



The WCB Wheelin' Warriors show their support of the Heart and Stroke Foundation by riding in the annual Big Bike ride.

has held several positions, gaining expertise and experience in various areas throughout the organization. In 2014 Dave became one of the first staff members to join the newly created SAFE Work Manitoba division. Earlier this year, Dave was promoted to Director of Assessment Services, taking on an important role where he will lead the implementation and final updates to the WCB's new rate model system.

"Modernizing a system that insures 77 per cent of Manitoba's workforce and processes more than 28,000 claims each year is no small task," says Maharaj. "We couldn't have done it without experienced staff who know the ins and outs of our organization and have dedicated themselves to professional growth and development."

The WCB supports staff development with on-the-job training, employer-sponsored learning opportunities and career planning services.

Opportunities for growth are just one way the WCB fosters engagement among its staff. Another is the opportunity to work on challenging and rewarding projects that further the company's vision: "A trusted partner, insuring today and building a safer tomorrow."

One area that has seen both great challenges and rewards is Return to Work Program Services, formed just three years ago.

"Our Return to Work Program Services team has done incredible work to build a consulting service from the ground up," says Darren Oryniak, Vice-President, Compensation Services. "The response from employers has been incredibly positive and the team has stepped up to meet a huge demand for their services."

Return to Work Program Services is just at the start of their journey, as the WCB begins carving out a new corporate strategy that focuses on return to work as an essential component of ensuring the health and safety of workers and workplaces.

With its focus on promoting health and safety in Manitoba workplaces, it comes as no surprise that the WCB is also committed to health and wellness for its own workforce. The WCB's mental health and safety strategy was launched in 2016 and has since become entrenched in the organization.

"We help workers and employers at some of the most difficult and stressful moments of their lives. Taking care of our employees' mental health helps them provide compassionate, caring service when it's needed most," Earle says.

The WCB's focus on compassion extends to the community at large. The WCB is a long-standing supporter of many charitable organizations, including United Way, the Heart and Stroke Foundation and Koats for Kids.

"We're in the business of helping people, and that extends to not only our own staff but the broader community as a whole," Maharaj says.

The WCB is proud that its focus on engagement, wellness, security and growth has resulted in being recognized as one of Manitoba's Top Employers for the eighth year in a row.

"We are committed to building a supportive workplace and remaining an employer of choice so that we can continue delivering valued services to Manitobans," Maharaj says. "We recognize the dedicated and talented staff we have and the importance of providing a workplace where they are able to succeed and thrive."

## WCB PASSIONATELY COMMITTED TO ITS STAFF

The Workers Compensation Board of Manitoba (WCB) knows that a large part of its success over the years is due to the passion and commitment of its staff. That passion and commitment have been demonstrated in countless ways in recent years, as the WCB has worked to modernize its system and deliver even better value for Manitoba workers and employers.

"We recognize that our people are at the forefront of our success and want to continue to make the WCB a great place to work," says WCB President and CEO Winston Maharaj. "We're committed to evolving our workplace so that we can attract and retain talented staff."

The WCB's recruitment and retention efforts are based on four themes – growth, engagement,

wellness and security – that capture the essence of what it means to work at the WCB and highlight areas of focus for the organization.

"The four themes reflect who we are and what we have to offer," says Shannon Earle, Vice-President, Human Resources and Strategy. "It's a way for us to package what new staff can expect when they walk through the door and ultimately it's the key to

having many of our employees spend their careers with us."

Experienced and knowledgeable staff who have progressed through different positions and departments are vital to the organization's success.

An example is Dave Kramer, who started his career at the WCB as a Records Clerk, hired as a summer student while attending university. During his 23 years at the WCB, Dave

# WCB does.



Proud to be named one of  
**Manitoba's Top Employers**  
for the last eight years.