



VOLUNTEER EMERGENCY WORKERS

If I am a volunteer emergency worker, am I eligible for workers compensation benefits if I am hurt while on duty?

Yes. The Workers Compensation Board of Manitoba (WCB) provides coverage for volunteer emergency workers. If you are a volunteer firefighter or ambulance attendant or are required to provide other aid in an emergency under *The Emergency Measures Act*, you are considered a worker and the provincial government or local authority for which you volunteer is considered to be your employer.

You have coverage if you are hurt:

- while on duty
- on the way to or from emergency duty
- while taking part in official meetings or training exercises

Individuals who fight fires under *The Fires Prevention and Emergency Response Act* are also considered workers with WCB coverage. In this case, your employer is the provincial government.

What benefits am I eligible for?

You may be eligible for WCB benefits and services if you have a work-related injury or illness.

These may include:

- payment of allowable medical costs
- travel expenses for approved medical treatment
- wage loss benefits
- permanent partial impairment awards
- vocational rehabilitation
- benefits for dependants in the case of a fatality

Who should fill out my claim form?

The provincial government or local authority you are volunteering for is considered your employer and is required to complete an Employer Incident Report. You should complete a separate Worker Incident Report, which can be submitted online, by mail, or by calling the Claims Service Centre at 204-954-4321 or toll free 1-855-954-4321.

Do I need to report my regular employment income to the WCB?

If you are missing time from your regular employment, you must provide any earnings you have on your Worker Incident Report. You should provide the name of your regular employer and any part-time or self-employment income you earn.



If your injury causes you to lose time from your regular job, with your permission, your regular employer will be contacted to provide the WCB with income information.

How will my wage loss benefits be calculated if I do not receive money for my duties?

Although you may not be paid as a volunteer emergency worker you are still covered. If you are hurt while on duty and lose time from your regular job, you will receive wage loss benefits based on the greater of:

- your actual pre-injury earnings
- half of the Industrial Average Wage of Manitoba (IAW)

Even if you do not have regular employment income at the time you are injured, if wage loss benefits are authorized, you will receive benefits based on half of the IAW in effect for the year your injury occurs.

If you sustain a long term loss of earnings or are fatally injured while performing your duties as a volunteer emergency worker, you or your spouse will receive wage loss benefits based on either 90% of your net loss of earnings or 90% of the IAW, whichever is greater.

The WCB only provides wage loss benefits when a loss of earnings occurs as a result of an injury. Where there is no loss, the WCB does not pay wage loss benefits.

Do I have to draw sick benefits from my regular employer?

You do not have to use your sick leave for a compensable injury, as the WCB will pay you for the time you lose from your regular employer.

Am I entitled to receive both sick leave from my regular employer and workers compensation benefits if I am injured while on duty as a volunteer emergency worker?

Yes, the WCB is the first payer for a compensable injury, so we will include your lost wages from your regular employer even if you are collecting sick leave benefits. However, the combination of your wage loss benefits and sick leave benefits must not be more than 100% of your actual loss of earning capacity.

Sample Benefit Calculations for Volunteer Emergency Workers

In most situations, your WCB benefit rate is based on 90% of net earnings. However, if your net loss of earnings are less than or equal to the net minimum annual earnings, your benefit rate will be 100% of your net earnings.



If 90% of your net loss of earnings is less than what you would receive based on 100% of the net minimum annual earnings, your benefit rate will be based on 100% of your net earnings.

The minimum annual earnings in effect on October 1, 2024 were \$32,864 and this amount remains the same as of January 1, 2025.

- ½ the Industrial Average Wage (IAW) for 2025: \$29,261.96
- The full Industrial Average Wage (IAW) for 2025: \$58,523.40

Single with No Dependants

	Gross Annual Wage	Gross Weekly Wage	100% Net Actual (Weekly)	90% Net Sheltered (Weekly)*	100% Net Sheltered (Weekly)*
½ IAW	\$29,261.96	\$562.73	\$466.82	n/a	\$446.37
Full IAW	\$58,523.40	\$1,125.45	\$845.47	\$737.88	n/a
Example of Actual earnings	\$25,000.00	\$480.77	\$410.63	n/a	\$389.58
	\$62,000.00	\$1,192.31	\$886.32	\$771.29	n/a

Married, Claims Spouse or Common-law Partner Amount, Two Dependants

	Gross Annual Wage	Gross Weekly Wage	100% Net Actual (Weekly)	90% Net Sheltered (Weekly)*	100% Net Sheltered (Weekly)*
½ IAW	\$29,261.96	\$562.73	\$523.91	n/a	\$522.91
Full IAW	\$58,523.40	\$1,125.45	\$918.81	\$784.93	n/a
Example of Actual earnings	\$25,000.00	\$480.77	\$448.19	n/a	\$447.19
	\$62,000.00	\$1,192.31	\$959.01	\$817.74	n/a

*The 90% Net Sheltered and 100% Net Sheltered figures represent the full weekly wage loss benefits an injured worker receives from the WCB if they have no other income following the injury, based on the annual income levels shown.

As of January 1, 2022, *The Workers Compensation Act* imposed a cap on maximum insurable earnings. For injuries on or after January 1, 2025, the cap is \$167,050.

This publication is provided for general information. It is not intended to be legal advice, and should not be relied on as such. For more specific information, see *The Workers Compensation Act and Regulations and WCB Policies*. These documents are available on the WCB website at wcb.mb.ca.