

Chapter: Return to Work

Legislative authority: section 116

Prevention statement

Preventing injuries is one of the most important responsibilities in the workplace. The Workers' Safety and Compensation Act (the 'Act') establishes the responsibilities of all workplace parties to work together to ensure the physical and psychological health and safety of workers. When injuries do occur, workers and employers must continue to work together to facilitate an injured worker's early and safe return to health and work.

Purpose

This policy provides information on the relocation of a worker for the purpose of re-education and training.

Definitions

board means the Workers' Safety and Compensation Board

household effects mean personal clothing, furniture, kitchen appliances, playground equipment, and other items used in the principal residence and/or yard; excludes and items listed in Appendix A and any commodities that by-law and/or tariff restriction cannot be moved with household effects

travel status means the eligibility of a worker to have travelling expenses paid while absent from home as part of the worker's vocational rehabilitation plan for re-education or retraining, or for relocating to a new work location with the approval of the board decision-maker

worker means a person who performs work or services for an employer under a contract of service or apprenticeship, written or oral, express or implied and as further defined in section 77 of the Act

Policy statement

1. General

Vocational rehabilitation is aimed at reintegrating a worker into the workforce. As part of a worker's overall recovery and return to work plan, vocational rehabilitation may involve re-education or retraining which is not available in the worker's local community.

Effective date: July 1, 2022

2. Re-education or retraining

The board may relocate a worker for re-education or retraining if determined necessary by the decision-maker in consultation with the worker. Each case will be dealt with on its individual merits.

The need to relocate for re-education or retraining will be identified as part of the worker's vocational rehabilitation plan. The plan will indicate the worker's intent and willingness to move, and the board's obligation and commitment to assist a worker to relocate. All relocation expenses will be identified and cost estimates provided for consideration. A cost/benefit analysis report will be done as part of the vocational rehabilitation plan.

If relocation is approved, the board will assist a worker to relocate both within and outside of Yukon for re-education or retraining.

The order of priority will be as follows:

- a. relocation in the Yukon first; and
- b. relocation in the rest of Canada second.

3. Relocation assistance

The board decision-maker is responsible for relocation assistance approval. On approval, the board will cover the cost to move a worker from their normal place of residence for re-education or retraining. The board will cover the cost to return the worker to their normal place of residence at the end of the re-education or retraining.

When a worker is relocated for re-education or retraining for a period of 10 months or longer, the board may, upon request, relocate a worker's spouse and dependents. The board will determine this on a case by case basis.

The board may cover the cost to move a worker, spouse and dependents to a new location on completion of the worker's re-education or retraining if the worker does not choose to return to the family's normal place of residence.

4. Transportation

4.1 Air transportation

The board may pay the cost of reasonable return air transportation for a worker, spouse and dependents, when determined appropriate by the board, as follows:

Yukon Resident

a. Relocation within the Yukon

The maximum dollar sum equivalency of full fare economy airfare from the worker's normal place of residence to Whitehorse, Yukon, return.

b. Relocation outside of the Yukon

The maximum dollar sum equivalency of a full fare economy airfare from the worker's normal place of residence to the nearest major airport on a direct route, such as Calgary or Edmonton, Alberta or Vancouver, British Columbia, return.

Non-Yukon Resident

The maximum dollar sum equivalency of full fare economy airfare from Whitehorse to the nearest major airport on a direct route, such as Calgary or Edmonton, Alberta or Vancouver, British Columbia, return.

4.2 Ground transportation

The use of public transportation will be encouraged when it is available and practical.

The board may pay the cost of reasonable return ground transportation for a worker, spouse and dependents when determined appropriate by the board. The cost of ground transportation cannot exceed the cost of air transportation.

A decision to allow alternate transportation will be based on whether the overall costs and mode of transportation may impede the recovery and return of the worker to the workforce. Authorization to use an alternate mode of transportation may be made on a discretionary basis by the board decision-maker.

4.3 Return transportation

On completion of re-education and/or retraining, if a worker does not choose to return to their normal place of residence, an amount not to exceed the amount that would have been paid had they returned to the normal place of residence, may be paid to relocate the worker and the worker's spouse and/or dependents to a new location. Receipts must be provided.

5. Household effects

If the board determines it appropriate that a worker and their family relocate for the period of a worker's re-education or retraining, the board will pay the cost of transporting household effects to the new location and return as follows:

Yukon Resident

a. Relocation within the Yukon

The dollar sum equivalency of current commercial movers' rates to move 4,500 kilograms per household from the worker's normal place of residence to Whitehorse, Yukon, return.

b. Relocation to outside the Yukon

The dollar sum equivalency of current commercial movers' rates to move 4,500 kilograms per household from the worker's normal place of residence to the nearest major centre, such as Calgary or Edmonton, Alberta or Vancouver, British Columbia, return.

Non-Yukon Resident

The dollar sum equivalency of current commercial movers' rates to move 4,500 kilograms per household from Whitehorse to the nearest major centre, such as Calgary or Edmonton, Alberta or Vancouver, British Columbia, return.

6. Travel status

While a worker is on travel status, the worker is eligible to receive meals and incidental expenses for employees on travel status expenditure allotments as outlined in policy EN-11 Worker, Attendant and Witness Travel.

The board will not pay any daily travel rate expenditures for the worker's spouse and/or dependents.

6.1 Travel status duration

A worker may be on travel status for a maximum of 30 days. Travel status may be extended under certain circumstances at the discretion of the board.

6.2 Two residences

If a worker's family does not relocate with a worker and the worker must maintain two residences while attending re-education or retraining, the worker may be eligible to receive a monthly allowance of up to \$1,000.

6.3 Other costs

All other costs incurred by the worker and their family that are not identified in policy are the responsibility of the worker.

History

- RE-09 Relocation of Injured Workers, effective July 1, 2012, revoked July 1, 2022
- RE-09 Relocation of Injured Workers, effective January 1, 2008, revoked July 1, 2012
- CS-03 Relocation of Disabled Workers, effective January 13, 1994, revoked July 1, 2008
- CS-03 Relocation of Disabled Workers, Appendix A and B amended November 16, 2000
- CS-03 Relocation of Disabled Workers, amended February 15, 2001, effective February 15, 2001
- CS-03 Relocation of Disabled Workers, amended April 24, 2001, effective April 1, 2001

Appendix A

Exclusions

The following goods and/or items will not be included in the allowable weight limit of 4,500 kilograms per household or shipped at the expense of the board:

- building materials (lumber, bricks, prefabricated sections of houses);
- tubs, sinks furnaces or any similar item that is generally included with housing;
- farm equipment of any description;
- live potted plants;
- sandbags, containers of dirt or soil of any description;
- livestock and pets;
- food stuffs;
- greenhouses;
- boats, automobiles, trucks, snowmobiles, all-terrain vehicles, motorcycles, outboard motors;
- automotive or industrial and/or commercial parts or components;
- snow blowers, lawnmowers, garden tillers, limited to one each per household;
- jewelry, coin collections, art-work, posters, collectibles or items of no established market value; or
- canning jars or other glass containers or bottles (limit of 48 per household).