

**Alberta WCB
Policies &
Information**

Chapter:

BENEFITS

Subject:

RETURN-TO-WORK SERVICES

Authorization:

BoD Resolution 2021/02/09

Date:

March 22, 2021

APPLICATION 8: RELOCATION

1. *When does WCB recommend worker relocation?*

Relocation is a return-to-work option that is not usually considered until all other reasonable options within the community have been exhausted. However, if the worker has to change jobs because of permanent compensable work restrictions and there are no suitable jobs available in the worker's area, WCB may recommend that the worker relocate to an area with appropriate employment opportunities. In these cases, WCB will pay for the associated reasonable costs.

2. *When is the worker eligible for relocation assistance?*

WCB may help with the costs of relocation (costs directly related to moving the worker's family and household effects such as basic moving expenses and reasonable legal and realtor fees, etc.) provided **all** of the following conditions are met:

- a) permanent compensable work restrictions make it advisable for a worker to change occupations,
- b) there is no suitable alternative employment available at the worker's present location,
- c) relocation is necessary to meet return-to-work goals, and
- d) employment at the new location is confirmed prior to the actual relocation.

3. *What limitations are there?*

All mileage, subsistence, and meal allowances are subject to maximum amounts determined by the Board of Directors (see Addendum A to Policy 04-02, *Temporary Benefits*).

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4. *What if the worker doesn't want to relocate?*

WCB will look at the worker's circumstances and determine whether it is reasonable to expect the worker to relocate. Factors considered include job opportunities in the worker's present location and elsewhere, medical condition, age, family circumstances, and psychological impact.

If WCB determines relocation is reasonable and the worker refuses, the worker's benefits may be calculated as though the worker had relocated and obtained employment. In addition, for claims with a date of accident from September 1, 2018, to March 31, 2021, inclusive, if the relocation was necessary to accept a suitable accommodation offer made by the accident employer under s.88.1 of the WCA, the employer's obligation to reinstate the worker will end (see Application 2, Question 17).

5. *When is this policy application effective?*

This policy application (Application 8 – Relocation) is effective April 1, 2021, except when noted otherwise in a specific policy section(s).

[Document History](#)

Previous versions

- [Policy 0405 Part II, Application 8 - September 2018](#)
- [Policy 0405 Part II, Application 6 - April 2018](#)
- [Policy 0405 Part II, Application 6 - August 2015](#)
- [Policy 0405 Part II, Application 6 - January 2004](#)
- [Policy 0405 Part II, Application 6 - September 2001](#)
- [Policy 0405 Part II, Application 6 - October 1997](#)
- [Policy 0405 Part II, Application 6 \(consolidated manual 1st Issue\) - February 1997](#)