2015 & 2016 ANNUAL REPORT OF THE CHIEF PREVENTION OFFICER
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Part 1: Introduction and Background

Intent of the Annual Report

The intent of this report is to provide an overview and update on the status of all aspects of injury and illness prevention performance in Manitoba. This report includes a Prevention Dashboard used to define, track and measure the state of safety and health in Manitoba over time. Please refer to the Appendix for a copy of the Prevention Logic Model and Framework that have been used to inform this report.

Resources

Much of the information referenced in the creation of this report was obtained through other publicly available resources. For a detailed list of materials referenced for this report, please see Appendix 2: References Used for the Creation of the 2015-2016 CPO Report.

Prevention in Manitoba

Reducing workplace injury and illness requires the collaborative efforts of Manitoba's partners in prevention. There are key stakeholders who have specific mandates or responsibilities under legislation (Manitoba Workplace Safety and Health Branch, SAFE Work Manitoba, and Workers Compensation Board of Manitoba), as well as Industry Based Safety Programs, Industry Associations, Labour Unions, service providers, employers and workers who all provide invaluable contributions towards the status of workplace injury and illness prevention in Manitoba.

The Workers Compensation Board of Manitoba

The Workers Compensation Board promotes safety and health in Manitoba workplaces and aims to help prevent and reduce the occurrence of workplace injuries and disease. The Workers Compensation Board promotes safe and healthy workplaces, facilitates recovery and return to work, provides compassionate and supportive compensation services for workers and employers, and ensures responsible financial stewardship.

SAFE Work Manitoba

SAFE Work Manitoba is the public agency dedicated to the prevention of workplace injury and illness in the province. It fosters a robust safety culture throughout Manitoba by providing prevention education, training, guidelines and other resources. SAFE Work Manitoba supports existing industry-based safety programs (IBSPs), directly supports the development of new IBSPs, and is tasked with establishing a certification program that will recognize employers and workplaces that achieve and maintain certain safety and health measures.
Manitoba’s Workplace Safety and Health Branch

Manitoba’s Workplace Safety and Health Branch enforces The Workplace Safety and Health Act and its associated regulations in order to protect the safety and health of workers in Manitoba. The Workplace Safety and Health Branch’s inspection and investigation activity focuses on improving legislative compliance in order to eliminate workplace fatalities, injuries and illnesses. This can be accomplished through the application of enforcement strategies, such as targeting high hazard risks and informing the public about the consequences of not maintaining compliance with The Workplace Safety and Health Act.

Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention

Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention is a focused strategy developed through extensive consultations with employer organizations, labour bodies, health and safety associations and individual Manitobans. The plan outlines several commitments to system-wide improvements through the end of 2018. The plan can be found at https://www.gov.mb.ca/labour/safety/pdf/workplace_injury_illness_prevention_web.pdf.

Chief Prevention Officer (CPO)

The Chief Prevention Officer position was established in early 2012. In 2014, the role of Chief Prevention Officer became a legislated position under Manitoba’s Workplace Safety and Health Act. The Chief Prevention Officer is appointed by the minister responsible for workplace safety and health for a term not exceeding five years, and may be appointed to a consecutive term not exceeding five years.

The mandate of Manitoba’s Chief Prevention Officer is to provide an annual report to the minister respecting the prevention of workplace injury and illness in Manitoba, as well as any recommendations on the subject as requested by the minister.

The report prepared by the Chief Prevention Officer includes information regarding the progress and commitments made under The Five-Year Plan for Workplace Injury and Illness Prevention, which was in effect between 2013 and 2018; and an analysis of serious incidents, fatalities, injuries and illnesses.

“2015 and 2016 marked years of great progress for Manitoba’s workplace injury and illness prevention efforts. Through strengthened partnerships among the Workplace Safety and Health Branch, the Workers Compensation Board, and SAFE Work Manitoba the Province continued to work towards significant reductions in both the number and severity of workplace related injuries and illness in Manitoba.”

Manitoba’s Chief Prevention Officer
Mr. Dennis Nikkel (BSc. CIH. ROH. CRSP)
Workplace Injury, Illness and Fatality Data

Data regarding illness and injury rates in Manitoba is collected annually in order to determine trends. The analysis of these trends allows for more targeted strategies which will aid in reducing the number and severity of injuries and illnesses in Manitoba.

An injury and illness report is developed annually which provides an overview of the Workers Compensation Board of Manitoba (WCB) injury data, and is based on injury claims accepted annually by the WCB, and worker fatalities.

Manitoba's Workplace Safety and Health Branch also receives notification of serious incidents and other dangerous occurrences from employers in Manitoba. Though there are several key differences in the information that is collected and used by each of the stakeholders, our current picture of workplace injury, illness and fatality data in Manitoba comes primarily from these two sources.

This section will provide details on fatalities, injuries and illness, towards the goal of identifying and responding to emerging trends.

In 2015 and 2016, the total number of injury claims accepted by the Workers Compensation Board of Manitoba decreased by 4% in both years from 2014.
Acute Hazard and Occupational Disease Fatalities

In Manitoba, the number of acute hazard and occupational disease fatalities varies significantly from year to year. Only those occupational disease fatalities accepted by the Workers Compensation Board of Manitoba are included in the annual injury and illness report. At present, no other body tracks work-related disease-related deaths in workplaces.

The acute hazard fatality category includes such deaths as falls from height, drowning and highway crashes. Acute-hazard fatalities include fatalities accepted by the Workers Compensation Board of Manitoba, and those identified as work-related by the Chief Medical Examiner’s Office, the RCMP and the Workplace Safety and Health Branch. Fatalities reported by the Workers Compensation Board of Manitoba are counted in the year of death for uncovered workplaces. For covered workplaces, claims are accepted at the time of death, which is not necessarily the year that the exposure or fatality occurred.

In cases of occupational disease death, a worker may die months or years after the exposure. This category also includes traumatic or single events, such as a heart attack, as well as infectious agents.

The Workers Compensation Board of Manitoba reported 9 acute hazard fatalities and 15 occupational disease fatalities in 2015, and 12 acute hazard fatalities and 12 occupational disease fatalities in 2016. These numbers include workers not covered by WCB insurance, owners who may not have coverage, and workers covered under Manitoba Public Insurance.

The Workplace Safety and Health Branch received 24 fatality notifications in 2015 and 24 in 2016. By law, all deaths of a worker at a workplace are required to be reported to WSH as soon as possible. However, some of these deaths may later be deemed due to natural causes and not tied to the workplace or working conditions. As a result, the number of fatality notifications received by the Workplace Safety and Health Branch is usually different than the number of workplace fatalities reported by the Workers Compensation Board of Manitoba. The latency period associated with occupational disease also contributes to differences between the fatality numbers reported each year.
Figure 1: Acute Hazard and Occupational Disease Fatalities Reported by the Workers Compensation Board of Manitoba (2014-2016)

Occupational disease fatalities have been fairly equal to acute hazard fatalities. However, occupational disease fatalities often result months or years after the exposure occurred.

*An **acute-hazard exposure death** is a work-related fatality that occurs when a worker dies immediately or soon after being exposed to a hazard.

**An **occupational disease death** is a work-related fatality that occurs when a worker develops a disease or illness as the result of exposure to a hazardous substance or disease-causing agent.
In 2014, there was a total of 12 acute fatalities, with Agriculture and Transportation accounting for 50% (six of twelve).

Of the 12 acute fatalities, 42% involved motor vehicle collisions.

In 2015, 66% (six of nine) of all acute fatalities occurred in the Construction industry, a significant increase from the previous year.

However, the overall number of acute fatalities decreased by 33%, down to nine from twelve the previous year.

In 2016, the number of acute fatalities nearly doubled from the previous year from nine to 17.

The majority of fatalities involved motor vehicles from various industries, or were fatalities in Agriculture.
**Figure 3: Occupational Disease Fatalities (2014-2016)**

### Accepted in 2014

<table>
<thead>
<tr>
<th>Date of Death</th>
<th>Industry</th>
<th>Disease</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2001</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>August 2013</td>
<td>Service</td>
<td>Heart Injury</td>
<td>Other</td>
</tr>
<tr>
<td>December 2013</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>December 2013</td>
<td>Construction</td>
<td>Died an extended period after exposure</td>
<td>Trades helper</td>
</tr>
<tr>
<td>December 2013</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>January 2014</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>January 2014</td>
<td>Service</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>June 2014</td>
<td>Mining</td>
<td>Other Cancer</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>July 2014</td>
<td>Service</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>July 2014</td>
<td>Public Administration</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>September 2014</td>
<td>Transportation</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>October 2014</td>
<td>Transportation</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>November 2014</td>
<td>Manufacturing</td>
<td>Mesothelioma</td>
<td>Skilled Labourer</td>
</tr>
</tbody>
</table>

In 2014, there was a total of 13 occupational disease fatalities accepted, eight (62%) of which involved tradespeople or trade helpers. Mesothelioma was the leading cause of death among occupational disease fatalities, accounting for 54%.

### Accepted in 2015

<table>
<thead>
<tr>
<th>Date of Death</th>
<th>Industry</th>
<th>Disease</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 2014</td>
<td>Manufacturing</td>
<td>Pulmonary Fibrosis</td>
<td>Sheet Metal Worker</td>
</tr>
<tr>
<td>July 2014</td>
<td>Trade</td>
<td>Heart Injury</td>
<td>Labourer</td>
</tr>
<tr>
<td>September 2014</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Shipper / Receiver</td>
</tr>
<tr>
<td>January 2015</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>January 2015</td>
<td>Construction</td>
<td>Asbestosis</td>
<td>Insulator</td>
</tr>
<tr>
<td>February 2015</td>
<td>Service</td>
<td>Mesothelioma</td>
<td>Electrician</td>
</tr>
<tr>
<td>February 2015</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>February 2015</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Carpenter</td>
</tr>
<tr>
<td>March 2015</td>
<td>Construction</td>
<td>Asbestosis</td>
<td>Pipefitter/ Sprinkler Installer</td>
</tr>
<tr>
<td>March 2015</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>March 2015</td>
<td>Public Administration</td>
<td>Mesothelioma</td>
<td>Skilled Labourer</td>
</tr>
<tr>
<td>August 2015</td>
<td>Service</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>September 2015</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire fighter</td>
</tr>
<tr>
<td>November 2015</td>
<td>Manufacturing</td>
<td>Mesothelioma</td>
<td>Maintenance Worker</td>
</tr>
<tr>
<td>December 2015</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Insulation Installer</td>
</tr>
</tbody>
</table>

There were 15 accepted occupational disease fatalities in 2015. Of these, nine (60%) were caused by exposure to Asbestos.
In 2016, twelve (50%) of all Occupational disease fatalities were due to mesothelioma. Of these six deaths, 80% were of tradespeople.

<table>
<thead>
<tr>
<th>Date of Death</th>
<th>Industry</th>
<th>Disease</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 2016</td>
<td>Manufacturing</td>
<td>Other Cancer</td>
<td>Technician</td>
</tr>
<tr>
<td>January 2016</td>
<td>Public Administration</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>March 2016</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>March 2016</td>
<td>Transportation</td>
<td>Asbestosis</td>
<td>Skilled Labourer</td>
</tr>
<tr>
<td>April 2016</td>
<td>Service</td>
<td>Asbestosis</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>May 2016</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>June 2016</td>
<td>Service</td>
<td>Heart Injury</td>
<td>Skilled Labourer</td>
</tr>
<tr>
<td>June 2016</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>July 2016</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>August 2016</td>
<td>Public Administration</td>
<td>Other Cancer</td>
<td>Fire Fighter</td>
</tr>
<tr>
<td>October 2016</td>
<td>Construction</td>
<td>Mesothelioma</td>
<td>Tradesperson</td>
</tr>
<tr>
<td>November 2016</td>
<td>Service</td>
<td>Mesothelioma</td>
<td>Manager, Supervisor, Professional</td>
</tr>
</tbody>
</table>

Mesothelioma is a cancer almost exclusively associated with exposure to asbestos. Asbestos presents a potential lung disease hazard when released into the air, and workers exposed to asbestos may develop several types of life-threatening diseases in addition to mesothelioma, including asbestosis and lung cancer.

Manitoba has a number of legal requirements in place intended to protect workers and the public from exposure to asbestos; for more information, visit: manitoba.ca/labour/safety.

Safe Work Manitoba also has a number of resources around working with asbestos on their website. For more information, please visit: https://www.safemanitoba.com/Topics/Pages/Asbestos.aspx
Severe injuries have remained relatively constant between 2013 and 2016, whereas the number of time loss injuries has been gradually decreasing.

**All Injury Rate:**
- The total number of work-related injuries accepted by the Workers Compensation Board for the year

**Time Loss Injury Rate:**
- A subset of All Injuries and illnesses where the worker is away from the workplace for one or more days after the date of the incident.

**Severe Injuries:**
- Injuries that require the worker to miss 60 or more days of work or resulting in death.

**Serious Incidents:**
- Instances that are defined in Workplace Safety and Health regulation and that require reporting to the Manitoba Workplace Safety and Health branch.
Note: Due to system limitations, data was unavailable for 2014 and 2015.

There was a total of 822 serious incidents reported to Workplace Safety and Health in 2016, over 30% of which were due to cuts or lacerations. Fractures are the second most frequently reported serious injury, accounting for 16% of reported incidents, with "Other" accounting for 8%. Incidents classified as “Other” involve multiple injuries or illnesses.

Within the Mining sector, additional occurrences are required to be reported to Workplace Safety and Health, and account for nearly one quarter of all incidents reported to the Branch.
Sprains, strains and tears have accounted for nearly half of all time loss injuries over the last two years (53% in 2015 and 49% in 2016). Other traumatic injuries and disorders continue to represent between 11% and 13% of all time loss injuries with neoplasms and tumours accounting for the least number of time loss injuries for 2015 and 2016.

Overall, the number of time loss injuries in Manitoba experienced a slight decline of 2.5% between 2015 and 2016.
There was a total of 28,969 injuries in 2015, a 4% decrease from 2014. Of these injuries, 18% occurred in the Manufacturing sector.

In 2016, there were a total of 28,960 injuries in Manitoba, a negligible drop from 2015. Similarly to 2015, 16% were in the Manufacturing sector.

Although the total number of injuries has decreased over the last few years, the distribution remains fairly stable. Healthcare continues to account for approximately 15% of all injuries in both years.
The overall time loss injury rate has slowly declined over the last three years and dipped below 3.0 for the first time in 2016. Construction, Healthcare and Manufacturing continue to have the highest time loss injury rates amongst industries, although Construction and Manufacturing have seen steady decreases between 2014 and 2016. Healthcare has remained relatively stable at 4.5.

With the exception of Mining, the all injury rate has been consistently two times greater than the time loss injury rate for all sectors. In Mining, the all injury rate is often four times greater than the time loss injury rate.

The all injury rate has been declining steadily in the Transportation sector over the last three years. Conversely, Natural Resources saw an increase from 2.6 in 2015 to 3.0 in 2016. Public Administration, Healthcare and Services have seen little movement over the last three years and have remained relatively flat.
The time loss injury rate for males appears to be fairly consistent across age groups with lower rates noted in the 15-19 group and the 55+ group. Compared with male workers aged 20 to 24, all other older males were significantly more likely to be injured at work, with the exception of those 55 or older. This age bracket for males was the least likely to be injured at work. To some extent, the low proportion of males aged 18 to 24 who were injured may have reflected a greater likelihood of part-time work among this group, and thus, less exposure to risk.

The time loss injury rate for females increases with age, peaking with the 45-54 age group. At all age groups, males experience a higher time loss injury rate than females. One of the greatest influences on workplace injuries in women are musculoskeletal injuries (MSI) as women typically engage in work where MSIs are more prevalent, such as Healthcare.
Part 2: Status of Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention

Beginning in 2013, the Workers Compensation Board of Manitoba, Workplace Safety and Health Branch and SAFE Work Manitoba have been working together to address ten action areas identified in *Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention.*

All ten priority areas identified in the plan appear on target for completion by the end of 2018, with this report providing updates on the current status of each area.

### Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention

**Key Priorities:**

1. Dedicated Prevention Services
2. Nation-Leading Safety and Health Laws
3. New Tools to Strengthen Accountability, Transparency and Reporting
4. A Renewed Role for Business as a Safety Partner
5. Focus on Manitoba’s Most Vulnerable Workers
6. New Training Programs; Consistent Training Standards
7. Stronger Incentives for Real Prevention
8. Improved Supports for Small Business
9. Addressing Workplace Mental Health
10. Measuring Success
1. Dedicated Prevention Services

SAFE Work Manitoba

In 2014, prevention services from the Workplace Safety and Health Branch and the Workers Compensation Board of Manitoba were consolidated, becoming a single prevention entity known as SAFE Work Manitoba. The newly established organization promotes and delivers services related to injury and illness prevention.

SAFE Work Manitoba’s responsibilities include supporting existing industry-based safety programs (IBSPs), directly supporting the development of new IBSPs, providing education, training, guidelines and other resources, and establishing a certification program to recognize employers and workplaces that achieve and maintain certain safety and health measures.

Amendments to The Workers Compensation Act created a new prevention committee comprised of key stakeholders who provide oversight of prevention activities and guidance concerning SAFE Work Manitoba’s strategic direction, operational and budgetary decision-making.

The benefit of having a separate dedicated prevention service allows the Workplace Safety and Health Branch and the Workers Compensation Board of Manitoba to focus on enforcement and compliance efforts, though continued collaboration among these organizations, and with IBSPs, remains essential to injury and illness prevention in Manitoba.

Single Point of Contact

Employer organizations, labour bodies, and individual workers now have greater access to prevention programs through the establishment of a single point of contact for the Workers Compensation Board of Manitoba, Workplace Safety and Health Branch, and SAFE Work Manitoba. To promote this new contact number, in October of 2014, a news release was issued outlining amendments to the WCB, including the single point of contact. WCB also expanded their efforts to remind Manitobans to report workplace injuries using the new single point of contact.

Managing Safety Certifications

In 2015 and 2016, SAFE Work Manitoba continued to work on the establishment of a province-wide safety certification program in order to recognize employers and workplaces that achieve and maintain certain safety and health measures.

The establishment of a province-wide workplace safety certification program is in keeping with workplace safety and health legislative program requirements, will be open to all employers, and can be tailored to meet unique needs of specific workplaces and industries.

Some of the potential long-term benefits of safety and health certification for workplaces include:
- a safer and healthier workplace
- better control of workplace hazards
- a reduction in workplace injuries and illnesses
- improved employee engagement and productivity
- a potential long-term reduction in WCB premiums
- a potential future discount on WCB premiums.

2. Nation-Leading Safety and Health Laws

Five-Year Review of the Workplace Safety and Health Act

Regular review of *The Workplace Safety and Health Act* and its administration ensures the Act and its associated regulations, the Workplace Safety and Health Regulation, the Operation of Mines Regulation, and the Administrative Penalty Regulation are effective in protecting the safety and health of workplaces in Manitoba, and are in alignment with other Canadian jurisdictions and are effective, enforceable, and meets the needs of the today’s workplace.

In 2014, after consultation with employer and worker representatives, *The Workplace Safety and Health Act* and Workplace Safety and Health Regulation were amended to include new and clarify existing requirements to provide stronger protection to Manitobans.

Safety and health orientations are now mandatory for all new workers, as well as those returning to the workplace after a prolonged absence. These orientations must contain all essential safety and health information and be specific to each workplace.

Minister’s Advisory Council on Workplace Safety and Health

The Minister’s Advisory Council on Workplace Safety and Health is a legislated committee under *The Workplace Safety and Health Act* to undertake the five-year Act Review and advise the Minister on matters pertaining to workplace safety and health.

Council is comprised of a chairperson and equal membership from various caucus groups. Members are appointed through consultation by the Minister with organizations representing workers, employers and with technical and professional bodies whose members are concerned with workplace safety and health in Manitoba.
Also at this time, the original Administrative Penalty Regulation was replaced with a new regulation, providing for the application of immediate penalties for 14 select high-hazard contraventions, as well as for repeat contraventions.

**Criminal Code Considerations**

In 2015 and 2016, the Workplace Safety and Health Branch continued to liaise with law enforcement agencies in Manitoba (Winnipeg Police Service, Brandon Police Service, and RCMP) to ensure that criminal considerations are included in their investigations of serious workplace incidents.

In recent years, the Workplace Safety and Health Branch has taken several actions in response to changes in 2004 to the Criminal Code of Canada to include criminal liability for serious workplace incidents, as well as stakeholder feedback that the Criminal Code is underutilized when it comes to workplace incidents.

The actions that have arisen from the Workplace Safety and Health Branch's partnership with Manitoba Justice and law enforcement officials include improved training for safety and health officers, as well as the creation of stronger internal policies that bridge gaps between investigations conducted by the Workplace Safety and Health Branch and those conducted by police.

Manitoba has not had a criminal prosecution as the result of a workplace incident, though the strengthened policies and communications between agencies help to ensure that safety and health officers and law enforcement alike are better able to identify and investigate the root causes of an incident through sharing of information and training.

**Westray: Changes to the Criminal Code**

Following a 1992 explosion at the Westray mine in Plymouth, Nova Scotia, a Royal Commission of Inquiry made 74 recommendations. As a result, Bill C-45 introduced the following changes to the Criminal Code of Canada (Section 217.1), effective as of March 31, 2004:

- requiring everyone who undertakes or has the authority to direct how another person undertakes work to take reasonable steps to prevent injury resulting from the task;
- setting out rules for establishing criminal liability to organizations for the acts of their representatives;
- establishing a legal duty for all persons "directing the work of others" to take reasonable steps to ensure the safety of workers and the public;
- outlining the factors that the court must consider when sentencing an organization; and,
- providing optional conditions of probation that a court may impose on an organization.
Canadian Association of Administrator of Labour Legislation – Occupational Safety and Health Committee (CAALL-OSH)

The Workplace Safety and Health Branch is an active participant in the Canadian Association of Administrators of Labour Legislation’s Occupational Safety and Health Committee, known as CAALL-OSH. Through collaboration and research, the Workplace Safety and Health Branch is able to use the work of the committee to inform modern, consistent and practicable enforcement of safety and health laws.

In 2016, CAALL-OSH began work to support increasing harmonization of legislation and enforcement practices across the country. In addition to ensuring consistent protections for workers, this work will, to the extent possible, remove barriers to the free movement of persons, goods, services and investments within Canada.

3. New Tools to Strengthen Accountability, Transparency and Reporting

Online Tools and Reporting

In 2015, the Workplace Safety and Health Branch completed the transition of enforcement-related information previously housed on the SAFE Work Manitoba website, www.safemanitoba.com, to the Manitoba government’s website at manitoba.ca/labour/safety.

In turn, SAFE Work Manitoba has added additional industry-specific resources for employers and employees. The industries of focus include agriculture, construction, educational institutions, forestry, healthcare, manufacturing, mining, public administration, service, trades and transportation.

Workplace Safety and Health is continually striving to enhance the government website and new information is added regularly. Posted information includes frequently asked questions, data on inspection activity and enforcement initiatives, as well as stop work orders, administrative penalties and convictions. Manitobans may also submit a Request for Release of Employer Information to learn more details about an employer’s recent interactions with the Workplace Safety and Health Branch, including the date of last inspection, any associated improvement orders, penalties and convictions, serious incidents and fatalities.

A clear separation between enforcement and prevention activities provides greater transparency to the public on which services each entity provides.

4. A Renewed Role for Business as a Safety Partner

Industry-Based Safety Programs

Manitoba’s industry-based safety programs (sometimes referred to as "safety associations") are a key partner in injury and illness prevention, for their ability to ensure employers and workers are provided with resources that are practical and relevant for their industries.
In Manitoba, there are six Industry Based Safety Programs. These include Manitoba Farm Safety Program, Manitoba Heavy Constructions Association, Constructions Safety Association, Made Safe, Motor Vehicle Safety Association of Manitoba, and the RPM Trucking Industry Safety Program. Existing IBSPs continue to provide industry-specific training and tools to their members.

There currently exist a number of industry-specific certification programs in Manitoba. However, not all workplaces have industry partners who are able to assist with certification. In recognition of the unique challenges for small businesses, specific certification models were established to accommodate small companies. One of SAFE Work Manitoba’s goals is to strengthen employer participation and improve alignment of safety certifications in the province.

Since the release of the five-year plan and the development of SAFE Work Manitoba’s strategy for the establishment of new IBSPs, the Motor Vehicle Safety Association of Manitoba and RPM – Risk Professionally Managed (in the trucking industry) have been established, and work is underway to provide services and programs to their membership. In addition, the manufacturing sector expanded the safety and health services provided by the Agricultural Manufacturers of Canada to include a larger portion of the sector, resulting in an expanded IBSP called MADE SAFE. Additionally, the Manitoba Farm Safety Program was announced in November 2016, and provides farm-specific resources and guidance to help farmers become aware, compliant and able to ensure healthy, safe workplaces. The program is hosted by Keystone Agricultural Producers (KAP).

In 2016, SAFE Work Manitoba finalized its list of certifying partners to date. The six IBSPs also serve as certifying partners for the new certification program. These certifying partners provide the services required for certification and verify the certification of employers in their industries. Employers interested in obtaining safety and health certification work with the Industry Based Safety Program associated with their industry.

5. Focus on Manitoba’s Most Vulnerable Workers

SAFE Work Certified

Through 2015, SAFE Work Manitoba continued work on SAFE Work Certified, the new province-wide safety certification program open to all workplaces across Manitoba. With this new certification program, employers who meet the certification standard must formally demonstrate their commitment to workplace safety and health in a number of ways that will support vulnerable employees. They must implement comprehensive and effective safety and health programs based on three safety essentials: leadership commitment; hazard identification and risk control; and worker participation.

Resources in Multiple Forums

Through SAFE Work Manitoba, important basic safety and health information is now available in 16 languages (in addition to French and English), providing new Canadians with greater access to
information. As well, SAFE Work Manitoba’s promotional campaign, "Safety is a Language We Can ALL Speak," was launched in 2014.

SAFE Work Manitoba uses a variety of methods to measure public awareness of and engagement with safe work campaign messaging, including recall of the ad, engagement with the campaign via website visits and resource downloads and displaying safe work attitudes and behaviours.

Select publications were produced by SAFE Work Manitoba in order to help workers understand their rights and to assist employers with worker training and orientation.

Languages include:

- English
- French
- Chinese
- Cree
- German
- Greek
- Italian
- Korean
- Ojibwe
- Polish
- Portuguese
- Punjabi
- Russian
- Spanish
- Tagalog
- Tamil
- Ukrainian
- Vietnamese

**Young Worker Injury Prevention Strategy**

SAFE Work Manitoba’s Young Worker Injury Prevention Strategy was released in 2015 to address the nearly 5,000 young workers that are injured on the job every year in Manitoba. The strategy promotes education and awareness regarding safety and health in the workplace, and is aimed at those with the most influence over young workers, including employers, educators and family members, as well as young workers themselves.

Highlights of the strategy include reaching out to the 25 employers with the highest rates of young worker injuries to provide information and resources specific to their company; increasing the number of Safe Workers of Tomorrow presentations delivered to high school students by 10 per cent each year; and creating an interactive online SAFE Work course to be used in the classroom, at home or in the workplace.

In 2016, SAFE Work Manitoba launched its Worked Up campaign geared towards teenagers and young adults. Although young worker injuries have declined 25% over the last decade, nearly 5,000 young Manitobans make workplace injury claims to WCB annually. The campaign aims to achieve improving young worker safety through tactics such as outreach to employers and by targeting those with the most influence over the safety of young workers such as supervisors, families, educators and young workers themselves. SAFE Work Manitoba is working with partners also committed to young worker safety, including
SAFE Workers of Tomorrow, industry-based safety associations and government departments.

SAFE Workers of Tomorrow

In 2015, SAFE Workers of Tomorrow gave 1,316 presentations to 46,167 students. SWOT travelled more than 30,000 kilometres throughout the year. Communities visited outside of Winnipeg include Brandon, Carberry, Sagkeeng First Nation, Thompson, Winkler, Steinbach, Glenboro, St. Laurent, Boissevain, Killarney, St. Claude, Treherne, Pilot Mound, Carmen and Snow Lake.

SAFE Workers of Tomorrow is an organization which delivers vocation-specific or general safety and health education free of charge to schools, community clubs and other places where young Manitobans come to learn.

The SAFE Workers of Tomorrow organization hosted several events in 2016 to increase awareness of young worker safety. These events included golf tournaments and bingo bowls, both of which were well received by the public. SAFE Workers of Tomorrow continues to do school presentations to educate youth on workplace safety.

Serious Injury Support Worker

In 2014, a Serious Injury Support Worker position was established at the Manitoba government’s Worker Advisor Office to act as a central resource for injured workers and their families. The Serious Injury Support Worker provides information relating to Workplace Safety and Health Branch investigations, and provides referrals to government and community services, including grief counselling, financial aid, advocacy, housing and peer support. Since the establishment of the Serious Injury Support Worker role, approximately 65 injured workers or their families have been contacted by this service.

6. New Training Programs; Consistent Training Standards

SAFE Work Manitoba Prevention Education

At the end of 2015, prevention education workshops were transitioned to SAFE Work Manitoba. Consolidating these workshops, previously provided by the Worker’s Compensation Board of Manitoba and the Workplace Safety and Health Branch, has improved service to Manitobans by making workshops easier to access, more responsive and customized to the needs of clients across various industries and workplaces. Seven workshops are now offered by SAFE Work Manitoba, at its Winnipeg offices on Broadway and at several locations throughout the province. These courses include Prevention Basics, SAFE Committee Basics, Supervisors and SAFE Work, Hazard Identification and Risk Control, Investigating Workplace Incidents, Preventing Musculoskeletal Injuries and Building Office Ergonomic Champions.
In addition, SAFE Work Manitoba has been partnering with the Canadian Centre for Occupational Health and Safety in order to provide a variety of online courses for both employers and employees.

**Safe Work on Wheels**

Since 2015, SAFE Work Manitoba’s mobile education unit, known as Safe Work on Wheels (SWOW), delivered safety training and awareness to more than 10,000 workers at over 500 workplaces, travelling almost 5,000 kilometres. Communities visited include Brandon, Selkirk, Morden, Stonewall, Steinbach, Pinawa, Riding Mountain National Park and St. Clements. SWOW provides dynamic demonstrations of lifting, fall prevention, hand safety and safe eyewear. In 2016, SAFE Work on Wheels travelled over 12,000 kilometers and provided practical, high impact demonstrations to over 6,000 people.

**SAFE Work Manitoba Committee Leadership Conference**

In 2015, safety education was delivered to approximately 300 attendees of the second SAFE Work Manitoba Committee Leadership Conference, held on September 22, 2015. The conference, now an annual event, provides workshops geared to the specific needs of workplace safety and health committee co-chairs who represent both workers and employers.

In 2016 the fourth annual SAFE Work Manitoba Committee Leadership conference was another successful event, which brought together over 300 workplace safety and health committee co-chairs to share best practices and ideas.

**7. Enforcement as a Means of Prevention**

**Workplace Safety and Health Branch Inspections**

Responsive enforcement strategies are an integral part of workplace injury and illness prevention, as they maximize resources by focusing on workplaces where high-hazard activities and contraventions to safety and health laws occur with the greatest frequency.

Manitoba’s Workplace Safety and Health Branch uses enforcement strategies in order to ensure the following workplaces continue to be reached:

An _improvement order_ is a written direction order by Workplace Safety and Health to address a situation where a workplace safety and health law is being broken. It will explain what is wrong and what the legislation requires to comply. It will also tell you the date by which you must comply.

When an officer from Workplace Safety and Health observes an imminent hazard, they may order work to stop immediately with use of a _stop work order_, which requires the work remain stopped until the officer is satisfied that the hazard is appropriately dealt with.
• workplaces that demonstrate repeated or willful non-compliance to high hazard contraventions
• high risk workplaces, with emphasis on those with high or increasing injury or illness rates
• workplaces that fail to notify Workplace Safety and Health of a serious incident
• workplaces that employ vulnerable workers

Workplace Safety and Health Branch Enforcement

Top Tips

The Workplace Safety and Health Branch receives reports of unsafe work from the public by telephone, email and in person visits during regular office hours. Among all tips received by the Workplace Safety and Health Branch in 2016, the most commonly received included fall protection, general air quality, mould or asbestos concerns, workplace harassment, and provision of personal protective equipment.

Top 5 Tips by Year (2014-2016)

<table>
<thead>
<tr>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td>Fall Protection (356)</td>
<td>Fall Protection (286)</td>
<td>Fall Protection (393)</td>
</tr>
<tr>
<td>General Inspection (266)</td>
<td>General Inspection (217)</td>
<td>Harassment (168)</td>
</tr>
<tr>
<td>Harassment (200)</td>
<td>Harassment (135)</td>
<td>General Inspection (88)</td>
</tr>
<tr>
<td>Air Quality (81)</td>
<td>Asbestos (51)</td>
<td>Air Quality (73)</td>
</tr>
<tr>
<td>Personal Protective Equipment (69)</td>
<td>Personal Protective Equipment (46)</td>
<td>Asbestos (60)</td>
</tr>
</tbody>
</table>

The top tips received by Workplace Safety and Health have remained fairly consistent throughout the years, with fall protection, harassment and general inspections being the top three areas of concern.

Occupational health related tips have, however, increased over the last few years and the branch has seen an increase in tips related to air quality and asbestos.
The percentage of inspections resulting in orders has increased 15% from the beginning of 2015-16 to the end of 2016-17. This suggests that Workplace Safety and Health is targeting the companies requiring enforcement.

Workplace Safety and Health has seen a large increase in the number of orders issued around electrical safety (211% from 2015 to 2016) as well as Fall Protection Systems (113% from 2015 to 2016).

Although, fewer orders have been issued around safeguarding and safe work procedures with a 27% decline from 2015 to 2016, these still remain as two of the top five improvement orders.

**Administrative Penalties**

Employers found in contravention of *The Workplace Safety and Health Act* and its regulations may be subject to an administrative penalty, which can range between $1,000 and $5,000 per order, depending on the type and severity of the violation. Administrative penalty monies are allocated to educating the public on matters related to workplace safety and health. In 2015, $44,500 in total administrative penalties were issued for twenty high-hazard contraventions. In 2016, $42,500 in total administrative penalties were issued for 20 high-hazard contraventions.

The number of administrative penalties has remained consistent over the last few years with 18 in 2013, 16 in 2014 and 20 in both 2015 and 2016.

Lack of or improper use of fall protection or fall arrest equipment has been the most frequent reason for issuing an administrative penalty, accounting for over 50% of all penalties issued over the last four years.
Prosecutions and Convictions

Violations of workplace safety and health laws may result in a prosecution and conviction under *The Workplace Safety and Health Act*. Fines upon conviction may be issued by the courts:

1. to a maximum of $250,000 (first offence)
2. to $500,000 (second or subsequent offence), plus a maximum of $25,000 (first offence) or $50,000 (second or subsequent offence) for each day that the offence continues.
3. Where criminal negligence has lead to a serious workplace injury, illness or fatality, charges may also be laid under the Criminal Code of Canada.

Prosecution and convictions are applied as behaviour-changing tool to encourage safe work practices. Prosecution may be recommended following an investigation by Workplace Safety and Health, where one or more of the following criteria have been identified:

- Injury or illness as a direct result of contraventions to safety and health legislation;
- Repeated or willful non-compliance to safety and health requirements; or,
- Continuing to work while under stop work order.

Individual fines issued to employers as the result of a conviction range from $5,100 to $75,000, taking the severity of contravention and size of the company into consideration.
Convictions by Sector

Note: There can be between two and five years from the date of the incident before a case is brought to court. This is due to the time it takes to conduct an investigation.

2014 saw a record-breaking dollar amount administered in convictions. This is primarily due to the fact that there were several fatalities, which generally draw higher fine amounts than for other convictions. Three convictions for fatalities were issued totalling $275,000 in 2014. Neither 2015 nor 2016 saw convictions for fatalities.

Workers Compensation Board of Manitoba

Compliance Activities

Timely reporting of workplace injuries and illnesses is crucial to ensuring that injured workers get the assistance and support they need, and provides important information to help identify and address workplace hazards.

The WCB’s compliance model seeks first to promote compliance by educating employers and workers about their responsibilities and rights through various means such as awareness campaigns, resource material, workshops and audits.

The WCB’s Compliance Services staff responds to all allegations of violations of the Act’s provisions (inducing a claim not being reported and/or filed) and discriminatory action against a worker that files a claim.

Rate Model

Manitoba’s Five-Year Workplace Injury and Illness Prevention Plan recommended that the WCB review its rate model with a view to ensuring that it is structured in such a way to incent prevention programming and behaviours.

The WCB launched a comprehensive review in 2014 which included extensive stakeholder consultation, via a Stakeholder Advisory Group with representatives from employers and labour.

In June 2015 the WCB Board of Directors approved several changes to the rate model that realign the focus to prevention rather than injury cost. Some rate model changes have been implemented in 2015 which have affected 2016 assessment rates.

The Board continued to review and monitor progress implementing the assessment rate model. In 2016, the WCB phased in changes to the way premiums are calculated. These changes address employers’ key concerns by reducing rate volatility, providing more collective liability protection and ensuring balance and fairness. The 2016 assessment rates have been changed to affect the following:
- Narrowing the range within which an employer's assessment rate can move in a given year in response to changes in claim costs.
- Linking the potential range of movement to employer size so that small and medium employers’ rates cannot move as low or as high as large employers.
- Decrease the maximum amount by which an employer’s rate can go up or down in any one year.

These changes make the rate model less aggressive with respect to how assessment rates can change in response to claims experience, thus reducing the motivation to avoid increased claim costs through undesirable means such as claim suppression.

Additional changes to movement between risk categories and the period used for cost calculations will be introduced over the next few years. They are designed to align with injury and illness prevention by balancing the rate impact of preventing injuries with the impact of controlling claim costs after an injury has occurred.

SAFE Work Manitoba Public Awareness Campaigns

From a public awareness standpoint, the Workers Compensation Board of Manitoba’s "Reporting Workplace Injuries Matters" and SAFE Work Manitoba’s “Spot the Hazard. Report the Hazard” advertising campaigns encouraged Manitobans to take an active role in prevention by reporting workplace injuries and illness and unsafe work.

8. Improved Supports for Small Business

Information for New Employers

Small business employees were able to take advantage of seven training workshops consolidated at SAFE Work Manitoba. Through SAFE Work on Wheels, the mobile education unit offered by SAFE Work Manitoba, employees at smaller businesses had an opportunity to take in safety demonstrations involving lifting, fall prevention, hand safety and safe eyewear. In 2015, 2,500 newly registered employers received compliance information packages from the Workers Compensation Board of Manitoba. In addition, SAFE Work Manitoba has mailed over 25,000 packages containing valuable safety and health information to all new businesses registered in Manitoba since 2015.

The establishment of SAFE Work Manitoba as the province’s prevention services provider, including a one-stop phone number for safety and health, further assists small businesses with limited resources in accessing the services and resources of the Workers Compensation Board of Manitoba, Workplace Safety and Health Branch and SAFE Work Manitoba with greater ease.

From its introduction in August of 2014 through the end of 2015, the new single point of contact SAFE number 204-957SAFE (7233), toll-free 1-855-957-SAFE (7233) continually receives over 10,000 calls annually.
9. Addressing Mental Health in the Workplace

Psychological Health and Safety Strategy Consultation

Vulnerable workers are also supported through the creation of a new three-year strategy aimed at improving psychological health and safety in the workplace. SAFE Work Manitoba has consulted extensively with key stakeholders to support Manitoba employers in creating workplaces that are psychologically healthy and safe. The strategy will consider the Canadian Standards Association (CSA) National Standard of Canada for Psychological Health and Safety in the Workplace, a voluntary standard released in 2013 that provides guidance for the implementation of psychological health and safety programming the workplace. SAFE Work Manitoba is on target to release its psychological health and safety strategy in 2017.

Provincial Advisory Group

In 2015, SAFE Work Manitoba joined forces with the provincial Manitoba Healthy Living and Seniors department to form a Provincial Advisory Group comprised of representatives from employers, community groups and labour. This group is charged with championing the National Standard of Canada for Psychological Health and Safety in the Workplace to Manitoba workplaces, through the development of website resources, outreach and a knowledge exchange event. SAFE Work Manitoba’s strategy aligned with this work, with the goal of raising awareness of psychological health and safety in the workplace.

Mental Health Toolkit for Employers


The Canadian Mental Health Association estimates that as many as 8% of Canadians will experience post-traumatic stress disorder (PTSD) at some point in their lifetime.

When it comes to employment, many groups are at higher risk for developing PTSD after experiencing on the job trauma. Such groups include, among others: military personnel, paramedics, firefighters, police, doctors and nurses. Women are also twice as likely to be diagnosed with PTSD as men.

Championed by the Mental Health Commission of Canada (MHCC), and developed by the Canadian Standards Association (CSA Group) and the Bureau de normalisation du Québec (BNQ), the National Standard is a voluntary set of guidelines, tools and resources focused on promoting employees’ psychological health and preventing psychological harm due to workplace factors.
Since the beginning of 2016, the Provincial Advisory Group has been assisting with updates to the toolkit and ongoing promotion.

**Violence and Harassment Prevention Training**

SAFE Work Manitoba is also now delivering a revamped course on preventing violence and harassment in the workplace, taking into account the latest research and best practices in this evolving area of workplace mental health.

**New Provisions for Post-Traumatic Stress Disorder (PTSD) under The Workers Compensation Act**

Manitoba’s Five Year Plan for Workplace Injury and Illness Prevention calls for measures to raise awareness about the mental health effects of workplace traumatic events and improved access to workers compensation benefits for workers whose mental health is affected by such events.

In June 2015 the Manitoba legislature passed Bill 35, amending The Workers Compensation Act so that if any worker is exposed to a PTSD-triggering event or events and is diagnosed with PTSD by a physician or licensed psychologist, the condition will be presumed to be work-related unless the contrary is proven. The presumptive provision took effect on January 1, 2016, and applies to claims where the diagnosis takes place on or after that date (though the date of the incident could be earlier).

The PTSD presumptive provision is designed to assist with adjudication in cases where causation may be unclear and to help address the stigma around PTSD and other mental illnesses so that affected workers will be encouraged to come forward to seek the supports they need.

The WCB has added resources to ensure claims are investigated and adjudicated as quickly as possible while maintaining due diligence and to ensure workers have access to appropriate treatment and services.

Transitional services ensure that the WCB provides support, medical treatment and other services to assist injured workers through an immediate crisis while PTSD claims are being adjudicated.

**10. Measuring Success**

**Reports of WCB, SWMB, WSH**

Currently, SAFE Work Manitoba publishes the ‘Manitoba Workplace Injury Statistics Report’ which is largely developed from the Workers Compensation Board of Manitoba (WCB) injury data. The report is based on injuries which the WCB was notified and that were accepted by the WCB, or fatalities. The SAFE Work Manitoba report highlights the injury and injury rate trends, fatalities and musculoskeletal injuries in Manitoba.
The Workers Compensation Board annual report speaks to its mission, vision and values, historical trends, partners, customers and risk management strategies.

**Technology and Data Management Solutions**

Work is also underway at Manitoba’s Workplace Safety and Health Branch, the Workers Compensation Board of Manitoba and SAFE Work Manitoba on the development of new technology and data management solutions. The technology will be used to improve the ability to share data between the three organizations and towards the creation of comprehensive indicators. These indicators will be used to better monitor and measure the impact of injury and illness prevention efforts and determine whether our workplaces are becoming safer.

In order to accomplish these goals and to share data in a timely way, a stronger technology infrastructure will be needed. As such, WSH has undertaken a technology renewal project in an effort to replace failing and outdated case management software known as LINK by 2018. A funding request has been prepared which outlines the new technology solution and how it will allow enforcement and prevention information to be better analyzed as well as publicly shared. While the technology solution is being developed, WSH will continue to work closely with Technology Services, Business Transformation and Technology and the identified vendor in order to implement the new system and integrate with the related technology systems of WCB and SAFE Work Manitoba as part of the renewal project.
Part 3: Conclusions

2015 Highlights

The ten action areas identified under Manitoba’s Five-Year Plan for Workplace Injury and Illness Prevention appear to be on track to be fulfilled by December 2018.

I note that the collaborative efforts of Manitoba’s safety partners have resulted in extensive progress towards accomplishing the key strategies outlined in the plan to reduce the number and severity of workplace injuries by 2018.

In 2015 and 2016, Manitoba saw:

☑ Increased awareness and improved attitudes in employers and workers on the importance of workplace injury and illness prevention

☑ Increase in the number of employers and workers serviced by a safety association
☑ Increase in the number of safety certified employers
☑ Increased access to safety and health related data and information at the Workers Compensation Board and the Workplace Safety and Health Branch
☑ Comprehensive SAFE Work Manitoba strategies with a focus on vulnerable workers
☑ Increased awareness relating to mental health in the workplace, through additional resources and strengthened legislation
☑ $87,000 in administrative penalties and an additional $20,000 allocated from conviction penalties resulted in a total of $107,000 towards educating the public on matters related to workplace safety and health

☑ New and improved tools and resources used by employers and workers towards safety and health in the workplace

☑ In 2015, 2,500 newly registered employers received compliance information packages from the Workers Compensation Board of Manitoba.
☑ In 2015, Safe Work on Wheels reached 7,000 workers at over 218 workplaces, covering 5,000 km and reached 6,000 workers at over 84 sites, covering over 12,000 km in 2016.
☑ SAFE Workers of Tomorrow travelled over 30,000 km, delivering 1,316 presentations to 46,167 students
Enhanced access to Workplace Safety and Health Branch enforcement and compliance information, including enforcement strategies, stop work orders, administrative penalties and convictions

Significant impacts on the behaviour of employers and workers in practising safety in the workplace:

- Overall reductions in the Serious Injury, All Injury and Time Loss Injury Rates from 2013 to 2016
- Changes to WCB’s rate model level the playing field for small and medium sized employers, reducing some of the factors that can result in claim suppression.
- New and expanded industry-based safety programs
- Increase in the number of workers that received high quality safety training

The Future

There is much to celebrate about Manitoba’s progress in workplace injury and illness prevention. As we look toward the future, we must reflect on our progress to date, and carefully consider the future implications of the work that we all, as partners in workplace safety and health, undertake on a day-to-day basis.

Greater integration of data and information to be shared between and among the Workers Compensation Board of Manitoba, SAFE Work Manitoba, the Workplace Safety and Health Branch, Industry-Based Safety Programs, as well as employer access to data will be critical in ensuring alignment of awareness, training and education, as well as in enforcement across organizations and in Manitoba’s workplaces.

As partners in safety, Manitoba’s key stakeholders can continue to build on our successes by better understanding where workplace injuries and illnesses are occurring. Through open and coordinated information sharing, training provided by existing and emerging Industry-Based Safety Programs will not only be industry-specific, it can be specifically focused on the hazards that most affect our workers.

The mechanics of safety has been a significant focus both historically and in Manitoba’s current workplace injury and illness prevention strategy, particularly how to prevent and protect workers from high risk physical hazards that are visible and immediate. Research indicates that occupational disease is grossly underreported in Canada, resulting in a need for greater information, understanding and awareness of occupational health hazards faced by our workers, and the development of appropriate policies and programs delivered by the Workers Compensation Board of Manitoba, the Workplace Safety and Health Branch and SAFE Work Manitoba.

I am confident that the progress made in the action areas under Manitoba’s Five-Year Strategy means that by 2018 the tools, knowledge and expertise we have will have greatly improved our abilities to address the safety and health risks in our workplace. These gains
will allow the province and our partners in safety to increase our attention and grow in the area of health-based workplace injury and illness prevention, though we must continue to sustain and grow our efforts in all areas to ensure every Manitoban comes home safe at the end of the work day.
APPENDIX 1: Manitoba’s Workplace Injury and Illness Prevention Strategy

**Goal:** Reduce the number and severity of workplace injuries by 2018

**Partners:**
- Safety Associations
- SAFE Work Manitoba
- Workplace Safety and Health
- Workers Compensation Board

**Outputs:**
- Safety Certifications
- Training Delivery
- Research and Data
- Enforcement
- Internal Responsibility Systems

**Key Priorities:**
1. Dedicated Prevention Services
2. Nation-Leading Safety and Health Laws
3. New Tools to Strengthen Accountability, Transparency and Reporting
4. A Renewed Role for Business as a Safety Partner
5. Focus on Manitoba’s Most Vulnerable Workers
6. New Training Programs; Consistent Training Standards
7. Stronger Incentives for Real Prevention
8. Improved Supports for Small Business
9. Addressing Workplace Mental Health
10. Measuring Success
APPENDIX 2: References Used for the Creation of the 2015-2016 CPO Report


