

Workers' Compensation in Greenland

Insurance Scope, Employer Obligations, and Claims Reporting

Workers' compensation in Greenland is statutory. This is laid down in Royal Order No. 991 2009, which enforces the Danish Workers' Compensation Act in Greenland. The Royal Order comprises anyone who is employed for work in Greenland. This also applies where the employer is domiciled outside Greenland.

Insurance scope

Workers' compensation entitles workers to the following types of compensation for health injuries caused by accidents or exposures in the workplace.

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| Reimbursement of costs for medical treatment and aids | Reimbursement is only granted for treatment not provided for free in the public health system. |
| Daily sickness benefits | Daily sickness benefits are granted for as long as the injured person is incapacitated for work due to the injury. |
| Compensation for permanent injury | The permanent injury is assessed on the basis of a rating list. Se www.ask.dk The compensation covers the lasting nuisance and inconvenience following an industrial injury. The compensation is paid as a lump sum and is not subject to taxation. |
| Compensation for loss of earning capacity | The loss of earning capacity is determined after completed retraining and rehabilitation. The amount of the compensation is based on an assessment of the injured person's ability to earn money through work after the injury, in relation to what the injured person might have earned had the injury not occurred. |
| Compensation for surviving dependants | A transitional allowance is granted to the surviving spouse or cohabiting partner. It is likewise possible to grant a temporary monthly benefit to the surviving spouse or cohabiting partner and to surviving children under the age of 18. |

Employer obligations

If you employ staff for work in Greenland, you have to provide protection for them under the provisions of the Royal Order.

This means that you need to –

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| (1) take out insurance against accidents with an insurance company offering insurance in accordance with the provisions of the Royal Order | Most insurance companies in Greenland offer insurance against accidents at work. Rates may vary, but the insurance cover is the same. |
| (2) register your employees with the Labour Market Occupational Diseases Fund | See www.atp.dk , where you can find a guide to the procedure and the amount of the contribution to be paid. |

Please note that if you do not meet your obligation to provide protection for your employees, you will be personally liable for the compensation costs in the event that one of your employees is injured.

Reporting an accident at work

The employer has to report accidents at work to the "Center for Arbejdsskadesikring" and the "Arbejdstilsynet" in Greenland. This can be done electronically via www.anmeld.gl.

The employer is not under an obligation to report work-related diseases. This is done by the doctor examining the diseased person.