

## 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](mailto: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: <https://www.wcb.ab.ca/about-wcb/policy-and-legislation/legislation.html>

