



PACIFIC COAST UNIVERSITY  
FOR WORKPLACE HEALTH SCIENCES

## **NEW EDUCATIONAL OPPORTUNITY – FOR BC EMPLOYERS**

**DMCS 450 – Employer Return-to-Work Obligations Under Bill 41**  
*Changes to the BC Workers Compensation Act*

**12-Hour Course available online week of: December 4 – 10, 2023**  
**12 CEC Hours provided for CDMPs and CRTWCs**

The Government of British Columbia has recently enacted amendments to the workers' compensation legislation aimed at providing greater clarity and reinforcement of the obligations placed upon organizations in facilitating return to work (RTW) for employees who have sustained mental or physical injuries or illnesses resulting from workplace activities. The Workers Compensation Amendment Act (No. 2), which was ratified in November 2022, is slated to come into effect on January 1, 2024. This legislation introduces two new obligations for both workers and employers: *the duty to collaborate* and *the duty to sustain the employment* of an injured worker.

The primary objective of this module is to offer guidance to organizations in British Columbia to prepare for the imminent changes to the British Columbia Workers Compensation Act. These amendments are poised to have a significant impact on professionals specializing in disability management, potentially necessitating adjustments to the employer's return-to-work processes and the provision of information to injured workers. The learning objectives for this module include:

- Describe the new requirements under the *BC Workers Compensation Act*.
- Understand the principles of the duty to cooperate and the duty to maintain employment so that they can prepare to apply these within their own organization.
- Explain jurisprudence related to the duty to accommodate and undue hardship and how the new BC amendments fit within the existing legal framework.
- Identify areas of policy, procedure and process within their own organization that relate to the new amendments.
- Relate the amendments to the wider Canadian context related to disability management, return to work, and occupational insurance—particularly when an organization has operations in more than one province.

### *About the facilitator:*

Jennifer Leyen is a disability management consultant and advocate, working to support individuals and organizations working with clients, employees or members dealing with disability, recovery and return to work and was a manager and director with WorkSafeBC for 25 years.