

WCBupdate

April 2013

Brandon Office to Include Parkland Region

This spring, the WCB office in Brandon is expanding its catchment area to include the Parkland region. The office will offer a range of services, including initial adjudication of claims and case management functions as well as healthcare examinations, vocational rehabilitation, SAFE Work services and some assessment services.

"We're in the process of transitioning current claims to our Brandon staff," says Dan Robertson, Director, Brandon Regional Office. "We're looking to add an additional four positions to ensure workers and employers continue to receive the same service excellence."

By the end of April, the transition will be completed and employers and workers based in communities like Dauphin, Swan River, Neepawa, Minnedosa, Russell and Roblin will deal directly with our Brandon office.

In this Issue

Opportunities for Funding.....	2
Concordia Hospital Benefits from Strong Return to Work Efforts.....	2
Interactive Video Introduces WCB to New Canadians.....	2
NAOSH Week Returns	3
WCB Named Top Diversity Employer.....	3
Did You Know.....	3
Steps for Life Walk	3
Brandon Personal Care Home Joins Forces with the WCB to Prevent Workplace Injuries.....	4

Day of Mourning Remembers Lost Lives

On April 28, 80 countries worldwide will mark an official Day of Mourning to commemorate those workers who have suffered work-related injuries, illnesses and fatalities. This annual remembrance serves as a reminder to employers and workers to do everything possible to ensure that their workplaces are safe and healthy.

The number of injuries and fatalities that occur in the workplace every year is higher than most people would imagine. In 2012, nearly three workers died each day from a workplace injury or illness across Canada.

Through education and prevention efforts, the WCB is committed to reaching its goal of reducing workplace injuries and building a culture of safety and health throughout Manitoba.

The WCB will recognize the Day of Mourning on April 26 by lowering



its flag to half-mast and observing a moment of silence. A Leaders' Walk will also be held on April 26, beginning at the Union Centre at 275 Broadway and concluding at the Manitoba Legislature Building.

For more information, visit ccohs.ca.

German Fact Sheets Now Available

As part of our efforts to make information more accessible, we've included German versions of our 2013 Fact Sheets along with English, French, Tagalog and Spanish.

Our Fact Sheets provide useful WCB information for workers, employers and business owners. Visit wcb.mb.ca > Publications > WCB Fact Sheets to learn more.

Opportunities for Funding: Research and Workplace Innovation Program

Every year, the WCB's Research and Workplace Innovation Program (RWIP) makes \$1 million available to fund workplace innovation and scientific research projects that lead to improvements in workplace health and safety, and foster successful rehabilitation and safe return to productive and meaningful work.

The program funds new ideas, processes, products and services that improve a workplace's safety and health environment. This includes projects that apply new information and technology, use existing knowledge in new ways, or transfer knowledge to the workplace to address

occupational safety and health issues.

Applications undergo a rigorous merit-based evaluation that includes peer review of scientific research project feasibility and evaluation of the relevance and benefits of a project to workers and employers. Projects should be limited to two years or less in duration, and require funding of \$100,000 or less each year.

The RWIP also funds high-quality scientific research on significant issues related to workers compensation. Since 2009, RWIP has supported 29 workplace prevention, education and training initiatives.

Concordia Hospital Benefits from Strong Return to Work Efforts

When it comes to getting workers safely back on the job, Concordia Hospital believes in creating win-win situations.

"It starts with early awareness of workplace injuries and quick reporting," says Brent Kreller, Director, Human Resource Services at Concordia Hospital. "The sooner we get our staff back to work, the shorter their absence, which is better for both staff and patients."

By working alongside injured staff and the union, Brent and his team focus on developing return to work plans that best fit everyone. Regular meetings are held to monitor staff's progress, with open communication being a key component.

"Staff have become more supportive of each other, and are comforted knowing that should an injury occur,

they'll be supported through the process in a healthy and safe manner."

Concordia Hospital's main focus now is on enhancing their injury prevention and staff education efforts. From developing formalized training programs to creating best practices, the safety of their staff and patients is always top of mind.

"Our plans are ever evolving as we adopt best practices," adds Brent. "Our main goal is to drive home the message that safety is everyone's business."

Interactive Video Introduces WCB to New Canadians

Manitoba's workforce is diverse; yet, many immigrant workers are unfamiliar with common workplace practices, including the workers compensation system.

Studies have shown that immigrant workers are less likely to report a workplace injury for fear of losing their jobs and have limited knowledge of their entitlement to compensation. They also find it challenging to

RWIP Grants – Call for Applications

The WCB is now accepting applications for funding under RWIP. Qualified applicants should submit proposals for either:

- innovative, practical solutions to improve workplace health and safety as well as early and safe return to work, or
- scientific research on workplace injury, illness and disease.

Notice of intent to apply for scientific research projects is required by **May 8, 2013**. The closing date for all applications is **June 25, 2013**.

For more information, contact Bruce M. Cielen at **BCielen@wcb.mb.ca**, 204-954-4650, toll free 1-800-362-3340 or visit **wcb.mb.ca > WCB Info > Research and Workplace Grants**.

understand the process of making a claim once inside the workers compensation system.

To address this, the WCB has recently launched an interactive video to help new Canadian workers understand their rights and responsibilities with respect to workplace injuries.

Funded by the WCB's Research and Workplace Innovation Program, this free video helps new Manitobans understand the importance of reporting workplace injuries to the WCB.

The video and Facilitator's Guide will be delivered to organizations and community groups involved with newcomers to Manitoba. It can also be used in your workplace training sessions.

The video is available at **wcb.mb.ca > WCB Info > Research and Workplace Grants**.

To request a DVD copy, contact **wcb@wcb.mb.ca**.

NAOSH Week Returns May 5 to 11

This year's North American Occupational Safety and Health (NAOSH) week runs from May 5 to 11 with the theme *"Are You As Safe As You Think?"*

Led by the Canadian Association of Safety Engineering, the week-long celebration focuses on the importance of health and safety in the workplace. Employers are encouraged to promote safety activities in their workplace as a way to build prevention awareness among employees and the general public.

By participating in NAOSH week, businesses can:

- Improve attitudes towards safety
- Foster a safety-minded culture
- Increase co-operation
- Assist in team building
- Improve communications between employees, safety committees and safety professionals.

Many businesses have begun or completed their event planning but it's not too late to get on board. If your workplace is concerned about safety, you may consider:

- Sponsoring a safety poster contest for employees' children
- Creating a company safety calendar with reminders and tips
- Hosting a family safety fair or picnic

- Launching a recognition program to reward health and safety suggestions
- Setting up a demonstration.

You can enter your company's events at safemanitoba.com and be eligible to win in a number of categories, including best overall entry, most innovative and best representation of the theme.

For more information on NAOSH, visit naosh.ca or csse.org.

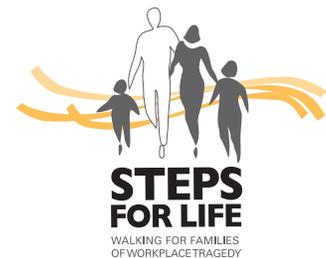


Did You Know. . .

The Fair Practices Advocate is an independent office within the workers' compensation system in Manitoba. It acts as an ombudsman for injured workers, their dependents, and employers with the goal of helping them resolve issues they may have with the WCB, and helping the WCB improve its quality of service.

To learn more, visit fairpracticesofficemb.ca.

Steps for Life Walk



On May 5, NAOSH week begins with the Steps for Life Walk at Kildonan Park. The 5 km walk is an annual fundraiser for families of workplace tragedies. Last year, more than 4,400 walkers in 32 communities across Canada raised more than \$430,000.

For more information, or to register online, visit stepsforlife.ca or threadsoflife.ca.

WCB Named Top Diversity Employer

The WCB has again been chosen among 50 organizations across Canada in this year's *Canada's Best Diversity Employers* competition.



2013 Canada's Best Diversity Employers

PRESENTED BY BMO Financial Group

The WCB was recognized as a leading organization that has developed a wide range of initiatives, including programs for women, visible minorities, persons with disabilities, and aboriginal peoples.

Other measures that the WCB has taken to support its goal of having an open-minded and diverse workforce include establishing a diversity committee and developing recruitment strategies to attract applicants from all walks of life.

To learn more, visit wcb.mb.ca and click on News.

Dates to Remember



April 20, 2013 – The Quarterly Remittance for the first quarter of 2013 **and** payment must be received at the WCB by this date for firms reporting on a quarterly basis.

April 30, 2013 – Firms in mandatory industries who have not submitted their completed Annual Payroll Form (APF) prior to this date will have their actual 2012 and estimated 2013 earnings determined by the WCB. In addition, these firms will be charged a late filing penalty equal to 10 percent of the premium we have assessed for 2013. Coverage will be cancelled for registered firms in optional industries that have not submitted their APF.



Brandon Personal Care Home Joins Forces with the WCB to Prevent Workplace Injuries

For Wayne McDonough, Executive Director of the Salvation Army's Dinsdale Personal Care Home, signing up with the Partners in Prevention program has proved to be "a good thing."

"To have someone come in and review our safety and health processes was extremely beneficial," says Wayne. In Brandon, that "someone" is Laura Farmaner, SAFE Work Coordinator for the WCB.

"The Partners in Prevention program is a free consultation service where a member of our SAFE Work Services team goes into a workplace to assess the current safety and health and return to work programs, and the safety culture, and makes recommendations for improvements. The goal is to help prevent workplace injuries and reduce the human and financial costs for both the worker and the employer," explains Laura.

For Dinsdale, that meant Laura met with staff, asked questions, observed work practices and examined the workplace. In the end, Laura presented a report that included recommendations ranging from the development of safety and health policies and the implementation of staff training and awareness to correcting issues with equipment, procedures and the physical building.

To ensure that all staff were on board with upcoming changes, the results of Laura's findings were presented to staff at department meetings. Staff engagement is critical any time an organization introduces change.

"We've received the business plan and we're continuing to work on things. It's a work in progress and some things are easier to fix than others," explains Wayne. "The easy things were extra first aid kits, eye wash stations and improving signage. Improved and visible signage is important when you're in crisis."

Some fixes require investments in time and money. "We're focusing on more staff education and it's a challenge, especially from a human resources and financial aspect," admits Wayne. "The importance of prioritization has once again become apparent through this process."

The Dinsdale project team is still in place. "Our team is very excited and Laura continues to offer support when we need it," says Wayne. "Partners in Prevention is a very good team approach. When Laura came, she didn't just come in and do her own thing and then desert us. There's more energy and our staff are quite pleased that we're working on this project."

Staff are not the only beneficiaries of the Partners in Prevention program. "If we keep staff safe, we're keeping our residents safe as well," says Wayne.



For more information on the Partners in Prevention program, call 204-954-4504, or toll free 1-800-362-3340, ext. 4501, or visit wcb.mb.ca > WCB Info > Prevention > Business Support > Partners in Prevention.

Update is also available in a large print version.

Return undeliverable copies to:

WCB Communications, 333 Broadway, Winnipeg, MB R3C 4W3

Telephone: (204) 954-4760 Fax: (204) 954-4968

PM 40062754