

# WCBinsider

September 2013

## New WCB Initiatives Reflect Petrie Recommendations

The WCB is continuing to review the recommendations in Paul Petrie's report on the fairness of the WCB's experience rating system for employers and workers. While further research and analysis is required before implementing changes; the WCB has already launched key initiatives that address many of the points made in the Petrie report.

### New Compliance Unit

A compliance unit is being formed at the WCB that will add staff, resources and provide a focus on investigating allegations of claim suppression. The research is underway and the WCB has already begun reaching out to stakeholders and holding focus groups on the topic of claim suppression.

### Assessment Rate Model Changes

The WCB is also looking at ways to improve its rate model so that it prioritizes prevention and strengthens system accountability by ensuring employers are rewarded for safe workplaces, while removing financial incentives to minimize or suppress claims.

The WCB is inviting representatives from employers and labour to take part in an advisory group to review a number of proposed changes to the rate model. The group's advice will be instrumental to the WCB's efforts to adjust the rate model so that it is less aggressive, less volatile and more in line with other Canadian jurisdictions. Options under review include narrowing the upper and lower limits of the rate range and reducing the

speed at which an employer's rate can move within the range.

As a first step, the WCB has removed noise-induced hearing loss claims from the claim experience of approximately 500 employers; as generally, these injuries are not a reflection of the current workplace. This is the first in what is anticipated to be more changes to the rate model beginning in 2015.

### Return to Work Review

The WCB considers returning to work to be an integral part of the recovery process. Despite worker surveys that show that the majority of workers are pleased with the program, the WCB is currently undertaking a review of customer service and return to work in Case Management, with the goal to enhance the overall return to work experience for Manitoba employers and workers.

## Online Public Access to Clearances

Did you know that you can search for potential contractors online and obtain their clearance status immediately?

Effective October 1, 2013, the existing automated phone service will be discontinued.

Online access is fast, easy and available 24 hours a day, seven days a week.

Before you hire a business, contractor or sub-contractor, check their Clearance status. To learn more, visit [wcb.mb.ca](http://wcb.mb.ca) and click on Online Services > Clearances or contact us directly at 204-954-4156 or toll free at 1-800-362-3340.

## SAFE Manitoba Language Portal

We've just added non-English publication pathways for more than a dozen languages! Visit [safemanitoba.com](http://safemanitoba.com) and look up to the top of the page to choose the language of your choice.



## The North West Company Partners with WCB to Prevent Workplace Injuries

“Small things all add up to a big result,” says Robin Bernhard, Health and Safety Manager for The North West Company, a Winnipeg-based retailer serving rural and urban markets.

The “small things” were identified as areas of improvement by Veronica Suszynski, a SAFE Work coordinator who conducted a safety and health audit of The North West Company’s distribution centre. It’s just one component of the WCB’s Partners in Prevention program that’s helping The North West Company increase their safety culture.

“Our Partners in Prevention program is a free consultation service where we work closely with workplaces to assess the current safety and health and return to work programs and makes recommendations for improvements,” explains Veronica. “Our goal is to help prevent workplace injuries and reduce

the human and financial costs for both the worker and the employer.”

Once Veronica completed her assessment it was time to share the results and here Robin appreciated another point of view. “Working with Veronica was great! She was very knowledgeable and experienced and most importantly, very understanding of our situational aspects,” recalls Robin. “The way she presented the results made it very easy to support.”

With results in hand, Robin and his team set about implementing changes, including “small things” like signage improvements, improving fall protection equipment and gate systems that are currently being fabricated. Perhaps most importantly, communication has improved amongst teams. “Our committee [Workplace Safety and Health] is more empowered and interacting better

because they have a stronger voice in the organization,” says Robin. “We’re also seeing staff communicating more about potential hazards and that’s helping us implement solutions before incidents occur.”

Signing up for the Partners in Prevention program has helped improve the safety culture in the company and energized a WSH committee. It’s a program Robin encourages other workplaces to embrace. “It’s definitely a great program and it gave us direction on where to start improving our safety and health.” A safer and healthier workplace benefits employers and workers alike.

For more information on the Partners in Prevention program, call 204-954-4504, toll free 1-800-362-3340, ext. 4501, or visit [wcb.mb.ca](http://wcb.mb.ca) > WCB Info > Prevention > Business Support > Partners in Prevention.

## Canada Celebrates 100 Years of Workers’ Compensation

### Meredith Principles Remain Relevant a Century Later

Workers’ Compensation Boards across the country are marking an important milestone in 2013. It’s been 100 years since Sir William R. Meredith tabled his Workers’ Compensation report to the Ontario Legislature. From this report emerged the Meredith Principles which are the tenets upon which the Canadian workers’ compensation systems were built.

“The Meredith Principles are just as relevant in Canadian workers’ compensation now as when they were first introduced 100 years ago,” says Winston Maharaj, President of the Workers Compensation Board of Manitoba. “The Meredith Principles promote no-fault insurance, security of benefits, collective liability, independent administration and exclusive jurisdiction.”

The workers’ compensation system is a historic compromise in which employers fund the system and compensate injured workers. In return, workers surrender their right to sue. “The workers compensation system is an important safeguard for Canadian workers and employers,” says Maharaj. “Today, when workers are injured, they receive treatments and benefits that hasten return to health and meaningful work. As well, employers benefit by a shared liability insurance model with protection from lawsuits.”

The workers’ compensation system is an essential part of Canadian society, ensuring Canadian workers enjoy and maintain a standard of living that is envied by much of the world.

“The economic prosperity workers and employers enjoy today can, in part, be traced to the Meredith Principles,” adds Maharaj. “We’re committed to maintaining the integrity of the compensation system just as the founders were 100 years ago.”

The workers’ compensation system is significant within the Canadian economy. In 2010, approximately 82 per cent of the Canadian workforce was covered by Workers’ Compensation Boards. In Manitoba, over 70 per cent of the workforce is covered.

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

**100 YEARS** | **A COMMITMENT TO WORKERS’ COMPENSATION**  
1913-2013



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## New SAFE Youth campaign encourages young workers to join “The Resistance” to fight workplace injuries

Workplace injuries can spread like a zombie virus... but Manitoba youth are banding together to fight back.

That’s the message of the new SAFE Youth campaign that will be launched at the end of September by the WCB in partnership with Workplace Safety and Health. The Resistance engages youth to fight the “zombie virus” (aka, workplace injuries) by logging on to [spotthezombiemanitoba.com](http://spotthezombiemanitoba.com).

“Last year, our message was all about how risk is infectious – like zombies,” says Warren Preece, WCB Director of Communications. “This year, we’re focusing on fighting back and giving young workers the antidote – training and knowledge.”

On the website, youth will find videos from “The Resistance” that convey important workplace safety and health information: rights in the workplace, how to ask questions and talk to supervisors, and how to Spot the Hazard, Assess the Risk and Find a Safer Way. They can also download a “zombie survival kit” – resources that will empower them to use their safety voice and help combat workplace injuries.

“Employers have an important role to play in young workers’ safety and health,” says Warren Preece. “We know that supervisors are important role models for young workers, and make a huge difference in young people speaking up in the workplace.”

## THE RESISTANCE



Employers are responsible for making sure supervisors are young workers’ allies in the fight against workplace injuries.”

To that end, employer resources are also available on [spotthezombiemanitoba.com](http://spotthezombiemanitoba.com), including the Guide for Training Young and New Workers, and tips for supervisors.

## New SAFE Healthcare Resources Available Online

SAFE Work, Workplace Safety and Health and the Workers Compensation Board of Manitoba (WCB) have produced a series of new videos and resources for workers, employers and educators in the healthcare industry.

- One and Two-Person Bed Repositioning videos
  - [safemanitoba.com/healthcare-video-one-person-minimum-assist-reposition-bed](http://safemanitoba.com/healthcare-video-one-person-minimum-assist-reposition-bed)
  - [safemanitoba.com/healthcare-video-two-personal-minimal-assist-side-side-bed-repositioning](http://safemanitoba.com/healthcare-video-two-personal-minimal-assist-side-side-bed-repositioning)

- Working with Dementia video series (from WorkSafe BC)
  - [safemanitoba.com/working-dementia-safe-work-protocols-caregivers](http://safemanitoba.com/working-dementia-safe-work-protocols-caregivers)
- Hundreds of new healthcare procedure templates, organized by department
  - [safemanitoba.com/safe-healthcare-safe-work-procedures-and-templates](http://safemanitoba.com/safe-healthcare-safe-work-procedures-and-templates)

These resources increase awareness of SAFE Work procedures for all aspects of hospital and healthcare



operations, provide industry-specific safety and health tips and discuss worker rights and responsibilities around safety and health.

To access all of the SAFE Healthcare resources available online, please visit [safemanitoba.com/safe-health-care](http://safemanitoba.com/safe-health-care).

## Dates to Remember

**October 20, 2013** – The Quarterly Remittance for the third quarter of 2013 and payment must be received at the WCB for firms reporting on a quarterly basis.

**October 31, 2013** – The third installment payment must be received at the WCB for firms reporting on an annual basis and paying in installments.

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