

WORKERS COMPENSATION BOARD OF MANITOBA

PREVENTION EFFORTS EXTEND TO WCB STAFF

Mention the Workers Compensation Board of Manitoba to most people, and the role of an insurance provider comes to mind. But during the most recent part of its 102-year history, the WCB has steadily increased its focus on the prevention of workplace injury and illness. More specifically, in 2014, the WCB created a new division called SAFE Work Manitoba, with a single focus on preventing injuries. Since then, through combined efforts with other safety organizations, Manitoba's time loss injury rate (reflecting the number of workers who missed time on the job due to injury) has dropped more than 16 per cent.

Given the importance of maintaining safe workplaces, the WCB has also placed a higher priority on striving to meet the safety and health needs of its own staff members. It's an important part of the reason the WCB was recently recognized as one of Manitoba's Top Employers for the ninth year in a row.

"Our strategy to keep Manitoba workplaces safe and healthy includes our own employees. They're a big reason for our success, and it's important that they work in an environment where

they feel safe, valued and respected," says Winston Maharaj, President and Chief Executive Officer of the WCB.

To that end, the WCB offers many ways for employees to maximize their physical and psychological health, as well as take advantage of opportunities for professional development. Wellness programming is available throughout the year, with offerings updated on a quarterly basis, including fitness courses such as yoga, Pilates and strength training.

Consistent with the WCB's prevention approach, mental health is a critical component of overall safety and health for staff. Resiliency workshops, mental health first aid training and mindfulness-based stress reduction are offered at various times throughout the year. Lunch-hour sessions include such topics as stress management, sleep quality and managing grief. The WCB celebrates Mental Health Week annually

with activities, contests and seminars aimed at increasing awareness of the importance of mental health, while also reducing the stigma that often accompanies it.

"For much of our history, physical health was the sole focus of employee safety and health," says Shannon Earle, Vice-President, Human Resources and Strategy. "We now recognize that psychological health is just as important, and this is reflected in our approach to keeping our own staff safe and healthy."

Learning and development is another way employees are supported. The WCB strives to ensure that employees are able to pursue training and education that contributes to success in their current roles and helps to develop skills for the future. It provides staff members with numerous learning opportunities, including courses offered through post-secondary institutions and professional conferences. In addition, in-

house training is available through a variety of workshops on such topics as leadership and prevention of workplace harassment.

The overall goal is not unlike the WCB's mission to help achieve a culture of safety in workplaces throughout Manitoba, says Maharaj. "As we focus on workplace safety and health, we've spoken a lot about the importance of creating a positive culture. It's a high priority to expand that positive culture in our own workplace. We want to ensure that we offer an atmosphere of safety, inclusion and respect to all our staff members."

The WCB looks forward to continuing to be an employer of choice for Manitobans, says Maharaj. "We're proud of our record of attaining Top Employer status for the last nine consecutive years. As well as being a source of pride for the WCB, this recognition helps us to continue to attract and hire outstanding people and offer the best service possible to our customers."



WCB does.

WCB
Workers Compensation
Board of Manitoba

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Manitoba's Top Employers
for the last nine years.

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