

## STANDARD POWERS, DUTIES AND JURISDICTION AND EXCLUSIVE JURISDICTION

	Standard Powers, Duties and Jurisdiction	Section of Act	Policy (if any)	Related Links (if any)
AB	<p>Exclusive jurisdiction to determine all matters arising under the Act (see Exclusive Jurisdiction, below) – s. 17(1)</p> <p>Broad powers regarding investigation, including:</p> <ul style="list-style-type: none"> <li>• Same powers as the Court of Queen’s Bench for compelling the attendance of witnesses, examining them under oath, and compelling the production and inspection of books and records - s. 17(5)</li> <li>• May investigate any matter concerning the administration of the Act and, in doing so, has all the powers, privileges, and immunities of a commissioner appointed under the <i>Public Inquiries Act</i> - s. 18(2)</li> <li>• May cause depositions of witnesses within or outside the province to be taken - s. 17(6)</li> <li>• May serve a notice to produce, requiring an employer or employer’s agent to produce all records and other things within that person’s custody or control that are relevant to the investigation; take possession of, examine and remove or take extracts from, or obtain copies of above; enter, inspect and examine at all reasonable times any premises or other place, other than a private dwelling, in which an employer carries on business - s. 18(3)</li> <li>• When a person fails to comply with notice to produce, may enforce compliance by making an application to the Court of Queen’s Bench by way of originating notice - ss. 18(4),(5),(6)</li> </ul> <p>Other:</p> <ul style="list-style-type: none"> <li>• The Board has the capacity and the rights, powers and privileges of a natural person – s. 3</li> <li>• The Board may hire the employees it considers necessary to administer the Act – s. 4</li> <li>• The Board may reconsider any matter it has dealt with and rescind or amend any decision or order previously made by it - s. 17(3)</li> </ul> <p>Board of Directors:</p> <ul style="list-style-type: none"> <li>• Determines the Board’s compensation policy - s. 6(a)(i)</li> <li>• reviews and approves the programs and operating policies of the Board - s. 6(a)(ii)</li> <li>• considers and approves the Board’s annual operating and capital budgets - s. 6(a)(iii)</li> <li>• may enact bylaws and pass resolutions for the business and affairs of the Board - s. 6(b)</li> <li>• Selects and appoints President &amp; CEO, and determines salary and benefits</li> </ul>	<p><a href="#">Workers' Compensation Act</a> (s. 17(1), s.17(5), s.18(2), s.17(6), s.18(3), ss.18(4),(5),(6) , s.3, s.4, s.17(3), s.6(a)(i), s.6(a)(ii), s.6(a)(iii), s.6(b))</p>		

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

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	Standard Powers, Duties and Jurisdiction	Section of Act	Policy (if any)	Related Links (if any)
BC	<p>The Board's standard powers, duties and jurisdiction:</p> <ul style="list-style-type: none"> <li>• Has exclusive jurisdiction on matters under the Act;</li> <li>• Determines, reviews and approves programs, policies and budgets;</li> <li>• Enacts by-laws and resolutions;</li> <li>• May delegate powers, in writing;</li> <li>• Has like powers as the Supreme Court or a commissioner for compelling and examining witnesses and documents;</li> <li>• Has broad investigative and inquiry powers;</li> <li>• Investigates matters on own initiative on complaint;</li> <li>• Investigates matters on own initiative or on complaint;</li> <li>• Appoints and hires personnel;</li> <li>• Acquires and disposes of real property;</li> <li>• Causes all money in the accident and silicosis funds in excess of current requirements to be invested and reinvested</li> <li>• Submits an annual report;</li> <li>• Establishes a reserve in the accident fund;</li> <li>• Establishes and maintain an accounting system.</li> </ul>	<p><a href="#">Workers Compensation Act</a> (s. 23.4, 67, 69, 82, 82.1, 86, 87, 88, 96, 111, 113, 132, 153)</p>	<p><a href="#">Policy item #96.10, Policy of the Board of Directors, of the RS&amp;CM, Vol. II</a></p> <p><a href="#">Policy item #98.10, Powers of the Board, of the RS&amp;CM, Vol. II</a></p> <p><a href="#">Policy item #98.11, Powers of Officers of the Board, of the RS&amp;CM, Vol. II.</a></p>	<p><a href="#">Executive &amp; governance</a></p>
MB	<p>The WCB is an independent provincial agency created by the Act. The WCB has statutory responsibility for all matters concerning the workers compensation system in Manitoba, including adjudication and administrative enforcement of workers compensation matters.</p> <p>The WCB is a quasi-judicial tribunal that affects the rights and responsibilities of workers and employers.</p>	<p><a href="#">Workers Compensation Act</a> (s. 50, 51.1, 55, 56, 59, 60, 60.1, 60.4, 60.8(1), 60.9)</p>		
NB	<p><i>Workplace Health, Safety and Compensation Commission Act</i> indicates that the Commission shall take over the responsibilities of the Workers' Compensation Board and the New Brunswick Occupational Health and Safety Commission. The Commission also has the responsibility to undertake research, conduct educational programs, propose legislation, policies and practices to promote workers' health, safety and compensation. The <i>Act</i> defines parameters for conflict of interest and confidentiality; defines audit and reporting requirements as well as who can delegate powers granted in the <i>Act</i>. Finally the <i>Act</i> requires the establishment of an Appeals Tribunal.</p> <p>The <i>Workers' Compensation Act</i> indicates that the Commission has the jurisdiction to determine all matters in relation to compensation payments, administration of payments and the collection and management of funds to make said payments.</p> <p><i>Occupational Health and Safety Act</i> outlines that employers take reasonable precaution to ensure the health and safety of employees; that employers must comply with the <i>Act</i> and ensure employees comply with the <i>Act</i>. The <i>Act</i> also gives Officers the authority to inspect, investigate and issue orders in relation to occupational health and safety and undertake court actions on offences.</p>	<p><a href="#">Workplace Health, Safety and Compensation Commission Act</a> (s. 4, 5, 7, 11, 12, 16, 17,19, 20)</p> <p><a href="#">Workers' Compensation Act</a> (s. 31, 32, 33)</p> <p><a href="#">Occupation Health and Safety Act</a> (s. 2, 3, 9, 28-36, 47-49)</p>		

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	Standard Powers, Duties and Jurisdiction	Section of Act	Policy (if any)	Related Links (if any)
NL	<p><b>Duties and powers:</b> The Workers' Compensation Board / Commission establishes policies and programs; consider and approve annual administrative and operating budgets and appoint auditors to audit the books and accounts of the commission and the review division; enact by-laws and regulations; establish, maintain and regulate advisory committees and their function and composition; and, review this Act and regulations and recommend to the minister those changes that it considers advisable; delegate powers in writing.</p> <p><b>Officers and staff:</b> appoints and hires personnel.</p> <p><b>Property of commission:</b> acquire and disposes of real (immoveable) property. Amount prescribed that meet or exceeds \$100,000 requires approval of LG.</p> <p><b>Financial power:</b> invest funds and may borrow.</p> <p><b>Annual Report:</b> submit an annual report before June 1.</p> <p><b>Power of directors:</b> The directors have the powers that are conferred on a commissioner under the Public Inquiries Act and the commission may enter into agreements with other persons that are, in the opinion of the board of directors, advisable for carrying out this Act.</p> <p><b>Power re examinations:</b> has broad investigative and inquiry powers.</p>	<p><a href="#">Workplace Health, Safety and Compensation Act</a> (s. 5, 7, 9, 10, 12, 15, 17)</p>	<p><a href="#">WHSCC - Policies and procedures</a> : <a href="#">EN-11 Investigations</a>; <a href="#">CHAPTER: Injury fund and reserves</a></p>	<p>Indemnity Protection Policy (copy available upon request from the Commission)</p>
NS	<ul style="list-style-type: none"> <li>• Determines, reviews and approves programs, policies and budgets</li> <li>• Has the powers, privileges and immunities of a commissioner appointed pursuant to the Public Inquiries Act</li> <li>• Has broad investigative and inquiry powers</li> <li>• Investigates matters on own initiative or on complaint</li> <li>• Appoints and hires personnel</li> <li>• With approval of the Governor in Council, acquires and disposes of real property</li> <li>• Invests funds and may borrow</li> <li>• Submits an annual report</li> </ul>	<p><a href="#">Workers' Compensation Act</a> (s. 160, 171, 172, 178, 180)</p>		
NT/ NU	<ol style="list-style-type: none"> <li>1) Determines, reviews and approves programs, policies and budgets. (s. 83)</li> <li>2) Enacts by-laws and resolutions. (s. 89)</li> <li>3) May delegate powers in writing. (s. 101)</li> <li>4) Power to compel and examine witnesses and documents. (s. 93)</li> <li>5) Broad investigative and inquiry powers. (s. 93)</li> <li>6) Investigative powers on own initiative or on complaint. (s. 104)</li> <li>7) Appoints and hires personnel. (s. 101)</li> <li>8) Acquire and dispose of real property of a value up to \$100,000.<sup>1</sup> (s. 99)</li> <li>9) Invest and borrow funds. (s. 97)</li> <li>10) Submit Annual Report (s. 106)</li> <li>11) Administer or perform any act, duty or task referred or assigned by the Minister responsible (s. 93)</li> </ol>	<p><a href="#">Workers' Compensation Act</a> (s. 83, 89, 93, 99, 97, 101, 104, 106, 96)</p>	N/A	N/A

<sup>1</sup> Property exceeding \$100,000 in value requires approval of the Commissioner in Executive Council.

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	Standard Powers, Duties and Jurisdiction	Section of Act	Policy (if any)	Related Links (if any)
ON	<p>In its function to promote health and safety in workplaces and to prevent and reduce the occurrence of workplace injuries and occupational diseases, the WSIB has exclusive jurisdiction to examine, hear and decide all matters and questions arising under the <i>Workplace Safety and Insurance Act, 1997</i>, except where the Act provides otherwise. It also has the power to determine its own policies, practices and procedures in relation to applications, proceedings and mediation. It has a duty to make its decisions based upon the merits and justice of a case, and is not bound by legal precedent, legal rules of evidence, or the <i>Statutory Powers Procedures Act</i>. The WSIB may reconsider any decision made by it and may confirm, amend or revoke such a decision.</p> <p>The WSIB has certain powers with respect to proceedings, such as summoning and enforcing the attendance of witnesses and compelling them to give oral or written evidence on oath or affirmation, or requiring persons to produce such documents or things as the WSIB considers necessary to make its decision. These powers may be exercised in the same manner as a court of record in civil proceedings. The WSIB also has powers of entry and inspection.</p>	<p><a href="#">Workplace Safety and Insurance Act</a> (s. 3-10, 118, 119, 121, 122, 131, 132, 135, 136, 159, 161,163, 164, 166, 168, 170, 171, 180, 181)</p>	<p><a href="#">Policy 11-01-12, Legislative Authority</a></p> <p><a href="#">Policy 11-01-03, Merits and Justice</a></p> <p><a href="#">Policy 11-01-14, Reconsiderations of Decisions</a></p>	
PE	<p>The Board's powers and duties under the WCA include determining entitlement to and paying compensation, levying and collecting assessments from employers, purchasing and selling real property, stating a case before the Court of Appeal, making regulations subject to the approval of the Lieutenant Governor in Council and appointing an Advisory Committee to review the Act.</p>	<p><a href="#">Workers Compensation Act</a> (s. 6, 18, 30, 32, 63, 80, 85.1)</p>	<p><a href="#">POL-47 Arbitrary Assessment</a></p> <p><a href="#">POL-88 Workers Compensation Appeal Tribunal Decision Implementation</a></p> <p><a href="#">POL-101 Executive Limitations, Financial Planning and Budgeting</a></p> <p><a href="#">POL-83 New Evidence</a></p> <p><a href="#">POL-68 Weighing of Evidence</a></p> <p><a href="#">POL-48 Internal Reconsideration</a></p> <p><a href="#">POL-134 Data Distribution Methods</a></p> <p><a href="#">POL-04 File Release</a></p> <p><a href="#">POL-38 Conflict of Interest - Workers Compensation Board Employees</a></p> <p><a href="#">POL-37 Governance Process, Board Members' Code of Conduct</a></p>	

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QC	<p>The Commission:</p> <ul style="list-style-type: none"> <li>is the trustee of the Occupational Health &amp; Safety Fund;</li> <li>administers the Québec occupational health &amp; safety system (financing, prevention, compensation and rehabilitation of industrial injury victims);</li> <li>has exclusive jurisdiction to investigate and settle any issue arising out of the ARIAOD, unless a particular provision assigns jurisdiction to another person or another body or any issue over which power, authority or discretion is attributed to it;</li> <li>may in particular: <ul style="list-style-type: none"> <li>- conclude agreements;</li> <li>- enact regulations;</li> <li>- carry out verifications;</li> <li>- carry out inspections;</li> <li>- start legal proceedings.</li> </ul> </li> </ul>	<p><a href="#">Act respecting Occupational Health and Safety</a> (s.136.3, 166 to 176, 177 and following, 223, 242)</p> <p><a href="#">Act Respecting Industrial Accidents and Occupational Diseases (LATMP)</a> (s. 281, 146, 181 and following, 331 to 331.3, 349-358, 473, 589)</p>		
SK	<ul style="list-style-type: none"> <li>Power to establish employee pension plan,</li> <li>Board may delegate any power or function to any of its staff.</li> <li>Duty to treat workers and their dependents in fair and reasonable manner and provide them with medical aid or treatment, and rehabilitation.</li> <li>Consult and co-operate with workers and surviving spouse to achieve position of independence in productive employment.</li> <li>Consult with OH&amp;S on matters relating to Health and Safety.</li> <li>Hold annual meetings to advise interested persons on administration of Act.</li> <li>Power to borrow and invest, power to compel and examine witness, submit an annual report, bar civil actions,</li> </ul>	<p><a href="#">Workers' Compensation Act, 1979</a> (s. 20.1, 21, 21.1, 22 - 27, 130, 151, 171-173, 175, 179, 168)</p>	<a href="#">Policy &amp; Legislation</a>	
YT	<p>Under section 99, the Board of Directors have the duties of ensuring persons in the compensation system are treated with compassion respect and fairness; acting in good faith; and maintaining confidentiality. Under section 100, the Board of Directors establishes rules, policies, financial statements, actuarial reviews, annual reports and service plans; hears OHS appeals; consults with stakeholders; promotes rights and obligations of workers and employers; establishes functions and duties of the president, etc.</p>	<p><a href="#">Workers' Compensation Act</a> (s. 99, 100)</p>		
	<b>Exclusive Jurisdiction</b>	<b>Section of Act</b>	<b>Policy (if any)</b>	<b>Related Links (if any)</b>
AB	<p>Subject to s.13.1 (Powers of the Appeals Commission), the Board has exclusive jurisdiction to examine into, hear and determine all matters and questions arising under the Act or regulations, and the action or decision of the Board on such matters is final and conclusive and not open to question or review in any court. - s.17(1)</p> <p>These matters include, but are not necessarily limited to:</p> <ul style="list-style-type: none"> <li>determining workers and employers</li> <li>whether there has been an accident within the meaning of the Act</li> <li>whether there is a causative link between an accident and injury</li> <li>the extent of disability</li> <li>fitness to work</li> <li>all matters of compensation, and the manner and extent of medical aid and vocational services</li> </ul> <p>There is a non-interference provision barring any action against the Board, employee, or officer of the Board, or member of the board of directors in respect of any action or decision done or made in the honest belief it was in the jurisdiction of the Board. - s.17(2)</p>	<p><a href="#">Workers' Compensation Act</a> (s. 17(1), 17(2))</p>		

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	Exclusive Jurisdiction	Section of Act	Policy (if any)	Related Links (if any)
BC	<p>Exclusive Jurisdiction – Compensation to Workers and Dependents:</p> <p>The Board has exclusive jurisdiction to inquire into, hear and determine all matters and questions of fact and law, including:</p> <ul style="list-style-type: none"> <li>• The question whether an injury has arisen out of or in the course of an employment ;</li> <li>• The existence and degree of disability by reason of an injury;</li> <li>• The amount of average earnings of a worker, whether paid in cash or board or lodging or other form of remuneration, for the purpose of levying assessments, and the average earnings of a worker for purposes of payment of compensation;</li> <li>• The existence of the relationship of a member of the family of a worker;</li> <li>• The existence of dependency;</li> <li>• Whether an industry or part, branch or department of an industry is within the scope of Part I of the <i>Act</i>, and the class to which an industry or a part, branch or department of an industry should be assigned</li> </ul> <p>Exclusive Jurisdiction – Occupational Health and Safety:</p> <p>The Board has exclusive jurisdiction to inquire into, hear and determine all those matters and questions of fact and law arising or required to be determined under Part 3 of the <i>Act</i>, and the action or decision of the Board is final and conclusive and is not open to question or review in any court. However, the Board may at any time (with some exceptions set out in the <i>Act</i>), on its own initiative, make a new decision or order varying or cancelling a previous decision or order of the Board or of any officer or employee of the Board respecting any matter that is within the jurisdiction of the Board under Part 3 of the <i>Act</i>.</p>	<a href="#">Workers Compensation Act</a> (s. 96, 113)	N/A	N/A
MB	<p>The WCB has exclusive jurisdiction to determine all matters under the <i>Act</i>. These matters the WCB determines includes:</p> <p>(a) whether any injury or death in respect of which compensation is claimed was caused by an accident within the meaning of this Part;</p> <p>(b) the question whether any injury has arisen out of or in the course of an employment within the scope of this Part;</p> <p>(c) the existence and degree of disability by reason of any injury;</p> <p>(d) the existence and degree of an impairment, and whether it is the result of an accident;</p> <p>(e) the loss of earning capacity resulting from an accident;</p> <p>(f) the amount of average earnings and net average earnings;</p> <p>(g) the existence, for the purpose of this Part, of the relationship of any member of the family of a worker as defined by this Act;</p> <p>(h) the existence of dependency;</p> <p>(i) whether or not an employer's undertaking or any part, branch or department of an employer's undertaking is in an industry within the scope of this Part, and the class, sub-class, group or sub-group to which an employer's undertaking or any part, branch or department thereof should be assigned;</p> <p>(j) whether or not any worker in any industry is within the scope of this Part and entitled to compensation thereunder;</p> <p>(k) whether any particular disease is peculiar to, or characteristic of, any particular industrial process, trade, or occupation, to which this Part applies;</p> <p>(m) whether the commuted value of a periodic payment under this Part is equivalent to the periodic payment;</p> <p>(n) whether an annuity is of equal value to a lump sum payable under this Part;</p> <p>(o) the costs for the year for a class, sub-class, group, sub-group or undertaking;</p> <p>(p) the future cost of claims and the administrative expenses of the board;</p> <p>(q) whether an employer employs fewer than 25 full-time or regular part-time workers;</p> <p>(r) whether an employer is a new employer or a successor employer for the purpose of determining the employer's experience;</p> <p>(s) whether a person is an artisan or a mechanic for the purposes of this Act.</p>	<a href="#">Workers Compensation Act</a> (s. 60(1) & (2))		

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NB	<p>WorkSafeNB has exclusive jurisdiction over:</p> <ul style="list-style-type: none"> <li>• The existence of, and degree of, disability by reason of injury;</li> <li>• The permanence of disability by reason of any injury;</li> <li>• The amount of average earnings, average net earnings, loss of earnings, net family income, and an amount for a permanent physical impairment arising out of an injury;</li> <li>• The degree of diminution of earning capacity by reason of any injury;</li> <li>• The existence of the relationship of “member of the family”</li> <li>• The existence of dependency</li> <li>• The character, for the purpose of the <i>Act</i>, of any industry, and the class to which such industry should be assigned;</li> <li>• Whether the employment of a person in an industry within the scope of this Part is that of a worker, a sub-contractor or an independent contractor;</li> <li>• Whether personal injury or death has been caused by accident; and</li> <li>• Whether an accident arose out of and in the course of an employment within the scope of this <i>Act</i>.</li> </ul>	<a href="#">Workers' Compensation Act</a> (s. 31, 34(2))		
NL	The commission has exclusive jurisdiction to examine, hear and determine matters and questions arising under this Act and a matter or thing in respect of which a power, authority or distinction is conferred upon the commission, and the commission has exclusive jurisdiction to determine whether an injury has arisen out of and in the course of an employment under the Act; the existence and degree of impairment because of an injury; the permanence of impairment because of an injury; the degree of diminution of earning capacity because of an injury; the amount of average earnings; the existence of the relationship of a member of the family of a worker as defined by this Act; the existence of dependency; the class to which an industry or a part, branch or department of the industry should be assigned; whether a worker in an industry is within the scope of this Act and entitled to compensation under the Act; whether or not, for the purpose of this Act, a person is a worker, subcontractor, independent operator or an employer; whether a particular disease is peculiar to, or characteristic of, a particular industrial process, trade or occupation to which this Act applies; whether a worker is co-operating in reaching medical recovery, in returning to work and in all aspects of the labour market re-entry assessment and plan provided to the worker; whether an employer has fulfilled the obligation to return a worker to work or re-employ a worker; and whether a labour market re-entry plan shall be prepared for a worker.	<a href="#">Workplace Health, Safety and Compensation Act</a> (s. 19)	<p><a href="#">WHSCC - Policies and procedures:</a></p> <p><a href="#">CHAPTER: Entitlement;</a></p> <p><a href="#">CHAPTER: Earnings loss ;</a></p> <p><a href="#">CHAPTER: Employer services;</a></p> <p><a href="#">CHAPTER: Return to work and rehabilitation;</a></p> <p><a href="#">CHAPTER: Injury fund and reserves</a></p>	N/A
NS	Subject to rights of appeal the Board has exclusive jurisdiction to inquire into, hear and determine all questions of act and law arising pursuant to the <i>Act</i> .	<a href="#">Workers' Compensation Act</a> (s. 185)		
NT/NU	Subject to the jurisdiction of the Appeals Tribunal, the WSCC has exclusive jurisdiction to examine, inquire into, hear and determine all matters and questions arising under the Act.	<a href="#">Workers' Compensation Act</a> (s. 91)	<a href="#">Policy 00.08, Decision Making</a>	<a href="#">Who We Are</a>

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ON	<p>The WSIB has exclusive jurisdiction to examine, hear and decide all matters and questions arising under the <i>Workplace Safety and Insurance Act, 1997</i>, except where the Act provides otherwise.</p> <p>The WSIB has full and exclusive jurisdiction to determine matters including the following:</p> <ul style="list-style-type: none"> <li>• how the Act should be interpreted, including whether an injury, disease, or death is work-related;</li> <li>• whether benefits are payable;</li> <li>• whether an industry falls within the scope of the Act;</li> <li>• the amount of premiums to be paid by employers;</li> <li>• whether a worker is co-operating in reaching his or her maximum medical recovery;</li> <li>• whether workplace parties (worker and employer) comply with their duty to co-operate in the worker's early and safe return to suitable and available work;</li> <li>• whether an employer has fulfilled his or her obligation to re-employ a worker; and</li> <li>• whether to provide a worker with a labour market re-entry (LMR) assessment/plan.</li> </ul>	<a href="#">Workplace Safety and Insurance Act</a> (s. 118(1), (2))	<a href="#">Policy 11-01-12, Legislative Authority</a>	
PE	The Board has exclusive jurisdiction to examine into, hear and determine all matters and questions arising under the Act and any matter or thing in respect of which any power, authority or discretion is conferred upon the Board.	<a href="#">Workers Compensation Act</a> (s. 32)		
QC	The Commission has exclusive jurisdiction to examine and decide any matter covered by the <i>ARIAOD (LATMP in French)</i> unless a particular provision assigns jurisdiction to another person or organization.	<a href="#">Act Respecting Industrial Accidents and Occupational Diseases (LATMP)</a> (s. 349)		
SK	<ul style="list-style-type: none"> <li>○ whether an injury has arisen out of and in the course of employment under the Act,</li> <li>○ whether the injury arises out of the course of employment,</li> <li>○ functional impairment,</li> <li>○ loss of earning capacity,</li> <li>○ average earnings,</li> <li>○ the existence of relationship of family members,</li> <li>○ whether an industry or worker is within the scope of the Act</li> </ul>	<a href="#">Workers' Compensation Act, 1979</a> (s. 22)	<a href="#">Policy &amp; Legislation</a> POL 26/95, 02/2010, 07/2002, 09/2007, 01/2009, 04/1999, 01/2000, 13/2001, 13/2008, 05/2005	
YT	Under section 105, the Board of Directors has the exclusive jurisdiction to examine, inquire into, hear, determine, and interpret all matters and questions under the Act.	<a href="#">Workers' Compensation Act</a> (s. 105)		

See also:	
<a href="#">Appeal to Court</a>	<a href="#">Administer Other Acts</a>
<a href="#">Board of Directors</a>	<a href="#">Occupational Health and Safety – Who is Responsible for and Effective Date</a>
<a href="#">Superannuation Fund</a>	

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