

Welcome to “Prevention is the Best Medicine”

“Prevention is the Best Medicine” is a toolkit designed to help teach newcomers to Manitoba about their workplace safety and health and workers compensation rights and responsibilities. The toolkit was produced by the Institute for Work & Health (IWH) and modified by Manitoba Workplace Safety and Health (WSH) and the Workers Compensation Board of Manitoba (WCB).

Such a resource is needed because research conducted by IWH indicates that:

- newcomers to Manitoba are more likely than Canadian-born workers to be employed in jobs with a higher number of workplace safety and health hazards
- recent immigrants may be at higher risk of work injuries and less likely to access compensation after injury
- newcomers face obstacles in accessing information about workplace safety and health and workers compensation systems. The IWH conducted a scan of available resources for newcomers on the topics of workers compensation and workplace safety and health and found clear gaps in the availability and delivery of this information.



What is included in the toolkit

The toolkit contains everything needed to deliver instructional sessions on two separate, but related, topics within a Manitoba context:

- workplace safety and health
- workers compensation

For each of these two topics, the following resources are provided:

- a fact sheet for learners
- a guide for workshop leaders that provides a sample lesson plan for delivering the information in the fact sheet, including some classroom-based exercises
- a PowerPoint slide deck for workshop leaders to deliver a more in-depth session that goes beyond (but still complements) the information in the fact sheet, including additional case studies, scenarios and exercises
- speaking notes to accompany the PowerPoint slides for workshop leaders

The toolkit also includes:

- a glossary for learners, which includes the definitions of important words particular to this field
- an advice sheet for workshop leaders to help them address difficult questions that may arise while teaching these topics.

All toolkit items are available online at wcb.mb.ca and safemanitoba.com.

How to use the toolkit

The “Prevention is the Best Medicine” toolkit is designed to be used in a classroom setting. The intended students are newcomers to Manitoba who are enrolled in an English-language class (LINC 4 or above) or an employment-preparation program, or who are already working.

The toolkit consists of modular pieces that workshop leaders can adapt to their classroom needs. To these instructors, we suggest the following:

- Familiarize yourself with the various tools and the information contained in them, including the advice sheet for workshop leaders.
- Determine what topic(s) your session(s) will cover: workplace safety and health only, workers compensation only, or both.
- Determine whether you want to deliver the information in the fact sheet/handout, or the more detailed information in the PowerPoint presentation.

- For paper-based and shorter sessions, we suggest handing out the fact sheet to learners/participants at the beginning of the class and using the guide to “walk through” the information with learners, incorporating the exercises along the way.
- For multi-media and longer, more all-encompassing sessions, we suggest using the PowerPoint slides, delivering the information first, then providing the learners with the fact sheet as a takeaway after the presentation.
- You may want to hand out the glossary to students prior to the classroom session so they can familiarize themselves with some of the terms in advance. Or you may want to hand it out at the beginning of the session and refer to it as the terms are introduced.

While the modules in this toolkit provide general information about workplace safety and health and workers compensation, **the teaching of these modules does not constitute or replace formal or legislated training on these subjects.**

This document does not constitute legal advice or formal training. To determine rights and obligations under *The Workplace Safety and Health Act* or *The Workers Compensation Act*, contact legal counsel or refer to the legislation at:

web2.gov.mb.ca/laws/statutes/ccsm/w210e.php (WSH), or web2.gov.mb.ca/laws/statutes/ccsm/w200e.php (WCB).

The original content for this toolkit was developed by the Institute for Work & Health (IWH) for settlement agencies and other teachers of newcomers to Ontario (Kosny A, Lifshen M, Smith P, Saunders R and Rhooms R. 2011).

The Institute for Work & Health is an independent, not-for-profit organization. The Institute’s mission is to conduct and share research that protects and improves the health of working people and is valued by policy-makers, workers and workplaces, clinicians, and health & safety professionals. To learn about IWH visit iwh.on.ca.

For more information, call 204-957-SAFE in Winnipeg or 1-855-957-SAFE outside Winnipeg.



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