



# WCB update

September 2010

## Provincial Injury Rate Reaches Record Low

The WCB is committed to increasing prevention awareness and reducing the time loss injury rate in Manitoba. That's why we work tenaciously with our partners in prevention to help foster a culture of safety and health throughout the province.

Through our joint efforts, we've seen the time loss injury rate in Manitoba drop steadily over the past several years, reaching a record low of 3.5 per 100 full-time workers in 2009 - down from 4.0 in 2008. Since 2000, the provincial time loss injury rate has dropped 37.5 per cent.

"We're thrilled to be making this progress in workplace injury prevention, but there's always more work to be done," says WCB President and CEO Doug Sexsmith. "That's why we continuously look for opportunities to reach out to workers and employers in a range of industries to promote the importance of safety and prevention."

One way in which the WCB and its partners are doing just that is through

the SAFE on Site program.

A joint initiative between SAFE Work, the Construction Safety Association of Manitoba and the Manitoba Heavy Construction Safety Program, the SAFE on Site program was developed in 2006 in response to the escalating numbers of injuries in the construction sector.

"Our goal is to enhance injury prevention and promote safety awareness among contractors," says Darren Oryniak, Director of SAFE Work Services at the WCB. "The construction sector has one of the highest injury rates, which is why we support SAFE on Site's targeted approach to identify safety opportunities directly on jobsites."

As part of the program, graduates from Red River College's Occupational Health and Safety Course visit worksites over the summer and fall to provide safety and prevention support.

From conducting workplace assessments to identifying hazards to providing information on legislation, the SAFE on Site representatives work with both employers and workers to help improve safety practices.

"The SAFE on Site program is now



in its fifth year, which means the prevention message only continues to grow," says Glen Black, Director, Manitoba Heavy Construction Safety Program. "SAFE on Site representatives visit hundreds of workplaces every month, with a good portion of those being in rural Manitoba."

"The goal is to increase the awareness of workers, supervisors and business owners of their rights and responsibilities," says Sean Scott, Executive Director, Construction Safety Association of Manitoba. "Our industry is embracing the safety message, so we're going to continue to do all that we can to prevent injuries before they happen and to help build the capacity of safety professionals throughout the province."

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## North American Occupational Safety and Health (NAOSH) Awards Presented to Safety-Minded Organizations

The annual North American Occupational Safety and Health (NAOSH) Awards were held on September 14, recognizing the safety and prevention efforts of Manitoba workplaces during NAOSH Week.

Sponsored by the Canadian Society of Safety Engineering (CSSE), NAOSH Week focuses on the importance of preventing injury and illness in the workplace. NAOSH Week took place this year from May 2 to 8 with the theme of 'Safety and Health: A Commitment for Life – How Safe Are You?'

Awards were presented to eight Manitoba workplaces in recognition of their safety efforts during NAOSH Week. They included:

- Manitoba Lotteries Corporation – Best Overall
- Biovail Corporation – Most Innovative
- Barkman Concrete Ltd. – Best Representation of a Theme
- General Scrap – Best New Entry
- Maple Leaf Foods – Best Participation/Involvement
- Red River College – Honourable Mention
- CFB Shilo – Honourable Mention
- Loewen – Honourable Mention

“The WCB’s vision, SAFE Work – A Way of Life, represents our commitment to building a culture of safety in Manitoba,” says Doug Sexsmith, WCB President and CEO. “NAOSH Week is the perfect opportunity for workplaces across the province to strengthen their commitment to health and safety and to remind both employers and workers to make safety a top priority.”

For more information, visit [www.naosh.ca](http://www.naosh.ca).



## Return to Work is Good for Business

Preventing workplace injuries is the most effective way to protect workers and manage workers compensation, retraining and other workplace costs to employers. Return to work programs help to optimize recovery, facilitate safe and timely return to work, and prevent other injuries.

The legislation concerning the obligation to re-employ workers injured in the course of their employment took effect for injuries that occur on or after January 1, 2007.

The major points of the legislation are as follows:

- It applies to workers who have 25 or more full-time or regular part-time workers;
- It applies to workers who have 12 continuous months of employment prior to the date of injury;

- Employers must accommodate injured workers up to the point of undue hardship; and
- Nothing in the legislation prevents an employer from laying off or terminating workers for reasons unrelated to the compensable injury.

Re-employment legislation is intended to return workers to their original positions in the workplace or ones that resemble, as closely as possible, the positions they held at the time of their injuries.

If the WCB determines that an employer has not met its re-employment obligations, an administrative penalty may be applied.

More information on the re-employment obligations, including the section of the WCB act, the policy,

and the penalty regulation, can be found at [www.wcb.mb.ca](http://www.wcb.mb.ca).

If you would like to obtain more information on the legislation or have someone come out to do a presentation at your business, please call the WCB’s SAFE Work Services department at 954-4501 or toll free 1-800-362-3340.

For an example of how one organization reaped the benefits of their return to work efforts, see page 3.



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## Success Story: Northland Ready-Mix and LaFarge

After losing two valued employees for an extended time following workplace injuries and watching his WCB assessment rates rise, Northland Ready-Mix General Manager John Berger began thinking about disability management.

Initially, Northland Ready-Mix initiated return-to-work plans for workers on an ad hoc basis. They often ran into trouble getting medical opinions on functional capabilities and ended up bringing back workers without understanding their restrictions – a move that put both the workers and the company at risk.

That’s when Susan Kaplan at LaFarge stepped in to support Berger in customizing his organization’s return-to-work program. Both companies had a strong commitment to safety, and LaFarge had a program that emphasized accessing prompt medical attention and returning safely and quickly to work.

Using LaFarge’s example, Northland Ready-Mix fine-tuned its program to ensure workers return to work safely. Now, Berger says his workers see the benefits and appreciate the connection between safety and disability management. Northland Ready-Mix has since watched its leadership approach cause its assessment rates to drop significantly.

And now it’s up to you to take control, embrace prevention and help your organization do the same by leading by example. How can you do this? SAFE Work is here to help.

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

## SAFE Work Services

SAFE Work Services is an important part of the WCB’s injury and illness prevention strategy. The SAFE Work Services team is here to help your business identify ways to improve your safety and health and return to work programs, reduce the cost of injuries, and find a way to reduce your WCB premiums – with the ultimate goal of preventing workplace injuries.

SAFE Work Services team members are experts in injury prevention and return to work. They provide a variety of services free of charge to WCB registered firms that include:

### Data Analysis

- customized data analysis for your firm
- easy to read injury reports

### Training

- working with the WCB
- return to work basics
- injury prevention basics (being offered soon)

### Consulting

- injury and illness prevention program assessments
- return to work program



- assessments
- safety climate surveys
- recommendations for improvement
- business case development
- program implementation assistance

For more information, call **954-4501** or toll free **1-800-362-3340**.

## Dates to Remember



**October 20, 2010** – The Quarterly Remittance for the third quarter of 2010 and payment must be received at the WCB for firms reporting on a quarterly basis.

**October 31, 2010** – The third installment payment must be received at the WCB for firms reporting on an annual basis and paying in installments.



## This Fall, Camp Gets Creepier

SAFE Work Cinema brings the screams back to computer screens this fall...with a little help from a familiar face.

The spectre of workplace injuries returns to complete his trilogy of terror in three webisodes that will haunt your memory for months to come.

Building on the success of SAFE Manitoba's award-winning **Spot the Hazard** and **Assess the Risk** youth campaigns, the WCB, in partnership with Workplace Safety and Health, presents yet another horrifying glance into the workplace injuries that youth risk each and every day.

The new campaign, launched at [youth.safemanitoba.com](http://youth.safemanitoba.com), features tales from Creepaway Camp, where you can follow the camp counselors only to learn that no matter where you work, workplace injuries could be only a heartbeat – or a mouse click – away.

Find a Safer Way invites visitors to view three interactive scenarios – Boneshaker, Cabin 13 and Spilled Blood – that examine the risks of common hazards young workers face on a daily basis.

By watching the videos, viewers can enter to win an iPad, Nintendo Wii, Xbox 360, Playstation 3 or other weekly prizes.



*The WCB's latest SAFE Work campaign challenges youth to find a safer way amidst horrifying workplace tales from Creepaway Camp.*

"This campaign is making a true impact on our younger workers by spreading the safety message in a way that speaks to them," says Warren Preece, WCB Director of Communications. "Our goal is to raise awareness among youth and get them to understand that by changing the way they work, they can eliminate workplace hazards. The message that we're driving home is that all injuries are preventable."

Visit [youth.safemanitoba.com](http://youth.safemanitoba.com) to watch, learn and win.

**"This campaign is making a true impact on our younger workers by spreading the safety message in a way that speaks to them."**

*- Warren Preece, WCB Director of Communications*

Update is also available in a large print version.

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