Reporting an injury

By law, employers are required to report injuries that their workers suffer while on the job. If your worker has been injured, you have **72 hours** after becoming aware of an injury or illness to submit the Employer Report of Injury form. The sooner we receive your information, the faster we can determine entitlement to benefits and services for your worker.

You need to submit a report to WCB if the accident results in, or is likely to result in:

- **Lost time or the need to temporarily or permanently modify work** beyond the date of accident.
- **Death or permanent disability** (amputation, hearing loss, etc.).
- **A disabling or potentially disabling condition** caused by occupational exposure or activity (such as a mental health concern, poisoning, infection, respiratory disease, dermatitis, etc.).
- **The need for medical or mental health treatment beyond first aid** (assessment by physician, psychologist, physiotherapist, chiropractor, etc.).
- **Incurring medical aid expenses** (dental treatment, eyeglass repair or replacement, prescription medications, etc.).

**Option 1:**
Report online using myWCB

myWCB provides you with access to a number of online services, including reporting. Through myWCB, electronic injury reporting will guide you through the reporting process and provide you with help along the way.

To learn more about myWCB, visit our website under Resources > For employers > Online services.

**Option 2:**
Submit a one-time injury report

If you are unable to sign up for online services you can still submit a one-time injury report online.

Visit our website under Claims > Report an injury > For employers.

**Option 3:**
Report by fax

If you are unable to access our online services you can submit the Employer Report of Injury form by fax to:

- 780-427-5863 (Edmonton)
- 1-800-661-1993 (within Canada)

If you fax the report, do not send another copy by mail.

If you have questions or need help reporting, call us.

Inside Alberta: 1-866-922-9221
Outside Alberta: 1-800-661-9608 (in Canada)
Employer Report Instructions

The numbers refer to question numbers on the form that may require additional explanation.

If you are unclear or need assistance completing this form, call 780-498-3999.

Claim Type

1 Time Lost (TL)
Check this box if your worker is off work past the day of the injury. (Complete the entire form.)

2 Modified Work
Check this box if your worker’s duties have changed because of the injury. Modified work includes a change in duties, job, hours, or amount of work. If your worker is on modified work beyond the day of the accident, the injury must be reported to WCB even if there is no time lost or loss of earnings. (Complete both pages of the form.)

No Time Lost (NTL)
Check this box if your worker will not miss work beyond the day of the injury. (Complete all sections except for section 8, 9, 10 and 11.)

Worker Details

Please provide as much information as possible.

Employer Details

2 Employer/supervisor contact
Provide the contact name and number of the person in your company managing your worker’s claim and return to work.

Accident Details

3 Date & time of accident
If the injury/condition or occupational disease developed over a period of time, indicate the date you first became aware of the injury.

4 Date accident/injury reported to employer
Name the date, time, person, position and contact information.

5 Describe what happened to cause the injury
Include typical actions and how often they are repeated on the job (e.g., twisting, typing, pushing, and pulling). If there is any lifting, indicate the weight.

If you need more space than the area provided, please attach a letter.

Example:
Bob walked into our walk-in cooler to get a 50 lb. sack of potatoes. He bent down and picked up the sack, turned to his right to leave. He felt a pull in his lower back and dropped the potatoes on his right foot, also injuring his right foot.

6 Location of accident
This information may be needed to determine:
- whether your worker was performing duties in the course of employment, OR
- whether the injury occurred due to the negligence of another party.

Provide a street address, if possible, indicate the location (e.g., 25 km east of Edmonton on Highway 16, an oil rig site). If it is a motor vehicle accident, include the direction of travel.

7 Employer provided health benefits
Employers are required to pay the health benefits of their injured workers for up to one year* following the date of accident. If your worker was contributing to any premiums, they must also continue to pay what they were paying before the accident or illness for benefit coverage to continue.

*If your worker voluntarily ends their employment during the coverage period, you will no longer be entitled to provide health benefits past the last day of employment.

Call the claims contact centre 780-498-3999 or 1-866-922-9221 if you are reporting one of the following:

1. Repetitive strain injury
For example, a typist developed tendonitis in the wrist as a result of job duties. Describe fully what job duties are done each day. Include the time spent at each task.

2. Occupational disease
Describe hearing loss, respiratory problems, etc. due to prolonged exposure to gas, chemicals, loud noises, etc.

3. Motor vehicle accident
Send us a copy of the police report, when available.
Employer Details

Business name or government department: 
WCB account number:  
Industry: 

Mailing address:  
City:  Province:  Postal code:  
Phone number:  Fax:  Contact e-mail:  

Employer/Supervisor contact name and title: 

Worker Details

Last name:  First name:  Initial: 
Mailing address:  Apt# _____ ,  Social Insurance #:  
City:  Province:  Postal code:  
Phone number:  Date of birth:  Gender:  M  F  
Occupation:  Job description:  Date hired:  

Does the worker have WCB personal coverage with this business?  Yes  No  Is the worker a partner or director in this business?  Yes  No  
Is the worker an apprentice?  Yes  No  If yes, date the worker would have obtained journeyman status:  

Accident Details

Date and time of accident:  
Time: ______ : ______  a.m.  p.m.  

Date and time scheduled shift started:  
Time: _____ : _____  a.m.  p.m.  

Date and time scheduled shift ended:  
Time: _____ : _____  a.m.  p.m. 

Date accident/injury reported to employer:  
To whom was the accident/injury reported?:  Phone number:  

Describe fully, based on the information you have, what happened to cause this injury or disease. Please describe what the worker was doing, including details about any tools, equipment, materials, etc., the worker was using. State any gas, chemicals or extreme temperatures worker may have been exposed to: 

__________________________

Motor vehicle accident?  Yes  No  If you have a police collision report, please mail or fax it to us once you have a police collision report available. Please include the worker's name and claim number.  

Cardiac condition/injury?  Yes  No  Did the accident/injury occur on employer's premises?  Yes  No  

Location where the accident happened (address, general location or site):  

Were the worker's actions at the time of injury for the purpose of your business?  Yes  No  

Were the actions part of the worker's regular duties?  Yes  No  

Did you provide health benefits to the worker at the time of the accident?  Yes  No  

If yes, will you continue to pay the health benefit premium?  Yes  No  

Seven digit claim # (if available):  

Claim Type  

Time lost  Modified work  Fatality  
No time lost  (Notice of non-disabling injury/illness) 

Complete entire report if claim type is one of the above  
Complete all sections except for section 8, 9, 10 and 11.
Please fill in your worker’s name, Social Insurance Number, and date of birth at the top of the second page in case the pages get separated.

Return to Work Details

Please fill out all of the information that applies.

Employment Type Details

Complete one of the following A or B or C

• Complete A if your worker works for you 12 months per year.
• Complete B if your worker works only part of the year, even though you may call the worker back to work each year. To correctly set the amount of compensation, we need to know the total number of days or months per year you would employ someone doing the same job as the injured worker, even if the work period starts and ends several times.
• Complete C if the injured person is an owner/operator, subcontractor, or does piece work.

Earnings Details

Complete one of the following A or B

A. Gross earnings
Provide the worker’s gross earnings for the 1 year period prior to the date of injury; or from the date the worker received a pay raise or job change in the past year; or from the date the worker was hired if less than 1 year from the date of injury.

Example:
Your worker was injured on June 4, 2014. Provide gross earnings for the period June 4, 2013 to June 3, 2014. A T4 slip for the previous year is not sufficient.

Gross earnings include:
• Basic hourly, weekly, biweekly, or monthly pay
• Overtime pay
• Shift differentials
• Bonuses
• Statutory Holiday pay
• Gratuities
• The dollar value of the employer-subsidized portion of employer-provided accommodation if the worker loses the accommodation because of the accident.
• The dollar value of an isolation allowance if the allowance is a permanent part of the job and the worker loses the allowance because of the compensable accident.
• The dollar value of travel, subsistence and lodging allowances if they are recorded as taxable benefits.

Gross earnings not to include:
• Non-taxable income
• Severance Pay
• Pay in Lieu of Notice
• Reimbursement of Expenses
• Employer paid RRSP/RPP contributions
• Employer paid AHC premiums
• Employer paid group insurance premiums
• Dividend income

Time missed from work without pay
These are periods your worker missed because of maternity leave, or sick leave without pay. Do not include vacation, shutdown or lack of work periods.

B. Hourly Rate

Additional taxable benefits:

Vacation and statutory holiday pay
Please indicate if your worker is paid holiday and stat pay as an additional percentage on their paycheque or if these days are taken as time off with pay.

Shift premiums
Complete if your worker receives pay in addition to the regular rate of pay (e.g., 50¢ paid per hour for night shift). Provide the worker’s gross shift premium earnings for the one year prior to the date of injury (less if they have not worked a full year).

Overtime
Complete only if your worker works overtime throughout the year.

Other
Use this if your worker gets any other taxable earnings (e.g., permanent accommodation, company car, northern living allowance, bonus).
Return to Work Details

I understand that I have a legal obligation to work with my injured worker and WCB to coordinate his/her safe return to work. I am also obligated to hold the worker’s job while he/she recovers. Exceptions: Short-term or some seasonal workers, subcontractors and workers with personal coverage.

a. Will/Did you pay the worker regular pay while off work?  Yes  No

Has the worker returned to work?  Yes  No

b. Date worker first missed work:  

(Year / Month / Day)

c. If the worker has returned to work, indicate date:  

(Year / Month / Day)

Current work status:  

☑ Regular work duties, or  ☐ Modified work duties  ☐ Regular hours of work, or  ☐ Modified hours of work:  _____ hrs per _____

☐ Pre-accident rate of pay, or  ☐ Revised rate of pay:  $ ______________  per __________  ☐ Not working

d. Has modified work been offered?  Yes  No

Please describe the modified duties offered or currently performing:

__________________________________________________________________________

Do you need assistance identifying modified work opportunities?  Yes  No

e. If the worker is not back at work are you able to modify work duties/hours to accommodate an early return?  Yes  No  Was offered but the worker declined

f. Approximate return to work date:  

(Year / Month / Day)

Employment Type Details (Complete A or B or C. Select the worker’s type of employment.)

A  ☐ Permanent position employed 12 months of the year:  ☐ Full time  ☐ Part time  ☐ Irregular/Casual

or B  ☐ Non-permanent position employed only part of the year (subject to seasonal or lack of work layoffs):  ☐ Seasonal worker  ☐ Summer student  ☐ Temporary

Position start date:  

(Year / Month / Day)

Position end date:  

(Year / Month / Day)

Estimated  Actual

How many months or days per year do you employ workers in this position?

or C  ☐ Sub contractor  ☐ Piece work  ☐ Vehicle owner/operator  ☐ Welder owner/operator

☐ Self-employed  ☐ Volunteer  ☐ Commission  ☐ Other

Does the worker incur expenses to perform the work (substantial materials, heavy equipment, larger tools, etc.)?  Yes  No

Will the worker receive a T4?  Yes  No

Earnings Details  Choose A or B:

Earnings information contact name (please print):

Earnings contact phone number:  ____________________________

Earnings contact e-mail:  ____________________________

A  Gross earnings for the period of one year prior to the date of injury or date the worker was hired if less than one year:  $ __________  from:  

(Year / Month / Day)  to  

(Year / Month / Day)

Was any time missed from work without pay during the above period, excluding vacation?  (eg. maternity, sick, WCB benefits)  Yes  No

Dates and reasons:

or B  Worker’s hourly rate of pay at time of accident:  $ __________

Additional taxable benefits:

Vacation pay  ☐ Taken as time off with pay OR  ☐ Paid on a regular basis  %

Shift premium gross earnings:  $ __________  from:  

(Year / Month / Day)  to  

(Year / Month / Day)

Overtime gross earnings:  $ __________  from:  

(Year / Month / Day)  to  

(Year / Month / Day)

Other gross earnings:  $ __________  from:  

(Year / Month / Day)  to  

(Year / Month / Day)
# Hours of Work Details

a. Number of hours (not including overtime):  
   - per Day  
   - per Week  
   - per Shift cycle  
   - Other: ___________________

b. Does the work schedule repeat?  
   - No  
   - Yes  

Average regular hours worked per week (not including overtime):  

Date shift cycle commenced:  
   - (Year / Month / Day)

Mark hours worked for one complete work schedule (use zero for days off):  

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IMPORTANT  
Circle day of injury. See instructions  

or if your schedule is more than 21 days, attach a copy of the schedule.

Employer's signature: ____________________________________________________  
Date: ____________________________  
   - (Year / Month / Day)

If you have any other information that would help us make a decision, or if you have concerns, please attach a letter.  

**THIS DOCUMENT MAY BE EXAMINED BY ANY PERSON WITH A DIRECT INTEREST IN A CLAIM THAT IS UNDER REVIEW OR APPEAL.**
**Hours of Work Details**

**11. Number of Hours**

Indicate the regular hours of work, not including overtime periods.

**b. Does work schedule repeat?**

*If No:* Report the average number of regular hours worked per week during the year prior to the injury. Do NOT complete the work schedule.

*If Yes:* Mark the number of regular hours worked per day in each of the boxes. Put zero for days off. Explain any codes you use in the boxes (for example, N=night, W=weekends, D=days, E=evenings). We need to know at what point in this work schedule your worker was injured to determine the compensation to pay. Circle the day in the work schedule your worker was injured.

*See example below.*

**Example:** Your worker worked 8-hour days in the first week and 8-hour nights in the second and third weeks. Your worker was injured on the Wednesday of the second week and was off work for 2 days (Thursday and Friday). Your worker would be paid WCB benefits for 2 days.

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*Important:* Circle the day in the work schedule your worker was injured.

**OR:** If the work schedule is longer than 21 calendar days, attach a copy of the schedule. Circle the day on this work schedule that your worker was injured.

**Notes:**

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________

______________________________________________________________________
What happens when your worker is injured at work?

1. **Employer**
   - Your worker immediately informs you. You complete and send a form to WCB within 72 hours.
   - **Employer’s Report**

2. **Doctor**
   - Your worker sees a doctor about the injury. The doctor completes and sends a form to WCB within 48 hours of your worker’s visit.
   - **Doctor’s Report**

3. **Worker**
   - Your worker completes a Worker Report of Injury or Occupational Disease form and sends it to WCB as soon as possible.
   - **Worker’s Report**

**WCB registers your worker’s claim and assigns it to a staff member.**

If more information is required to make a decision or if some is missing, WCB will contact you, your worker, or their doctor. *This causes delays in payment.*

**Claim not accepted**
- The legislative and policy requirements were not met by the information collected. Your worker will be advised of the reason by phone and in writing. They have the option to appeal within one year.
- **Appeal**

**Claim accepted**
- The legislative and policy requirements were met. Benefits and services may include:
  - Wage loss replacement
  - Medical costs
  - Case management services
  - Return-to-work assistance
- **Time lost claims**
  - WCB assigns your worker’s claim to an adjudicator who makes the initial benefit decisions.
  - If your worker needs additional rehabilitation support to return to work, the claim may be transferred from an adjudicator to a case manager.
- **No time lost claims**
  - Your worker has not missed work past the day of injury, a claim process team will monitor their medical treatment.
  - Teams also review letters and reports for evidence a claim may require adjudication.

**Any questions?**
- Edmonton: 780-498-3999
- Calgary: 403-517-6000
- Toll Free: 1-866-922-9221

Workers’ Compensation Board – Alberta