

## **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