

# Ministry of Labour and Immigration Employer Data Publication

## Alberta employer performance data

The Ministry of Labour and Immigration posts annual performance information about Alberta employers.

## What the report includes

This report includes claim counts, injury rates and occupational fatality numbers for employers in Alberta who are required to have a WCB account.

Injury rates can serve as indicators of a company's safety performance but are not conclusive measures by themselves.

WCB provides the Ministry with data collected as part of its administration of the *Workers' Compensation Act*. For the purposes of the new employer performance reports, WCB provides the following data as of March 31 for each year:

- Industry codes
- Number of claims accepted
- Number of fatality claims
- Insurable earnings for the year (payroll)

This is point-in-time information. If changes are made to claims status, industry codes or insurable earnings after March 31, the data in WCB's records may differ from the published reports.

The workers' compensation system is a no-fault mutual insurance system, so the data collected does not attribute fault.

## Interpreting the data

### Lost-time claims/disabling injury claims

The number of lost-time claims and disabling injury claims shown on the report have been accepted by WCB as of March 31 of each year.

Claims can be registered by an employer, an injured worker or a health care provider within two years of the incident, so these numbers may change slightly over time.

WCB regularly audits employers to ensure they are reporting claims properly.

Lost-time claims are cases where a worker was injured seriously enough to miss time from work. Disabling injury claims are lost-time claims plus modified work claims (those where the workers were able to remain on the job in alternate roles or schedules).

### Insurable earnings

Insurable earnings figures can change if employers modify the figures they have reported to WCB, or if WCB conducts an audit. Industry codes may also change as a result of employers changing their operations.

### Fatality claims

The number of fatalities shown on the report have been accepted by WCB as of March 31 of each year. The fatalities are shown in the year they were accepted, not by the year that they occurred.

With the publication of fatality claim data, it is important to understand a few key elements about work place fatalities:

- A fatality is a workplace incident that results in a worker's death.
- A delayed fatality is a situation where a workplace incident leads to a worker's death months or years after the original incident. For example:
  - a. An incident resulting in severe injury to the worker requiring extensive treatment. Years later, a related surgery results in the worker's death from surgical complications. The fatality is investigated and accepted. The fatality date is the date of acceptance.

- b. An incident results in a severe injury resulting in paraplegia. Gradual onset of medical conditions related to the paraplegia ultimately result in the worker's death many years after the initial injury. Again the fatality date is the date of acceptance.
- In many of those cases, a worker may not be connected to his or her original workplace and may have lost touch with the employer. This means there may be cases where a fatality has been assigned to an employer, although the employer may be unaware.
- The date of a fatality is the date WCB has confirmed the death is work related and accepts the claim. This is different from the date of death (DOD) or the date of accident (DOA).
- Occupational disease fatalities may be assigned to an employer or, in most cases, to an industry. Assignment of the case from employer to industry reflects the long-term exposure required for the development of the occupational disease. Exposure often involves more than one workplace in a worker's lifetime.

### **Person years**

The Ministry uses WCB data to calculate the person-years estimate and injury rates for employers.

### **Reporting differences**

The Ministry and WCB have different business reporting requirements, so the statistics released by the Ministry and by WCB are not expected to be identical.

### **Where to find more information**

For questions about the five-year employer performance reports, employers should contact the Ministry at 1-866-415-8690.

They can supply details about this information, including claims, what the insurable earnings figures are and how the person years were determined.

WCB will help explain the published data by answering questions about industry codes, claims, insurable earnings and fatality numbers.

An employer can get up-to-date performance information from WCB by accessing the [Loss Control reporting](#) online service through WCB's website.

## Definitions

<b>Lost-Time Claim (LTC)</b>	<p>A claim that was accepted for an occupational injury or disease that causes the worker to require time away from work beyond the day of the injury.</p> <p>This includes claims that receive reimbursement of full or partial lost wages due to occupational illness or injury, or payment for permanent disability.</p>
<b>Lost-Time Claim Rate</b>	<p>Looking at the five-year trend of the lost-time claim rate can give an indication of that employer's performance.</p> <p>Comparisons of lost-time claim rates between employers or to the industry or provincial average can be used to indicate changes.</p>
<b>Disabling Injury</b>	<p>Disabling injuries are lost-time claims plus modified work claims (those where the workers were able to remain on the job in alternate roles or schedules).</p> <p>Disabling injuries represent the number of injuries that are, or could potentially be, lost-time claims.</p>
<b>Disabling Injury Rate (DIR)</b>	<p>The DIR measures how many workers suffered a disabling injury (lost-time or modified work) claim per 100 person years.</p> <p>In simple terms, it shows how many workers out of 100 were hurt seriously enough in a year to be disabled in some way.</p>

<b>Person-Years Estimate</b>	<p>This is derived by taking the employer's insurable earnings (payroll) as reported to WCB and dividing by the industry average wage.</p> <p>The actual person-years of a company may differ from those that are calculated due to differences in actual wages paid compared to industry averages and the maximum insurable earnings reported to WCB.</p>
<b>Fatality</b>	<p>Fatalities are counted in this report based on the year that the fatality claim was accepted by WCB.</p> <p>An occupational fatality is the death of a worker resulting from an incident or exposure which has been accepted by WCB for compensation.</p> <p>Some of the fatalities accepted in a particular year arise from incidents or exposures occurring in prior years.</p>

