



Stanley Lam
Compensation Paralegal
Professional Corporation

About Us

"To create value for clients by offering knowledgeable, flexible and innovative solutions, from mitigating risks to improving human resources towards managing people."

Integrity and Commitment to professionalism, our team with nearly 2 decades of Public and Private risk consulting experience is dedicated to provide personalized attention and expertise for employers. Solutions are created through innovative expertise, coupled with in-depth knowledge to custom design a program specifically to meet your company's needs.

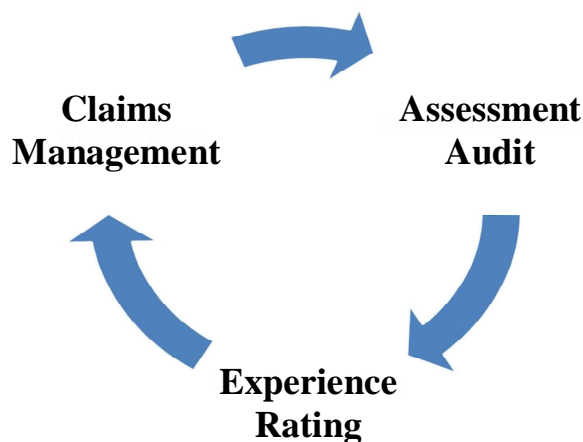
Contentious and sensitive issues are addressed prior to beginning any appeal. Our findings and subsequent appeals are communicated for full disclosure and transparency. Confidential information is held in the strictest confidence.

The goal is to establish our firm as your resource base for customized solutions that bring tangible value to the bottom line.

Helping Employers Since 1990

Workers Compensation, with ongoing legislative changes and complex legal policies is a resource intensive challenge for employers. Being a licensed Paralegal firm, we provide the support to complement and to fill your company's needs. With the rising costs of WCB, employers face an unenviable decision to predict an effective and cost efficient approach based on a very small margin for error. Our business involves educating and reacting to make solutions happen, so WCB does not become a financial or claims management burden.

WCB consists of 3 fundamental areas: Assessment/Audit, Experience Rating and Claims Management. Understanding these areas, we have a much greater opportunity to evaluate the risk rewards and pursue only the issues that realize actual savings. A review begins with your signed authorization to access records directly from the Board. You are not required to dedicate resources or provide any information. We handle the analysis and perform the appeals while being non-intrusive, but supportive of the needs of your company.



We help prioritize and improve your efficiencies, to essentially re-focus your energies on what's important: make sound business decisions, grow your operations and produce high quality products or services. Working with you to be a valued resources in dealings with workers compensation.



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WCB Costs to Employers

There are five basic cornerstones to the WC laws: No-Fault Compensation; Collective Liability; Security of Payment; Exclusive Jurisdiction and Independent Boards. All provinces have their own exclusive WCB Boards, except NT & NU, the programs are combined.

Funding is exclusively by employers (not by government). Employers are charged premiums through an industry specific "Assessment" or "Premium" Rate per \$100 of assessable payroll. This will lead to financing other important WCB initiatives involving Experience Rating and Claims Management programs.

Monies paid to injured workers are generally known as workers' compensation "benefits." The benefits are comprised of: Wage Loss; Permanent Disability; Dependency and Rehabilitation. Accident Costs and the associated costs are applied into an Experiencing Rating program to determine the appropriate WCB premiums.

Our Services

Claims

- Claim cost recovery through third party transfers, cost relief, overpayments & dispute loss of earnings.
- Pro-active claims management: call centre 24-7 reporting, return to work initiatives, modified duties, mediation and training.
- Absenteeism control: we contact injured workers to understand their condition and better develop return to work programs.
- Partnerships with third-party medical specialists, safety consultants, insurance brokers, health-care benefit advisors and private investigative groups.

Financial

- Appeal and Mediation Representation at all levels across the country. This includes the preparation, interviews and hearing.
- Classification and Audit representation by assessing employers within your current and/or alternate rate categories.
- Sub-contractor and Independent Operator analysis on worker status reports to confirm their employment status.
- Experience Rating analysis for calculating errors and omissions. Assessing the financial costs from a reclassification and/or unapplied accident cost credits.

Should you have any other questions or concerns, please feel free to contact us directly to learn more about our WCB Services.

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