

# WCBinsider

April 2015

## Education Key in Protecting the WCB System

Protecting the integrity of the workers compensation system is the mandate driving the new Compliance Services department at the Workers Compensation Board of Manitoba (WCB).

It's been one year since the WCB unveiled its new compliance framework that has as its foundation a strong education component. The goal is to ensure employers and workers understand and comply with their rights and obligations under the law.

A number of new resources are available to employers to ensure they are meeting their obligations under *The Workers Compensation Act* (the *Act*). Last fall, the WCB introduced a Self-Evaluator tool that employers can use to ensure they are meeting their responsibilities ([wcb.mb.ca/compliance-self-evaluator](http://wcb.mb.ca/compliance-self-evaluator)). Through a series of questions, employers identify areas where they may be not be meeting all of their obligations and are encouraged to seek assistance from Compliance Services.

"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 Brad Janzen, Director of Compliance Services. "Our preference is to work collaboratively

with our customers to ensure legal requirements are being met rather than discover non-compliance through other means and then take enforcement action."

With education being key, the WCB is also introducing a new WCB information package for newly-registered employers. Included in the kit are a number of resources, including the Self-Evaluator, a WCB Reference Guide and a brochure explaining claim suppression.

Those employers and workers who are deliberately not following the *Act*, will be subject to penalties when their actions are discovered. Effective January 19, 2015, the WCB penalties increased, most notably, the \$450 penalty for claim suppression and discriminatory action increased to \$4,000 for the first offence, \$5,000 for the second offence and \$6,000

for subsequent offences. As well, employers who do not report an injury to the WCB within five (5) business days will now see the penalty increase from \$225 to \$500.

The court imposed fines levels also increased. Employers found guilty of violating the *Act* now face fines up to \$50,000 rather than \$7,500, and now could receive up to six months in jail. Workers that violate the *Act* could be ordered to pay a fine up to \$5,000, an increase from \$1,500, and possibly face up to six months in jail.

To help protect the integrity of the workers compensation system and to avoid fines and penalties, it's important that employers and workers meet the obligations outlined under the *Act*. Compliance Services staff are available to help educate and provide guidance. For assistance, call 204-888-8081 in Winnipeg, toll free 1-844-888-8081 or email [Compliance@wcb.mb.ca](mailto:Compliance@wcb.mb.ca).

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## WCB asking for feedback on coverage for Post-Traumatic Stress Disorder

The WCB has been asked by the Government of Manitoba to seek your views on workers compensation coverage for Post-Traumatic Stress Disorder (PTSD).

We are interested in your views on whether *The Workers Compensation Act* should be amended to provide presumptive coverage for PTSD. This includes determining whether a presumption would improve timely access to benefits and consistent adjudication and, if so, what form such a presumption would take.

For more information, please read the Consultation Paper on the WCB website at [wcb.mb.ca](http://wcb.mb.ca) (located under the WCB Info drop down menu).

We welcome your input regarding the issues and questions posed in the Consultation Paper, or any other issue related to presumptive coverage for PTSD. This input will form the basis of a report that the WCB will provide to the Government of Manitoba at the conclusion of consultations in early May 2015.

Submissions, as well as the WCB's report to government, will be posted on the WCB website.

Please email your input no later than **May 1, 2015** at [consultations@wcb.mb.ca](mailto:consultations@wcb.mb.ca), or provide your submission by mail at the following address:

**Corporate Secretary  
Workers Compensation Board  
333 Broadway  
Winnipeg, Manitoba R3C 4W3  
Fax: (204) 954-4468**

## WCB Website Expands to Include Three More Languages

The WCB continues to focus on making our services available to all Manitobans, regardless of language and culture. We recently introduced

additional language portals on our website. Located at the top of the home page, visitors can now, with a quick click, view available materials in

German, Mandarin, and Tagalog.

These additional language sites are in addition to the French and Spanish pages that debuted in 2013.

## Mandatory Vs Optional Coverage for Employers

Workplace safety is so important ... and many of us know how a work-related injury or illness can affect the lives of workers and their families, a company's bottom line, and staff morale. This is why employers in most industries are required to cover their workers. However, employers who are not required to cover their workers may decide to provide coverage on an optional basis.

The WCB offers a way to provide employers and workers in industries that are not required to have coverage the peace of mind that comes from knowing there is coverage in place when and if it's needed.

Complete resources can be found at [wcb.mb.ca/mandatory-vs-optional-coverage](http://wcb.mb.ca/mandatory-vs-optional-coverage).

## Online Employer Portal

The Online Employer Registration application is the first step towards purchasing coverage.

It's a secure Internet application that allows you to begin the process of registering your business with the WCB.

The Online Employer Registration takes approximately five to 10 minutes to complete and you only need to provide the information one time. You can complete

the registration request at your convenience (it is available 24 hours a day, seven days a week).

When you complete the online process, your information is submitted to the WCB Assessment Services Department. They will review your information and follow up with you to let you know your status with the WCB.

To begin your registration process, visit [wcb.mb.ca/employer-registration-request](http://wcb.mb.ca/employer-registration-request).

Return undeliverable copies to:  
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