

WCB UPDATE

June 2019

WCB's 2018 Annual Report Focuses on Injury Prevention and Volatile Financial Markets

The Workers Compensation Board of Manitoba's (WCB) 2018 Annual Report was recently made public. The report highlights continued gains in reducing workplace injuries, with a time loss injury rate of 2.6* per 100 full time workers, a 26 per cent decrease from 10 years ago. The WCB also released its 2019-2023 Five Year Plan.

SAFE Work Manitoba, a division of the WCB, continued to support Manitoba industries in creating and nurturing safe and healthy workplaces with the ongoing support and expansion of industry-based safety programs. These services include guiding employers through the process of becoming SAFE Work Certified – a provincial standard developed by SAFE Work Manitoba for safety and health performance in the workplace. There were tremendous strides made in lowering injuries and as a result the WCB experienced an eight per cent decrease in time loss claims from the previous year.

Today, more and more employers are recognizing the benefits of becoming SAFE Work Certified. "We introduced a Prevention Rebate program that rewards employers for meeting this safety standard," said Winston Maharaj, President and CEO. "In 2018, we had 882 employers become eligible for a total of \$5.6 million in Prevention Rebates."

The WCB entered 2018 in a healthy financial position, with strong reserves and a diversified investment portfolio



but a volatile fourth quarter resulted in losses to our investments," said Maharaj. "While we ended the year with an operating deficit of \$53 million, our prudent financial stewardship over the years ensured we continue to run a surplus in our funding reserve of 148.2 per cent, which is well above our 130 per cent target." The WCB has developed a framework to return a portion of the

surplus to employers later this year.

***Estimated, to be confirmed mid-2019.**

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WCB
Workers Compensation
Board of Manitoba

Your Industry Classification - How You Fit In

As an employer, when you register with the WCB, you're placed in an industry classification. Industry classifications are made up of employers who operate in similar activities and therefore have a similar level of risk. Each industry classification is assigned a risk category that describes their level of risk - or cost of injuries - compared to the system average.

As of 2019, we've added more risk categories to our classifications - moving from nine to eighteen - to add more flexibility. As your industry's experience evolves, there are now more opportunities for your risk category to shift towards the experience driven by your industry. Movement between risk categories will begin for 2022 rates.

We maintain a classification system as a first step in helping to ensure that all employers pay their fair share of the costs of the workers compensation system while adhering to collective liability.

How we classify your business activities is important because it determines the range of rates that you pay. Employers are assigned to one or more industry classifications based on their primary business activity.

Some of the factors that determine your industry classification include:

- Operational and production processes;



- Use of similar equipment;
- End products or services;
- Customer base;
- Competitors; and
- Ancillary businesses.

Your industry classification can change as a result of:

- A WCB-initiated industry review; or
- A request from the employer - for

example, if an employer believes they are in the wrong industry classification or if their activities have evolved over time. If there are changes to your business that you feel might impact your industry classification, please contact us at 204-954-4505 or toll free at 1-855-954-4321, extension 4505.

For more information, visit wcb.mb.ca > **Employer** > **Workers Compensation Coverage** and then click on 'Learn more about Industry Classifications.'

New Look for your Annual Rate Statement

Your annual rate statement is getting a fresh new look. With illustrative graphics, bright colors and customized

information that details your performance and how you compare against your peers, we've redesigned your annual rate statement to help enhance your understanding of your rates and illustrate the value of your WCB coverage.

Watch for it to be delivered later this year.



Compliance Services Here to Help

Compliance Services exists to protect the integrity of Manitoba's workers compensation system by ensuring all stakeholders are aware of, understand and follow the rules set out in The Workers Compensation Act of Manitoba.

At the foundation of our compliance model is the belief that most of our stakeholders want to play by the rules. Where there has been non-compliance, it is generally because stakeholders do not fully understand their responsibilities under the Act or how to fulfil them.

Compliance Services offers variety of educational resources to assist stakeholders in understanding their rights and obligations under the Act (<https://www.wcb.mb.ca/compliance>). Many call us when they have questions, to ensure that they understand their obligations, and we

are happy to assist those who may need more targeted assistance in their efforts to comply.

In some cases, however, the failure to comply with the rules set out in the Act is not inadvertent, but deliberate. When individuals choose to willfully break the rules, we call that program abuse (<https://www.wcb.mb.ca/what-is-wcb-fraud-program-abuse>). Compliance Services is committed to preventing, detecting and investigating those individuals who have or are committing program abuse.

When rules are broken, we consider the impact or severity of the violation and whether the individual has any past non-compliant behaviour. The violation may be addressed by formal recommendations and warnings, administrative penalties or, in the most serious of cases, prosecution



under the Act and/or *Criminal Code* of Canada. Administrative penalties for workers and employers are made public (https://www.wcb.mb.ca/administrative_penalties).

If you believe someone is breaking the rules, call our confidential tip line at 204-888-8081, toll free 1-844-888-8081 or email compliance@wcb.mb.ca.



THE SAFETYYS

A Celebration of Workplace Safety

WEDNESDAY,
SEPTEMBER 25, 2019
RBC CONVENTION
CENTRE, WINNIPEG

Celebrate our province's safety champions alongside leaders from Manitoba's top industries. Get your gala tickets at thesafetyys.ca starting June 2019!

This year's Safetyys gala is presented in conjunction with the Canadian Society of Safety Engineering Professional Development Conference.



@TheSafetyys #TheSafetyys



Return to Work

for better business
and better recovery

The WCB is here to
help you get started.

- Help workers heal faster with modified duties and gradual Return to Work
- Retain valuable employees
- Reduce WCB costs

Download our Best Practice Guide and sign up
for free workshops at wcb.mb.ca/return-to-work

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