

Private Sector Privacy Legislation

As an organization subject to the Freedom of Information and Protection of Privacy (FOIP) Act since 1995, the Workers' Compensation Board - Alberta (WCB) recognizes the importance of protecting privacy.

WCB-Alberta, as a public body, is authorized by an act of government to collect and disclose information as required for WCB-Alberta programs and activities. The *Alberta Workers' Compensation Act* specifically allows WCB-Alberta to determine what information is relevant in fulfilling its role as the neutral administrator of the compensation system.

WCB-Alberta's authority to collect personal information

The *Workers' Compensation Act* also gives WCB-Alberta the same power as a court to compel the production of information, and the ability to collect information subject to the Personal Information Protection Act (PIPA). Sections 20 and 21 of PIPA allow private sector organizations to disclose personal information to public bodies such as WCB-Alberta. WCB-Alberta can also collect information under its right to audit employers and health care providers.

Information for employers under Private Sector Privacy Legislation (PIPA & PIPEDA)

- WCB-Alberta provides employers with access to a claimant's personal information for the limited purposes of facilitating return-to-work planning; understanding medical and vocational rehabilitation, understanding decisions made by WCB-Alberta; and to contemplate or advance a review or appeal.
- Employers must keep all employee information confidential. When employers provide specific information to WCB-Alberta they must take special care the information does not include other employee's information where it is not required.
- For employers subject to private sector privacy legislation, unreasonable collection, use or disclosure of personal information may contravene section 19 of PIPA and/or section 3 of the Personal Information Protection and Electronic Documents Act (PIPEDA).

Disclosing personal information to WCB-Alberta

The authority of the Workers' Compensation Act allows WCB-Alberta to collect personal information from organizations subject to PIPA without first obtaining consent. WCB-Alberta requires only that information necessary to administer the Workers' Compensation Act. Case managers and account managers are familiar with the limits of personal information required for WCB-Alberta's programs and services.

More information

For questions or concerns regarding protection of privacy at WCB-Alberta, email privacy@wcb.ab.ca or call WCB-Alberta's FOIP department at 780-498-3876.

If you have specific concerns regarding PIPA, contact the Government of Alberta at 780-644-PIPA (7472) or dial toll free outside Edmonton by calling 310-0000 first then provide the area code and telephone number. More information is also available online at <http://pipa.alberta.ca>.

You can find the *Alberta Workers' Compensation Act* at:
<http://www.wcb.ab.ca/public/policy/legislation.asp>