

# Shift cycles and compensation rates

Your shift cycle is your pattern of work, or your days on (working days) and days off (non-work days). It may also be referred to as a work rotation or a work cycle. Your shift cycle is used to calculate the payments you may receive as you recover from your workplace injury. We set your compensation rate using the shift cycle you were working on the date of your accident. There are three different types of shift cycles.

## Non-repeating shift cycle

A non-repeating shift cycle represents a work cycle that has varied days on and off without a set pattern. To ensure we do not miss paying you for any days, we take your average number of regular hours per week and spread them evenly over seven days.

### Example

Your compensation rate is \$945.21 per week.

$\$945.21 \text{ per week divided by } 7 \text{ days in the shift cycle} = \$135.03 \text{ per day}$

The WCB benefit amount payable to you from March 1 to March 14, 2023 (14-day period) is calculated as follows:

$\$135.03 \text{ per day} \times 14 \text{ days} = \$1,890.42$

<b>Week 1</b>	<b>Mar 1</b>	<b>Mar 2</b>	<b>Mar 3</b>	<b>Mar 4</b>	<b>Mar 5</b>	<b>Mar 6</b>	<b>Mar 7</b>
<b>7 on</b>	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid
<b>Week 2</b>	<b>Mar 8</b>	<b>Mar 9</b>	<b>Mar 10</b>	<b>Mar 11</b>	<b>Mar 12</b>	<b>Mar 14</b>	<b>Mar 15</b>
<b>7 on</b>	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid	\$135.03 paid

## Repeating seven-day shift cycle

A repeating seven-day shift cycle represents a seven day work cycle with a repeating pattern. We determine your shift cycle based on your actual days on and off. Here are some examples:

5 days on, 2 days off (Sat and Sun)

4 days on, 3 days off (Sun, Mon, Tues)

6 days on, 1 day off (Wed)

5 days on, 2 days off (Thu and Friday)

When we issue a payment to you, you'll only be paid for the "days on" in the pay period.

### Example

Your compensation rate is \$945.21 per week, and your shift cycle is 5 days on, 2 days off.

$\$945.21 \text{ per week divided by } 5 \text{ "days on" in the shift cycle} = \$189.04 \text{ per day}$

The WCB benefit amount payable to you from March 1 to March 14, 2023 (10 "days on" in the period) is calculated as follows:

$\$189.04 \text{ per day} \times 10 \text{ days} = \$1,890.42$

<b>Week 1</b>	<b>Mar 1</b>	<b>Mar 2</b>	<b>Mar 3</b>	<b>Mar 4</b>	<b>Mar 5</b>	<b>Mar 6</b>	<b>Mar 7</b>
<b>5 on 2 off</b>	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$0.00 paid	\$0.00 paid
<b>Week 2</b>	<b>Mar 8</b>	<b>Mar 9</b>	<b>Mar 10</b>	<b>Mar 11</b>	<b>Mar 12</b>	<b>Mar 14</b>	<b>Mar 15</b>
<b>5 on 2 off</b>	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$189.04 paid	\$0.00 paid	\$0.00 paid

## Complex shift cycle (repeating over seven days)

A complex shift cycle represents a work cycle over seven days that has a repeating pattern. We determine your shift cycle based on your actual days on and off. Here are some examples:

- 4 days on, 4 days off
- 10 days on, 4 days off
- 14 days on, 7 days off
- 14 days on, 14 days off

When the shift cycle is over seven days, it is important to confirm your shift cycle start date.

This is the first “day on” in your shift cycle prior to your date of accident. The shift cycle start date determines which days are paid “days on” in a pay period.

### Example

Your compensation rate is \$945.21 per week, and your shift cycle is 7 days on, 7 days off.

First, we calculate how much to pay you per “day on” in the payment period:

$\$945.21 \text{ per week} \times 14 \text{ (total days on \& off in shift cycle)} \div 7 \text{ days per week} = \$1,890.42 \text{ (shift cycle rate)}$

Your payment amount is based on the shift cycle rate for one completed shift cycle (7 days on, 7 days off).

$\$1,890.42 \text{ per week} \div 7 \text{ “days on” in the shift cycle} = \$270.06 \text{ per day}$

The WCB benefit amount payable to you from March 1 to March 14, 2023 (7 “days on” in the period) is calculated as follows:

$\$270.06 \text{ per day} \times 7 \text{ days} = \$1,890.42$

Week 1	Mar 1	Mar 2	Mar 3	Mar 4	Mar 5	Mar 6	Mar 7
<b>7 on</b>	\$270.06 paid	\$270.06 paid	\$270.06 paid	\$270.06 paid	\$270.06 paid	\$270.06 paid	\$270.06 paid
Week 2	Mar 8	Mar 9	Mar 10	Mar 11	Mar 12	Mar 14	Mar 15
<b>7 off</b>	\$0.00 paid	\$0.00 paid	\$0.00 paid	\$0.00 paid	\$0.00 paid	\$0.00 paid	\$0.00 paid

