CANADIAN
Workers’ Compensation
UPDATES

BRITISH COLUMBIA
Substance use and Impairment in the Workplace

SAFE WORKPLACES
Taking Care of Workers in the Summer Heat

MENTAL HEALTH
IWH Guide to Help Workers with Depression

Also Inside:
Changes to Services at the WSIB
Big Jump in Winnipeg Bus Drivers on Stress Leave
Safety for Health Care Workers

“The RIGHT care, at the RIGHT time, for the RIGHT Outcome.”
Interactive Table of Contents

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Introduction - About this Magazine

Using the PDF version of our Canadian Workers’ Compensation Updates

Welcome to the summer edition of our interactive Canadian Workers’ Compensation Updates. We hope you find this new magazine format easier to navigate, find relevant information, and get a good oversight into the biggest stories we came across over the last quarter. As always you can provide feedback, questions, or queries by emailing: WCupdates@orgsoln.com.

HOW TO USE THIS INTERACTIVE MAGAZINE:

Brief Summary of the Information

Substance use and impairment in the workplace

https://www.orgsoln.com

OSI, in this update digest, presents a brief summary and an overview only of information we have curated from other third-party websites. OSI is not responsible for the content or any experience the user has on these websites. The views and opinions expressed on these sites also do not necessarily constitute the views or opinions of OSI.

ABOUT ORGANIZATIONAL SOLUTIONS INC.

Organizational Solutions Inc., a leader in Canadian Disability Management and Workers’ Compensation, understands how the Workers’ Compensation system works. We can use our practical and proven techniques to reduce the human and financial costs associated with injuries in your company.

We will ensure that you are in the correct rate group and ensure refunds / rate reductions are achieved with your provincial Workers’ Compensation agency.

We will help you sort through the jargon and the terminology to ensure the system works in your favour.

For more information on our services and how to get in touch see the final section of this magazine.
Impairment increases the Risk of Injury and Death

How can Managers, HR, Unions, and Co-workers help manage depression in the workplace?


If someone you work with or supervise experiences depression—or if you have symptoms yourself—there are ways to offer and seek support.

The Institute for Work & Health (IWH) has released a new guide to support people with depression in the workplace. The evidence-informed guide includes tips and suggestions and includes practical ways on how to put them into action. The aim is to help people with depression cope with symptoms while working or returning to work after an episode of depression.

The guide aims to provide useful advice for workers with depression, as well as their managers, co-workers, and human resources staff. Union representatives and Worker representatives will also find the guide insightful. When it comes to supporting people with depression, everyone can help.

Recognizing the Service and Sacrifice of First Responders

Government of Canada opens new Memorial Grant Program for First Responders

http://awcbbc.org/?p=18174

The Government’s Memorial Grant Program for First Responders is a new grant program. It recognizes the service and sacrifice of first responders who die as a direct result of carrying out their duties.

The Grant will cover three types of incidents: fatal injuries, first responder illnesses, and death from psychological impairments related to the work.

“We must stand with the women and men who risk their lives to keep us safe and with their families when tragedy strikes,” says Amarjeet Sohi, national Minister of Infrastructure and Communities. “The selflessness and sacrifice of first responders command the respect of all Canadians, and their families deserve to be treated with the greatest compassion and support.”
Impairment increases the Risk of Injury and Death

Substance use and impairment in the workplace


WorkSafeBC is seeking feedback on proposed amendments to the Occupational Health and Safety Regulation. This includes Part 16, Mobile Equipment, which is to be repealed and replaced in its entirety. There will also be consequential amendments to nine other Parts. The deadline for all feedback is 4:30 p.m. on Wednesday, October 10, 2018.

WorkSafeBC is preparing to consult on potential amendments to the Occupational Health and Safety Regulation in order to improve the safety of workers in mobile equipment. The rationale for the amendments is to raise awareness of the risks associated with the use of alcohol, drugs, and other substances that can impair cognitive function and reaction times. The amendments will be proposed to include changes to Part 16, Mobile Equipment, and several other Parts of the Regulation to ensure consistency and clarity of safety requirements.

Physical or mental impairment in the workplace can create a significant risk of injury and death. The risk is often not only to the impaired worker, but also to their co-workers, and members of the public. Impairment can have many causes, but the most common substance-related causes of impairment in the workplace are:

- The use of legal alcohol or drugs (which will include cannabis as of October 17, 2018)
- The use of illegal drugs
- The use of prescription drugs to treat medical conditions
- The use of over-the-counter medications

Workers and employers share responsibility for managing impairment in the workplace. Workers must tell their supervisor or employer if their ability to safely perform assigned work is impaired for any reason.
Safe Exposure Limits on Chemical and Biological Substances

WorkSafeBC updates Exposure Limits for Chemical and Biological Substances


Each year, the American Conference of Governmental Industrial Hygienists (ACGIH) publishes a list of Chemical and Biological Substances. These substances may have new or revised Threshold Limit Values (TLVs).

WorkSafeBC calls these TLVs Occupational Exposure Limits (OELs). An OEL is the upper limit of the airborne concentration of each substance on the list. Below this limit, nearly all workers should experience no ill health effects over a working lifetime. OELs are set out as either an 8-hour average concentration, a short-term exposure limit, or the ceiling limit. When the ACGIH publishes its annual list, WorkSafeBC also adds any changed or new OELs to the Table of Occupational Exposure Limits for Excluded Substances.

Slow Down around Roadside Workers

The Cone Zone Campaign urges Drivers to Slow Down

https://www.conezonebc.com/

WorkSafeBC launched its annual campaign to help keep workers safe in the hundreds of work zones that will be set up around B.C. this summer.

The Cone Zone campaign is an annual road safety awareness initiative. It encourages safe driving behaviours around roadside workers.

Celebrating Health Care Assistants

2018 Hearts & Hands Conference for Health Care Assistants

http://hcaconference.ca/

WorkSafeBC is sponsoring a day of celebration and education for healthcare assistants. These include resident care assistants, community health workers, and home care workers. There are two conferences for 2018:

Victoria: Wednesday, October 3. Saanich Fairgrounds
Penticton: Wednesday, October 17. Penticton Trade & Convention Center
Owners of Sites Responsible for Contracted Workers

Supreme Court of Canada Upholds Workers’ Compensation Order Against Site Owner

https://www.lexology.com/library/detail.aspx?g=ea9022f4-ef1d-496e-9f2b-36c5a466a4e3

In a tragic workplace accident, a tree faller, a worker employed by an independent contractor, was struck and killed by a rotting tree in British Columbia.

WorkSafeBC investigated the accident and concluded that the primary employer failed to meet its obligations. As the “owner of a forestry operation”, the Board said it was their responsibility, not that of the contractor, to ensure that all work happened safely. The Board also stated that the employer failed to take all reasonable steps to identify hazardous or potentially hazardous work conditions.

The employer had a supervisor whose job it was to oversee contractors at the start of projects. This included conducting pre-work planning, and assessing the contractors’ work. The supervisor did meet with the contractor and the faller before the work began. They completed a walk-through of one work area but did not walk through or identify hazards in a second area. This second area was where the fatality occurred.

The decision highlights how owners must ensure the health and safety of their own employees and employees of other contractors on their site.

First Responders do not need to Prove Work Caused Mental Disorders

Bill 9 — Mental Disorder Presumption

https://integritasworkplacelaw.com/mental-disorder-presumption-bc/

The British Columbia Workers Compensation Amendment Act, 2018 (Bill 9) received Royal assent and is now in effect.

The legislation accepts, without question, mental disorders for first responders exposed to traumatic events in their employment. These employees will no longer have to prove that the mental disorder is a reaction to a traumatic event related to their work. The presumption applies to correctional officers, emergency medical assistants, firefighters, police officers and sheriffs. It does not extend to call-takers and dispatchers.

Seven other Canadian jurisdictions currently have legislative presumptions in relation to work-related PTSD/mental disorders. These jurisdictions are: Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario, Saskatchewan, and Yukon.
Rates will Remain Unchanged

WorkSafeBC announces preliminary premium rates for 2019


WorkSafeBC announced that the preliminary average base rate for 2019 will remain unchanged, at 1.55 percent of employers’ assessable payroll.

Annual base premium rates are based on injury rates, return-to-work performance, and the resulting cost of claims. They also take into account investment performance relative to required rates of return. This ensures the financial viability of the Board.

Each year, the costs in some rate groups go up, some go down and others stay the same. In 2019, 51 percent of employers in B.C. should experience a decrease in their industry base rate. 47 percent will see their industry base rate increase, and two percent will see no change.

Consultations Opened on the Safety Certificate

WorkSafeBC reviewing Certificate of Recognition (COR) Program


WorkSafeBC released a discussion paper on proposed changes to the Certificate of Recognition (COR) Program.

The COR Program is an opt-in employer certification program. It encourages employers in B.C. to take an active role in occupational health and safety.

Employers registered in the COR Program, and who meet the program requirements, achieve the certificate. It also often qualifies them for a financial incentive.

The consultation period will end on September 15, 2018. The Board will consider stakeholder feedback before making a decision on policy amendments.
Workers’ Compensation Board of Alberta
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Web: www.wcb.ab.ca

Insurable Earnings will no longer be capped

Maximum insurable earnings are changing

https://www.wcb.ab.ca/assets/pdfs/employers/EFS_Changes_to_Maximum_Insurable_Earnings.pdf

As a result of updated legislation, beginning September 1, 2018, there will no longer be a cap on a workers’ insurable earnings.

Historically, Maximum Insurable Earnings (MIE) served two purposes. The first was to cap the upper limit of money that an injured worker could receive as wage benefits. The second was to set a maximum amount per worker that employers could use when reporting their insurable earnings. The amount ensured 90% of the workforce was covered for 100% of their wages.

What’s changing in 2018?

As a result of legislative changes effective September 1, 2018, workers’ compensable earnings will no longer be capped. This means that workers, with a date of accident on or after September 1, 2018, will be compensated at 90% of their net earnings, with no limit.

The new legislation does not make any reference to maximum assessable earnings (MAE).

Workers Must Receive the Same pre-Claim Benefits

Employers must continue to pay injured worker’s health benefits

https://www.wcb.ab.ca/assets/pdfs/employers/EFS_Employment_health_benefits.pdf

Under the new legislation, employers must continue to pay the health benefits of injured workers while they are absent from work due to a work injury. They must pay for up to one year following the date of the accident. The injured workers must receive the same benefits they had before the accident.

If the worker was paying into the benefit plan before the injury or illness occurred, he or she must continue paying into the plan. This legislation applies to all claims with a date of accident on or after Sept. 1, 2018.
Employer’s Hard Work is Paying Off

88% of employers at Mission: Zero - WCB Annual General Meeting

http://www.wcbsask.com/wcb-annual-general-meeting-2/

Mission: Zero is a WCB of Saskatchewan initiative, launched in May 2008. The goal is to motivate and drive employers to reach zero fatalities and injuries in their workplaces.

“Having 88 percent of employers achieve Mission: Zero for two years in a row demonstrates what workers, employers and provincial leaders can accomplish when we work together on workplace safety,” said WCB CEO Peter Federko. “However, 22,247 workers were injured in Saskatchewan workplaces in 2017 and 27 individuals lost their lives in workplace incidents, which is unacceptable. Even one injury is too many, and we must continue to make our workplaces safer.”

Federko also shared the 2017 financial and operating results with Saskatchewan workers, employers, and partners.

“The WCB maintains a solid financial position at year-end and we remain financially stable and fully funded at December 31, 2017,” said Federko. “The WCB’s 2017 funded position was 117.8 percent at year-end, which is within the targeted range of 105 to 120 percent.”

The Board said that this is the guarantee made to injured workers – that benefits and programs will be available when a workplace injury occurs. The WCB also reaffirmed its commitment to employers and workers to run an effective and efficient system. Federko gave an overview of the WCB’s successes throughout 2017 and shared challenges for the coming years. In 2016, the WCB announced its journey of continuous improvement with the primary focus of improving customer service. Federko said this was also a primary focus throughout 2017.
Numbers Greatly increased Compared to Previous Years

**Dramatic jump in number of Winnipeg bus drivers on stress leave in 2017, WCB data says**


Manitoba WCB says that the number of Winnipeg transit drivers off work because of stress on the job spiked sharply last year.

According to figures, 14 bus drivers were on sick leave in 2017 because of exposure to traumatic or stressful events. That number is a dramatic jump from two in 2016, three in 2015 and two in 2014.

**Two Courses - Take One or Both**

**WCB Offers Employers Free Training on Return to Work**

https://www.wcb.mb.ca/training

A Return to Work program can help injured workers and their workplaces recover more quickly.

The WCB of Manitoba is offering employers free one-day training workshops on Return to Work Basics and WCB Basics. They recommend – but it is not mandatory – to take the two courses together. Follow the link above for more information and the next dates of the workshops.
Efficiencies That Saved Manitoba Employers $18 Million

https://www.wcb.mb.ca/2017-annual-report-and-five-year-plan

The WCB has been on a mission to re-engineer the workers’ compensation system to make it more efficient and responsive.

The hard work is paying off and, in 2017, Manitoba employers paid $18 million less in premiums to fund the system.

“We have made great advancements in how we operate our business while still maintaining our excellent benefits and services to injured workers,” said Winston Maharaj, President and CEO of the WCB. “Our focused efforts in Return to Work, revamping our rate model to be more fair and balanced, along with our continued efforts working with employers and workers to reduce workplace injuries and illnesses are seeing tangible results.”

The WCB and the Manitoba Chambers of Commerce Launch First Ever Return to Work Business Award

https://www.wcb.mb.ca/wcb-manitoba-chambers-launch-first-return-to-work-business-award

This fall, the WCB will be sponsoring a Return to Work award in collaboration with the Manitoba Chambers of Commerce.

This will be presented at the annual 2018 Manitoba Business Awards Gala on Friday, October 26, 2018.

The WCB will be awarding the first ever Return to Work award to the organization considered to have the best Return to Work program.

New Rate Model to be Flexible and Fair

https://www.wcb.mb.ca/whats-changing-about-how-we-set-your-rate

Manitoba WCB had not reviewed the rate model, used to calculate employers’ individual rates, for many years.

As a result, an internal and external review asked employers to provide feedback about what changes, if any, they’d like to see.

Following the review, the WCB began introducing changes to the rate model. The goal is to improve the fairness and flexibility of WCB premiums for employers of all sizes.

This process began in 2016 and will continue through 2020. See the key features of the new rate model by following the link above.
New Teams and Provincial Allocation of Short-Term Case Management

**WSIB making changes to improve service**

http://www.wsib.on.ca/WSIBPortal/

From July 3, 2018, the WSIB is making changes to identify claims that need more support for return to work and recovery. This identification will happen earlier in the claims process.

The WSIB is also creating new dedicated and interdisciplinary teams. Their role is to work on the claims that need more support for return to work and recovery.

The short-term case management program will also have a new provincial allocation. This means the WSIB will assign new claims to the first available Case Manager, anywhere in the province.

They hope this will deliver service faster. The return-to-work program will continue to be geographically based.
Sick worker wins groundbreaking case against WSIB

Landmark ruling could set precedent for people exposed to the same chemical in different workplaces


In 2006, a worker was terminally diagnosed with cancer he believed was caused by chemical exposure in his workplace.

He submitted a workers compensation claim to Ontario’s Workplace Safety and Insurance Board (WSIB). What followed was an 11-year battle that he and his wife fought to prove his cancer originated in the workplace. Recently, he was successful in winning his case. The decision could also change compensation for other sick workers.

At the heart of the decision was the recognition that the worker would not have had to fight for those benefits if had he been a firefighter. Firefighters, diagnosed with the same cancer, are covered under a policy known as a presumptive regulation. This means that the Board needs no evidence to acknowledge that their workplace made them sick.

The Workplace Safety and Insurance Appeals Tribunal ruled in his favour. They declared that his exposure to benzene made a “significant contribution” to his cancer.

The Ontario government has announced it will review which cancers are considered work-related and how to distribute compensation. The Minister of Labour’s office said the review will include all forms of compensation. This includes industry specific regulations like the firefighter policy.

Funding for Research Programs to Boost Health and Safety

Open call for long-term study on work-related injuries/illnesses

http://www.wsib.on.ca/WSIBPortal/faces/WSIBDetailPage?cGUID=WSIB062021&rDef=WSIB_RD_ARTICLE&_afrLoop=173405798135000&_afrWindowMode=0&_afrWindowId=4ozrtcang_48#%40%3FGUID%3DWSIB062021%26_rDef%3DWSIB_RD_ARTICLE%26_afrWindowMode%3D0%26_adf.ctrl-state%3Dkozrtcang_101

Breakthroughs are often found in research and training. These can make substantial improvements to health and safety in the workplace.

The WSIB aims its grants program at Canada’s best and brightest working at research or training on safe workplaces. The Board believes that the support of research and training can lead to breakthrough discoveries. These can help boost health and safety programs in Ontario, across the country, and around the world.

The 2018 grants program are now accepting research proposals. The focus this year is on longitudinal studies on long-term outcomes for people who have suffered an injury or illness at work. The study should assess factors that contribute to the quality of life two years after these people return to work.
Commission des normes, de l’équité, de la santé et de la sécurité du travail
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Trois-Rivières, QU, G8Z 4J9
Tel: 866-302-2778
Web: www.cnesst.gouv.qc.ca

Informez-vous sur les nouvelles normes du travail!

Campagne de la CNESST sur les normes du travail

http://www.cnesst.gouv.qc.ca/salle-de-presse/communiques/Pages/3-juillet-quebec.aspx

La Commission des normes, de l’équité, de la santé et de la sécurité du travail (CNESST) présente aujourd’hui sa campagne publicitaire portant sur les nouveautés en matière de normes du travail.

Les récentes modifications apportées à la Loi sur les normes du travail sont les plus importantes depuis plus de 15 ans. La CNESST souhaite sensibiliser les employeurs et les travailleurs du Québec à ces changements majeurs. Comme l’entrée en vigueur des dispositions se fait de manière progressive, il est primordial que ceux-ci en soient informés dès maintenant.

Pour sensibiliser et informer les employeurs et les travailleurs, la CNESST diffuse dès aujourd’hui, et jusqu’au 22 juillet inclusivement, un message radio de 30 secondes en français et en anglais sur toutes les grandes stations de la province. Une deuxième diffusion aura lieu du 19 novembre au 7 décembre prochain.

De plus, des bannières numériques, des publications sur les médias sociaux et des articles dans différents médias permettront d’atteindre les principaux acteurs du milieu de travail.
Comment reconnaître le coup de chaleur ?

**Travailler à la chaleur n’est pas sans risques**

http://www.cnesst.gouv.qc.ca/salle-de-presse/communiques/Pages/29-juin-quebec.aspx

Le Québec connaîtra des températures particulièrement élevées au cours des prochains jours.

Par conséquent, la Commission des normes, de l’équité, de la santé et de la sécurité du travail (CNESST) désire rappeler aux employeurs et aux travailleurs qu’effectuer un travail physique à la chaleur peut s’avérer dangereux, voire mortel. Il est donc essentiel de prendre les mesures de prévention nécessaires pour éviter un coup de chaleur.

Le coup de chaleur survient lorsque la température du corps augmente et que celui-ci ne réussit plus à se refroidir suffisamment. Le risque est plus élevé au cours des premières journées chaudes, parce que le corps a besoin de temps pour s’habituer à la chaleur. On considère qu’il faut cinq jours à un travailleur pour être partiellement acclimaté.

*Forward Looking and Ecological HQ for the Whole Organization*

**New CNESST headquarters begins eco-friendly construction in the heart of D’Estimaouveille eco-district**

http://awcbc.org/?p=18138

The project to build the new headquarters of the CNESST has reached an important stage, with the official launch of construction.

The new building will be erected at the southeast corner of the intersection of Sainte-Anne Boulevard and D’Estimaouveille Avenue. Covering an area of approximately 34,500 square meters over eight floors, the new head office will welcome some 1,850 people to the new eco-district in 2021.

“We are taking a major step together in making the future CNESST headquarters a reality,” explained Manuelle Oudar, Chair and CEO of the CNESST. “This innovative project, I am sure, will be conducive to a better synergy between the forces of our organization.”

The building will respect the principles of sustainable development. It will be erected according to several LEED V4 certification criteria, which provides ecological site development, effective water management and high standards in energy efficiency.
WorkSafeNB task force recommends curtailing tribunal powers in new report


Daniel Theriault, the chair of the Workers’ Compensation Appeals Tribunal, responded to a task force report’s recommendations that the tribunal’s jurisdiction is curtailed because their decisions are costing too much money. He said it was ridiculous to suggest that overturned claims cost WorkSafeNB an unplanned $100 million.

Addressing Drug and Alcohol Use ahead of Legalization

WorkSafeNB releases new app topic: Impairment


Employers and employees have many concerns about the legalization of cannabis.

To help workplaces address alcohol and drug use in the workplace, WorkSafeNB has released a new topic on its Guide to OHS Legislation (NB OHS Guide) app.

“The impairment topic answers the most common questions we receive on the subject,” says Douglas Jones, WorkSafeNB’s president and CEO. “These include how to set up workplace policies, how supervisors and managers can assess impairment in the workplace, and employee responsibilities.”

The app is available for free on Google Play and the App Store.
21 Recommendations to Improve Safety in the Sector

A new milestone - Recommendations to improve safety in the care sectors

https://www.wcb.ns.ca/About-Us/News-Room/News/a-new-milestone.aspx

A new report, “Charting the Course: Workplace Safety for Nova Scotia’s Home Care, Long term Care & Disability Support Sectors”, has been published.

Over the past two years, AWARE-NS led work with three government departments, organized labour, employers, and WCB Nova Scotia.

Their goal was to develop a workplace safety report to improve health and safety outcomes in home care, long term care, and disability support program sectors.

The report looked at best practice research and had an extensive stakeholder engagement process. It sets out 21 recommendations to improve safety outcomes in these sectors.

On June 26, partners and stakeholders from across the sectors came together at an event to acknowledge and recognize the contributions of those essential in the development of the report and recommendations. They acknowledged that this is a huge milestone on the way forward.
Nurses in Nova Scotia use TV ads to sound alarm over workplace violence

https://atlantic.ctvnews.ca/n-s-nurses-use-tv-ads-to-sound-alarm-over-workplace-violence-1.3926271

According to the Association of Workers’ Compensation Boards of Canada, healthcare workers are seeing an increase in assaults, violent acts, attacks and harassment on the job.

There were 727 incidents of workplace violence against Canadian healthcare workers reported in 2011, and 733 cases in 2012. That number rose to 827 in 2013. Janet Hazelton, the president of the Nova Scotia Nurses’ Union, says they receive reports daily.

“Every day, five to 10 cases ranging from verbal abuse, right up to and including concussions because they have been physically abused, got a concussion or a sprained wrist or a black eye, and they’re off work,” says Hazelton.

The issue has prompted the union to create an ad campaign, raising awareness about the dangers nurses face on the job, and calling for an end to workplace violence.

Workplace Complaint does not Qualify Officer for WC Benefits

Stress from criticism and investigation not a basis for workers’ compensation benefits


A former police officer was denied compensation following the death of a woman who suffered a stroke while in his custody.

Several investigations followed, one by Halifax Regional Police and another ordered by the provincial justice minister.

“A person had a stroke in cells while I was the supervisor of the shift. I’m being blamed for the death and lack of action taken as supervisor,” the officer stated in his application for workers’ compensation benefits.

In the decision, Justice Jamie Saunders rejected the former Nova Scotia police officer’s bid for workers’ compensation. Stress caused by being investigated and criticized as a result of a workplace complaint does not qualify a person for workers’ compensation benefits, the Nova Scotia Court of Appeal judge ruled.
Moving patients the new focus on reducing health worker injuries


The Workers Compensation Board of P.E.I. is starting the second phase of work on an initiative with Health PEI. The aim is to try and reduce the number of claims coming from the health-care industry.

Health care continues to be the sector with the largest percentage of WCB claims at 27 percent, according to 2017 statistics.

“A lot of cases relate to lifting-type injuries, transfers and moving patients,” said Kate Marshall, director of workplace services for the WCB.

“We’re actually going into Phase 2 of our work with Health PEI, and that’s one of the things that we’ve identified as a priority.”

One of the goals, said Marshall, will be to set a target on how much to try to reduce the number of health-care related claims. The particular focus is on lift injuries.

WCB and Health PEI will try to address the problem through education campaigns and possibly investing in new equipment.
Stay Hydrated, Look Out for Each Other

Take Care of your Workers in the Heat

http://wcb.pe.ca/Information/NewsItem/429

The Workers Compensation Board of PEI issued a warning for employers and employees over the summer to watch out for heat stress.

As the thermometer rises, the Board asks Islanders who work outdoors to take steps to avoid heat stress. These include keeping hydrated, limiting sun exposure, and taking breaks.

It also recommends that people look out for each other and keep an eye out for weakness, lightheadedness, and nausea.

Innovation can Help Everyone Improve Health and Safety

WCB PEI’s new grant program helps fund innovative workplace solutions, training, and education

http://awcbbc.org/?p=18257

A new Grant Program is now available through the Workers Compensation Board of Prince Edward Island. The Program provides financial support to help fund innovative workplace solutions. These include training and educational opportunities for PEI employers and workers.

“Enhancing PEI’s workplace safety culture and improving return to work outcomes are two strategic priorities emphasized in this program,” says WCB Chair Stuart Affleck, “and it will be rewarding to see how the grants will impact the health and safety of workers and employers of PEI.”

Organizations can apply for funding under two streams:

1 – Workplace Innovation funding is available for instructional programs or activities delivered to PEI workers and employers, related to workplace health and safety, injury prevention, and the safe return to productive and meaningful work for injured workers.

2 – Training and Education funding is available for projects that lead to improvements in health and safety, and foster successful rehabilitation, and safe return to productive and meaningful work at PEI workplaces.

“This is a great opportunity to support innovative, problem-solving programs, initiatives and training,” says Luanne Gallant, WCB PEI CEO. “Our hope is that the program will help fund projects that might not otherwise occur. We encourage anyone that has a great new idea, to apply to access this opportunity.”

The deadline to apply is Friday, September 21, 2018. Application forms and more information on the new grant program can be found online at wcb.pe.ca/information/grantprogram.
One of the Last, but could be the best.

Report urges Newfoundland to introduce legislation for work-related stress


It also states there should be a law to outline the employer’s responsibility, such as an approach to prevent those types of injuries. The report noted the province is one of the last without legislation on these issues. It suggested this means it has the opportunity to create the most comprehensive and inclusive laws in Canada to date.

Injury Rates Stable at an All-time Low

WorkplaceNL meets 2017 strategic objectives

http://www.workplacenl.ca/news.whscc?newsID=35aa9b0e-453d-4028-9474-cea40e733845

WorkplaceNL has met its 2017 performance objectives, it was recently announced.

These include performance in financial sustainability, injury prevention, facilitating recovery at work, and fostering a client-centered culture. WorkplaceNL tabled the 2017 Annual Performance Report in the House of Assembly. The injury rate remained stable, at an all-time low of 1.5 per 100 workers in 2017.

“Our Board of Directors is committed to a disciplined, long-term approach to ensure the continued success and financial sustainability of the provincial workers’ compensation system,” said John Peddle, Chair, Board of Directors, WorkplaceNL.

“I would like to thank all of our safety partners, including safety sector councils, labour and worker organizations as well as the government for their ongoing commitment to improving the safety culture in our province.”
Workers’ Safety and Compensation Commission Announces Winners of 61st Annual Mine Rescue Competition


The Workers’ Safety and Compensation Commission (WSCC) announced the winners of the 61st Annual Mine Rescue Competition.

Gahcho Kué Diamond Mine of De Beers Canada took home the Overall Surface trophy, and Diavik Diamond Mine of Rio Tinto Ltd. took home the Overall Underground trophy.

The two-day competition saw eight teams from eight mines demonstrate mine surface and underground response and rescue skills. Mines from the Northwest Territories, Nunavut, and Ontario competed.

“I congratulate all the teams on their level of excellence,” said Lex Lovatt, WSCC Mine Rescue Coordinator and Inspector of Mines.

“Every year, they continue to impress us with their quick-thinking, problem-solving skills, and teamwork.

There’s always the hope that they will never be called upon to demonstrate these skills in real-life scenarios, but rest assured they know what to do in the event of an emergency.

The Northern mining community can be confident we are in good hands.”
Failure to provide Effective Safeguards

The Workers’ Safety and Compensation Commission Lay Charges under the Northwest Territories’ Safety Act


On June 29, 2018, the Workers’ Safety and Compensation Commission filed five charges in the Northwest Territories’ Territorial Court under the Northwest Territories’ Safety Act.

An employer, as well as a supervisor, are charged with multiple counts of alleged offences in violation of the Safety Act and the Occupational Health and Safety Regulations. The charges state that the employer and supervisor failed to:

• provide an effective safeguard to prevent a worker from coming into contact with a dangerous moving part of a machine;

• ensure that supervisors had completed an approved regulatory familiarization program;

• ensure that workers are trained in matters necessary to protect their health and safety at a worksite. Particularly important was working safely near or with moving parts of machinery;

• install sufficiently audible alarm systems on machinery with moving parts to provide workers with timely notice of imminent start-up;

• ensure that the machine was locked out and remained locked out before workers begin maintenance, testing, or repair work.

The alleged breaches stem from an incident on July 10, 2017, at a worksite on Highway #3 south of Yellowknife. No further details were given.

The WSCC reminds all employers that their legislated workplace responsibilities include ensuring all workers and supervisors receive training and instruction necessary to ensure the safety of workers and the worksite. They must ensure that any machinery at the worksite has enough safety measures in place to prevent incident and injury.

The first court appearance in this matter is scheduled for August 21, 2018, in Yellowknife, Northwest Territories.
Yukon WCB Planning for the Future


A renewed strategic plan re-establishes the Board’s commitment to working with its stakeholders, employers, and workers. The aim is to continue improving workplace health and safety in Yukon.

“The Yukon Workers’ Compensation Health and Safety Board is financially healthy and operating efficiently,” says Board of Directors Chair, Mark Pike.

“We have experienced success with our continuing multi-year plan to bring the Compensation Fund closer to its target range so that assessment rates more accurately represent the cost of caring for workers who need to take advantage of the compensation system. As we advance into a new century, we are renewing our commitment to workplace safety and support for injured workers with a refreshed strategic plan.”

The lost-time injury rate continues to fall on average. It was down to 2.0 in 2017. Since 2007 the injury rate has decreased by 33%.
About Organizational Solutions Inc. - Putting your Workers’ Compensation Claims Management in Safe Hands

Organizational Solutions Inc. (OSI) is a top Canadian provider of Disability Management, Workers Compensation Claims Management, Return to Work Programs and more. We live and breathe our mission of: “the RIGHT care, at the RIGHT time, for the RIGHT outcome.”

Our clients say the greatest benefits they experience from having OSI on their side are a more productive, capable workforce; lowered lost time and durations of time away from work caused by occupational sickness or injury; and safer work environments.

Highly experienced healthcare professionals and specialists manage even the most complex cases and we are experts in our field, including in mental health issues.

Our most experienced members of staff are your employee’s first point of contact. These highly trained professionals have exceptional communication skills, are ability focused and have a passion to get the best result. We get your employees quickly and safely back to working a productive role.

The proven success of our unique methods has seen OSI grow from an entrepreneurial start-up company into a top Canadian national provider of Disability Management and Workers’ Compensation Claims Management.

Today we have companies of all sizes, from small businesses to large multinationals, benefiting from our expertise and we provide the highest level of professional knowledge and service to every single valued client.

Having OSI as a provider, at a price your business can afford, means access to a team who take pride in best practices and work to consistently get the right outcome for every claim.
What our clients say about us:

“OSI exceeded our expectations in cost reduction of claims and, with their speedy response to our needs, have been an asset to our front-line managers and our employees. They ensure appropriate care and a quick road to recovery” – OSI Client.

Our team also provide employers with many value added or one-off services to improve workplaces and enhance employee productivity. These include services such as: Short Term Disability Management, Ergonomic Assessments, Physical and Cognitive Demands Analyses, Attendance Management, Audits and Assessments, Independent Medical Evaluations, Long Term Disability Management and more.

“We use Organizational Solutions as our third-party outsourced solution for Workers’ Compensation Claims across Canada. Our customer service experience has been very positive. The staff at OSI is knowledgeable and responsive, they work extremely well with our management and with union representatives.” – OSI Client Testimonial

Our clients also tell us how amazed they are at the huge reduction in their costs associated with disability and the claim management of workers’ compensation. We frequently turn Workers’ Compensation Board surcharges into rebates.

A committed team, the value of the relationship they place on every partnership and the overall return on investment in our services is the reason why we grow, and the reason why our clients stay.

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We hope you find our incentive guide useful and we look forward to speaking to you soon.