



F2-3 WORKSAFE BC DECLARATION FORM

Contractor / Employee Name:	
Contract / Employee Period:	

Take a Hike Youth at Risk Foundation is required to pay assessments on the earnings of all “workers”. The Workers’ Compensation Board’s (WCB’s) definition of a worker is different from that of the Canada Revenue Agency and effectively includes all consultants who cannot demonstrate that they are Independent Operators.

According to WCB:

- A *Worker* is an individual who performs work under a contract with an employer and has no business existence under the contract independent of the employer.
- An *Independent Operator* performs work under a contract, but has a business existence independent of the person or entity for whom that work is performed. Independent operators are outside the mandatory scope of the Act and are not obliged to participate in the workers’ compensation system.

There are 4 criteria that WCB uses to determine if a consultant is an *Independent Operator*:

1. If they are a Limited company they are considered Independent except if the company provides the services of a single individual/owner.
2. If they hire workers (and therefore are required to register and remit themselves).
3. If they have ongoing simultaneous contracts, meaning any contractual obligations with at least two unaffiliated clients that overlap in time (and are therefore required to register and remit themselves).
4. If they supply 2 major revenue producing pieces of equipment. Note that this criterion was developed for the construction industry and equipment does NOT include computer, cell phone, etc. – it is intended to include heavy equipment such as a truck or a backhoe.



take a hike
YOUTH AT RISK FOUNDATION®

Declaration:

As an independent consultant or consulting firm, are you registered with WCB as an employer and do you pay assessments? _____ Yes _____ No

If no, do any of the four criteria above apply to you? _____ Yes _____ No

If yes, please provide details: _____

Signature:	Date:
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