

Mental Disorders

The Policy, Regulation and Research Department (PRRD) held a [public consultation](#) on the proposed changes to policy in Item C3-24.00, *Section 135 Mental Disorders*, of the *Rehabilitation Services & Claims Manual*, Volume II (RS&CM) between June 26, 2023 to October 6, 2023. All issues raised during the public consultation were analyzed by the PRRD and WorkSafeBC subject matter experts, resulting in further changes to the proposed amendments.

At their November 14, 2025 meeting, WorkSafeBC’s Board of Directors [revised](#) Item C3-24.00, *Section 135 Mental Disorders*, and C3-24.10, *Section 135(2) Mental Disorder Presumption*, of the RS&CM. All of the public consultation [feedback](#) was provided to WorkSafeBC’s Board of Directors as part of their decision-making process.

The following chart contains a summary of the key changes made to the policy revisions since public consultation.

| Section of the Policy | What was changed since public consultation |
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| Item C3-24.00 Policy, Section C | The general statement in the policy that states “All workers are exposed to normal pressures and tensions at work which are associated with the duties and interpersonal relations connected with the worker’s employment” was revised to state “connected with employment”. This was for consistency with the revisions to the definition of significant work-related stressor. |
| Item C3-24.00 Policy, Section C | The change to replace the “his or her” gendered language in the policy discussion on interpersonal conflicts was not included as the issue was addressed via housekeeping changes in 2024. |
| Item C3-24.00 Policy, Section E | The proposed sentence “This exclusion is to ensure employers remain able to manage their workplaces and workers in an effective manner and acknowledges the often unavoidable and inherent nature of stress arising from normal pressures and tensions at work” was revised to remove “and acknowledges the often unavoidable and inherent nature of stress arising from normal pressures and tensions at work”. |
| Item C3-24.00 Policy, Section E | The policy’s description of employer’s decisions was revised to refer to “explicit decisions” rather than “specific decisions”. |
| Item C3-24.00 Policy, Section E | To reflect the BC Supreme Court’s decision in <i>Pickering v. Workers’ Compensation Board</i> , 2025 BCSC 376, the policy’s discussion on the labour relations exclusion was revised. The policy guidance was reorded, and the sentence “It only applies to employer decisions on generic processes and actions taken in good faith” was added. Guidance was added to explain this means |

| Section of the Policy | What was changed since public consultation |
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| | <p>an employer decision must be both on a generic process and made and performed in good faith.</p> <p>Language was added to clarify that the existing examples in the <i>Act</i> and policy are examples of employer decisions “on generic processes” relating to a worker’s employment.</p> <p>The policy description of bad faith was revised to state that for the purposes of the policy good faith is the absence of bad faith, to remove the draft reference to negligence, egregious conduct and legitimate workplace purpose, and to clarify that the draft statement regarding decisions communicated to the worker in an abusive or threatening manner is considered as a decision performed in bad faith.</p> |
| <p>Item C3-24.00 Policy, Section E</p> | <p>To reflect the BC Supreme Court’s decision in <i>King v. British Columbia (Workers’ Compensation Appeal Tribunal)</i>, 2024 BCSC 476, the following paragraph was added to the policy:</p> <p>“Determining whether the labour relations exclusion applies to an employer’s decision requires an objective analysis. It does not turn on the worker’s subjective perceptions or opinions of the employer’s decision or motivation. The Board considers how a reasonable person would view the employer’s conduct.”</p> |
| <p>Item C3-24.10 Policy, Section B</p> | <p>The following sentence was added to this policy, for consistency with the changes made to Item C3-24.00: “The Board considers whether a reasonable person, in the worker’s situation and with the general characteristics of the worker, would expect to find the event traumatic.”</p> |