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## Law

The *Workers' Compensation Act, R.S.O. 1980* (WCA, 1980), provides:

### **s.138(1)**

On the 1st day of January, 1986, the WSIB shall adjust dollar *amounts* set out in the WCA, 1980 and average earnings by applying an indexing factor of 1.7 percent.

### **s.139(1)**

On the 1st day of January in each year, beginning in 1987, an indexing factor shall be determined, based on the percentage change in the Consumer Price Index (CPI) for Canada for the 12 month period ending the 31st day of October of the previous year.

### **s.139(2)**

On the 1st day of January in each year, beginning in 1987, the WSIB shall adjust the dollar amounts set out under the WCA, 1980 and average earnings by applying the indexing factor to the dollar amounts and average earnings as adjusted under this part on the preceding 1st day of January.

The *Workers' Compensation Act, R.S.O. 1990* (WCA, 1990), provides:

### **s.38(1)(a)**

Effective January 2, 1990, the maximum amount of average earnings upon which the loss of earnings is to be calculated is the same as it read immediately before January 2, 1990.

### **s.38(1)(b)**

Effective January 1, 1991, the maximum amount of average earnings upon which the loss of earnings is to be calculated is \$42,000.

### **s.38(1)(c)**

Beginning in 1992, "...effective on the 1st day of January of each year...(the maximum amount of average earnings upon which the loss of earnings is to be calculated) is 175% of the average industrial wage for Ontario for the year."

### **s.148(1)**

Each January 1, (beginning January 1, 1995) an indexing factor is determined using the formula:  $(0.75 \times \text{CPI}) - 1$ . However, this indexing factor (the Friedland indexing factor) will not be less than 0 percent, nor greater than 4 percent.

### **s.148(2)**

On the 1st day of January each year (beginning January 1, 1995), the WSIB shall adjust all dollar amounts set out in the WCA, 1990, and adjust average earnings, by the Friedland indexing factor.

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Compensation benefits listed in s.148(1.2) are indexed by the CPI of the previous year [s.148(1.3)]. This indexing factor will not be less than 0 percent.

**s.148(4) and retroactivity**

Any increase resulting from indexation takes effect only from January 1 of each year, and does not entitle a person to claim additional compensation for any period prior to the effective date, or with respect to any benefit commuted or paid as a lump sum before the effective date.

The *Workplace Safety and Insurance Act, 1997* (WSIA), provides:

**s.49(1)**

Each January 1 (beginning January 1, 1998), an indexing factor is determined using the formula:  $(0.5 \times \text{CPI}) - 1$ . However, this indexing factor (the modified Friedland, or general indexing factor) will not be less than 0 percent, nor greater than 4 percent.

**s.49(3)**

The general indexing factor does not apply to the calculation of all benefits payable under Part VI of the WSIA – except those described in s.49(2), for the two years commencing January 1, 2008 and January 1, 2009; and applies to the calculation of all benefits payable under Part VI of the WSIA – except those described in s.49(2), for the year commencing January 1, 2010 and for all subsequent years.

**s.49(4)**

For the two years commencing January 1, 2008 and January 1, 2009, a temporary indexing factor of 2.5 percent applies to the calculation of all benefits payable under Part VI of the WSIA – except those described in s.49(2), that would otherwise have been adjusted by the general indexing factor.

**s.50(1)**

Each January 1 (beginning January 1, 1998), all benefits described in s.50(2) of the WSIA are indexed by the CPI (the alternate indexing factor).

**s.51(1)**

As of January 1, 1998, the amounts, except those described in s.158(1) of the WSIA are indexed by the general indexing factor.

**s.51(1.1)**

Subsection 51(1) is subject to any regulations made under s.52.1(1).

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**Benefit Dollar Amounts - Accidents before 1998****s.51(3)**

Despite s.51(1), on January 1, 2008 and January 1, 2009, the amounts set out in the WSIA (as adjusted on the preceding January 1) shall be adjusted by the temporary indexing factor of 2.5 percent per s.49(4).

**s.51(4)**

Subsections 49(3) and (4) apply to the indexation of amounts set out in the WSIA, with necessary modifications.

**s.51(5)**

Despite s.51(1), on January 1 in any calendar year specified in a regulation made under s.52.1(1)(a), the amounts set out in the WSIA (as adjusted on the preceding January 1) that would otherwise be adjusted by the amount of the general indexing factor shall be adjusted by the amount of the temporary indexing factor prescribed in the regulation.

**s.51(6)**

On July 1, 2007, the amounts set out in the WSIA, that were adjusted by the general indexing factor on January 1, 2007, shall be adjusted by an additional 2.5 percent.

**s.51(7)**

On any date specified in a regulation made under s.52.1(1)(b), the amounts set out in the WSIA (as most recently adjusted under the WSIA) shall be adjusted by the prescribed additional adjustment.

**s.52(1)**

On the 1st day of January each year (beginning January 1, 1998) the WSIB shall adjust average earnings by applying the general or alternate indexing factor, as the case may be.

**s.52(1.1)**

Subsection 52(1) is subject to any regulations made under s.52.1(1).

**s.52(1.2)**

Despite s.52(1), on January 1, 2008 and January 1, 2009, the WSIB shall adjust average earnings that would otherwise be adjusted by the general indexing factor by applying the temporary indexing factor described in s.49(4) to the average earnings (as adjusted on the preceding January 1) and shall make consequential changes to the amounts payable under Part VI of the WSIA.

**s.52(1.3)**

Despite s.52(1), on January 1 in any calendar year specified in a regulation made under s.52.1(1)(a), the WSIB shall adjust average earnings that would otherwise be adjusted by the general indexing factor by applying the temporary indexing factor prescribed in the regulation

to the average earnings (as adjusted on the preceding January 1) and shall make consequential changes to the amounts payable under Part VI of the WSIA.

**s.52(1.4)**

On July 1, 2007, the average earnings, that were adjusted by the general indexing factor on January 1, 2007, shall be adjusted by an additional 2.5 percent and any consequential changes to the amounts payable under Part VI of the WSIA will be made.

**s.52(1.5)**

On any date specified in a regulation made under s.52.1(1)(b), the WSIB shall adjust average earnings by the prescribed additional adjustment and shall make consequential changes to the amounts payable under Part VI of the WSIA.

**s.52(2)**

Any increase resulting from indexation takes effect only from January 1 of each year, and does not entitle a person to claim additional compensation for any period prior to the effective date, or with respect to any benefit commuted or paid as a lump sum before the effective date.

**s.52.1(1)**

The Lieutenant Governor in Council may, by regulation,

- a) prescribe a temporary indexing factor to replace the general indexing factor described in s.49(1) for the purposes of s.51(5) and s.52(1.3), and specify the calendar year for which the temporary indexing factor shall be applied;
- b) may prescribe an additional adjustment for the purposes of s.51(7) and s.52(1.5), and specify the date on which it shall be applied.

**s.52.1(2)**

A temporary indexing factor prescribed under s.52.1(1)(a) may be higher but not lower than, the general indexing factor described in s.49(1); or may be higher or lower than the alternate indexing factor described in s.50(1).

**s.52.1(3)**

An additional adjustment prescribed under s.51.1(1)(b) may be higher or lower than the general indexing factor described in s.49(1); or the alternate indexing factor described in s.50(1).

**s.52.1(4)**

The application of a prescribed temporary indexing factor or prescribed additional adjustment may be subject to any terms, restrictions, limitations, conditions or exclusions that are set out in the regulation.

**s.52.1(5)**

A regulation made under this section may create different classes of workers and may impose different requirements or create different entitlements with respect to each class.

**O. Reg. 454/09, as amended**

1. For the purposes of s.51(5) and s.52(1.3) of the Act, a temporary indexing factor of 0.5 percent shall be applied for 2010, 2011, 2012, 2013, 2014, 2015 and 2016.
2. For the purposes of subsections 51(5) and 52(1.3) of the Act, a temporary indexing factor of 1 per cent shall be applied for 2017.

**NOTE**

For other rates annually reviewed and set by the WSIB see 18-01-05, Table of Rates.  
For benefit dollar amounts after January 1, 1998 see 18-01-02, Benefit Dollar Amounts - Accidents after 1998.

**Fig. 1 - Annually indexed dollar amounts for loss of retirement income (LRI) lump sum threshold [s.44(7)], WCA 1990**

Year worker reaches age 65	Indexing factor	Dollar amount
1990	n/a (*1)	\$1,000.00
1991	4.8%	\$1,048.00
1992	4.4%	\$1,094.11
1993	1.6%	\$1,111.62
1994	1.9%	\$1,132.74
1995	0.0%	\$1,132.74
1996	0.8%	\$1,141.80
1997	0.3%	\$1,145.23

\*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.

LRI dollar amounts for workers who reach age 65 from 1998 onwards are outlined in Fig. 2 in 18-01-02, Benefit Dollar Amounts - Accidents from 1998

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**Fig. 2 - Annually indexed dollar amounts for NEL benefits [(s.42.2)] WCA 1990**

Year worker reaches MMR	Indexing factor	NEL base amount	NEL adjustment factor	Maximum amount	Minimum amount	Lump sum cut-off
1990	n/a (*1)	\$45,000.00	\$1,000.00	\$65,000.00	\$25,000.00	\$10,000.00
1991	4.8%	\$47,160.00	\$1,048.00	\$68,120.00	26,200.00	\$10,480.00
1992	4.4%	\$49,238.00	\$1,094.00	\$71,117.00	\$27,353.00	\$10,941.33
1993	1.6%	\$50,023.00	\$1,112.00	\$72,255.00	\$27,791.00	\$11,116.00
1994	1.9%	\$50,973.44	\$1,133.13	\$73,627.85	\$28,319.03	\$11,327.20
1995	0.0%	\$50,973.44	\$1,133.13	\$73,627.85	\$28,319.03	\$11,327.20
1996	0.8%	\$51,381.23	\$1,142.20	\$74,216.87	\$28,545.58	\$11,417.82
1997	0.3%	\$51,535.37	\$1,145.63	\$74,439.52	\$28,631.22	\$11,452.07

\*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.

The method for calculating NEL benefits remains the same each year, but the base amount and adjustment factor are indexed annually. For more information see 18-05-04, Calculating NEL Benefits.

NEL dollar amounts for workers who reach MMR (maximum medical recovery) from 1998 onwards are outlined in Fig. 3 in 18-01-02, Benefit Dollar Amounts - Accidents from 1998.

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**Fig. 3 - Annually indexed dollar amounts for lump sum survivors' benefits [s.35(1)] WCA 1980 & 1990**

Year of death	Indexing factor	Survivors' lump sum	Survivors' adjustment factor	Maximum lump sum	Minimum lump sum
1985	n/a (*1)	\$40,000.00	\$1,000.00	\$60,000.00	\$20,000.00
1986	1.7%	\$40,680.00	\$1,017.00	\$61,020.00	\$20,340.00
1987	4.4%	\$42,469.92	\$1,061.75	\$63,704.88	\$21,234.96
1988	4.3%	\$46,296.13	\$1,107.41	\$66,444.19	\$22,148.06
1989	4.2%	\$46,156.57	\$1,153.92	\$69,234.85	\$23,078.28
1990	5.1%	\$48,510.56	\$1,212.77	\$72,765.83	\$24,255.27
1991	4.8%	\$50,839.07	\$1,270.98	\$76,258.59	\$25,419.52
1992	4.4%	\$53,075.99	\$1,326.90	\$79,613.97	\$26,537.98
1993	1.6%	\$53,925.21	\$1,348.13	\$80,887.79	\$26,962.59
1994	1.9%	\$54,949.79	\$1,373.74	\$82,424.66	\$27,474.88
1995	0.0%	\$54,949.79	\$1,373.74	\$82,424.66	\$27,474.88
1996	0.8%	\$55,389.38	\$1,384.73	\$83,084.05	\$27,694.68
1997	0.3%	\$55,555.55	\$1,388.88	\$83,333.30	\$27,777.76

\*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.

The method for calculating survivors' benefits remains the same each year, but the base amount and adjustment factor are indexed annually. For more information about survivors' benefits see section 20, "Survivors" in the Operational Policy manual (OPM).

Figures for deaths that occur from 1998 onwards are outlined in Fig. 4 in 18-01-02, Benefit Dollar Amounts - Accidents from 1998.

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**Fig. 4 - For accidents or diseases occurring before April 1, 1985 [s.138(1), s.139, WCA 1980]**

Effective date	Indexing factor	Maximum annual earnings covered
July 1, 1985	n/a (*1)	\$28,200
January 1, 1986	1.7% (*2)	\$28,700
January 1, 1987	4.4%	\$30,000
January 1, 1988	4.3%	\$31,300
January 1, 1989	4.2%	\$32,700
January 1, 1990	5.1%	\$34,400
January 1, 1991	4.8%	\$36,100
January 1, 1992	4.4%	\$37,700
January 1, 1993	1.6%	\$38,400
January 1, 1994	1.9%	\$39,200
January 1, 1995	0.0% Friedland (*3)	\$39,200
January 1, 1996	0.8% Friedland	\$39,600
January 1, 1997	0.3% Friedland	\$39,800
January 1, 1998	0.0% General	\$39,800
January 1, 1999	0.0% General	\$39,800
January 1, 2000	0.2% General	\$39,900
January 1, 2001	0.4% General	\$40,100
January 1, 2002	0.0% General	\$40,100
January 1, 2003	0.6% General	\$40,400
January 1, 2004	0.0% General	\$40,400
January 1, 2005	0.2% General	\$40,500
January 1, 2006	0.3% General	\$40,700
January 1, 2007	0.1% General	\$40,800
July 1, 2007	2.5% Additional (*4)	\$41,900
January 1, 2008	2.5% Temporary (*5)	\$43,000
January 1, 2009	2.5% Temporary (*5)	\$44,100
January 1, 2010	0.5% Temporary (*6)	\$44,400
January 1, 2011	0.5% Temporary (*6)	\$44,700
January 1, 2012	0.5% Temporary (*6)	\$45,000
January 1, 2013	0.5% Temporary (*6)	\$45,300
January 1, 2014	0.5% Temporary (*6)	\$45,600
January 1, 2015	0.5% Temporary (*6)	\$45,900
January 1, 2016	0.5% Temporary (*6)	\$46,200
January 1, 2017	1.0% Temporary (*6)	\$46,700

\*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.

\*2. In 1986, an indexing factor of 1.7% was legislated, as was a provision that all dollar amounts set



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out in the WCA, 1980, be adjusted each January 1st, using the CPI.

\*3. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).

\*4. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*5. Temporary indexing factor per s.52(1.2)

\*6. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 5 - For accidents or diseases occurring April, 1, 1985 to January 1, 1990 (inclusive)  
[s.138(1), 139(1)(2), 132, WCA 1980]**

Effective date	Indexing factor	Maximum annual earnings covered
April 1, 1985	n/a (*1)	\$31,500
January 1, 1986	1.7% (*2)	\$32,100
January 1, 1987	4.4%	\$33,600
January 1, 1988	4.3%	\$35,100
January 1, 1989	4.2%	\$36,600
January 1, 1990	5.1%	\$38,500
January 1, 1991	4.8%	\$40,400
January 1, 1992	4.4%	\$42,200
January 1, 1993	1.6%	\$42,900
January 1, 1994	1.9%	\$43,800
January 1, 1995	0.0% Friedland (*3)	\$43,800
January 1, 1996	0.8% Friedland	\$44,200
January 1, 1997	0.3% Friedland	\$44,400
January 1, 1998	0.0% General	\$44,400
January 1, 1999	0.0% General	\$44,400
January 1, 2000	0.2% General	\$44,500
January 1, 2001	0.4% General	\$44,700
January 1, 2002	0.0% General	\$44,700
January 1, 2003	0.6% General	\$45,000
January 1, 2004	0.0% General	\$45,000
January 1, 2005	0.2% General	\$45,100
January 1, 2006	0.3% General	\$45,300
January 1, 2007	0.1% General	\$45,400
July 1, 2007	2.5% Additional (*4)	\$46,600
January 1, 2008	2.5% Temporary (*5)	\$47,800
January 1, 2009	2.5% Temporary (*5)	\$49,000
January 1, 2010	0.5% Temporary (*6)	\$49,300
January 1, 2011	0.5% Temporary (*6)	\$49,600
January 1, 2012	0.5% Temporary (*6)	\$49,900

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January 1, 2013	0.5% Temporary (*6)	\$50,200
January 1, 2014	0.5% Temporary (*6)	\$50,500
January 1, 2015	0.5% Temporary (*6)	\$50,800
January 1, 2016	0.5% Temporary (*6)	\$51,100
January 1, 2017	1.0% Temporary (*6)	\$51,700

- \*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.
- \*2. In 1986, an indexing factor of 1.7% was legislated, as was a provision that all dollar amounts set out in the WCA, 1980, be adjusted each January 1st, using the CPI.
- \*3. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).
- \*4. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.
- \*5. Temporary indexing factor per s.52(1.2)
- \*6. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 6 - For accidents or diseases occurring January 2, 1990 to December 31, 1990 (inclusive) [s.38(1)(a), WCA 1990]**

Effective date	Indexing factor	Maximum annual earnings covered
January 2, 1990	n/a (*1)	\$38,500
January 1, 1991	4.8%	\$40,400
January 1, 1992	4.4%	\$42,200
January 1, 1993	1.6%	\$42,900
January 1, 1994	1.9%	\$43,800
January 1, 1995	0.0% Friedland (*2)	\$43,800
January 1, 1996	0.8% Friedland	\$44,200
January 1, 1997	0.3% Friedland	\$44,400
January 1, 1998	0.0% General	\$44,400
January 1, 1999	0.0% General	\$44,400
January 1, 2000	0.2% General	\$44,500
January 1, 2001	0.4% General	\$44,700
January 1, 2002	0.0% General	\$44,700
January 1, 2003	0.6% General	\$45,000
January 1, 2004	0.0% General	\$45,000
January 1, 2005	0.2% General	\$45,100
January 1, 2006	0.3% General	\$45,300
January 1, 2007	0.1% General	\$45,400
July 1, 2007	2.5% Additional (*3)	\$46,600
January 1, 2008	2.5% Temporary (*4)	\$47,800
January 1, 2009	2.5% Temporary (*4)	\$49,000
January 1, 2010	0.5% Temporary (*5)	\$49,300

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January 1, 2011	0.5% Temporary (*5)	\$49,600
January 1, 2012	0.5% Temporary (*5)	\$49,900
January 1, 2013	0.5% Temporary (*5)	\$50,200
January 1, 2014	0.5% Temporary (*5)	\$50,500
January 1, 2015	0.5% Temporary (*5)	\$50,800
January 1, 2016	0.5% Temporary (*5)	\$51,100
January 1, 2017	1.0% Temporary (*5)	\$51,700

- \*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.
- \*2. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).
- \*3. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.
- \*4. Temporary indexing factor per s.52(1.2)
- \*5. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 7 - For accidents or diseases occurring January 1, 1991 to December 31, 1991 (inclusive) [s.38(1)(b), WCA 1990]**

Effective date	Indexing factor	Maximum annual earnings covered
January 1, 1991	n/a (*1)	\$42,000
January 1, 1992	4.4%	\$43,900
January 1, 1993	1.6%	\$44,700
January 1, 1994	1.9%	\$45,600
January 1, 1995	0.0% Friedland (*2)	\$45,600
January 1, 1996	0.8% Friedland	\$46,000
January 1, 1997	0.3% Friedland	\$46,200
January 1, 1998	0.0% General	\$46,200
January 1, 1999	0.0% General	\$46,200
January 1, 2000	0.2% General	\$46,300
January 1, 2001	0.4% General	\$46,500
January 1, 2002	0.0% General	\$46,500
January 1, 2003	0.6% General	\$46,800
January 1, 2004	0.0% General	\$46,800
January 1, 2005	0.2% General	\$46,900
January 1, 2006	0.3% General	\$47,100
January 1, 2007	0.1% General	\$47,200
July 1, 2007	2.5% Additional (*3)	\$48,400
January 1, 2008	2.5% Temporary (*4)	\$49,700
January 1, 2009	2.5% Temporary (*4)	\$51,000
January 1, 2010	0.5% Temporary (*5)	\$51,300

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January 1, 2011	0.5% Temporary (*5)	\$51,600
January 1, 2012	0.5% Temporary (*5)	\$51,900
January 1, 2013	0.5% Temporary (*5)	\$52,200
January 1, 2014	0.5% Temporary (*5)	\$52,500
January 1, 2015	0.5% Temporary (*5)	\$52,800
January 1, 2016	0.5% Temporary (*5)	\$53,100
January 1, 2017	1.0% Temporary (*5)	\$53,700

- \*1. Not applicable - indexing does not affect benefits in the year in which the accident occurred.
- \*2. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).
- \*3. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.
- \*4. Temporary indexing factor per s.52(1.2)
- \*5. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 8 - For accidents or diseases occurring January 1, 1992 to December 31, 1992 (inclusive) [s.38(1)(c), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1992	\$29,000 x 175%	\$50,800
	Indexing factor	
January 1, 1993	1.6%	\$51,700
January 1, 1994	1.9%	\$52,700
January 1, 1995	0.0% Friedland (*1)	\$52,700
January 1, 1996	0.8% Friedland	\$53,200
January 1, 1997	0.3% Friedland	\$53,400
January 1, 1998	0.0% General	\$53,400
January 1, 1999	0.0% General	\$53,400
January 1, 2000	0.2% General	\$53,600
January 1, 2001	0.4% General	\$53,900
January 1, 2002	0.0% General	\$53,900
January 1, 2003	0.6% General	\$54,300
January 1, 2004	0.0% General	\$54,300
January 1, 2005	0.2% General	\$54,500
January 1, 2006	0.3% General	\$54,700
January 1, 2007	0.1% General	\$54,800
July 1, 2007	2.5% Additional (*2)	\$56,200
January 1, 2008	2.5% Temporary (*3)	\$57,700
January 1, 2009	2.5% Temporary (*3)	\$59,200
January 1, 2010	0.5% Temporary (*4)	\$59,500
January 1, 2011	0.5% Temporary (*4)	\$59,800

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January 1, 2012	0.5% Temporary (*4)	\$60,100
January 1, 2013	0.5% Temporary (*4)	\$60,500
January 1, 2014	0.5% Temporary (*4)	\$60,900
January 1, 2015	0.5% Temporary (*4)	\$61,300
January 1, 2016	0.5% Temporary (*4)	\$61,700
January 1, 2017	1.0% Temporary (*4)	\$62,400

\*1. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).

\*2. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*3. Temporary indexing factor per s.52(1.2)

\*4. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 9 - For accidents or diseases occurring January 1, 1993 to December 31, 1993 (inclusive) [s.38(1)(c), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1993	\$29,993.61 x 175%	\$52,500
	Indexing factor	
January 1, 1994	1.9%	\$53,500
January 1, 1995	0.0% Friedland (*1)	\$53,500
January 1, 1996	0.8% Friedland	\$54,000
January 1, 1997	0.3% Friedland	\$54,200
January 1, 1998	0.0% General	\$54,200
January 1, 1999	0.0% General	\$54,200
January 1, 2000	0.2% General	\$54,400
January 1, 2001	0.4% General	\$54,700
January 1, 2002	0.0% General	\$54,700
January 1, 2003	0.6% General	\$55,100
January 1, 2004	0.0% General	\$55,100
January 1, 2005	0.2% General	\$55,300
January 1, 2006	0.3% General	\$55,500
January 1, 2007	0.1% General	\$55,600
July 1, 2007	2.5% Additional (*2)	\$57,000
January 1, 2008	2.5% Temporary (*3)	\$58,500
January 1, 2009	2.5% Temporary (*3)	\$60,000
January 1, 2010	0.5% Temporary (*4)	\$60,300
January 1, 2011	0.5% Temporary (*4)	\$60,700
January 1, 2012	0.5% Temporary (*4)	\$61,100
January 1, 2013	0.5% Temporary (*4)	\$61,500
January 1, 2014	0.5% Temporary (*4)	\$61,900

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January 1, 2015	0.5% Temporary (*4)	\$62,300
January 1, 2016	0.5% Temporary (*4)	\$62,700
January 1, 2017	1.0% Temporary (*4)	\$63,400

\*1. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).

\*2. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*3. Temporary indexing factor per s.52(1.2)

\*4. Temporary indexing factor per O. Reg. 454/09, as amended

**Fig. 10 - For accidents or diseases occurring January 1, 1994 to December 31, 1994 (inclusive) [s.38(1)(c), 148(1), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1994	\$30,789.84 x 175%	\$53,900
	Indexing factor	
January 1, 1995	0.0% Friedland (*1)	\$53,900
January 1, 1996	0.8% Friedland	\$54,400
January 1, 1997	0.3% Friedland	\$54,600
January 1, 1998	0.0% General	\$54,600
January 1, 1999	0.0% General	\$54,600
January 1, 2000	0.2% General	\$54,800
January 1, 2001	0.4% General	\$55,100
January 1, 2002	0.0% General	\$55,100
January 1, 2003	0.6% General	\$55,500
January 1, 2004	0.0% General	\$55,500
January 1, 2005	0.2% General	\$55,700
January 1, 2006	0.3% General	\$55,900
January 1, 2007	0.1% General	\$56,000
July 1, 2007	2.5% Additional (*2)	\$57,400
January 1, 2008	2.5% Temporary (*3)	\$58,900
January 1, 2009	2.5% Temporary (*3)	\$60,400
January 1, 2010	0.5% Temporary (*4)	\$60,800
January 1, 2011	0.5% Temporary (*4)	\$61,200
January 1, 2012	0.5% Temporary (*4)	\$61,600
January 1, 2013	0.5% Temporary (*4)	\$62,000
January 1, 2014	0.5% Temporary (*4)	\$62,400
January 1, 2015	0.5% Temporary (*4)	\$62,800
January 1, 2016	0.5% Temporary (*4)	\$63,200
January 1, 2017	1.0% Temporary (*4)	\$63,900

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- \*1. The use of the Friedland indexing factor was legislated, effective January 1, 1995. The Friedland factor applies to all dollar amounts, with the exception of benefits listed in s.148(1.2).
- \*2. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.
- \*3. Temporary indexing factor per s.52(1.2)
- \*4. Temporary indexing factor per O. Reg. 454/09, as amended

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**Fig. 11 - For accidents or diseases occurring January 1, 1995 to December 31, 1995 (inclusive) [s.38(1)(c), 148(1), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1995	\$31,656.74 x 175%	\$55,400
	Indexing factor	
January 1, 1996	0.8% Friedland	\$55,900
January 1, 1997	0.3% Friedland	\$56,100
January 1, 1998	0.0% General	\$56,100
January 1, 1999	0.0% General	\$56,100
January 1, 2000	0.2% General	\$56,300
January 1, 2001	0.4% General	\$56,600
January 1, 2002	0.0% General	\$56,600
January 1, 2003	0.6% General	\$57,000
January 1, 2004	0.0% General	\$57,000
January 1, 2005	0.2% General	\$57,200
January 1, 2006	0.3% General	\$57,400
January 1, 2007	0.1% General	\$57,500
July 1, 2007	2.5% Additional (*1)	\$59,000
January 1, 2008	2.5% Temporary (*2)	\$60,500
January 1, 2009	2.5% Temporary (*2)	\$62,100
January 1, 2010	0.5% Temporary (*3)	\$62,500
January 1, 2011	0.5% Temporary (*3)	\$62,900
January 1, 2012	0.5% Temporary (*3)	\$63,300
January 1, 2013	0.5% Temporary (*3)	\$63,700
January 1, 2014	0.5% Temporary (*3)	\$64,100
January 1, 2015	0.5% Temporary (*3)	\$64,500
January 1, 2016	0.5% Temporary (*3)	\$64,900
January 1, 2017	1.0% Temporary (*3)	\$65,600

\*1. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*2. Temporary indexing factor per s.52(1.2)

\*3. Temporary indexing factor per O. Reg. 454/09, as amended



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**Fig. 12 - For accidents or diseases occurring January 1, 1996 to December 31, 1996 (inclusive) [s.38(1)(c), 148(1), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1996	\$31,771.41 x 175%	\$55,600
	Indexing factor	
January 1, 1997	0.3% Friedland	\$55,800
January 1, 1998	0.0% General	\$55,800
January 1, 1999	0.0% General	\$55,800
January 1, 2000	0.2% General	\$56,000
January 1, 2001	0.4% General	\$56,300
January 1, 2002	0.0% General	\$56,300
January 1, 2003	0.6% General	\$56,700
January 1, 2004	0.0% General	\$56,700
January 1, 2005	0.2% General	\$56,900
January 1, 2006	0.3% General	\$57,100
January 1, 2007	0.1% General	\$57,200
July 1, 2007	2.5% Additional (*1)	\$58,700
January 1, 2008	2.5% Temporary (*2)	\$60,200
January 1, 2009	2.5% Temporary (*2)	\$61,800
January 1, 2010	0.5% Temporary (*3)	\$62,200
January 1, 2011	0.5% Temporary (*3)	\$62,600
January 1, 2012	0.5% Temporary (*3)	\$63,000
January 1, 2013	0.5% Temporary (*3)	\$63,400
January 1, 2014	0.5% Temporary (*3)	\$63,800
January 1, 2015	0.5% Temporary (*3)	\$64,200
January 1, 2016	0.5% Temporary (*3)	\$64,600
January 1, 2017	1.0% Temporary (*3)	\$65,300

\*1. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*2. Temporary indexing factor per s.52(1.2)

\*3. Temporary indexing factor per O. Reg. 454/09, as amended

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**Fig. 13 - For accidents or diseases occurring January 1, 1997 to December 31, 1997 (inclusive) [s.38(1)(c), 148(1), WCA 1990]**

Effective date	Average Industrial Wage	Maximum annual earnings covered
January 1, 1997	\$32,070.46 x 175%	\$56,100
	Indexing factor	
January 1, 1998	0.0% General	\$56,100
January 1, 1999	0.0% General	\$56,100
January 1, 2000	0.2% General	\$56,300
January 1, 2001	0.4% General	\$56,600
January 1, 2002	0.0% General	\$56,600
January 1, 2003	0.6% General	\$57,000
January 1, 2004	0.0% General	\$57,000
January 1, 2005	0.2% General	\$57,200
January 1, 2006	0.3% General	\$57,400
January 1, 2007	0.1% General	\$57,500
July 1, 2007	2.5% Additional (*1)	\$59,000
January 1, 2008	2.5% Temporary (*2)	\$60,500
January 1, 2009	2.5% Temporary (*2)	\$62,100
January 1, 2010	0.5% Temporary (*3)	\$62,500
January 1, 2011	0.5% Temporary (*3)	\$62,900
January 1, 2012	0.5% Temporary (*3)	\$63,300
January 1, 2013	0.5% Temporary (*3)	\$63,700
January 1, 2014	0.5% Temporary (*3)	\$64,100
January 1, 2015	0.5% Temporary (*3)	\$64,500
January 1, 2016	0.5% Temporary (*3)	\$64,900
January 1, 2017	1.0% Temporary (*3)	\$65,600

\*1. Additional adjustment per s.52(1.4) only applies to average earnings previously indexed January 1, 2007 by the general indexing factor.

\*2. Temporary indexing factor per s.52(1.2)

\*3. Temporary indexing factor per O. Reg. 454/09, as amended

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18-01-03 dated February 1, 2011  
18-01-03 dated February 23, 2010  
18-01-03 dated February 18, 2009  
18-01-03 dated March 3, 2008  
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18-01-03 dated February 19, 2007  
18-01-03 dated February 20, 2006  
18-01-03 dated October 12, 2004  
05-01-02 dated August 12, 1999

## **References**

### **Legislative authority**

*Workplace Safety and Insurance Act, 1997*, as amended  
Sections 46, 48, 49, 50, 51, 52, 52.1, 102, 111

*O. Reg. 454/09*, as amended

*Workers' Compensation Act, R.S.O. 1990*, as amended  
Sections 35, 38, 42, 44(7), 148, 149, 150

*Workers' Compensation Act, R.S.O. 1980*, as amended  
Sections 36, 133, 138, 139, 140, 141