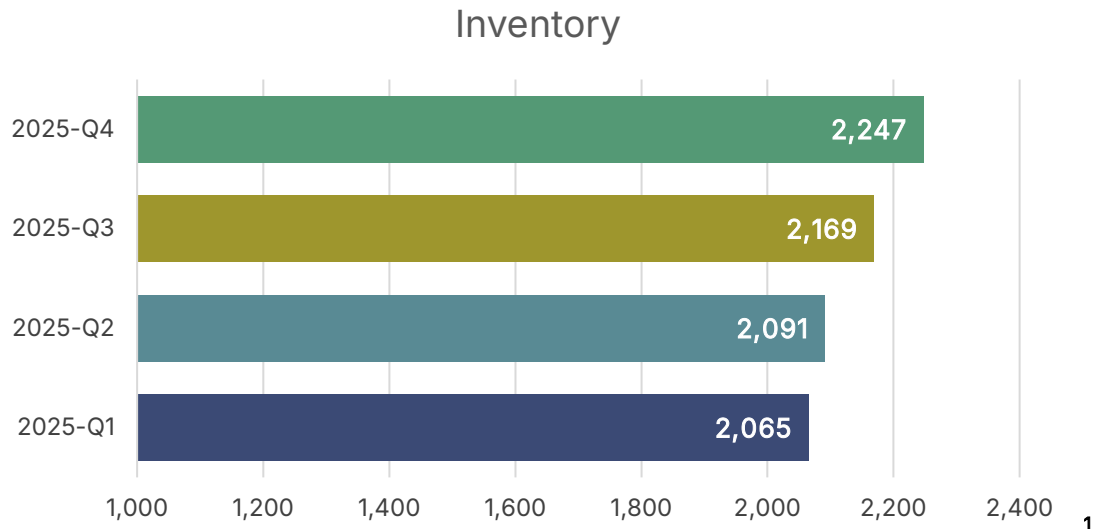


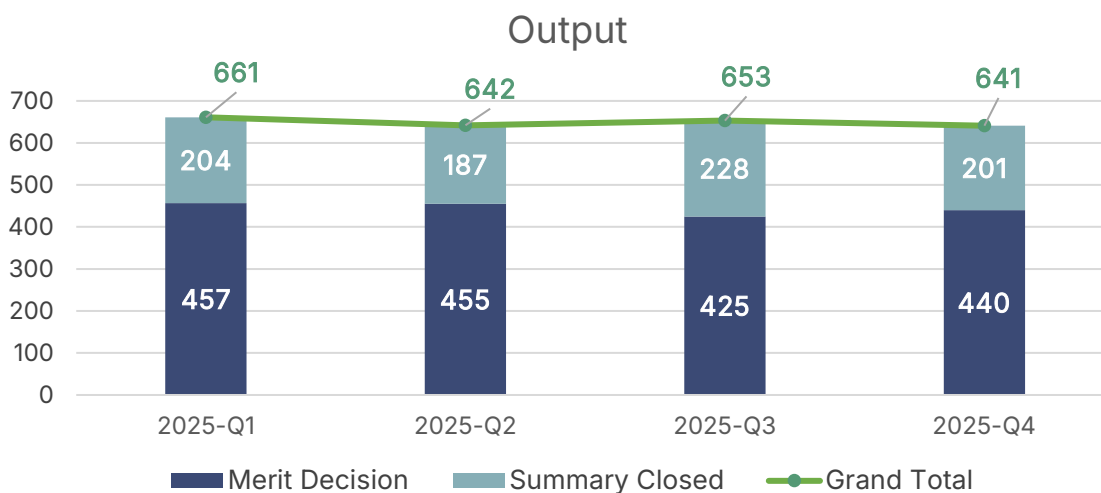
## Inventory

As of December 31, 2025, our total active inventory was 2,247 appeals. Most appeals are compensation appeals from the Review Division of the Workers' Compensation Board (WorkSafeBC).



## Output

During the fourth quarter of 2025, we made decisions on the merits of 440 appeals and applications<sup>2</sup> and made summary decisions on a further 201 appeals that were rejected, dismissed, withdrawn, or suspended.



1, 3

<sup>1</sup> Current data corrections may result in changes to previous data.

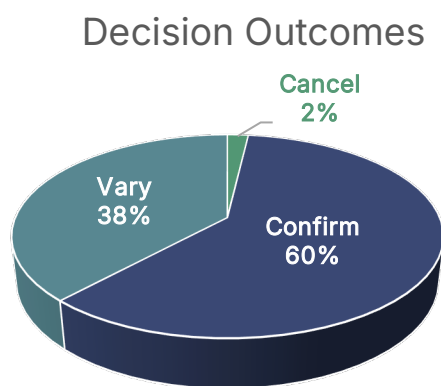
<sup>2</sup> These include 429 merit decisions, 7 certification to court, and 4 reconsideration decisions.

<sup>3</sup> Summary decisions are appeals that are closed or dismissed without a full hearing for a variety of reasons. For further reference, please see [Get a final decision](#).

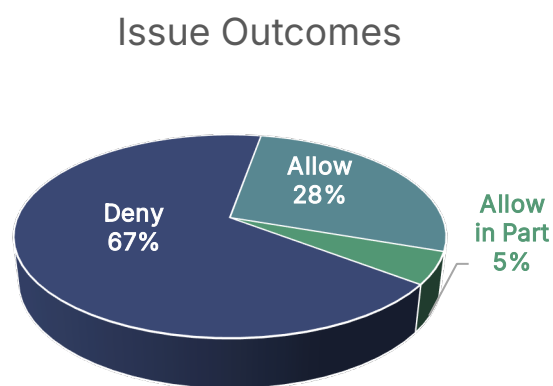
## Appeal Outcomes

When the Workers' Compensation Appeal Tribunal (WCAT) makes a decision on the merits of an appeal, the decision under appeal may be varied, confirmed, or cancelled by WCAT. "Vary" means that WCAT varied the previous decision in whole or in part. "Confirm" means that WCAT agreed with all aspects of the previous decision. "Cancel" means that WCAT set aside the previous decision without a new or changed decision being provided in its place. The outcomes related to decisions is the first pie chart below.

An appeal may raise numerous issues and WCAT may allow, allow in part, or deny the appeal on each issue. During the fourth quarter of 2025, we decided 630 issues on 429 merit appeals. The outcomes related to issues is the second pie chart below.

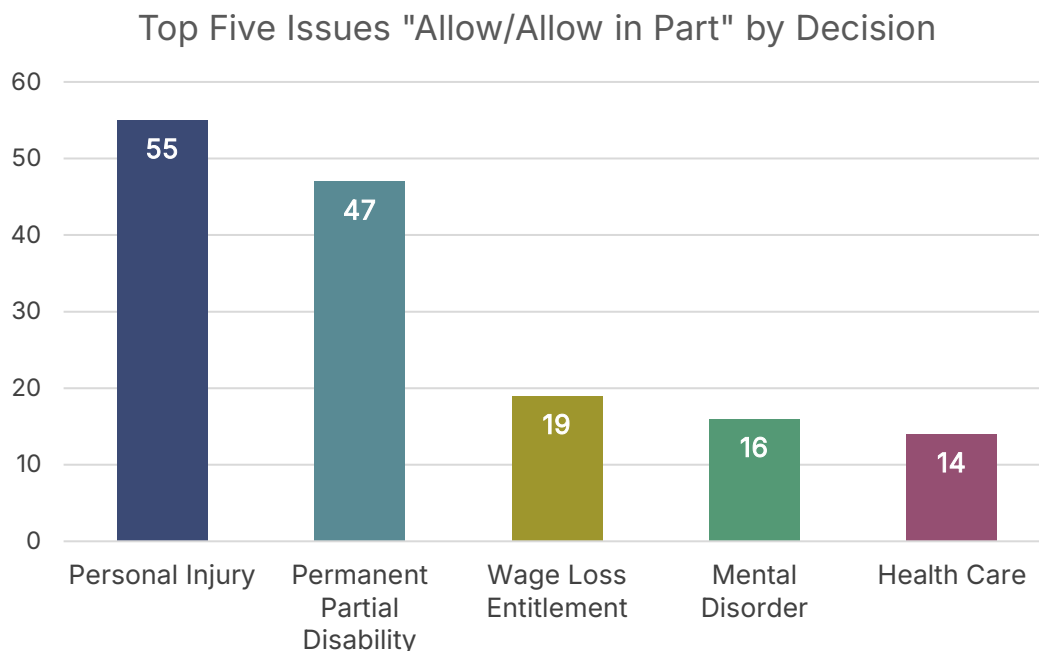


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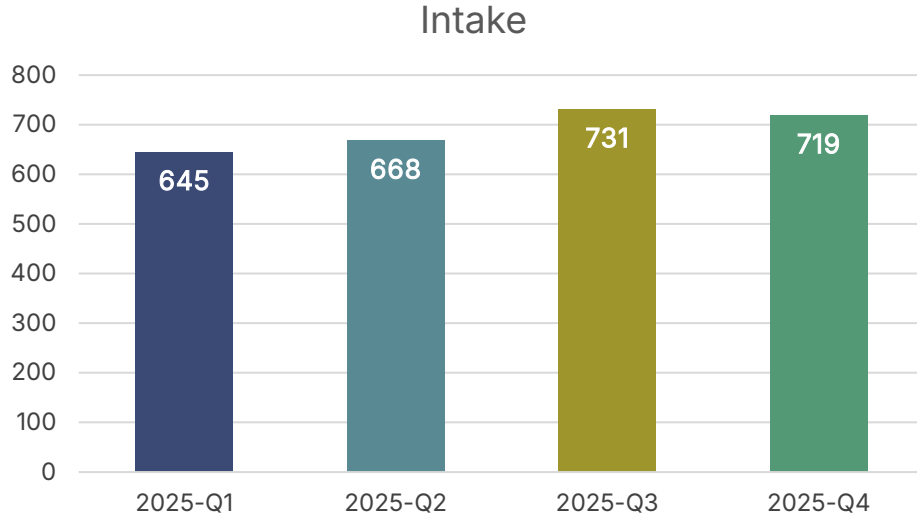
The top five issues where WCAT allowed an appeal or allowed it in part are displayed in the bar chart below.



1

## Intake

During the fourth quarter of 2025, WCAT received 719 new appeals and applications. 91% arose from decisions of WorkSafeBC review officers and 9% were direct appeals and applications.



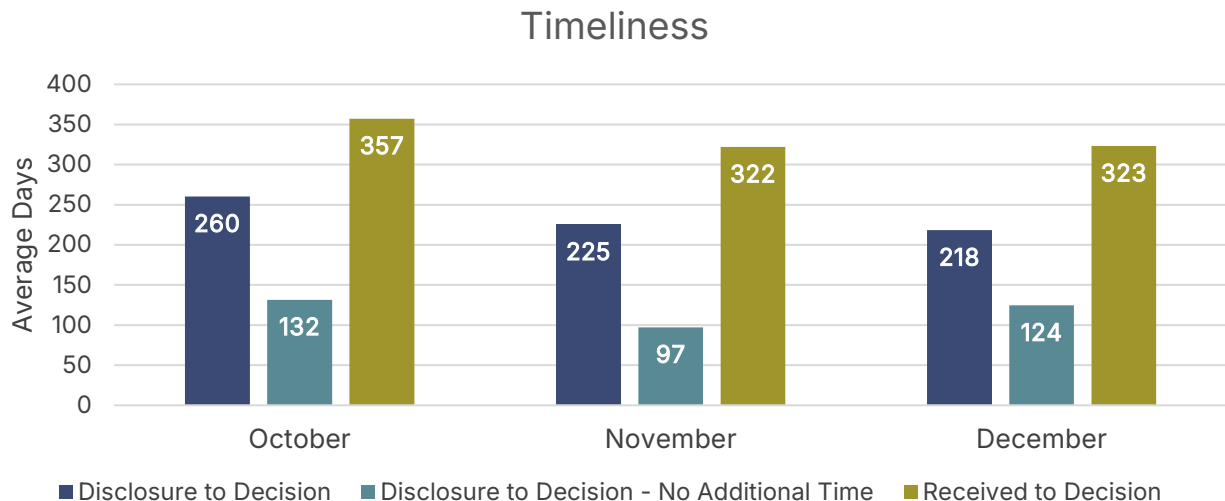
1

## Time to Decision

Section 306 of the *Workers Compensation Act* requires WCAT to decide new appeals within 180 days from the date that WCAT receives from WorkSafeBC the records (disclosure) relating to the decision under appeal.

The 180-day statutory timeframe may be extended up to a maximum of 90 days to provide parties with additional time to make submissions or submit new evidence (additional time for submissions). The statutory timeframe may also be extended based on complexity (additional time for decision).

In addition to tracking the time from receipt of disclosure to final decision, WCAT also monitors the time from receipt of a Notice of Appeal to final decision.



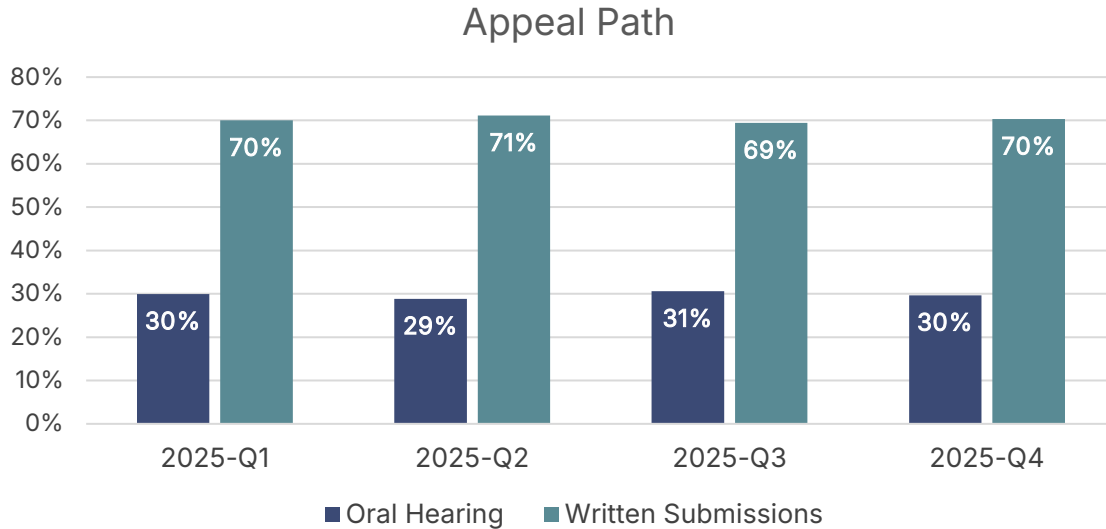
■ Disclosure to Decision ■ Disclosure to Decision - No Additional Time ■ Received to Decision

1

3

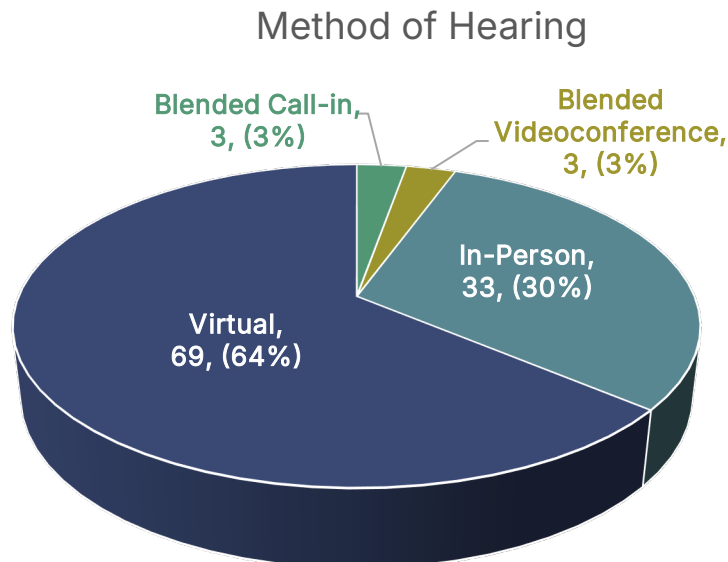
## Appeal Path

Of the 440 appeals and applications decided in the fourth quarter of 2025, 130 (30%) were decided after convening an oral hearing and 310 (70%) after consideration of written submissions.



## Hearings

During the fourth quarter of 2025, WCAT held 108 oral hearings; 33 were held fully in person, 3 were held by blended call-in<sup>4</sup>; 3 were held by blended videoconference<sup>5</sup>, and 69 were held fully virtually.



<sup>4</sup> Blended call-in includes hearings where parties participated in person and phone call.

<sup>5</sup> Blended videoconference includes hearings where parties participated in person, videoconference, and possibly phone call.

## Independent Health Professionals

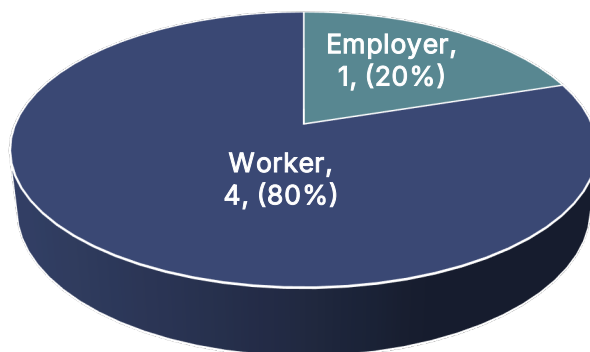
The *Workers Compensation Amendment Act (No. 2), 2022* was amended in 2022 to permit an employer, worker, or dependant of a deceased worker to make a written request that a WCAT panel retain a health professional to provide independent assistance or advice in an appeal. This amendment came into force on April 3, 2023.

The WCAT panel receiving a request must retain an independent health professional (IHP) if the medical condition of the worker is at issue in the appeal, and the panel determines that the independent assistance or advice would assist in reaching a decision on the appeal.

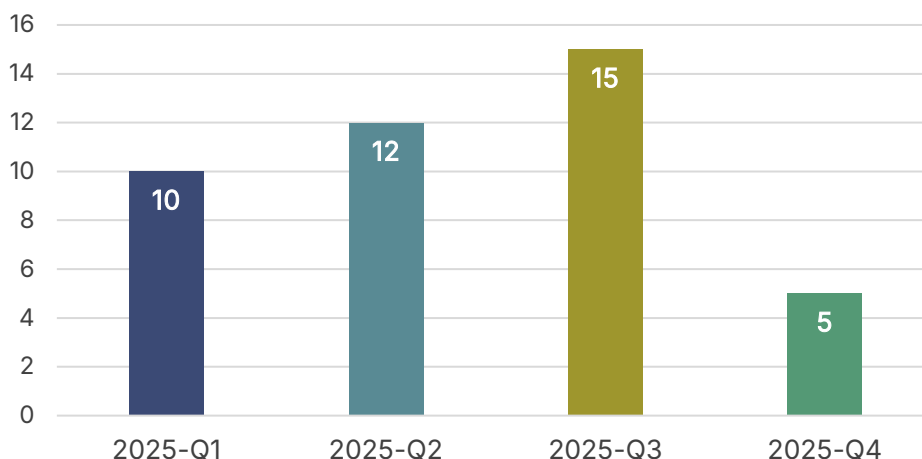
In addition to parties requesting IHPs, the panel may determine that independent assistance or advice would assist in reaching a decision on the appeal and commence the IHP process on their own initiative.

The IHP inventory at the beginning for the quarter was 31. In the fourth quarter of 2025, WCAT received 5 new requests from parties to an IHP.

IHP Requests Q4 2025



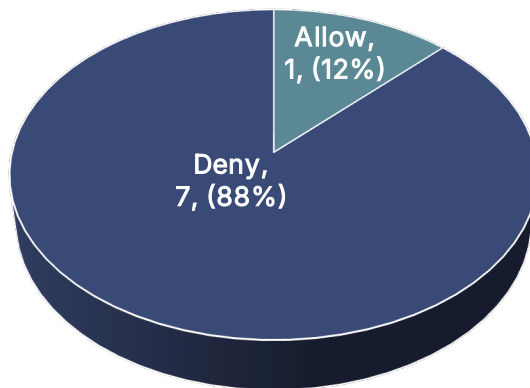
IHP Requests Last Four Quarters



In the fourth quarter of 2025, 8 requests were decided by WCAT panels. These decided requests were made by the appellant worker.

Out of the 8 IHP requests decided in the fourth quarter of 2025, one was allowed and 7 were denied.

IHP Request Outcomes Q4 2025



In the fourth quarter of 2025, the IHP process was commenced in 2 appeals. These were initiated by the WCAT panel.