

Announcement

New duties for workers and employers come into effect on January 1, 2024

The provincial government has made amendments to the *Workers Compensation Act* that affect return to work.

Starting January 1, 2024, employers and workers will be required to cooperate with each other and with WorkSafeBC to ensure injured workers can return to their pre-injury job, a comparable job, or other suitable work.

What the new legislation means for employers and workers

The **duty to cooperate** applies to both workers and employers, and to claims with injury dates going back up to two years.

- Employers will be required to make suitable work available to workers in a timely and safe manner following their injury or illness. They will also be required to make necessary changes to accommodate a worker's abilities to perform new or modified duties.
- Workers will be required to cooperate with their employer to identify suitable modified job duties and not unreasonably refuse that work when it's made available to them.

The **duty to maintain employment** applies only to some employers and to claims with injury dates going back up to six months. If an employer regularly employs 20 or more workers and has employed a worker for at least one year prior to their injury, they will have an obligation to maintain that worker's employment.

Return to work benefits both employers and workers

Supporting workers in their recovery at work following an injury is good for both workers and employers. By helping them stay on the job as they recover, employers retain skilled workers and reduce both their recruitment and training costs.

For workers, being able to perform some duties while they recover keeps them connected with their workplace, co-workers, and regular routines, and can prevent long-lasting disability.

Learn more

Find more information about the duty to cooperate and the duty to maintain employment, and what they mean for [employers](#) and [workers](#).

Questions?

[Email us](#) if you have a question about these new duties. Under General inquiries, select “Duty to cooperate and duty to maintain employment” as the subject of your email.

Return to work

[Learn more](#) about how you can help your workers return to safe and lasting employment.