

Waiting Period – 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 / Workers' Compensation Board / Commission	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 / WorkplaceNL	No	Yes	No, except for hours worked during an approved ESRTW program	No	Yes, when employer pays compensation rate directly to worker	No	Yes	No, except for hours worked during an approved ESRTW program
Prince Edward Island / Workers' Compensation Board of PEI	Eliminated effective Jan 1, 2016	No	No	No	No	No	Yes	<ul style="list-style-type: none"> WCB Policy 84, Waiting Period
Nova Scotia / Workers' Compensation Board of Nova Scotia	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
New Brunswick / WorkSafeNB	1/5 th of work week ⁶	No	No	No	No	Yes, following one - day waiting period ⁷	Yes, following one - day waiting period ⁷	<ul style="list-style-type: none"> Policy 21-211: Unpaid Waiting Period Policy No. 21-116: Firefighters' Compensation Act
Québec / Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)	No	Yes	14 days ⁸	No	Yes ⁸	No	Yes	<ul style="list-style-type: none"> Politique 2.01 – Le droit à l'indemnité de remplacement du revenu Politique 2.02 – Le calcul de l'indemnité de remplacement du revenu
Ontario / Workplace Safety and Insurance Board (WSIB)	No	Yes ¹⁰	No	No	Yes ¹¹	No	Yes	N/A
Manitoba / Workers' Compensation Board of Manitoba ¹²	No	Yes ¹³	No ¹⁴	No	Yes ¹⁶	No ¹⁵	Yes	<ul style="list-style-type: none"> Serious and Wilful Misconduct Policy Employer Pays for Accident Date Policy Benefits Guide - FAQ
Saskatchewan / Saskatchewan Workers' Compensation Board	No	No	No	No	Yes ¹⁷	No	Yes	N/A
Alberta / Worker' Compensation Board of Alberta	No	Yes	No	No	Yes ¹	No	Yes	<ul style="list-style-type: none"> Workers' Compensation Act (section 25(1))
British Columbia / WorkSafeBC	No	No ¹⁸	No	No	Yes ¹	No	Yes ¹⁹	N/A
Yukon / Yukon Workers' Compensation Health and Safety Board (YWCHSB)	No	Yes	No	No	Yes ²⁰	No	Yes	N/A
Northwest Territories / Workers' Safety and Compensation Commission (WSCC)	No	No	No	No	Yes ¹	No	Yes	<ul style="list-style-type: none"> Policy 03.02, Entitlement

Note: Intended for educational purposes only. Provisions subject to change. Check individual jurisdictions for current law and policy.

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 CNESST 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 CNESST 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. In exceptional circumstances, medical aid expenses are not payable for three weeks from the day the worker requires medical aid. See policy 44.10.30.30, *Serious and Wilful Misconduct*.
- 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 If employer continues to pay a worker, the WCB reimburses the employer the amount of wage loss benefits that would be payable to the worker.
- ¹⁶ In exceptional circumstances, the WCB will pay the worker the wages and benefits they are 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](#).
- ¹⁷ 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*.
- ¹⁸ Section 134 (4-5), RSCM # 34.30
- ¹⁹ 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)
- ²⁰ 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.

Disclaimer:

***This table has been designed for general information purposes only. The AWCBC makes no representations as to the completeness or accuracy of the information (which is not exhaustive) and individual workers' compensation boards/commissions should be contacted for specific or additional information and clarification. See AWCBC's website for links to [Boards/Commissions](#).*