Private sector privacy legislation

As an organization subject to the *Access to Information Act* (ATIA) and the *Protection of Privacy Act* (POPA), the Workers' Compensation Board – Alberta (WCB) recognizes the importance of protecting privacy.

As a public body, WCB-Alberta is authorized to collect and disclose information as required for WCB-Alberta programs and activities. Alberta's *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 employees' 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. Case managers and account managers are familiar with the limits of personal information required for WCB-Alberta's programs and services and will only ask for the information necessary to administer the *Workers' Compensation Act*.

More information

For questions or concerns regarding protection of privacy at WCB, email atipp@wcb.ab.ca or call WCB's Access to Information and Protection of Privacy (ATIPP) Office at 780-498-3876.

If you have specific concerns regarding PIPA, more information is available online at pipa.alberta.ca.

You can find Alberta's *Workers' Compensation Act* at: www.wcb.ab.ca/about-wcb/policy-and-legislation/legislation.html.