 Yukon Workers' Compensation Health and Safety Board	Part:	Return to Work and Rehabilitation		
	Board Approval:		Effective Date:	July 1, 2012
	Number:	RE-09	Last Revised:	
	Board Order:		Review Date:	

[RELOCATION OF INJURED WORKERS](#)

When referencing any of the return to work policies (RE-01 to RE-13), it is important to recognize the responsibilities of the employer and worker within the context of the complete return to work process. Therefore, the whole return to work model must be considered in its entirety and not only the specific guidelines under an individual policy.

GENERAL INFORMATION

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 as outlined in Yukon Workers' Compensation Health & Safety Board (YWCHSB) policy RE-10, "Vocational Rehabilitation".

It may not always be possible for a worker to receive re-education or retraining in their local community. This policy addresses relocation of a worker for the purpose of re-education and retraining.

DEFINITIONS

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

- 2. Travel Status:** means the eligibility of a worker to have traveling 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 YWCHSB decision-maker.

PREVENTION

Preventing workplace injuries is the responsibility of everyone in the workplace. When injuries do occur, it is important for workers and employers to minimize the impacts by:

- (1) When possible, keeping the worker at work in safe and productive work or
- (2) Returning the worker to safe and productive work as soon as it is functionally appropriate for the worker to do so.

Prevention of recurrences and further injuries once injured workers have returned to work is of utmost importance.

POLICY STATEMENT

1. Re-education or Retraining

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

The need to relocate for re-education or retraining shall be identified as part of the worker's vocational rehabilitation plan. The plan shall indicate the worker's intent and willingness to move, and YWCHSB's obligation and commitment to assist a worker to relocate. All relocation expenses shall 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, YWCHSB shall assist a worker to relocate both within and outside of Yukon for re-education or retraining.

- The order of priority shall be as follows:
- a) relocation in Yukon first; and
 - b) relocation in the rest of Canada second.

2. Relocation Assistance

YWCHSB decision-maker is responsible for relocation assistance approval. On approval, YWCHSB shall cover the cost to move a worker from their normal place of residence for re-education or retraining. YWCHSB shall 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, YWCHSB may, upon request, relocate a worker's spouse and dependents. YWCHSB shall determine this on a case by case basis.

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YWCHSB 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.

3. Transportation

a) Air Transportation

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

Yukon Resident

i) Relocation within Yukon

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

ii) Relocation outside of 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

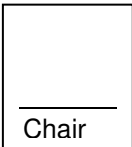
The maximum dollar sum equivalency of full fare economy airfare from Whitehorse to the nearest major airport on a direct route, such as Calgary or Edmonton, Alberta or Vancouver, British Columbia, return.

b) Ground Transportation

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

YWCHSB shall pay the cost of reasonable return ground transportation for a worker, spouse and dependents when determined appropriate by YWCHSB. The cost of ground transportation shall not exceed the cost of air transportation.

A decision to allow alternate transportation shall 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 YWCHSB decision-maker.



c) Return Transportation

On completion of re-education and/or retraining, if a worker does not choose to return to his/her normal place of residence, an amount not to exceed the amount that would have been paid had he/she 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.

4. Household Effects

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

Yukon Resident

a) Relocation within 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 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.

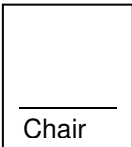
Non-Yukon Resident

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.

5. Travel Status

While a worker is on travel status, the worker is eligible to receive the travel rate expenditure allotments as outlined in YWCHSB policy EN-11, "Injured Worker and Witness Travel."

YWCHSB shall not pay any daily travel rate expenditures for the worker's spouse and/or dependents.



6. 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 Director of Claimant Services.

7. 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.

8. Other costs

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

APPLICATION

This policy applies to the Board of Directors, President/CEO and staff of YWCHSB and to the Workers' Compensation Appeal Tribunal. It also applies to all workers regardless of the date of injury.

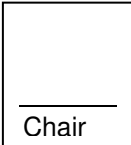
EXCEPTIONAL CIRCUMSTANCES

In situations where the individual circumstances of a case are such that the provisions of this policy cannot be applied or to do so would result in an unfair or an unintended result, YWCHSB will decide the case based on its individual merits and justice in accordance with YWCHSB policy EN-02, "Merits and Justice of the Case". Such a decision will be considered for that specific case only and will not be precedent setting.

APPEALS

Decisions made by YWCHSB under this policy can be appealed directly in writing to the hearing officer of YWCHSB in accordance with subsection 53(1) of the *Workers' Compensation Act* S.Y. 2008 (the *Act*), or any decision made under subsection 14(2) of the *Act* may be appealed directly to the Workers' Compensation Appeal Tribunal (WCAT).

Notice of the appeal must be filed within 24 months of the date of the decision by YWCHSB, in accordance with section 52 of the *Act*.


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ACT REFERENCES

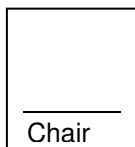
Sections 52 and 53

POLICY REFERENCES

EN-02, "Merits and Justice of the Case"
EN-11, "Injured Worker and Witness Travel"
RE-10, "Vocational Rehabilitation"

HISTORY

RE-08, "Relocation of Injured Workers", effective July 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 shall not be included in the allowable weight limit of 4,500 kilograms per household or shipped at the expense of YWCHSB:

- 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;
- jewellery, 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).

