WSCC

FOR CLAIMANTS

Calculation of Compensation

How does the WSCC calculate my compensation rate?

If you are a worker who has had a workplace injury claim accepted by the WSCC, you are eligible to receive either total disability or partial disability compensation payments. Your compensation payments are calculated depending on your employment type, the pay you received at work, and your work schedule.

Employment Type

Full Time or Permanent Workers

You're considered a full-time worker if your job had no set end date, or you have been in the same job for over a year without any breaks (for example, no layoffs, haven't received a record of employment).

What the WSCC Needs from You

To make sure we calculate the proper compensation wage, we require:

- · Your work schedule,
- The hours you worked each day, and
- A minimum of 2 paystubs containing your earnings information.

This information is put into the WSCC wage calculator on your claim file to project your earnings for an entire year and come up with a daily compensation rate to match the same days you would have worked if you were able.

In cases where you are hired full time but do not always work full time hours then your earnings may be pro-rated based on the information provided on your paystubs and schedule. This ensures your earnings are projected based on what you regularly work.

Seasonal Workers or Workers Employed for Less Than 1 Year

You're considered a seasonal or non-permanent worker if you work for several months each year and receive a lay off once your work is completed, or if you were only hired for a period of less than one year.

The WSCC will start by calculating your compensation rate the same way it is calculated for a full-time permanent worker. However, if you have not returned to work once you reach your season or contract end date, then your compensation rate will be recalculated to reflect what you normally earn in a year doing the same type of work.

What the WSCC Needs from You

To figure out what you may be eligible to receive, your Case Manager or the Adjudicator may request from you:

- T4 slips from all employers in the last 3 years,
- · Employment Insurance earnings, and
- Your Record(s) of Employment.

Once this information is reviewed, your compensation rate will be adjusted based the earnings which are the most representative of the earnings you were earning at the time of your injury, and which are most favourable to you.

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If you don't have a regular work history or ongoing employment, then the WSCC will estimate your income by figuring out what an average worker doing the same type of work would have earned in a 12-month period.

* Note: If you were injured while working a shorter season or contract than usual, you can provide your Adjudicator or Case Manager with documentation to support that you normally work longer, then they can continue to pay you at your initial wage calculation for the length of your longest season as long as it was in the previous 3 years.

Frequently Asked Questions

What if I have more than one job?

If you are employed at more than one job at the time of your injury, the WSCC will need to see your earnings from all your employers to accurately calculate your Gross Annual Remuneration for your wage calculation. This is required even if you are not missing work from any other jobs.

If you have more than one job you may be asked to provide the following:

- Paystubs from your other employers.
- Confirmation of your schedule and hours you work.
- Contact information for your other employers so your schedule and lost time from work can be verified.

What if I'm self employed?

If you are self employed and are unable to work due to a workplace injury, your compensation rate will be based off the amount of Personal Optional Coverage you purchased through the Employer Services division when you registered your business with the WSCC.

Wage calculations are entered and verified by Payroll Specialists with the WSCC Finance Department. If you have any questions about how your earnings have been calculated contact your Adjudicator or Case Manager. They can provide you with a detailed break down of your wage calculation and reach out to the Payroll Specialists on your behalf with any questions you may have.



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