

# WCB update

December 2014

## What is WCB Fraud/Program Abuse?

Program abuse means giving or receiving an advantage or benefit from the WCB that should not have been given or received.

Program abuse may, but does not necessarily, amount to fraud. Fraud is deliberately dishonest conduct that causes a loss to the WCB.

Examples of program abuse are:

- Claim Suppression
- Exaggerating the effect of an illness or injury

- Causing a worker to pay for the cost of compensation
- Double billing or over billing by a service provider
- Returning to work without notifying the WCB

Program abuse does not include actions that are innocently or inadvertently taken as a result of unfamiliarity with the workers compensation system. The WCB recognizes its responsibility to ensure that stakeholders are aware of their

obligations and entitlements under *The Workers Compensation Act*.

### Report fraud

Workers, employers and healthcare providers all have specific rights and responsibilities within the workers compensation system. If you suspect that someone has committed an offence or is abusing the system, please call 204-888-8081 or toll free 1-844-888-8081 or email [compliance@wcb.mb.ca](mailto:compliance@wcb.mb.ca).

## Penalty Amounts Under Review

The WCB is currently reviewing employer and worker penalties. Look for the 2015 WCB Fines and Penalties Fact Sheet available January 2, 2015 at [wcb.mb.ca/fact-sheets](http://wcb.mb.ca/fact-sheets).

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## Follow @WCBManitoba

For news, tips and resources to help you manage injury reporting and return to work

Return to work

Injury reporting

Account management

## WCB Unveils New Compliance Tip Line

The WCB has introduced a dedicated tip line that provides Manitobans with the opportunity to report non-compliance in the workers' compensation system.

Information about suspected non-compliance or program abuse can be anonymously submitted by calling

204-888-8081 in Winnipeg, toll free 1-844-888-8081 or by email at [Compliance@wcb.mb.ca](mailto:Compliance@wcb.mb.ca). All tips will be investigated by the Compliance Services department and, where appropriate, action will be taken in order to protect the integrity of the compensation system.

## Do You Know Your Rights and Responsibilities?

The WCB's Compliance Services department's mandate is to ensure employers and workers are aware and adhere to their rights and responsibilities under *The Workers Compensation Act*.

To help our customers understand and meet their responsibilities, the WCB has developed a Compliance Self-Evaluator tool for employers. "This tool walks employers through a series of simple questions related to their key responsibilities and obligations," explains Brad Janzen, Director, Compliance. "It only takes a few minutes to complete and if all the answers are 'Yes', then the employer is likely complying with most of the key responsibilities under *The Act*."

If you answer 'No' or 'Uncertain' or didn't know how to answer even

one question, there's opportunity for improvement. "We want employers to call us when they've identified an area that needs improvement or where more information is needed so that we can help them," says Janzen. "We'd prefer to work collaboratively with our customers to ensure legal requirements are being met rather than discover non-compliance through other means and then take more punitive action."

To find out where you stand, use the Compliance Self-Evaluator by visiting [wcb.mb.ca/compliance](http://wcb.mb.ca/compliance). If you require further information on your rights and responsibilities or have any questions, contact Compliance Services at 204-888-8081 in Winnipeg, toll free 1-844-888-8081 or email [Compliance@wcb.mb.ca](mailto:Compliance@wcb.mb.ca).

## Everyone has responsibilities within the workers compensation system

As an employer, your responsibilities are to:

- Register with the WCB if you are in a mandatory industry (most cases).
- Report workplace injuries and illnesses within five business days of becoming aware of them.
- Encourage workers to file an injury claim with the WCB if they are hurt at work, and do not take any action to discourage them from doing so.
- Submit accurate payroll information by the date requested in order for the WCB to determine premiums.
- Pay premiums by the due date and do not pass on the cost of coverage to workers.
- Make sure that the contractors or subcontractors your business works with comply with WCB requirements.
- Re-employ workers you have employed for at least 12 continuous months before the date of their injury or illness – this obligation applies only to employers with 25 or more full-time or regular part-time workers.
- Advise the WCB when injured workers return to work following an absence due to a workplace injury.
- Pay injured workers for their entire shift on the date of the injury.

To learn more about these responsibilities, as well as the responsibilities of workers and healthcare providers, visit [wcb.mb.ca](http://wcb.mb.ca).



# WCB e-news

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A monthly digest of news, policy updates and resources delivered to your inbox

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## WCB Named one of Manitoba's Top Employers

The WCB has once again been named one of Manitoba's Top Employers for 2015.

The WCB was chosen for this prestigious title based on an extensive entry judged by HR and business experts and academics across Canada.

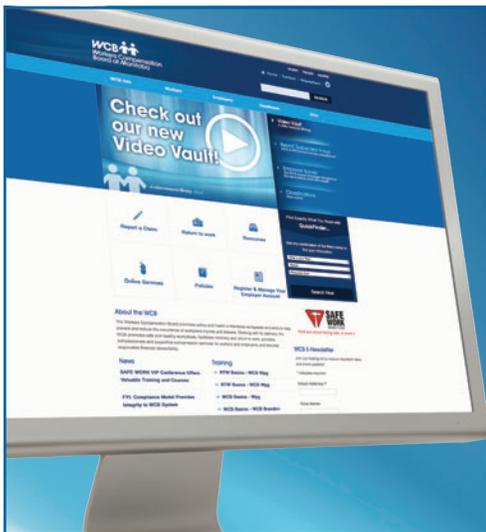
This important accomplishment

has many benefits:

- This recognition is used as a tool in promoting the WCB at career fairs
- Use of the logo and related materials to produce stickers and use the logo on our websites
- Confirms WCB is an employer of choice for all Manitobans

- Excellent promotion and visibility in the community and the corporate website

We're proud to be recognized for our efforts in successful staff retention, opportunities for professional growth, challenging work, progressive work/life balance initiatives, and staff feedback mechanisms.



## New and improved at wcb.mb.ca

We've improved wcb.mb.ca to serve you better. Visit the site to explore new features:

- Classification manual now available online
- Improved resource section
- Video vault with one-stop access to informational videos
- Training calendar with online registration for WCB workshops

And don't forget to check out our online services, available 24/7 to help you manage your account, report injuries and check clearances.

**If you're hurt at work, we're here to help.**

## Online Payroll Reporting for All Employers

“The 2015 payroll reporting season will be easier and more convenient for all of our customers as the WCB introduces online payroll reporting for ALL employers,” says Alice Sayant, Vice President, Strategy and Assessment Services. “We’re very pleased to offer our customers this latest addition to our online services repertoire.”

Online payroll reporting is a fast and simple method for reporting payroll and takes customers through the reporting process step-by-step. To make entering the information as simple as possible, it’s recommended you have all your financial records easily accessible, including 2014 financial reports, T-4 and/or T4A summaries, records of

amounts paid for regular, contract or casual labour in 2014 and any records you need to estimate your 2015 payroll.

In January 2015, you will receive a letter from Assessment Services that includes a personal identification number (PIN) that, in addition to your Account Number, will allow you to access the online payroll reporting application found at [wcb.mb.ca/online-payroll-reporting](http://wcb.mb.ca/online-payroll-reporting).

With online payroll reporting, it’s even easier to meet the February 28 reporting deadline. More information on online payroll reporting can be found at [wcb.mb.ca/completing-the-online-payroll-form](http://wcb.mb.ca/completing-the-online-payroll-form).

The WCB is committed to offering our customers service that is fast, easy and clear and online payroll reporting delivers!



Current SAFE Work Campaign – ‘The Value of SAFE Work’



# Injuries prevented and lives saved

# that's the VALUE of SAFE Work

[safemanitoba.com](http://safemanitoba.com)

The new SAFE Work campaign launched November 10 entitled ‘The Value of SAFE Work’, promotes a stronger role for all workplace stakeholders (employers and workers). Messaging compares the cost of safety – the dollars and time

invested – to its value – the injuries prevented and lives saved.

As you may have seen in the television spot and advertising, the campaign creative approach compares perceptions of the value of child car

seats (protecting the lives of loved ones) to perceptions of the value of safety at work (protecting our own lives). An employer message promotes investment in workplace safety.

Featured resources on the SAFE Work campaign page include two interactive tools to help Manitobans understand the value of safety and the cost of injuries:

- Health and Safety Smart Planner
- Injury Cost Calculator

Other resources and downloads are available on the campaign page at [safemanitoba.com/campaigns](http://safemanitoba.com/campaigns).

## NAOSH Week: May 3 - 9, 2015

The 2015 North American Occupational Safety and Health (NAOSH) week is May 3 - 9, 2015 with the theme of *Make Safety a Habit for Your Career*.

NAOSH week is an opportunity to focus, reinforce, and strengthen your commitment to safety and health. There are a number of ways for your workplace to get involved in NAOSH week, and you're encouraged to submit your NAOSH week activities to be considered for award recognition.

More information will be available at [safemanitoba.com](http://safemanitoba.com) and [naosh.ca](http://naosh.ca) in the coming months, but the time to start planning your activities is now!



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