

## Successful Program for Safety Certified Companies in the Construction Industry Made Permanent

The Workers Compensation Board of Manitoba announced that its Construction Health and Safety Incentive Program has been made permanent following a three year evaluation process. Starting in 2007, the pilot program offered a five per cent reduction in WCB assessment rates for construction firms that earned COR (Certificate of Recognition) certification and met certain other criteria. Going forward, the program will be enhanced by doubling the first year discount to 10 per cent.

Since the COR Incentive pilot program was introduced in 2007, the time loss injury rate in the construction

industry has dropped from 8.8 per 100 full time equivalent workers in 2007 to 6.9 per 100 full time equivalent workers in 2009. The number of COR certified companies has grown from approximately 166 companies in 2006 to 440 as of January 1, 2011.

“Safety programs are an effective way to reduce workplace injuries,” says WCB President and CEO Doug Sexsmith. “Certification works. COR certified companies were found to have lower injury rates, reduced time loss injury costs and shorter claim durations than non-COR certified companies. As a result, they also paid lower assessment rates.”

To obtain COR accreditation, an employer must undergo a safety training program, develop a company safety manual, develop and implement a health and safety program, and pass an independent safety audit. COR certification is administered by the Manitoba Heavy Construction Association Work Safety Program and the Construction Safety Association of Manitoba. Both associations are members of the Canadian Federation of Construction Safety Associations, and are authorized to grant the national COR standard in the Province of Manitoba.

## Return to Work is Good for Business

Preventing workplace injuries is the most effective way to protect workers and control an employer's workers compensation costs. Return to work (RTW) programs help to optimize recovery, facilitate safe and timely return to work, and prevent other injuries.

### Why have a RTW program?

A timely and safe return to work can help injured workers recovery more quickly and minimize the cost of workplace injuries. The best RTW programs involve participation, meaningful and safe work, communication, and proactive early intervention.

### Who is involved in a RTW program?

A team approach works best. The team generally includes the worker, employer, healthcare provider and, when needed, the WCB.

### What are the benefits of a RTW program?

An effective RTW program can help you to:

- Retain valued and experienced employees
- Reduce costs associated with training and recruiting replacement staff
- Maintain productivity and team dynamics
- Reduce the costs of injuries and WCB premiums
- Meet legal requirements related to WCB legislation
- Improve workplace morale.

For more information, contact the WCB's **SAFE Work Services** department by phone at 954-4501 or toll free 1-800-362-3340.

## Welcome to the WCB Insider!

The WCB is committed to providing you with service that is fast, easy, caring, right and clear - which is why we've developed the WCB Insider. It gives you a quick, 2-page look at what we're doing, and includes everything from prevention news to reporting information to tips to help you with your business.

If you'd prefer to continue receiving our 4-page newsletter, just let us know. Contact WCB Communications at (204) 954-4760 or e-mail [wcbcomm@wcb.mb.ca](mailto:wcbcomm@wcb.mb.ca).

## Reporting a Workplace Injury

When you find out about a workplace injury or illness, you're legally required to report it within **five business days**. Here's how:

### Reporting Online

You can use the **Online Incident Reporting System** which is available at [www.wcb.mb.ca](http://www.wcb.mb.ca). It's the most convenient reporting method since it's available 24 hours a day, 7 days a week and doesn't require any paperwork.

An added benefit is that you'll receive e-mails alerting you to injuries and illnesses in your workplace along with **Employer's Incident Report** forms we've started for you.

### Reporting by Fax or Mail

If you hear of an injury or illness before the WCB, you'll need to fill out an **Employer's Incident Report**. The form can be found at [www.wcb.mb.ca](http://www.wcb.mb.ca) or by calling 954-4321 or toll free **1-800-362-3340**.

### Reporting by Phone

You can call the **Claim Information Centre** at **954-4100** or toll free **1-800-362-3340** between 8 a.m. and 7 p.m., Monday to Friday.

## Important Dates

### Annual Billing Firms

**April 30, 2011** – Firms who have not submitted their completed Annual Payroll Form prior to this date will be arbitrarily assessed (their actual 2010 and estimated 2011 earnings will be determined by the WCB). In addition, they will be charged a late filing penalty equal to 10 percent of the premium generated on the arbitrarily assessed amount for 2011.

Voluntarily registered firms that have not submitted their AWER will have their coverage cancelled.

## Remembering Lost Lives on April 28

On April 28, 80 countries worldwide will take a moment to remember those who have suffered work-related injuries, illnesses and fatalities with a Day of Mourning.

The annual observance of this day serves as a reminder to employers and workers alike to do everything possible to ensure that their workplaces are safe and healthy. The Day of Mourning is as much a day to remember lost lives as it is to protect the living.

The number of injuries and fatalities that occur in the workplace every year is higher than most people would imagine. In 2010, nearly three workers died each day from a workplace injury or illness across Canada.

Through education and prevention efforts, the WCB is committed to reaching its goal of reducing workplace injuries and building a culture of safety and health throughout Manitoba.

The WCB will recognize the Day of Mourning on Thursday, April 28 by lowering its flag to half-mast and observing a moment of silence. A Leaders' Walk will also be held, beginning at the Union Centre on Broadway and concluding at the Manitoba Legislature Building.

## Employer Tip

### What should I include when reporting workers' earnings to the WCB?

In general, if a worker's earnings are taxable by Canada Revenue Agency, they should be included in the amounts you report to the WCB. Here are some examples:

- gross employment earnings (box 14 on T-4 slips)
- commission earnings
- top up (maternity, sick leave)
- vacation pay
- bonuses
- amounts paid by the business to family members of the business owner/director
- casual labour payments
- labour portion of sub-contract payments
- pay in lieu of notice
- per diem allowance
- taxable vehicle or travel allowance
- paid sick leave
- room and board.

Update is also available in a large print version.

Return undeliverable copies to:

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