

WCBupdate

June 2015

2014 Annual Report Shows Strong Financial Performance and Commitment to System Integrity

The Workers Compensation Board of Manitoba (WCB) released its 2014 Annual Report today. The highlights include a surplus of \$110 million and reshaping the organization to build a stronger workers compensation system for the future. The WCB also released its 2015 – 2019 Five Year Plan.

“Building on our financial and system security, we began work on key strategic initiatives that will benefit Manitoba workers and employers while also transforming the workers compensation system to meet future demands and expectations,” said Winston Maharaj, WCB President and CEO. “We are on the cusp of significant growth and opportunities and we are well-positioned to meet future demands based on a strong stable foundation.”

In 2014, work began on the development of a compliance framework that protects the integrity

of the workers compensation system and a review of the assessment rate model. As well, the WCB introduced additional online services for employers and began work on customer journey mapping to better understand and enhance service to its customers.

The Annual Report also introduced a new measure of “days lost to workplace injury and illness” which is defined as the sum total of days the WCB has paid to workers in a given time frame. For 2014, 1.8 days were lost to workplace injury and illness for each full time worker, down from 2.15 in 2010. This figure has been declining steadily over the past five years, resulting in less disruption to injured workers and their families and reduced costs to the provincial economy.

“This measure shows that workers are missing fewer days off work as a result of workplace injuries and illness which demonstrates the combined effect of prevention efforts and return to work initiatives,” said Maharaj. “Our prevention efforts helped reduce injuries which had a significant effect on reducing the number of days lost for workers.”

In addition, employers’ and workers’ focused efforts to help workers return to health and meaningful work, as soon as they can safely do so, is a



key driver in the days lost measure. Effective return to work programs minimize the impact of an injury, promote recovery and benefit both workers and employers.

“Strong financial stewardship and successful prevention and return to work efforts by the WCB, its partners, and the workers and employers of Manitoba have made 2014 a success,” said Maharaj. “The surplus allowed us to announce a decrease of the average assessment rate for 2015 by approximately 13 per cent to \$1.30 per \$100 of assessable payroll.” The time loss injury rate also remained consistent at 3.2 per 100 full time workers in 2014.

In this Issue

Review your 2015 Estimated Payroll	2
Making Payments to the WCB	2
WCB Introduces Punjabi Web Portal.....	2
WCB Policy Manual Update.....	3
How are you doing on your Reporting Obligation?	3
Fact Sheets for Workers and Employers.....	3
Safe Roads Campaign Reminds Motorists to Slow Down for Worker Safety	4

Review your 2015 Estimated Payroll

Earlier in the year, all employers provided an estimate of their expected payroll for 2015. We understand that sometimes you don't have all the information necessary to provide an accurate estimate by the end of February, and of course, sometimes things change. That is why we encourage you to review the 2015 annual payroll estimate you provided to us at the beginning of the year.

If you anticipate the estimate you provided has, or could, change by more than 25% up or down as a total for the year, please let us know as soon as possible. This will minimize the potential of having interest calculated on your account due to a significant difference.

If there is a change, let us know by mail, fax or phone, whichever is easier for you. Please be sure to include your account number when

you contact us. If you have any questions about payroll estimates, please contact us directly.

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extension 4505

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AssessmentServices@wcb.mb.ca

Making Payments to the WCB

Depending on your company's payment schedule, and your total premium amount, the WCB has several options for how you make your premium payments.

The easiest approach is to arrange for pre-authorized payments. You never have to worry about missing a WCB bill payment. Your premium amount is automatically withdrawn from your bank account or charged to your credit card on the applicable due date. If you have not already signed up for pre-authorized payments, you can visit the WCB website at wcb.mb.ca/resources/employer-form and select either the FlexPay Credit Card or Debit Card pre-authorized form. Once it's filled out, simply return it to our office and we will set everything up.

You can also make payments using the following methods:

- **Debit Card** payments
 - use our secure website at wcb.mb.ca/online-payment
 - **in person at our Winnipeg office located at 2-363 Broadway**
- **Credit Card** (can be used if your total premium is less than \$5,000)
 - use our secure website at wcb.mb.ca/online-payment
 - call us during regular business hours at 204-954-4978 or toll free at 1-855-954-4321, ext. 4978
 - **In person at our Winnipeg office located at 2-363 Broadway**

- **Cash or Cheque in person at our Winnipeg, Brandon or Thompson offices**

Payments must be received at the WCB office by the Account Statement due date to avoid a late payment penalty. Debit, credit card and cash payments are credited to your account on the same day you make your payment. If paying by mail or through your financial institution please allow a minimum of three to five business days for your payment to reach us.

If you need to talk to someone about paying your premium, call 204-954-4156 or toll free 1-855-954-4321, ext. 4156.

WCB Introduces Punjabi Web Portal

We continue to focus on making our information available to all Manitobans, regardless of language and culture. The most recent addition is a Punjabi web presence. In addition to numerous brochures, the web page also includes WCB fact sheets translated into Punjabi, including those aimed at business owners, employers and workers. To learn more, visit wcb.mb.ca.

How are you doing on your Reporting Obligation?

To help our customers understand and meet their responsibilities, the WCB created a Compliance Self-Evaluator tool for employers. It only takes a few minutes to answer a series of questions to find out where you stand in complying with the WCB.

Find the Compliance Self-Evaluator at wcb.mb.ca/compliance. Answering 'No' or 'Uncertain' to any question means there's an opportunity for improvement. For help in meeting your obligations, or if you have questions, call Compliance Services at 204-888-8081, 1-844-888-8081 or email Compliance@wcb.mb.ca.

WCB Policy Manual Update

The Policy and Procedures Manual provides policy information for workers and employers covered by workers compensation, as well as for other interested parties who want to understand the policy positions adopted by the Board of Directors.

For the latest updates, visit our website at wcb.mb.ca/policy-manual-updates and see what's new.

Latest Update includes:

- **Policy 21.10.40 Expenses for Attendance at Appeal Hearings:** Policy updated effective April 1, 2015 to reflect a decrease in travel allowance from \$0.37 to \$0.33. Meal allowance remains unchanged.
- **Policy 43.10.60 Preventive Vocational Rehabilitation:** Policy was posted with administrative guidelines.
- **Policy 44.60.10 Minimum Awards for Permanent Impairments:** Minimum Award updated effective April 1, 2015, for the year 2015.
- **Policy 44.60.20.01 Date of Retirement:** This policy was reposted. It applies to accidents prior to January 1, 2006.

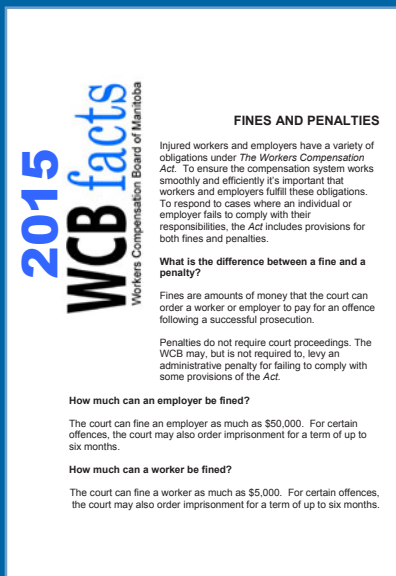
Fact Sheets for Workers and Employers

WCB fact sheets contain valuable information and answers to your questions. Whether you are familiar with the WCB or not, our fact sheets contain important information you may need if you are a worker, employer, or health care professional.

We have updated numerous sheets that contain valuable information for workers, employers, and business owners for you to download.

For a complete listing of our fact sheets go to our website at wcb.mb.ca/wcb-fact-sheets.

We have a large library of fact sheets for workers, employers and business owners, so feel free to find the information you need based on your category. There is also a wide range of languages available.



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wcb.mb.ca/wcb-newsletters

Safe Roads Campaign Reminds Motorists to Slow Down for Worker Safety

Entering its 11th year, the 2015 SAFE Roads campaign reminds Manitoba motorists to slow down to ensure the safety of construction, utility, emergency services personnel, equipment operators and all those who work on or adjacent to our province's roads.

Since 2007, Manitoba has experienced the loss of four workers struck by motor vehicles while working on or alongside the road. These losses are 100 per cent preventable and further emphasize the need for all motorists to be mindful of the safety of our workers when driving through construction zones or when passing workers on the road.

The theme for the 2015 SAFE Roads campaign is: *This is my Workplace. Slow Down* and reminds Manitobans that we all have the right to a safe workplace, including those working on or alongside our province's roadways. To get the message out, the SAFE Roads campaign messaging will be promoted through billboard and transit bus advertisements to help raise awareness for greater safety when driving past workers on the road. This promotion is important, as research conducted by the SAFE



Roads Committee shows that 84 per cent of people who are aware of the SAFE Roads campaign become more considerate, empathetic and understanding of workers and their designated work zones.

This year's SAFE Roads launch included representation from many committee member organizations, including the Province of Manitoba Minister of Labour and Immigration, Erna Braun and Minister of Infrastructure, Steve Ashton; City

of Winnipeg Mayor, Brian Bowman; SAFE Work Manitoba Chief Operating Officer, Jamie Hall; and Vice President, Human Resources & Corporate Service for Manitoba Hydro, Bryan Luce. Their consistent message to Manitobans was to take that extra time to slow down and be mindful of our province's workers working on the road.

For more information about the SAFE Roads campaign, visit: saferoadsmanitoba.com.

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