

WCB Update

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). Through a series of questions, employers identify areas where they may 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.

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WCB Awards \$1 Million in Grants for Workplace Health and Safety Innovation and Research

On February 23, the WCB announced the recipients of eight grants in support of projects that will help keep Manitoba workers safe and recover from workplace injuries.

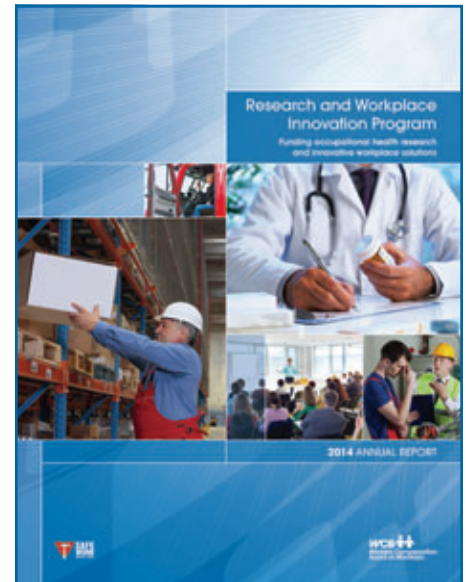
The funding is part of the WCB's Research and Workplace Innovation Program (RWIP). This year's initiatives range from injury prevention projects, to scientific research projects, and health and safety training for newcomers to Manitoba's workforce.

"The Research and Workplace Innovation Program signifies our commitment to ensuring healthier and safer Manitoba workplaces now and into the future," says WCB President and CEO Winston Maharaj. "By funding scientific research we are expanding our knowledge of workplace injuries, illness and diseases."

The RWIP makes available \$1 million each year to fund high-quality scientific research and workplace-based innovation programs that improve workplace health and safety. Since 2009, funding has supported 47 workplace prevention, education and training initiatives. Last year, the WCB has added a new funding stream to support training and education projects in occupational health and safety.

The RWIP is now accepting applications for 2015 grants. For more information, call Bruce M. Cielen at 204-954-4650 or visit the WCB website at wcb.mb.ca/research-and-workplace-innovation-program-0.

"These projects help train, educate, and give workers better and safer ways to perform their jobs," says Maharaj. "As a result of the initiatives



supported through the program, it also allows workers to quickly and safely return to health and meaningful work, which is one of the main goals of the WCB."

The 2014 RWIP Annual Report is available at wcb.mb.ca.

WCB Reminds Manitobans to Report Workplace Injuries

In May, the WCB will launch a public awareness campaign that encourages workers and employers to report workplace injuries to the WCB.

The successful "Reporting Workplace Injuries Matters" ad will air over a six-week period and promote information about reporting injuries.

The campaign will reinforce that workers have the right to report workplace injuries to the WCB and that employers have an obligation to report injuries in their workplace, it's the law. Early reporting helps workers receive benefits sooner, it helps them to access healthcare services and it increases the



likelihood that they can return to meaningful work in a timely manner.

In addition to television, you can see the campaign ads on transit, radio, Facebook, in print and in doctors' offices. The WCB website also features short web videos that introduce the claim reporting process in English, French, German, Mandarin, Spanish, Tagalog and,

new for 2015, Punjabi. We also have claim reporting brochures available in 17 languages. These resources, and more, are available at wcb.mb.ca.

Remember, everyone has a responsibility within the workers compensation system. To request workplace posters, brochures or other information on how to report a claim, email wcb@wcb.mb.ca.

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 (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, or provide your submission by mail at the following address:

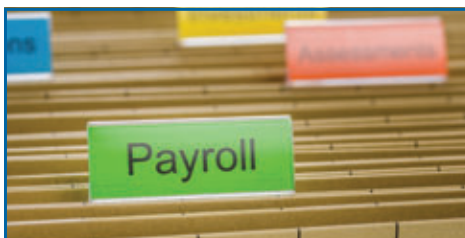
**Corporate Secretary
Workers Compensation Board
333 Broadway
Winnipeg, Manitoba R3C 4W3
Fax: (204) 954-4468**

Annual Payroll Information – if you haven’t submitted yet, we still need to hear from you

February 28th was the deadline for submitting your annual payroll information. If you have not provided us with this information yet, we still need to hear from you (even if you have sold or closed your business or are not employing workers any longer). You can submit the information online at wcb.mb.ca (simply click on the Payroll Reporting link on the right hand side of the home page) or you can call us at 204-954-4505 (toll free at 1-855-954-4321, extension 4505). Providing the information only takes a few moments if you have the following information available:

- Account number
- Access code (if you are submitting using the online option; this information was provided in the Annual Payroll letter sent to you in January)
- Contact information
- Total actual payroll for 2014
- Total estimated payroll for 2015

This information is critical for us to manage your account, in particular, for calculating your 2015 premium. If you don’t provide the information, we will calculate an amount for your actual 2014 payroll and your estimated 2015 payroll. As well, a Late Filing Penalty will be added to your 2015 assessment premium. If you have Optional Coverage and have not provided your payroll information, you are at risk of having your account closed, potentially leaving yourself and/or your workers without coverage. You can avoid this situation if you contact us prior to the end of April. If you’re not sure what information to provide or if you have any questions at all, please call us directly and we can talk you through the requirements. We’re here to help, and you might be surprised at how little time it actually takes.



Policy & Procedures Manual Update

The following policies have been updated:

- **Policy 44.120.30 Support for Daily Living:** This policy was updated by Board Order 04/15 on January 22, 2015 to clarify the application of the effective date of the policy.
- **Policy 52.20 Funding Industry Based Safety Programs:** This policy was updated by Board Order 40/14 on November 27, 2014 effective March 1, 2015. It replaces the former Policy 52.20 *Funding Industry-Based Safety Programs* which is repealed.

If you have any questions regarding your Policy and Procedures Manual, please call 204-954-4395.

Safety – It's a language we can all speak

SAFE Work Manitoba has launched its *Safety is a Language we can ALL Speak* campaign to help protect new Canadian workers from injury on the job, help them gain a better understanding of their right to a safe workplace and how to fulfill their safety and health responsibilities.

Newcomers face many challenges when entering the workforce, including language barriers and cultural differences which can put them at a higher risk for being injured on the job. The *Safety is a Language we can ALL Speak* campaign helps SAFE Work Manitoba get the word out that we have resources that outline rights and responsibilities for safety at work in 18 different languages. These multi-language resources include safety bulletins, tip cards, posters and brochures. Using these resources will help employers meet their responsibilities



Find safety resources in 18 languages at safemanitoba.com

under the *Workplace Safety and Health Act* to provide workplace-specific safety and health orientation to all employees.

Besides the multi-language resources that employers can provide to their employees, SAFE Work Manitoba also offers a list of translators and trainers who can help make safety information and training available

in other languages, as well as tips for hiring and training new workers.

Be sure to visit: safemanitoba.com/campaign/safety-language-we-can-all-speak to see our complete list of multi-language resources, to order a free *Safety is a Language we can ALL Speak* poster for your workplace, or to watch our campaign television ads.

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.

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