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**COMPENSATION IN THE EVENT  
OF ACCIDENT WHILE ON DUTY**  
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1. Under the terms of the Government Employees' Compensation Act, compensation is available to Government employees and, in case of fatal injury, their dependents, to cover injuries sustained as a result of an accident occurring whilst an employee is on duty. If an accident, which does not result in death or serious disablement, is attributable to the serious or wilful misconduct of the employee, no compensation is payable. Neither the amount of any compensation, nor the conditions of its award, will be affected by the employee being in travel status at the time of the accident, provided such travel is on Government business. Travel status covers any absence from the office premises on duty.
2. It is within the discretion of the Department to grant F.S.O.'s and F.S.E.'s "injury leave" in which case there is no charge against the employee's leave credits. However, there is no authority to grant "injury leave" to locally-engaged staff.
3. When an accident occurs during a scheduled flight, the employee may claim compensation only under the Government Employees' Compensation Act. However, if an accident occurs during a non-scheduled flight, the employee may elect to claim compensation under either the Government Employees' Compensation Act or the Flying Accidents Compensation Order, whichever is the most advantageous. Rates of compensation for the former (as far as the Trade Commissioner Service is concerned) are those in effect for the Workmen's Compensation Act for Ontario. For the latter, it is the Pensions Act which determines the rate. Both rates are available in Ottawa.
4. With respect to F.S.O.'s and F.S.E.'s, accidents should be reported as soon as possible to the Department by the head of post. The report should be fully detailed and should include the extent of the injury and probable duration of absence. It should be accompanied by an authenticated report of the accident, witnesses' statements if available, and all other relevant documents including medical reports and accounts. The Department will be responsible for forwarding the claim to the Department of Labour.
5. Locally-engaged employees fall into two groups for accident compensation purposes:
  - (a) Employees who are protected by the law of the country of employment. This coverage is generally achieved by means of a payment by the employer to a state fund, out of which compensation is paid to employees and/or dependents of employees.
  - (b) Employees who are not entitled to any compensation under local laws.

With respect to the first group, accidents should be reported to the appropriate local authority for their action under the laws of the country concerned. With respect to the second group, however, compensation will be based on the Workmen's Compensation Act of Ontario. Particulars should be forwarded to Canada as per paragraph 4.