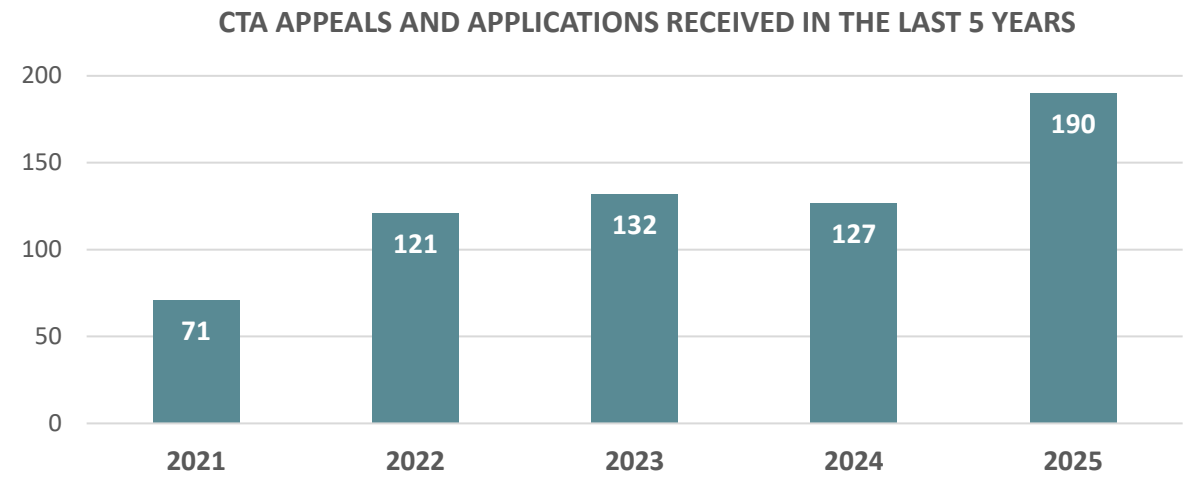
WCAT holds oral hearings in various formats: in person, virtual (with all participants joining by videoconference or teleconference), blended videoconference (with some participants attending in person and others by video conference) and a blended call-in (with some participants attending in person and others by teleconference).

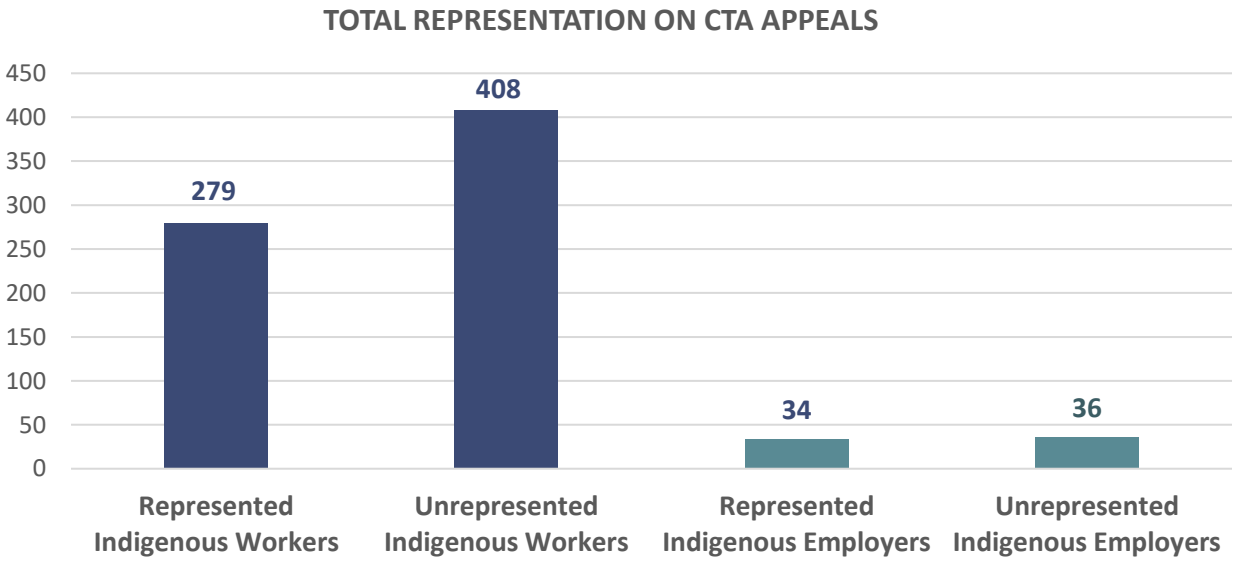
In 2025, WCAT held 462 oral hearings. The total number of oral hearings conducted in 2025 decreased by 2.7% compared to those in 2024. However, this decrease did not significantly affect the proportion of appeals and applications heard by oral hearing versus written submissions.

Method of Oral Hearing, by Volume, Type and Percentages of Total



Part 5: Working Towards Reconciliation





Appendix B: Costs of Operation

2025 Calendar Year

CATEGORY	COST $
Salaries	12,086,078
Employee Benefits and Supplementary Salary Costs	3,246,204
Per Diem – Boards and Commissions	844,475
Travel Expenses	62,964
Centralized Management Support Services	1,633,094
Professional Services	453,447
Information Technology and Amortization	1,891,970
Office and Business Expenses	335,166
Building Occupancy Cost and Amortization	(64,560)
Total Expenses[6]	**$20,488,838**



[6] These changes represent Building Occupancy and Workspace Technology Service charges.

Appendix C: Employees and Vice Chairs

WCAT is made up several appointment and employment types, including vice chairs appointed and reappointed by the Chair under section 280 of the Act for fixed terms. The Chair is appointed by Order in Council (OIC). WCAT has full-time and per diem (as needed) vice chairs. The performance of all vice chairs is evaluated on an ongoing basis to ensure accountability, consistency, and quality adjudicative work.

A list of our Chair and Vice Chairs with term information and special duty assignments is below. Further biographical information on the Chair and Vice Chairs is available on our website (Vice chair profiles and assignments).

Full-time vice chairs receive annual salaries and benefits under the terms and conditions for Excluded Employees/Appointees. Salary ranges for all vice chair positions are published on our website (Remuneration Plan for WCAT Appointees). As of December 31, 2025, WCAT appointed 6 new vice chairs and reappointed 10 vice chairs.

In addition to vice chairs, we employ members of the BC Public Service, including members of the Professional Employees Association, BC General Employees' Union, and management excluded employees. These staff provide the administrative, operational, and professional support necessary for WCAT to carry out is adjudicative responsibilities.



Total Appointee and Staff Complement (as of December 31, 2025)

Position	Full-time Equivalent (FTE)[7]
Full-time Vice Chairs	
Chair	1
Vice Chair, Tribunal Counsel	1
Vice Chair, Registrar	1
Vice Chair, Quality Assurance, Professional Learning and Development	1
Vice Chair, Professional Learning and Development	1
Vice Chair, Deputy Registrar	3
Vice Chair, Team Leader	5
Vice Chair	30
Total Full-time Vice Chairs	**43**
Employees	
Legal Counsel	5
Director and Manager	2
Administration/Finance/Technology/Human Resources	19
Appeal Officer/Appeal Coordinator	19
Registration	12
Decision Support	13
Total Employees	**70**
Total Full-Time Vice Chairs and Employees	**113**
Per Diem Vice Chairs[8]	**14**

[7] The FTE total reflects staffing capacity and is calculated based on full-time hours.

[8] Per Diem vice chairs support WCAT on an "as required" basis and compensated per day worked as per section 6 of Treasury Board Directive 1/24.

Executives and Vice Chairs with Special Duties		
Name	**Position**	**End of Term**
Luningning Alcuitas-Imperial	Chair (OIC #407/2024)	December 31, 2028
Terry Yue	Vice Chair, Tribunal Counsel	January 5, 2030
Debbie Sigurdson	Vice Chair, Registrar	February 28, 2029
Jim Sheppard	Vice Chair, Quality Assurance and Professional Learning and Development	February 28, 2029
Christopher Ramsay	Vice Chair, Professional Learning and Development	September 12, 2029
Beatrice Anderson	Vice Chair, Deputy Registrar	February 28, 2029
Hélène Beauchesne	Vice Chair, Deputy Registrar	March 31, 2027
Hilary Thomson	Vice Chair, Deputy Registrar	October 15, 2030
Sherryl Yeager	Vice Chair, Deputy Registrar	February 28, 2029
Randy Lane	Vice Chair, Team Leader	February 28, 2030
Shelina Shivji	Vice Chair, Team Leader	March 31, 2027
Susan Marten	Vice Chair, Team Leader	February 29, 2028
Warren Hoole	Vice Chair, Team Leader	September 30, 2029
Lyall Zucko	Vice Chair, Team Leader	January 5, 2030

Full-time Vice Chair			
Name	**End of Term**	**Name**	**End of Term**
Anand Banerjee	October 15, 2030	Deborah Ling	June 21, 2028
Sarwan Boal	February 29, 2028	Peggy Lee	October 6, 2028
Andrew Buchanan	October 6, 2028	Meghan Maddigan	July 21, 2027
Monica Cameron	October 6, 2028	Ryan McFarlane	July 21, 2027
Larry Campbell	October 15, 2028	Cheryl McKitrick	May 28, 2029
Sania Chaudhry	October 6, 2028	Chad McRae	October 15, 2028
Melissa Clarke	September 30, 2030	Kathleen Mell	July 21, 2027
Jyoti Dasanjh	September 12, 2029	Renee Miller	April 30, 2027
Dru de Saint-Pierre	October 6, 2028	Anthony Moffatt	May 28, 2031
Scott Ferguson	June 21, 2029	Kristina Nelless	September 12, 2029
Willa Forbes	May 28, 2031	Jennifer Perry	July 21, 2027
Sherelle Goodwin	January 5, 2030	Dawn Shaw-Biswas	September 12, 2027
Cynthia J. Katramadakis	March 31, 2029	Sherry Shir	October 6, 2028
Renee Koizumi	July 21, 2027	Andrew Waldichuk	April 30, 2029
Courtney LeBourdais	May 28, 2030		

Per Diem Vice Chair				
Name	**End of Term**		**Name**	**End of Term**
Lesley Christensen	February 28, 2029		Herb Morton	February 28, 2030
Janice Hight	June 2, 2027		Barbara Murray	October 15, 2028
Joanne Kembel	February 29, 2028		Elaine Murray	August 31, 2029
Rob Kyle	April 1, 2027		David Newell	January 31, 2030
Lori Leung	December 21, 2027		Dale Reid	February 28, 2030
Iain Macdonald	June 2, 2027		Deirdre Rice	February 28, 2027
Julie Mantini	February 28, 2027		Ellen Riley	January 5, 2028

Workers' Compensation Appeal Tribunal

www.wcat.bc.ca

appeals@wcat.bc.ca

604-664-7800
1-800-663-2782 (toll-free in B.C.)

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