

Section	Policy
40	44.10.50.50

Section Title: Benefits Administration - *Adjudication and Compensation*
Subject: Travelling on the Job
Effective Date: September 9, 1976 to December 31, 2022

A. POLICY

Workers are generally considered to be in the course of their employment from the time they arrive on the employer's premises until the time they leave. When travelling is a requirement of the worker's employment, compensation coverage is extended to include travel during working assignments, as well as travelling to and from work assignments.

Any deviation from a reasonable and recognizable route, for personal or non-work related reasons, will constitute removal from employment and any injury arising out of or in the course of such deviation will not be compensable.

B. REFERENCES

The Workers Compensation Act, sections 4(1) and 60(2)(b)

WCB Policy 44.10.50.10, *Transportation Controlled by Employer*

WCB Policy 44.10.50.60, *Special Assignment Coverage*

History:

1. Originally approved by the Board of Directors on February 20, 1970.
2. Amended by the Board of Directors on September 9, 1976
3. Administrative Guidelines have been revised – November 2002.
4. Minor formatting and grammatical changes were made to the policy and the history section was updated June 27, 2012.
5. Minor formatting changes were made to the policy, April 2021.
6. This policy was repealed as of December 31, 2022 by Board Order 29/22 and removed from the policy manual and archived.

C. ADMINISTRATIVE GUIDELINES

1. Workers who are regularly required to use a vehicle in the course of their work are considered to be in the course of their employment from the time they enter the vehicle at home to the time they return, providing that they are on a route directly associated with their employment. This would include employees such as salesmen and community or field workers, etc.
2. Generally, workers who travel as a requirement of their employment will be deemed to be in the course of their employment during any work-related activities for which the employer is willing to reimburse the worker. However, if the activity is of a purely personal nature (i.e., an after-hours social activity), there is no entitlement to compensation if the worker is injured.
3. A worker is considered to be in the course of employment when the worker is being paid for the time spent in transit, or is subject to the control and direction of the employer.