



CANADIAN WORKERS' COMPENSATION DIGEST

Volume 6 Issue 2





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INTRODUCTION/ABOUT TEKS**MED**

Teks**Med** Services Inc. is the leader in Canadian disability management, backed by over 30 years of success. We proactively manage occupational and non-occupational injuries and illnesses with personalized recover-at-work solutions, helping hundreds of employers with thousands of employees.

Inspired by a never-ending quest to be the best, TeksMed continues to set the standard and raise the bar for integrity, innovation, and exceptional service.

Teks**Med** sees the ability in disability.

Thousands of businesses across Canada trust us with their disability management. For more information on our services and contact information see the final section of this magazine.

ABOUT THE PUBLICATION

This is the twenty-second issue of our Canadian Workers' Compensation Digest. This magazine highlights prominent Canadian Workers' Compensation updates nationally and within each province/territory.

All content within this digest is sourced from third-party websites, which can be accessed by following the provided links.

NATIONAL - CANADA



How Rising Medical Costs Are Shaping Canada's Workers' Compensation Landscape in 2025

Canada's workers' compensation system remains financially strong in 2025, with many boards maintaining stable premiums and some offering rebates, but rising medical fees, wage replacements, and administrative costs are increasing claim expenses. While Ontario cut rates to historic lows and several provinces held steady, Alberta saw a small increase and Nova Scotia continues to struggle with underfunding despite high premiums. Boards are focusing on prevention, modernization, and stakeholder engagement to balance affordability with adequate benefits.

<https://awcbc.org/knowledge-center/trends/how-rising-medical-costs-are-shaping-canadas-workers-compensation-landscape-in-2025>

National report shows rise in workplace fatalities in 2023

In 2023, Canada recorded 1,056 accepted workplace fatalities, the highest in recent years. About two-thirds were tied to occupational diseases, with the rest from traumatic injuries. While lost-time injury rates declined, this is likely due to fewer COVID-related claims, and some provinces and territories continue to face concerning high fatality rates.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/national-report-shows-rise-in-workplace-fatalities-in-2023/533435>



BRITISH COLUMBIA

BOD decision: Activity-related soft tissue disorders (ASTDs) of the limbs

WorkSafeBC has approved new policy updates to clarify when activity-related soft tissue disorders of the limbs, such as repetitive strain injuries, qualify as occupational diseases rather than personal injuries. The changes, based on recommendations from recent policy reviews, aim to provide clearer guidance for decision-making and will apply to all claims decided on or after July 14, 2025.

<https://www.worksafebc.com/en/about-us/news-events/announcements/2025/May/activity-related-soft-tissue-disorders>

Decision on the New and Revised B.C. Exposure Limits based on the 2021, 2022, 2023, and 2024 ACGIH TLVs for Selected Chemical Substances

A new policy from WorkSafeBC clarifies that as of June 20, 2025, a range of chemical exposure limits in B.C. now align with the latest ACGIH TLVs (from 2021 to 2024), replacing previously excluded limits for substances such as antimony trioxide, cumene, various hexanes, dipropylene glycol methyl ether, xylene, and others. WorkSafeBC continues to defer adopting updated limits for certain substances, including benzene, due to sampling concerns and will maintain existing standards until further review.

<https://www.worksafebc.com/en/law-policy/occupational-health-safety/regulating-chemical-exposure/decision-new-revised-occupational-exposure-limits-2025-june>

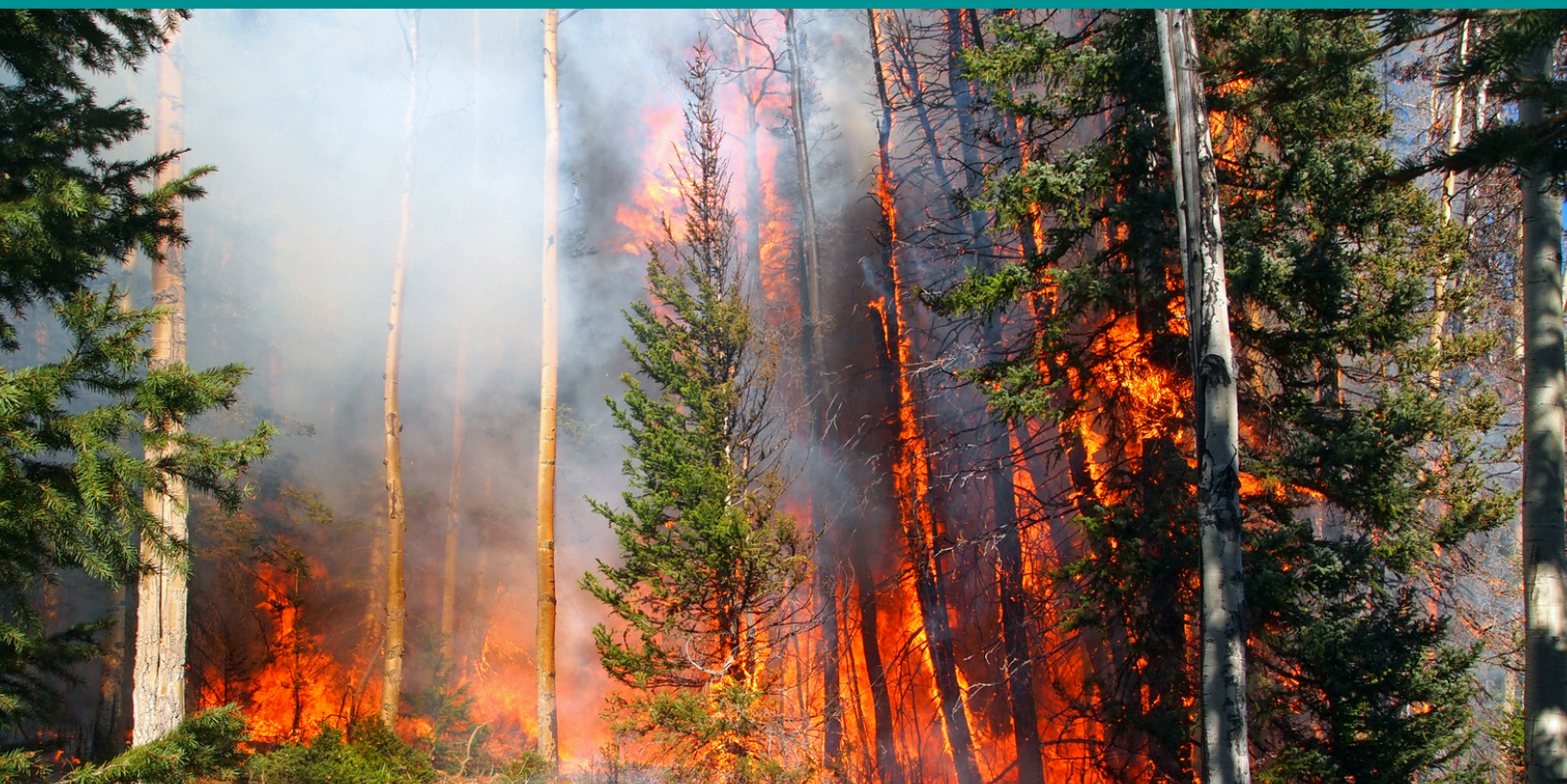




Alberta wildfire evacuations

Alberta's Workers' Compensation Board is providing support for employers, injured workers, and treatment providers affected by recent wildfire evacuations. This includes help with billing adjustments, benefit delivery, prescription refills, home care, rehabilitation appointments, and modified work arrangements. Workers who have been displaced can also receive assistance for smoke-related injuries, evacuation-related accidents, and good-Samaritan coverage, with guidance tailored to each claim and direct support from their claim owner to ensure continuity of care and benefits.

<https://www.wcb.ab.ca/about-wcb/whats-new/wildfires.html>



SASKATCHEWAN

Psychological Injuries – Psychological Injury Presumption

Saskatchewan's WCB updated its policy on psychological injury claims as of May 1, 2025, providing clearer guidance on how these claims are assessed under Section 28.1 of The Workers' Compensation Act. The policy outlines criteria for claims diagnosed by licensed psychologists or psychiatrists and ensures workers have access to counseling services and essential prescribed medications during the adjudication process. It also addresses claims involving traumatic events, substantial work-related stressors, and situations where a psychological injury may stem from a pre-existing condition, ensuring entitlement is not denied solely on that basis. These updates aim to create consistency in decision-making and better support workers affected by workplace-related psychological injuries.

<https://www.wcbask.com/policy-and-procedure/psychological-injuries-pro-112025>



Saskatchewan WCB records 27 fatal claims in 2024

Saskatchewan's Workers' Compensation Board (WCB) reported 27 workplace fatalities in 2024, the lowest in five years. This marks a 7% decrease from 2023, reflecting a broader trend of declining workplace injury rates. The total injury rate fell to 3.91 per 100 workers, while the time-loss injury rate decreased to 1.72 per 100 workers. Notably, 90% of Saskatchewan workplaces reported zero injuries or fatalities for the fifth consecutive year. The WCB attributes these improvements to ongoing safety initiatives and the implementation of the 2023–2028 Fatalities and Serious Injuries Strategy, which focuses on high-risk sectors such as healthcare, transportation, and construction.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/saskatchewan-wcb-records-27-fatal-claims-in-2024/537131>



SASKATCHEWAN

WCB Saskatchewan: How to calculate premium discounts

Saskatchewan's Workers' Compensation Board (WCB) determines premium discounts and surcharges through an experience rating system that adjusts individual employer rates based on their specific claim cost history over a three-year period. Employers are classified into 50 industry codes, each with its own risk profile, and the base premium rate for 2025 is set at \$1.28 per \$100 of assessable payroll. Employers with fewer claims or lower claim costs may receive discounts, while those with higher claims or costs may incur surcharges. The evaluation for 2025 premium rates is based on employer data from 2021, 2022, and 2023, with 2024 data excluded due to its incompleteness. This system ensures fairness by rewarding safer employers and requiring those with higher claim costs to contribute more.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/wcb-saskatchewan-how-to-calculate-premium-discounts/522940>



MANITOBA



Policy Update 03-25 (minimum awards & benefit-of-doubt rules)

Manitoba's WCB has issued a policy update clarifying procedures for handling work-related injury claims under The Workers Compensation Act. The system provides no-fault compensation to workers while protecting employers from civil lawsuits and is funded through employer assessments. The update reinforces re-employment obligations for larger workplaces, details the appeal process for disputed decisions, and emphasizes the role of the Fair Practices Office in ensuring procedural fairness.

<https://www.wcb.mb.ca/uploads/2025/07/0133.pdf?x68713>

WCB distributes \$122 million in surplus funds to Manitoba employers

Manitoba's Workers Compensation Board (WCB) is distributing \$122 million in surplus funds to employers, crediting strong investment returns and prudent financial management. Eligible employers will receive a credit equivalent to 50% of their 2024 premium, applied to their 2025 premium. To qualify, employers must have reported their 2024 payroll and owed a WCB premium. Employers who have not yet reported can still submit their information to receive the distribution.

<https://www.wcb.mb.ca/news/wcb-distributes-122-million-in-surplus-funds-to-manitoba-employers/>





ONTARIO

Employer convictions summary (system compliance trends)

Ontario's WSIB maintains a public record of convictions under the Workplace Safety and Insurance Act, covering offenses such as failing to report workplace accidents, providing false information, or committing fraud. Individuals can face fines or imprisonment depending on the severity of the violation, while corporations may be fined up to \$500,000 and ordered to pay restitution. The publicly available information includes the names of those convicted, the nature of the offense, and the penalties imposed. By highlighting these convictions, the WSIB aims to promote transparency, accountability, and compliance with workplace safety and insurance laws across Ontario.

<https://www.wsib.ca/en/convictions>



WSIB and OCEU reach tentative agreement to end labour disruption

The Workplace Safety and Insurance Board (WSIB) and the Ontario Compensation Employees Union (OCEU) have reached a tentative agreement to end the recent labour disruption. Pending a successful ratification vote, WSIB anticipates welcoming back its full team within 24 hours. During the disruption, the WSIB continued to provide essential services, including processing claims and income support for workers affected by work-related injuries or illnesses. The tentative agreement addresses key issues such as wages, benefits, and workload, aiming to ensure continued support for Ontarians in need.

<https://www.wsib.ca/en/news-release/wsib-and-oceu-reach-tentative-agreement-end-labour-disruption>



QUEBEC



Information capsule for firefighters

The CNESST has issued a warning regarding the use of firefighting gear during interventions near or on water. Tests have shown that these outfits, when wet, become heavy and cumbersome, increasing the risk of drowning for firefighters. It is now recommended to wear a personal flotation device (PFD) when within two meters of a body of water or in flooding situations. This measure aims to improve the safety of responders and prevent accidents during such interventions.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/habits-combat-incendie>

Working in the heat requires planning

Hot weather planning is essential for worker safety, according to the CNESST. Employers should adjust work pace during high temperatures, assign lighter tasks in peak heat, provide regular breaks in cool or shaded areas, and ensure adequate fresh water is available. Workers should be monitored for heat-related symptoms, and emergency procedures should be in place to address heat illness. These measures help reduce risks and protect the health of employees in hot working conditions.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/travail-chaueur-planifie>





QUEBEC

Financing of the Quebec occupational health and safety regime for 2026

Average contribution rates for Quebec's CNESST are set at \$1.48 per \$100 of insurable payroll for 2025, unchanged from the previous year. This amount covers the cost of work-related injuries, administrative expenses, the Safe Motherhood program, and prevention initiatives. Looking ahead to 2026, the rate will increase to \$1.54 per \$100 of payroll, remaining among the lowest since the Workers' Compensation Act was introduced. Employers can review their classification units to determine the rate that applies to their organization.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/taux-moyen-cotisation-2026>





NEW BRUNSWICK

WorkSafeNB Releases 2024 Annual Report Showcasing Historic Gains

WorkSafeNB's 2024 Annual Report highlights historic gains in workplace safety and operations, including the lowest injury frequency rate in the province's history. The report also notes improvements in claim management, with average resolution times decreasing due to early intervention, modified duties, and sector-specific case management. Financially, WorkSafeNB remains strong, maintaining stable assessment rates for employers while enhancing benefits for workers and supporting long-term sustainability.

<https://www.worksafenb.ca/about-us/news-and-events/news/2025/worksafenb-releases-2024-annual-report-showcasing-historic-gains>



NOVA SCOTIA

WCB's Board of Directors approves Return to Work and Duty to Cooperate Policy

WCB Nova Scotia's Board of Directors has approved a new Return to Work and Duty to Cooperate Policy, effective July 15, 2025. This policy outlines the roles and responsibilities of both employers and workers in facilitating a safe and timely return to work following a workplace injury. It emphasizes the importance of collaboration between all parties and sets clear expectations for communication and accommodation. Non-compliance with these requirements may result in penalties for either the employer or the worker. The policy was developed following consultations with stakeholders and aims to improve return-to-work outcomes across the province.

<https://www.wcb.ns.ca/About-Us/News-Room/News/WCBs-Board-of-Directors-approves-Return-to-Work-and-Duty-to-Cooperate-Policy-June-4-25>



PRINCE EDWARD ISLAND

Workshops & Seminars

The Workers Compensation Board (WCB) of Prince Edward Island offers a variety of educational sessions to support the development of healthy and safe workplaces across the province. These sessions are available to workers, employers, and the public, and include both in-person and online formats. Topics covered range from safety leadership and psychological health to specific workplace hazards and legislative requirements. The WCB also organizes an annual Workplace Health and Safety Conference, featuring workshops on various safety topics and a trade show of related products. Additionally, free online certificate courses are available to help individuals and organizations stay informed and compliant with current safety standards. For more information on upcoming sessions and to register, visit the WCB's Workshops & Seminars page.

<https://www.wcb.pe.ca/workplace/workshopsandseminars>



WorkplaceNL reports a lower lost-time injury rate and remains fully-funded

WorkplaceNL reported a historic drop in the lost-time injury rate in 2024, falling to 1.2 per 100 workers, down from 1.3 in 2023 and 1.4 in 2020, marking one of the lowest rates in Canada. The organization's Injury Fund was fully funded at 131.6%, up from 121% the previous year, thanks to strong investment returns. These results reflect WorkplaceNL's ongoing focus on workplace safety, proactive injury prevention, and financial sustainability, ensuring continued support and protection for workers across the province.

<https://www.wcb.pe.ca/workplace/workshopsandseminars>



MORE ABOUT TEKS**MED**

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services, contact us today:

[TeksMed.com](https://www.teksmed.com)

T: 1-844-835-7253 (TEKSALE)

E: info@teksmed.com

A FEW WORDS FROM OUR HAPPY CLIENTS:

“Over the course of our working relationship, Fitzpatrick Electrical Contractor has found TeksMed’s disability management to be exceptional. Their knowledge of return-to-work best practices, WSIB law and policy, and overall commitment to customer service is impressive and extremely helpful to us, especially in this industry.”

- Fitzpatrick Electrical Contractor Inc. | Health & Safety Manager

“TeksMed has been helping our employees return back to work when they are fully recovered and ready to work while reducing the time away from their workplace and lost wages. This has led to a substantial amount of savings for Denny’s Canada.”

- Denny’s Canada | Human Resources Coordinator

“TeksMed has been working with us for the last 3 years and has been providing excellent workplace injury claim management services. We have reduced our WCB costs by 12% each year and have successfully brought our injured workers back to work sooner and safer. Their professionals have made me worry-free on the WCB claims, so I can work on other things of my duties. Their team has really helped our company throughout the years.”

- Van-Whole Produce | HR Generalist

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