POLICY NUMBER: POL-114

Chapter:
BOARD OF DIRECTORS

Subject:
ENDS, ENDS

Effective Date:
January 23, 2003

Last Update:
April 2, 2026

PURPOSE:

The purpose of this policy is to set out the intended impact of the Workers Compensation Board (WCB) on employers, workers, injured workers and surviving dependants.

REFERENCE:

Workers Compensation Act, R.S.P.E.I. 1988, c W-7.1
Occupational Health and Safety Act, R.S.P.E.I. 1988, c 0-1
Workers Compensation Board Policy, POL-112, Board - Chief Executive Officer Relationship (CEO), Monitoring CEO Performance

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DEFINITION:

POLICY:

1. The WCB provides leadership in building safe and healthy workplaces, supports recovery if an injury occurs, and ensures the long-term sustainability of the system.

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2. The work of the WCB will have a positive impact on Prince Edward Island employers, workers, injured workers, and in the case of work-related fatalities, surviving dependants.

Employers

3. Employers will:

- Ensure safe workplaces, free from work-related injury, illness and death.
- Understand and fulfil their responsibilities for making the workplace safe.
- Educate everyone in the workplace about safety risk identification, management and mitigation.
- Have access to current information on all safety issues, hazards and exposures.
- Have effective injury prevention measures in place.
- Understand and fulfil their responsibilities for the recovery and return to work of injured workers.
- Be covered by the *Workers Compensation Act, Occupational Health and Safety Act,* and Regulations.
- Pay appropriate assessments to sustain the safety and compensation system.

Workers

4. Workers will:

- Have safe workplaces and be protected from work-related injury, illness and death.
- Understand their rights and fulfil their responsibilities for making the workplace safe.
- Have education on workplace safety risk identification, management and mitigation.
- Understand and apply safe work practices.
- Have access to current information on all safety issues, hazards and exposures.

- Be covered by the *Workers Compensation Act, Occupational Health and Safety Act,* and Regulations.

Injured Workers

5. Injured workers will:

- Be provided with compensation benefits and services in accordance with the *Workers Compensation Act*, Regulations and WCB policies.
- Have supports and access to appropriate care for their work-related injury or illness.
- Understand how to prevent re-injury and apply safe work practices.
- Have support and resources to return to work.
- Understand their rights and fulfil their responsibilities for their recovery and return to work.

Surviving Dependants

6. In the case of work-related fatalities, surviving dependants will be provided with compensation benefits and services, in accordance with the *Workers Compensation Act*, Regulations and WCB policies.

Monitoring

7. This policy will be monitored by the Board of Directors annually and reviewed in accordance with the annual monitoring schedule set out in WCB policy, POL-112, Board - CEO Relationship, Monitoring CEO Performance.

HISTORY:

April 2, 2026 – Non-substantial changes made to the policy as a result of a review by the Board of Directors.

July 27, 2023 – Amended to include system sustainability, supports for surviving dependants, and policy monitoring, and to expand on intended impacts for safety, coverage, recovery and return to work.

May 9, 2019 – Added a purpose statement, updated references and revised policy to reflect the updated mission statement.

October 24, 2013 – Amended section 5 and removed section 6.

August 21, 2013 - Editorial changes made to the policy as a result of a review by the Board of Directors.

April 4, 2006 - Editorial changes made to the policy as a result of a review by the Board of Directors.

June 23, 2005 - Updated to provide minor editorial changes, clarification regarding lawsuits, amendment of financial “stability” to “compensation” and only “access” to knowledge can be provided.

Board of Directors Approval Date: January 23, 2003.