

Health and Safety

Work related accidents or incidents

Accident: a sudden and unforeseen event, attributable to any cause, which happens to a person, arising out of or in the course of his/her work and resulting in an employment injury to him/her.

Incident: a relatively insignificant event that might have serious consequences.

Have you suffered a work-related accident/injury?

It is vital to report the accident/incident
See a doctor the same day
Give a full description of the event to your doctor.
This begins the paper trail.

A CSST medical certificate is required if you are unable to work as a result of the Accident

The link between the accident/injury and the workplace is established by the CSST following the doctor's medical certificates and other clinical notes; the link is not established by the school board.

The CSST analyses each case on an individual basis taking into account the following criteria:

- a) Was it a sudden and unforeseen event?
- b) Did it occur at work or in the course of his/her work?

Was the worker under the authority of the employer?

Was the worker performing an activity connected to their work, or was the activity of a personal nature?

Was the activity serving a useful purpose for the employer and part of the working conditions?

- c) Has it resulted in an employment injury?

The Process:

Medical certificate from the doctor
File a Claim
CSST Agent Decision
30 days to contest - notify the RTU

Administrative Decision
45 days to contest
Commission des lésions professionnelles
Conciliation Process
CLP Tribunal

Should you make the effort to claim?

CSST accepted

- a) 100% of salary paid until consolidation
- b) Access to medical aid and rehabilitation (physiotherapy, ergotherapy, etc) paid by CSST
- c) Permanent impairment may be recognized
- d) Possibility of relapse - will be covered
- e) No sick-leave days are used

OR

Salary Insurance

- a) first 5 days at 100%
52 weeks at 75%
52 weeks at 66 2/3 %
- b) medical aid and rehabilitation according to Health Insurance Plan
- c) Relapse may start process over again