

 Yukon Workers' Compensation Health and Safety Board	Part:	Employer Assessments		
	Board Approval:	<i>Original Signed by Chair</i>	Effective Date:	July 1, 2008
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STATEMENT AND ESTIMATE OF EARNINGS – VALUE OF SERVICE

GENERAL INFORMATION

The *Workers' Compensation Act* S.Y. 2008 (the "Act") provides that every employer in Yukon must prepare and transmit to the Yukon Workers' Compensation Health and Safety Board (YWCHSB), on a yearly basis, a statement of the amount of wages earned by all the employer's workers in the immediately preceding year, as well as an estimate of the earnings that will be paid to the workers in the current year. This includes the wages of the directors of any incorporated company. However, corporate directors often do not draw a wage from the company. In these circumstances, the YWCHSB must rely on proxy measures to determine the relative value of service of that director, in order to levy the assessment.

PURPOSE

This policy provides direction to the YWCHSB on ascertaining the value of service of corporate directors for the purposes of determining assessments.

POLICY STATEMENT

Value of service will be established through consultation and, where necessary, negotiation between the YWCHSB and the corporate director. The YWCHSB will exercise tact and fairness in conducting consultations or negotiations.

When assessing the **value of service** of a corporate director who is not drawing a wage from the company, or drawing a nominal wage, initial consideration will be given to information issued by the company on earnings for tax purposes. In addition, the YWCHSB may consider the following:

1. the occupation and the length of service of the director;
2. the wages of the company's highest paid worker;
3. the earnings of workers in like-industries or occupations;

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4. taxable benefits;
5. Yukon minimum wage;
6. union, market and competitor's rates of pay;
7. all service to the incorporation, including administration and clerical; and
8. deferred earnings.

APPEALS

Decisions made by the YWCHSB under this policy can be appealed directly in writing to the Board of Directors of the YWCHSB in accordance with subsection 85(1) of the *Act*.

ACT REFERENCES

Subsections 78(6) and 85(1)

HISTORY

AS-23, "Statement and Estimate of Earnings – Value of Service", effective November 17, 1993, revoked July 1, 2008.