



**YUKON WORKERS'
COMPENSATION
HEALTH AND
SAFETY BOARD**

SUBJECT: ASSESSMENTS POLICY NO.: AS - 19
BOARD APPROVAL: *C. Klassen*
APPROVAL DATE: 93-07-23
BOARD ORDER NO.: _____
EFFECTIVE DATE: 93-01-02

POLICY STATEMENT

SECTION
REFERENCE: **62.(6)**

*Revised
November 17, 1993
Replaced with
AS-23 statement & Estimate
of Earnings - Value of Service*

POLICY: **STATEMENT AND ESTIMATE OF EARNINGS - VALUE OF SERVICE**

GENERAL INFORMATION

The Act provides that every employer in the Yukon must prepare and transmit to the Board, on a yearly basis, a statement of the amount of wages earned by all his/her workers in the immediately preceding year, as well as an estimate of the earnings that will be paid to its 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 board must rely on proxy measures to determine the relative value of service of that director, in order to levy the assessment.

POLICY

Value of service will be established through consultation and, where necessary, negotiation between the board and the corporate director. The board 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, initial consideration will be given to information issued by the company on earnings for tax purposes. In addition, the board may apply the following tests:

- (a) The occupation and the length of service of the Director;
- (b) The wages of the company's highest paid worker;
- (c) The earnings of workers in like-industries or occupations;
- (d) Taxable benefits;
- (e) The Yukon minimum wage;

- (f) Union, market and competitor's rates of pay;
- (g) All services to the incorporation, including administration and clerical;
- (h) Deferred earnings.