

## **WCB expands coverage for psychological injuries**

Psychological injuries stemming from the workplace significantly affect both workers and employers. They can take a personal toll on workers and cost employers expertise and productivity. As awareness of the importance of good mental health in the workplace grows, workers compensation systems across Canada are determining appropriate compensation for psychological injuries sustained at work.

All Canadian workers' compensation systems, including Manitoba's, compensate for psychological injuries caused by traumatic events occurring at or as a result of work. In Manitoba, compensation for psychological injuries arising from workplace bullying and harassment has been available for many years.

On May 1, 2023, changes to the WCB's *Adjudication of Psychological Injury Claims* policy took effect. The Workers Compensation Board of Manitoba (WCB) now recognizes that excessive workload over a prolonged period of time can, in certain circumstances, constitute a traumatic event and give rise to a compensable claim. The policy contains criteria to help explain whether excessive workload constitutes a traumatic event in a worker's specific case.

Like all other benefits claims, the WCB will evaluate each excessive workload claim on its own merits. The WCB will consider the circumstances leading to excessive workload over a prolonged period of time. Diagnoses will not necessarily be required. As always, the WCB does not compensate for mental stress arising from routine pressures of work or from managerial decisions such as promotion, demotion or disciplinary action.

Detailed answers to frequently asked questions (FAQs) about these changes to the WCB's *Adjudication of Psychological Injury Claims* policy can be [found here](#).

The [SAFE Work Manitoba website](#) contains a variety of resources on workplace psychological health and safety.

For more information, email [policy@wcb.mb.ca](mailto:policy@wcb.mb.ca).