

Overview

WCB-Alberta’s multi-year, rolling plan reflects internal and external feedback on WCB policies. The plan highlights opportunities to enhance, clarify, or revise policies to reflect new information, emerging trends, best practices, or legislative changes. While policies are reviewed for a variety of reasons, they are always updated with the goal of building understanding and clarity.

The multi-year plan confirms which policies are scheduled for review and provides an approximate timeline for the work required to complete the review. The time required for policy review depends on the complexity of the issues and breadth of information required and may be impacted by emerging issues and other priorities.

The plan is updated throughout the year to reflect changes in policy review status and priorities, keeping the plan current. In working through the policy plan, we are committed to ensuring our policies reflect current legislation, research, and feedback.

How to get items on the policy project plan

Projects can be added to the rolling plan at any time and additions come from both internal and external sources. Externally, new projects may arise out of meetings with industry and labour groups, including the Policy Consultation Advisory Group (PCAG).

We also use our online consultation process to formally gather feedback on the policy plan every two years and that feedback is reflected in the rolling plan. The last policy plan consultation was open for consultation from June 30 to September 29, 2025. Any feedback will be reflected in the updated plan to be published in early January 2026.

Policy Projects

As this is a multi-year plan, policy projects are at different stages of the process. Progress may change based on complexity, urgency, and emerging issues. WCB’s Board of Directors’ Policy Committee determine the need for and nature of policy consultation.

1. **Final consultation stage and/or pending approval:** Consultation on these projects has closed or consultation is not required, and they are expected to proceed to final review and approval by the Board of Directors within the next six months.

| Topic | Description | Status |
|--|---|---|
| Policy project plan update (2026-2028) | Use the online consultation process to gather feedback to update the Policy Project Plan for the 2026-2028 version. | Consultation closed September 29, 2025. For discussion in November. |

| Topic | Description | Status |
|---|--|---|
| Policy interpretation and application | Develop a new policy to provide guidance in the interpretation and application of policy. | Consultation closed September 29, 2025. Feedback is under review. |
| Housekeeping and Home Maintenance Assistance (services for seriously injured workers) | Under Policy 04-10, workers with serious injuries may be eligible for assistance if, due to their injury, they have functional restrictions that no longer allow them to perform necessary tasks related to interior/exterior home maintenance. Review to see if there are opportunities to streamline and simplify the process through which workers receive the benefits to which they are entitled. | Consultation closed September 29, 2025. Feedback is under review. |

2. **Consultation:** These projects are open for feedback on our website.

There are no active policy consultations currently. See the consultations section for consultations closed within the last 12 months.

3. **Policy drafting:** These projects are being prepared for review, with consultation, if required, expected within the next 6 months.

| Topic | Description | Status |
|--|---|----------------------------|
| Services for severely injured workers | Under Policy 04-07, severely injured workers may be eligible for assistance if, due to their injury, they have functional restrictions that no longer allow them to perform necessary tasks related to their independence, activities of daily living, personal care, or interior/exterior home maintenance. Review to see if there are opportunities to streamline and simplify the process through which workers receive the benefits to which they are entitled. This project includes determining if information in Application 3, Medical Aids, should be moved to Policy 04-06 as it relates to health care and medical aid. | Policy analysis & drafting |

4. **Policy review, research, and information/data gathering:** These projects are being actively reviewed and researched to determine scope and gather necessary information for analysis.

| Topic | Description | Status |
|---|--|---------------------------|
| Home modifications for severely injured workers | Severely injured workers are living longer and relocating more. A review of WCB's Policy 04-07, Part II, Application 2, on home modifications will ensure compensable needs are being met. | Data gathering & analysis |
| Funding | Last policy update was effective January 2023. Review and analysis have commenced, with expectations for preliminary recommendations and external consultation to begin in 2026. | Data gathering & analysis |

5. **On the horizon:** These projects are slated for review within the next 18-24 months; however, timelines and priorities may evolve, and adjustments to timing could occur. We will provide updates on any changes.

| Topic | Description |
|--|--|
| Policy manual review and modernization | The consolidated online policy manual was first published in February 1997. The format of the policy manual has not been reviewed or modernized since the policy manual was first published and updates may be needed to ensure it meets the needs of today's users. |
| Chronic pain/chronic pain syndrome | This policy is slated for a review to ensure terminology and approach are appropriate and reflect current medical knowledge. |

6. **Completed:** These policies have been approved by the Board of Directors and have been published in the previous 12 months.

| Topic | Outcome |
|---|---|
| Policy 01-02, Access and Privacy | Revised policy published October 2025 |
| Policy 03-01, Part II, Application 6, Psychiatric or psychological injury (presumptive coverage for designated classes of nurses) | Revised policy published October 2025 |
| Policy 03-01, Part II, Application 5, Hearing Loss | Revised policy published June 2025 |
| Permanent total disability definition review | Revised policy published Jan 2025 |

7. **Completed, no policy change required:** These projects have been completed in the previous 12 months and resulted in no policy change.

| Topic | Description | Status |
|--|---|--|
| Cost relief for back injuries | Review Policy 05-02, Part II, Application 3, to: <ul style="list-style-type: none"> Review the threshold for relieving claim costs (currently eight weeks), and Review of base earnings for cost relief application | After thorough discussion with external partners, it was decided no policy change is required. This item will be removed from the Policy Project Plan. |
| Cost relief: No-time loss (NTL) threshold impact on experience rating | Review impact on the employer's experience record when cost relief brings the claim cost under the NTL threshold. | After thorough discussion with external partners, it was decided no policy change is required. This item will be removed from the Policy Project Plan. |
| Cost relief: unrelated psychological treatment | Review options for cost relief for psychological treatment unrelated to the work injury/pre-existing psychological conditions. | After thorough discussion with external partners, it was decided no policy change is required. This item will be removed from the Policy Project Plan. |

Annual Updates

These projects are undertaken each year in the last quarter of the year (Q4) to ensure key services and benefits remain up to date.

| Topic | Description | Status |
|--|--|--------|
| Cost-of-living adjustments (COLA) | Annual update of various benefits to which cost-of-living adjustment (COLA) is applied, including annual compensation tables. (All associated policy documents). | Q4 |
| Annual reviews | Allowance rates, funeral costs, and the clothing allowance for severely injured workers who use assistive devices are completed annually. (All associated policy documents). | Q4 |

2025-2027 Policy Project Plan



Consultations

The following online consultations have closed within the last 12 months as part of the Policy Project Plan.

| Consultation dates | Topic |
|--------------------------|---|
| June 30 to Sept 29, 2025 | Housekeeping and home maintenance assistance (Policy 04-10) |
| June 30 to Sept 29, 2025 | Policy interpretation and application (Policy 01-00) |
| June 30 to Sept 29, 2025 | Policy project planning |