

COVID-19 Information for Employers

Reporting COVID-19 Claims

When should an employer report a case of COVID-19 to the WSSCC?

If a worker contracts COVID-19 and it is possible that they were exposed to the virus at work, their illness should be reported to the WSSCC. The WSSCC will evaluate all claims based on specific criteria outlined in this document and in accordance with [Policy 03.02, Entitlement and Policy 03.03, Arising Out of and During the Course of Employment](#).

An employer does not need to report a case of COVID-19 to the WSSCC in the following circumstances:

- The worker was away from work at the time of infection.
- The worker is not ill but must quarantine due to a suspected or confirmed exposure.
- The worker tested negative.
- The worker was sent home from work as a precaution to avoid contracting COVID-19.

***If a worker is sent home for quarantine purposes due to a potential exposure to COVID-19, but has no signs or symptoms of having contracted the virus, there is no injury to accept. If there is no illness, there is no claim.*

When COVID-19 may be work related

The WSSCC makes decisions about workplace COVID-19 related claims using the same process as other workplace injuries or diseases ([Policy 03.02, Entitlement and Policy 03.03, Arising Out of and During the Course of Employment](#)).

Determining if a diagnosis of COVID-19 is work-related:

Every claim is reviewed for work relatedness and entitlement based on the individual worker's circumstances. When determining if a claim for COVID-19 is compensable, the following criteria must be met:

- Information on file confirms sufficient exposure or a workplace exposure to COVID-19.
- There is confirmation that the worker's employment caused the condition.
- The nature of employment creates an increased risk of exposure for the worker.

Entitlement of COVID-19 claims:

When a worker contracts COVID-19 as a direct result of their employment, they are entitled to compensation. The following criteria are used to evaluate each claim and determine compensability:

Is the worker employed in an occupation that has a greater risk of exposure?

Examples may include but are not limited to:

- Health Care Workers
- Hospital/Health Centre cleaning staff
- Teachers/School Staff
- Shelter Worker
- Hospitality Workers (Hotel/Restaurant)
- Correctional workers
- Worker's in remote work sites (i.e. Mine sites)
- Grocery Workers
- Hospitality Workers
- Other occupations where the worker would have extended contact with the general public.

Does the worker's work environment or job duties create an increased risk of exposure than the general population?

Examples may include but are not limited to:

- Hospital/Health Centre janitorial and food services workers in hospital wards/health centers where there are confirmed cases of COVID-19.
- Health care professionals working in facilities with confirmed cases of COVID-19 among their residents/patients.
- Paramedics/EMTs who have provided care to patients with COVID-19.
- Homecare workers who have provided care in homes where residents have COVID-19.
- Correctional workers who have had direct contact with inmates with COVID-19.
- Occupations where workers are required to live at the worksite, such as remote mine sites.
- Workplace outbreaks confirmed by the Chief Public Health Officer (CPHO).

Is there a confirmed diagnosis?

- When considering COVID-19 initial entitlement decisions, the decision-maker must be satisfied that COVID-19 has been confirmed. As confirmation, the WSCC will accept a positive test result from either a PCR or rapid antigen test.
- When testing or test results are not available, an assessment from a regulated health care professional or presentation of COVID-19 symptoms consistent with what is recognized by the CPHO may also be accepted.

Did the diagnosis of COVID-19 arise out of and during the course of employment?

- The timing of COVID-19 symptoms or positive test result should align with the possibility of exposure at the workplace and known incubation period.
- Other information to consider for the claim to be related to the workplace would include outbreaks at a particular worksite confirmed by the CPHO and information from the employer on knowledge of COVID-19 exposure to individuals at the workplace.

The claim will be accepted if the decision-maker is satisfied that all conditions have been met. The claim will be denied if one or more of the conditions cannot be met in accordance with WSCC Policies 03.02 and 03.03. WSCC provides both the employer and the worker written notice of the decision.

What constitutes a workplace outbreak?

The Office of the Chief Public Health Officer declares a workplace outbreak when there is confirmed transmission of COVID-19 between at least two people at a worksite. When multiple workers at the same worksite become ill, there is a greater risk of transmission among other employees in the same work environment and a greater risk of transmission than the general public.

Do claims need to be submitted if there is an outbreak at a worksite? Why?

When multiple workers at the same worksite contract COVID-19, it needs to be reported to the WSCC so that we can determine if workers are eligible for compensation. If there is a possibility a worker contracted COVID-19 at work, you should report it to the WSCC.

Do I need to report to WSCC if workers' are sent home to quarantine as direct contact to COVID-19 but are not sick?

If there is no illness or medical diagnosis, there is no claim. This does not need to be reported to the WSCC.

How does the WSCC determine if a worker contracted COVID-19 at work and not as a result of community transmission?

The WSCC Claims Processing Team will determine if the employment circumstances resulted in a greater risk of transmission and infection. They will consider all factors and whether or not there is evidence to indicate whether or not the infection happened at work.

WSCC's Claims Services provides information to help workers, employers, and health care providers navigate the claims process in the event of a workplace injury.

***If you need help during the claims process, contact: Claims Services: 1-800-661-792 (NWT)
or 1-877-404-4407 (Nunavut)***

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