

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.

“The construction industry has done an outstanding job of supporting and embracing a program that greatly benefits everyone involved,” says Minister of Labour and Immigration Jennifer Howard. “More and more Manitobans are working hard to reduce workplace injuries through prevention and safety initiatives.”

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.

The WCB and its partners, along with the SAFE on Site program which takes the safety message directly on to construction sites, have been working together to reduce injuries. Over 50 per cent of the workers in Manitoba’s construction industry work for a COR certified company. The initiative is self-funded by all construction employers in Manitoba. There is no additional cost to employers in other industries.

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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.

NAOSH Week Returns May 1 to 7

This year's North American Occupational Safety and Health (NAOSH) week takes place from May 1 to 7 and the question being asked this year is *"What's Your Plan, Manitoba?"*

NAOSH week focuses on the importance of preventing injury and illness in the workplace. Throughout the week, employers are encouraged to develop safety activities in their workplace as a way to build prevention awareness among employees and the general public.

Participation and involvement in NAOSH week has been shown to:

- improve attitudes towards safety
- foster a safety-minded culture
- increase cooperation
- assist in team building
- improve communication between employees, safety committees and safety professionals.

Submit Your Organization's Events and You Could Win a NAOSH Week Award

Many businesses already have their events in place, but it's not too late to become involved! If your workplace has an eye on safety, you may consider:

- sponsoring a safety poster contest for employees' children
- creating a company safety calendar with reminders and tips
- hosting a family safety fair or picnic
- launching a recognition program to reward health and safety suggestions
- setting up a demonstration.

You can enter your company's events at www.safemanitoba.com and be eligible to win in a number of categories, including best overall entry, most innovative and best representation of theme.

For more information on NAOSH, visit www.naosh.ca or www.csse.org.

Opportunities for Research and Workplace Innovation Program Funding

Every year, the WCB's Research and Workplace Innovation Program (RWIP) makes \$1 million available to fund workplace-based programs that develop, implement or evaluate innovative, practical, shop-floor solutions for improving workplace health and safety. It also funds high quality scientific research in an effort to prevent work-related injuries and illnesses, to help workers recover in the event of a workplace injury, and to foster a strong workplace safety and health culture in Manitoba.

Since 1997, the WCB's RWIP and Community Initiatives and Research Program have supported 145 workplace prevention, education and training initiatives.

"These initiatives have resulted in practical applications and new resources that have been posted to our website and shared in other ways with employers, workers, and the general public," says WCB President and CEO Doug Sexsmith. "In the end, the studies, programs and research that we fund help workers stay safe or recover from workplace injuries and help employers reduce the costs of business associated with workplace injuries."

Employers who meet RWIP criteria may be eligible for workplace innovation funding. Past workplace innovation grants have helped develop economic evaluation software for Manitoba workplaces, offered occupational health and safety services for farms and farm workers, and assisted home care workers in learning and using proper patient lift and transfer handling procedures, to name a few.

Grant applications undergo a merit-based evaluation that includes peer review of scientific research, diligent project monitoring and relevance to covered workers and employers. Projects should be limited to two years or less in duration, and require funding of \$100,000 or less each year.

Research and Workplace Innovation Grants – Call for Applications April 5, 2011

The Workers Compensation Board of Manitoba is now accepting applications for funding under the Research and Workplace Innovation Program. Qualified applicants should submit proposals for either:

- scientific research on workplace injury, illness and disease or
- innovative, practical solutions to improve workplace health and safety and early and safe return to work.

Notice of intent to apply for scientific research projects is required by **May 5, 2011**.

The closing date for all applications is **June 30, 2011**.

For more information and application forms, contact Bruce Cielen at BCielen@wcb.mb.ca, (204) 954-4650, toll-free 1-800-362-3340, or visit the WCB website at www.wcb.mb.ca/research-and-workplace-innovation-program-0 (About WCB > Research and Workplace Grants).

Tagalog Fact Sheets Now Available!

All 2011 WCB Fact Sheets are now available in English, French and Tagalog! Please visit www.wcb.mb.ca to view all three sets of Fact Sheets.

Rate Letter Improvements

Each year in December, the Assessment Services Department sends letters to covered employers advising them of their assessment rate for the upcoming year. The department recently surveyed employers to generate feedback on the content of the letters they received to find out how employers think the WCB can improve the presentation of this important information.

“Employer responses indicate that our efforts to improve the letter are well received but, as is the case in most things, there is still more we can do,” explains Bob Craddock, Director of Assessment Services.

In an effort to provide improved service to employers by explaining more fully how their assessment rates are calculated, a more detailed rate letter was introduced two years ago on a pilot basis. This year, all employers were asked for their feedback on the rate letters, regardless of whether they received the detailed letter or the standard one.

“Overall the results are positive,” says Craddock. “The employers who participated provided constructive responses that will be considered for both versions of the rate letter.”

The majority of survey respondents indicated that the information provided

in the letters helped them understand how the WCB arrives at their individual assessment rate and how their claim experience directly impacts how much they pay each year in premiums. Additionally, most respondents indicated the ease of understanding, relevance of information, format of information and level of information provided was appropriate.

The primary opportunities identified were to further clarify confusing concepts and terminology, and to provide more detail about how claim costs impact assessment rates.

Based on the feedback provided by employers, Assessment Services will continue to review and revise the content of rate letters with an eye to using clear, understandable language and providing an adequate level of detail to enhance employers’ understanding of the impact of claims.

“What we learned from this process is that there are more opportunities to help employers understand WCB assessments more fully,” says Craddock. “Knowing this, we can find ways to show employers how all the pieces fit together. We’ll continue to use surveys as a tool to gauge satisfaction in the employer community and to ensure we understand and meet employers’ needs.”

Dates to Remember



Quarterly Billing Firms

April 20, 2011 – The Quarterly Remittance for the first quarter of 2011 and payment must be received at the WCB by this date for firms reporting on a quarterly basis.

Annual Billing Firms

April 30, 2011 – Firms in mandatory industries who have not submitted their completed Annual Payroll Form (APF) prior to this date will have their actual 2010 and estimated 2011 earnings determined by the WCB. In addition, they will be charged a late filing penalty equal to 10 per cent of the premium generated on the assessed amount for 2011. Coverage for registered firms in non mandatory industries that have not submitted their APF will be cancelled.



Tie One On This Summer

Summer is prime time for roofing projects for both homeowners and construction firms. Many roofers around Manitoba are using fall protection to help prevent injury - but many are not.

In fact, more than two Manitobans die falling from heights each year.

Falls happen quickly and can surprise people who have worked at heights for years. Most fall injuries occur when people become comfortable with heights and at the same time, become complacent with safety procedures.

Manitoba's *Workplace Safety and Health Act* requires roofers - whether they are working on commercial or residential jobsites - to use fall protection systems to prevent fall-related injuries and fatalities.

The WCB's latest SAFE Work campaign - Tie One On - reminds roofers of the importance of these systems, and points everyone to the appropriate guidelines and resources meant to raise awareness, provide information and help prevent falls from heights.

Always remember these guidelines when working at heights:

- Workers require fall protection when working at any height greater than three meters (10 feet) or less than three meters if working near a dangerous area
- Workers must be trained and follow SAFE Work procedures
- Cover surface openings securely and label covers

- If working in a body harness, ensure the equipment fits properly and is in good condition
- Never stand or walk on the top plate of a wall without fall protection.

There are various types of fall protection systems that can be utilized when working at heights. Examples of these fall protection systems include guardrails, travel restraints, full body harnesses, fall arrest systems and safety nets.

For more information, visit www.safemanitoba.com and click on Campaigns - Tie One On. You can also contact the Construction Safety Association of Manitoba at (204) 775-3171 or Workplace Safety and Health at (204) 945-3446.

Remember: SAFE Work is everyone's responsibility.

roofers
TIE ONE ON

Two Manitobans die falling from heights every year.
If you see someone on a roof not tied off, call the Workplace Safety and Health Division at 1-866-888-8186.

Download your prevention tips today at
www.safemanitoba.com

SAFE WORK
SPOT THE HAZARD
ASSESS THE RISK
FIND A SAFER WAY
EVERYDAY

Update is also available in a large print version.

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PM 40062754