

Waiting Periods – Summary

The following table describes the waiting periods in each jurisdiction. The waiting period is the amount of time or the amount of remuneration that a worker is not compensated for following an injury. The waiting period may not apply in all instances.

Jurisdiction	Waiting Period	Employer required to pay worker for Day of injury	Employer required to pay worker for Period after injury	Employer reimbursed for Day of injury	Employer reimbursed for Period after injury	WCB pays compensation for day of injury	WCB pays compensation following day of injury	Links to additional Information (if any)
Newfoundland and Labrador	No	Yes	No	No	Yes ¹	No	Yes	N/A
Prince Edward Island ²	Yes ² 2/5 ^{ths} of the weekly wage loss benefits payable to the worker	No	No	No	No	No	Yes, following the waiting period ²	Benefit Waiting Period: POL-84 Waiting Period
Nova Scotia ³	2/5 th of work week	No	No	No	Yes ³	No	After 2/5 th of work week ⁴	Waiting period is 2/5 th of the worker's net weekly compensation per section 37(4) of the Act

Source: Association of Workers' Compensation Boards of Canada – 2015

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New Brunswick ⁵	3/5 th of work week ⁶	No	No	No	No	Yes, following three-day waiting period ⁷	Yes, following three-day waiting period ⁷	<ul style="list-style-type: none"> • Policy No. 21-211: Three Day Waiting Period • Policy No. 21-116: Firefighters' Compensation Act
Quebec ⁸	No	Yes	14 days ⁸	No	Yes ⁸	No	Yes	N/A
Ontario ⁹	No	Yes ¹⁰	No	No	Yes ¹¹	No	Yes	N/A
Manitoba ¹²	No	Yes ¹³	No ¹⁴	No	Yes ¹	No ¹⁵	Yes	N/A
Saskatchewan	No	No	No	No	Yes ¹⁶	No	Yes	N/A
Alberta	No	Yes	No	No	Yes ¹	No	Yes	Workers' Compensation Act (section 25(1))
British Columbia	No	No ¹⁷	No	No	Yes ¹	No	Yes ¹⁸	N/A
Yukon	No	Yes	No	No	Yes ¹⁹	No	Yes	N/A
Northwest Territories and Nunavut	No	No	No	No	Yes ¹	No	Yes	Policy 03.02, Entitlement

Note: Waiting periods do not affect the worker's right to medical aid from the date of injury.

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- 1 If employer continues to pay a worker, the employer is reimbursed at the compensation rate. In Newfoundland and Labrador, employer cannot pay worker an amount in excess of compensation rate.
 - 2 Effective January 1, 2014, the worker is compensated after a waiting period equivalent to 40% of weekly compensation. If the worker is off work for more than four consecutive weeks following the accident, the benefits withheld due to the waiting period are re-paid. See policy: [POL-84 Waiting Period](#).
 - 3 If employer has continued to pay salary to a worker, the employer is reimbursed at the compensation rate provided the worker's loss of earnings lasts beyond the waiting period.
 - 4 If the worker is unable to work for a period extending beyond 5 calendar weeks, the worker will be reimbursed for the waiting period.
 - 5 See detailed information on New Brunswick's policy regarding its waiting period at [Policy No. 21-211: Three-day Waiting Period](#). As of December 18, 2009, exceptions to waiting period are made for police and firefighters: *Workers' Compensation Act*, section 38.11 (8.1).
 - 6 Claims adjudicated under the *Firefighters Compensation Act* for workers injured on or after December 19, 2009 are not subject to the three-day waiting period.
 - 7 If the worker is disabled for a period extending beyond 20 working days WorkSafeNB pays the worker for the three working days following the injury. If the worker is admitted to a hospital as an inpatient as a result of the injury, the waiting period is waived. See [Policy No. 21-211: Three-day Waiting Period](#) for other exceptions.
 - 8 The employer is required to pay the worker 90% of his net income for each subsequent day or part of a day the worker would normally have worked had he not been incapacitated, for fourteen full days following the beginning of incapacity, providing the worker has the required medical certificate (Section 199). The 90% of net income to which the worker is entitled for 14 full days following the commencement of incapacity, constitutes an income replacement indemnity, and the CSST shall reimburse the amount thereof to the employer within 14 days of receipt of the claim, failing which it shall pay interest (per Section 323) from the first day it is late. If the CSST subsequently decides that the worker is not entitled to the whole or part of the indemnity, the Commission shall claim reimbursement from the worker in accordance with division 1 of Chapter XIII of the *Act*.
 - 9 See Policy 18-01-10, Wages and Employment Benefits for Day of Injury.
 - 10 Where a worker is entitled to compensation for loss of earnings because of a work-related accident.
 - 11 If Schedule 1 employer has continued to pay salary to worker, employer will be reimbursed at the compensation rate.
 - 12 The WCB reimburses the worker for any medical aid expenses incurred on or after the accident date. Also see Manitoba's policy with respect to a worker's serious and wilful misconduct at [Serious and Wilful Misconduct Policy](#).
 - 13 Where the worker's time-loss or no time-loss claim is accepted by the WCB.
 - 14 Under the current Act, a regulation may be passed that requires specified employers to pay compensation to workers for up to 14 days following the accident. To date, no regulation has been passed.
 - 15 In exceptional circumstances, the WCB will pay the worker the gross wages he or she is due. The employer is required to pay the WCB back this amount. See policy 22.70.30.10, [Employer Obligation to Pay Worker for the Day of Accident](#).
 - 16 In accordance with Saskatchewan's *Act*, sections 96(1) and 96(2), Saskatchewan WCB will pay earnings loss benefits to employers in situations where they continue to pay a worker's salary following a work-related injury. The amount paid to the employer cannot exceed the compensation amount to which the worker is entitled under the *Act*.
 - 17 There is no requirement in the *Workers Compensation Act* for an employer to pay worker for Day of Injury.
 - 18 Health care is paid on the day of injury. Loss of earnings benefits commence effective the first scheduled shift lost as a result of the work injury or disease. (section 5(2), RSCM Vol. II #34.30)
 - 19 If a worker receives earnings in respect of a period of disability, then the Board may pay to the worker's employer an amount equal to the compensation to which the worker would have otherwise been entitled.

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