

CONFLICT OF INTEREST

	CONFLICT OF INTEREST	Section of Act	Policy (if any)
AB	The <i>Workers' Compensation Act</i> does not address conflict of interest specifically however, staff are governed by the Board's internal guidelines as outlined in the Statement of Ethics. Conflict of Interest guidelines for board members are contained in the Corporate Governance Manual.	No reference	Corporate Governance Policy Manual
BC	The British Columbia <i>Workers' Compensation Act</i> states that the Chair of the Appeal Tribunal is responsible for establishing a code of conduct, including conflict of interest provisions, that governs the conduct of the members, officers, employees and contractors of the appeal tribunal. Conflict of interest as it applied to the Board of Directors is addressed in the Board of Directors' Manual .	Workers Compensation Act (s. 234)	Board of Directors' Manual
MB	The Manitoba Act states that the Board of Directors shall pass a by-law or create rules defining the circumstances that constitute conflict of interest for its members and the requirements for the disclosure of such conflicts. As well, the Board of Directors will provide rules and guidelines regarding participation and voting at meetings by a member who has a conflict of interest. The Act further states that an appeal commissioner is excluded from participating in the hearing of a matter in which he or she has a direct personal interest. In addition, the Chief Appeal Commissioner may exclude an appeal commissioner from participating in a hearing if he or she determines the appeal commissioner has an actual or apparent conflict of interest.	Workers Compensation Act (s. 56, 60.4)	
NB	The <i>WHSCC Act</i> contains a conflict of interest provision and includes the procedure to follow.	Workplace Health, Safety and Compensation Commission Act (s. 11)	
NL	No specific legislative provision respecting conflict of interest related to the Board of Directors. This is addressed by board by-laws. Legislation does address it for the review division and states that a review commissioner may not review a matter under this Part if he or she has a direct personal interest in that matter or if the chief review commissioner determines there is a conflict of interest.	Workplace Health, Safety & Compensation Act (s. 29)	N/A
NT/ NU	The <i>Workers' Compensation Act</i> does not address conflict of interest specifically. Staff is governed by the GNWT Code of Conduct and Governance Council directors by internal guidelines on conflict of interest.	No reference	GNWT Code of Conduct ; B-006, Corporate Governance Guidelines
NS	The <i>Workers' Compensation Act</i> does not address conflict of interest specifically. Staff is governed by the Code of Conduct in an administrative policy.	No reference	

Source: Association of Workers' Compensation Boards of Canada – 2011

**These tables have been designed for general information purposes only. The AWCBC makes no representations as to the completeness or accuracy of the information (which is not exhaustive) and individual workers' compensation boards/commissions should be contacted for specific or additional information and clarification. For links to legislation, see: [here](#). For links to policy, see: [here](#).

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ON	The Ontario <i>Workplace Safety & Insurance Act</i> does not contain provisions on conflict of interest. Such matters are instead addressed in the Board's corporate Bylaw and in its <i>Code of Business Ethics and Behaviour</i> . The appointees and employees of the WSIB must also comply with the Conflict of Interest Rules in Ontario Regulation 381/07 under the <i>Public Service of Ontario Act, 2006</i> (PSA), published on the Ontario Conflict of Interest Commissioner's website.	No reference	
PE	The <i>Workers Compensation Act</i> does not specifically address conflict of interest related to the Board of Directors. The Workers Compensation Board has a written governance policy to guide Board of Directors. The Act does state that a member of the Appeal Tribunal shall not participate in the hearing of a matter in which he or she has a direct personal interest or in which the chairperson of the Board determines the member has an actual or apparent conflict of interest.	Workers Compensation Act (s. 56(16))	POL-38 Conflict of Interest - Workers Compensation Board Employees POL-37 Governance Process, Board Members' Code of Conduct
QC	In Quebec, the Chairman of the Board of Directors and Chief Executive Officer, as well as the Vice Presidents must not have any direct or indirect interest in an activity that would put their personal interests in conflict with the Commission's interests. If, by succession or donation, they were vested with such interests, they must renounce or dispose of them, with dispatch. The other members of the Board of Directors of the CSST must disclose their direct interests on issues that would put their personal interests in conflict with the interests of the Commission. A member must abstain from voting on Board of Directors decisions pursuant to which a contract or another benefit might be granted to him or to an undertaking in which he has an interest. In addition, pursuant to Quebec's Regulation respecting the ethics and professional conduct of public office holders, the Commission has adopted a Code of ethics and professional conduct for members of the Board of directors, including the Chairman. In case of discrepancy between the Code and the Regulation, the most stringent principles and rules apply.	Act Respecting Occupational Health and Safety (s. 152,153)	
SK	<i>The Workers' Compensation Act, 1979</i> does not contain a provision dealing with conflict of interest.	No reference	
YT	Yukon's Act states that the Board of Directors shall pass a by-law or create rules defining the circumstances that constitute conflict of interest for its members and the requirements for the disclosure of such conflicts. As well, the Board of Directors will provide rules and guidelines regarding participation and voting at meetings by a member who has a conflict of interest. Appeal tribunal also has requirements for identifying and dealing with conflict of interest.	Workers' Compensation Act (s. 63, 100)	

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