

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 3 Issue 4



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INTRODUCTION/ABOUT TEKSMED

TeksMed Services Inc. is the leader in Canadian disability management backed by over 25 years of success. We proactively manage occupational and non-occupational injuries and illnesses with personalized recover-at-work solutions helping hundreds of employers with thousands of employees.

Inspired by a never-ending quest to be the best, TeksMed continues to set the standard and raise the bar for integrity, innovation and exceptional service.

TeksMed seeing the ability in disability.

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services and contact information see the final section of this magazine.

ABOUT THE PUBLICATION

This is the twelfth issue of our Canadian Workers' Compensation Digest. This magazine highlights prominent Canadian Workers' Compensation updates nationally and within each province/territory.

All content within this digest is sourced from third-party websites which can be accessed by following the provided links.

NATIONAL- CANADA



Baxter appointed Board Chair of Canadian Centre for Occupational Health and Safety

Brenda Baxter was appointed as the chairperson of the CCOHS Council of Governors for a term of five years; Jenna Brookfield was appointed as a governor representing employees for a term of four years; Debbie Molloy was appointed as the governor representing the Northwest Territories for a term of four years; Gail Boland was appointed as the governor representing Newfoundland and Labrador for a term of four years; and James Hall was reappointed as the governor representing Manitoba for a term of four years.

<https://canada.constructconnect.com/dcn/news/government/2022/07/baxter-appointed-board-chair-of-canadian-centre-for-occupational-health-and-safety>

Eight ways to improve construction health and safety

Construction has long been one of Canada's most dangerous industries. With the amount of different tasks happening on a jobsite, and all that heavy machinery around, there are a number of hazards that employers and safety officers have to contend with.

<http://www.thesafetymag.com/ca/topics/safety-and-ppe/eight-ways-to-improve-construction-health-and-safety/416991>



NATIONAL - CANADA

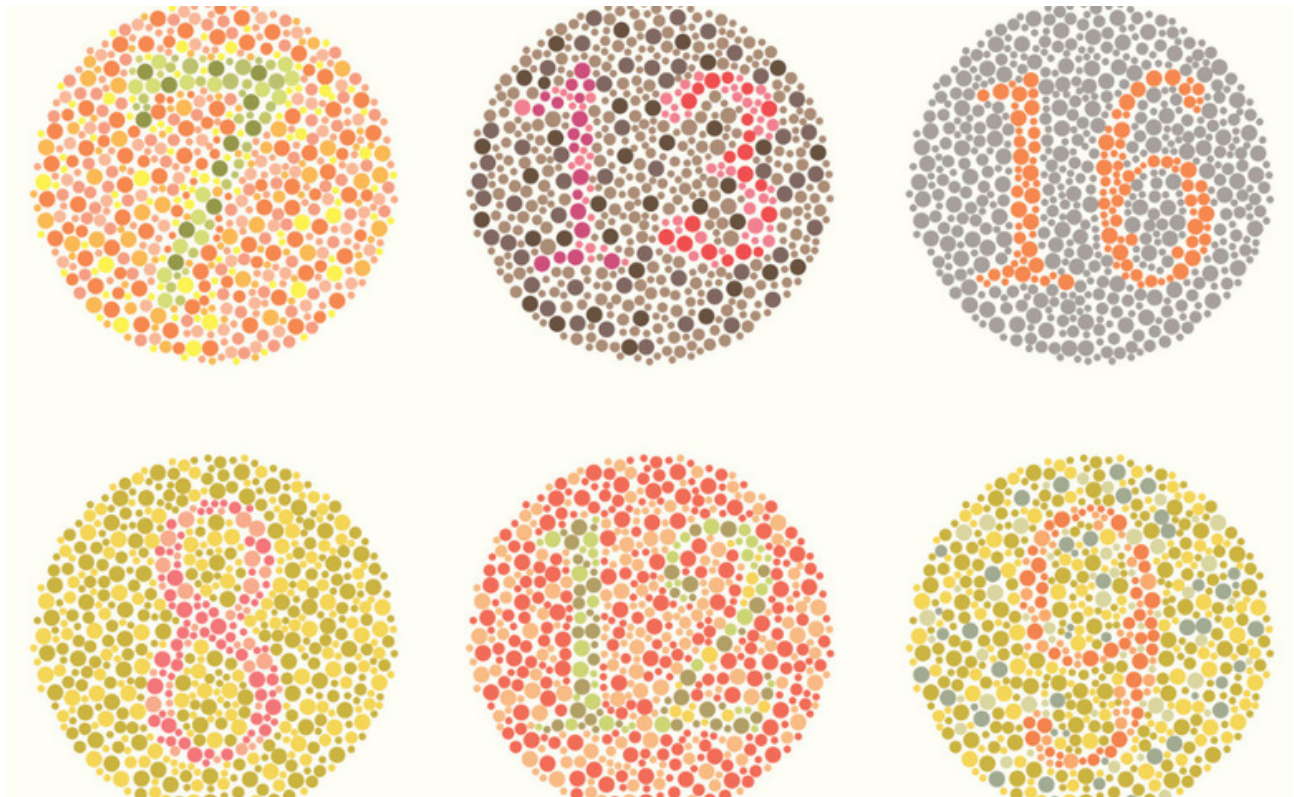
Can colour deficiency or blindness be a workplace safety issue?

It is estimated that around 2.6 million Canadians suffer from “colour blindness.”

The Canadian Association of Optometrists (CAO) says that the term “colour blind” is actually used incorrectly as only a very small percentage of people are completely unable to identify any colour (also known as achromatopsia). This is why it is more accurate to use the term “colour deficiency.”

Mostly men tend to be colour deficient due to a missing or mutated gene on their X chromosome. The CAO estimates that around 1 in 10 men have colour deficiency. It is frequently an inherited condition.

<https://www.thesafetymag.com/ca/news/general/can-colour-deficiency-or-blindness-be-a-workplace-safety-issue/414073>



BRITISH COLUMBIA



WorkSafeBC's preliminary average premium base rate to remain unchanged in 2023

WorkSafeBC announced on July 14, 2022, that the preliminary average base rate for 2023 will remain unchanged at 1.55 per cent of employers' assessable payroll. This will be the sixth year in a row that the average base rate has remained at this level, consistent with WorkSafeBC's goal of keeping rates stable.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2022/July/worksafebcs-preliminary-average-premium-base-rate-to-remain-unchanged-in-2023>

COVID-19 claims costs and your 2023 insurance premiums

While existing policy does not provide for relief of costs for claims where COVID-19 has been accepted as a compensable occupational disease (direct COVID-19 claims costs), WorkSafeBC excluded these costs in the calculation of the expected new injury costs for 2023 and experience rating for employers.

<https://www.worksafebc.com/en/about-us/news-events/announcements/2022/July/covid-19-claims-costs-and-your-2023-insurance-premiums>



BRITISH COLUMBIA

Notices and reports: How to properly report a workplace incident in B.C.

When it comes to OHS regulations hierarchy, B.C. is a little different than any other province because the overarching Act regulating workplace safety is the Workers' Compensation Act (WCA). This provides the legal authority and framework for all of WorkSafeBC's activities – including their occupational health and safety activities (which is under Part 2 of the Act).

Part 2 is made up of eight parts and schedules, which are beefed up with supporting regulations (33 sections in total). Most of these additional regulations are hazard-based legal requirements which get their authority from the Act.

<https://www.thesafetymag.com/ca/topics/legislation/notices-and-reports-how-to-properly-report-a-workplace-incident-in-bc/412639>





Alberta introduces new OHS legislation

Alberta is looking to make workplaces in the province safer. The province has introduced a new occupational health and safety (OHS) legislation search tool that provides work site parties with a more convenient way to access essential health and safety information.

“Updated and easy-to-understand OHS legislation will help workers and job creators ensure safe and healthy workplaces that support jobs and Alberta’s economic recovery,” said Kaycee Madu, minister of labour and immigration. “This new online search tool is a significant step in ensuring that OHS rules are easy to reference and apply.”

<https://www.thesafetymag.com/ca/topics/legislation/alberta-introduces-new-ohs-legislation/415311>

How WCB is helping keep workers safe

The Workers’ Compensation Board of Alberta (WCB) services around 156,000 employers and 1.8 million workers throughout the province. Though the broad goal of the organization is, of course, recovery and return to work, the WCB also has some key areas that it chooses to focus on.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/how-wcb-is-helping-keep-workers-safe/406732>

New claim notifications for employers

The [myWCB mobile app for employers](#) can help you support your workers with better return-to-work outcomes. Receive an alert when one of your workers reports an injury to WCB and connect with modified work resources, so you can have a plan in place from day one. Have you downloaded the app yet? It’s available on the App Store and Google Play.

<https://www.wcb.ab.ca/about-wcb/whats-new/news-and-announcements.html>

SASKATCHEWAN

Mental health and burnout lead key topics at safety leadership conference

As workers and employers step back into the post-pandemic workplace, issues such as mental health and burnout are top of mind.

Those are two of the relevant workplace safety issues that were discussed at the Saskatchewan Workers' Compensation Board's (WCB) free, two-day virtual event, Compensation Institute, which ran from May 17-18. More than 500 people registered to attend the event.

<https://www.wcbsask.com/news/mental-health-and-burnout-lead-key-topics-safety-leadership-conference>



Saskatchewan WCB's 2020-22 COVID-19 employer cost relief measures conclude



To support employers with COVID-19 claims during the pandemic, the Saskatchewan Workers' Compensation Board (WCB) initiated temporary cost relief measures to cover employers' COVID-19 claim costs. While the WCB continues to accept workplace COVID-19 injury claims under the communicable disease policy, the temporary cost relief to cover claim costs is no longer available for employers.

<https://www.wcbsask.com/news/wcbs-2020-22-covid-19-employer-cost-relief-measures-conclude>



Manitoba reports increased injury rate in 2021

Manitoba recorded more injuries in 2021 compared to 2020, according to data released by the province's Workers Compensation Board (WCB).

The time loss injury rate in the province increased to 2.7 per 100 full-time workers last year from 2.5 per 100 full-time workers the previous year, according to the report.

"We saw a proportional increase in claims volumes in 2021 despite having fewer workers in the system than the pre-pandemic years," said Radean Carter, WCB spokeswoman, according to a Winnipeg Free Press report.

<https://www.thesafetymag.com/ca/topics/injuries-and-fatalities/manitoba-reports-increased-injury-rate-in-2021/414326>





Ontario extends deadline for paid sick days program

COVID-19 Worker Income Protection Benefit was set to expire on July 31, 2022.

The Ontario government has announced it is extending the COVID-19 Worker Income Protection Benefit to March 31, 2023.

Set to expire on July 31, 2022, and introduced in April 2021, the benefit requires employers to provide employees with up to three days of paid infectious disease emergency leave because of certain reasons related to COVID-19.

This entitlement is in addition to employees' rights to unpaid infectious disease emergency leave (IDEL).

<https://www.hrreporter.com/focus-areas/compensation-and-benefits/ontario-extends-deadline-for-paid-sick-days-program/368411>





Ontario's construction industry uniquely vulnerable to opioid-related deaths, new study reveals

Construction workers are dying of opioid-related causes in Ontario at a much higher rate than workers in other industries, according to a new study that found one in 13 opioid-related deaths in the province occurred among those in the sector.

<https://www.ctvnews.ca/health/ontario-s-construction-industry-uniquely-vulnerable-to-opioid-related-deaths-new-study-reveals-1.6006501>

WSIB doubles rebates for smaller businesses enrolled in its Health and Safety Excellence program

Eligible businesses also get \$1,000 toward developing their action plan in 2022. Retroactive double rebate applies for every topic completed since March 2020.

The Workplace Safety and Insurance Board (WSIB) is sweetening the incentives for smaller businesses with fewer than 99 employees to invest in health and safety. A new pandemic bonus will double the rebates eligible businesses can earn for each topic they complete in the WSIB's Health and Safety Excellence program.

<https://www.wsib.ca/en/news-release/wsib-doubles-rebates-smaller-businesses-enrolled-its-health-and-safety-excellence>

WSIB: We're eliminating paper statements

WSIB online services are the best way for businesses to access their WSIB account statements anywhere, anytime.

Starting in January 2023, WSIB will no longer provide paper statements of account, premium rate statements or claim detail statements. These statements will now be available through our online services.

<https://awcbc.org/en/wsib-were-eliminating-paper-statements/>



The United Nations awards a prestigious prize to the CNESST

The Commission for Standards, Equity, Health and Safety at Work (CNESST) shines internationally by receiving, in its category, a 2022 United Nations Public Service Award.

This award is the most prestigious international recognition of excellence in public service. It rewards public service institutions around the world that contribute and carry out creative projects, with the aim of making their public administration more efficient and responsive. The United Nations Public Service Awards promote the role, professionalism and visibility of public services around the world.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/nations-unies-prix-cnesst>



The CNESST launches an advertising campaign on the dangers associated with scaffolding

Between 2017 and 2021, nearly 1,000 work accidents involving scaffolding occurred in Quebec, more than half of them on construction sites. To highlight this major risk that can cause serious injury, paralysis or even death, The Commission for Standards, Equity, Health and Safety at Work (CNESST) launched a new campaign on June 13th, 2022, for awareness and information on scaffolding and the dangers associated with their use.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/campagne-dangers-lies-echafaudages>



QUEBEC



The CNESST lowers the average contribution rate to a historic level

The Board of Directors of The Commission for Standards, Equity, Health and Safety at Work (CNESST) has approved the average contribution rate for the Occupational Health and Safety Fund (FSST) for the year 2023. It was set at \$1.50 per \$100 of payroll, down \$0.17 from 2022. This will represent savings of around \$335 million for businesses in Quebec.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/cnesst-abaisse-taux-moyen-cotisation-niveau>



The CNESST launches an awareness campaign

The Commission for Standards, Equity, Health and Safety at Work (CNESST) announced an awareness campaign that took place throughout the summer period with employers who hire young people to remind them of their obligations under the Act respecting labour standards (LNT) and the Act respecting occupational health and safety (AOHS).

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/travail-jeunes-sensibilisation>

NEW BRUNSWICK

New program to provide immediate help to workers recovering from psychological injury

WorkSafeNB is pleased to announce a new program to improve care and support for workers with a traumatic psychological injury (TPI). As of June 22, 2022, the SUCCEED program will provide immediate treatment to workers with a diagnosed TPI applying for workers' compensation benefits, even before their application is adjudicated.

<https://www.worksafenb.ca/about-us/news-and-events/news/2022/new-program-to-provide-immediate-help-to-workers-recovering-from-psychological-injury/>



WorkSafeNB releases its 2021 Annual Report

The lowest injury frequency in 13 years, improved return to work outcomes at both 26 weeks and two years, a decrease in the average assessment rate, and a healthy funding level highlight WorkSafeNB's 2021 Annual Report, released July 4th, 2022.

<https://www.worksafenb.ca/about-us/news-and-events/news/2022/worksafenb-releases-its-2021-annual-report/>

WorkSafeNB appoints new president and CEO

On behalf of WorkSafeNB's board of directors, Mel Norton, chairperson, announced on July 18th, 2022, that Tim Petersen has been appointed the new president and chief executive officer of WorkSafeNB. Petersen has served as acting president and chief executive officer since October 2021.

<https://www.worksafenb.ca/about-us/news-and-events/news/2022/worksafenb-appoints-new-president-and-ceo/>

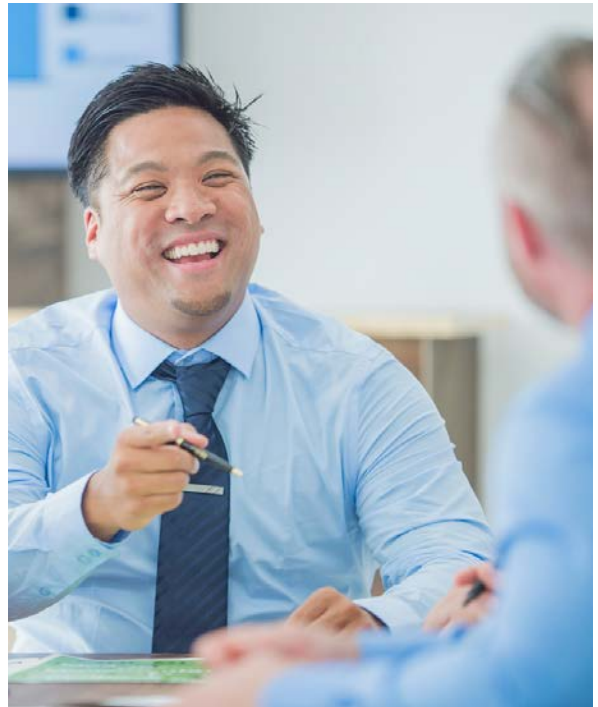
NOVA SCOTIA

Long-term workplace safety culture continues to build in Nova Scotia

Nova Scotians spent less time off the job due to workplace injury in 2021 than the year before, but getting hurt at work still takes far too great a toll, accounting for 2,955 person-years of work lost to workplace injury, according to WCB Nova Scotia.

As Safety and Health Week was kicking off across the country in May, WCB Nova Scotia reported their annual statistics from 2021, which paint a picture of workplace injury's impact on the province.

<https://www.wcb.ns.ca/About-Us/News-Room/News/Long-term-workplace-safety-culture-continues-to-build-in-Nova-Scotia-May-2-22.aspx>



Looking back 30 years, ahead to a safer workplace

The opinion editorial below from Ava Czapalay, deputy minister, Nova Scotia Department of Labour, Skills and Immigration, and Stuart MacLean, CEO, WCB Nova Scotia, appeared in Saltwire publications on May 9th, 2022.

There are some things in life that you notice most for their absence.

Workplace safety is one of them. When a workplace safety program is not in place, we all know the tragic outcomes that can occur.

<https://www.wcb.ns.ca/About-Us/News-Room/News/Looking-back-30-years-ahead-to-a-safer-workplace-May-9-22.aspx>



NOVA SCOTIA

WorkShift Podcast: Episode 2 available

In recent years, the WCB has experienced an increase in complex workplace injuries, where the barrier to return to work is not a physical injury, but a mental health related issue. In this episode of WorkShift, you'll hear perspectives on creating psychologically safe and healthy workplaces, and the roles we all must play.

Join WCB CEO Stuart MacLean and his guests Dr. Jackie Kinley and RCMP Corporal Deepak Prasad for an important conversation about workplace psychological safety.

<https://www.wcb.ns.ca/About-Us/News-Room/News/WorkShift-Podcast-Episode-2-available-July-11-22.aspx>





PRINCE EDWARD ISLAND

WCB consulting on proposed enhancements to injured worker benefits

The Workers Compensation Board (WCB) is seeking feedback on proposed amendments to the Workers Compensation Act and General Regulations to enhance benefits for injured workers and supports for workplace fatalities.

The purpose of workers compensation is to reduce the impact of workplace injuries. The WCB Board of Directors continuously monitors trends and emerging issues to ensure that injured workers are compensated fairly and supported in their recovery and return to work, while maintaining system sustainability and affordability for the employers who fund the system.

<http://www.wcb.pe.ca/Information/NewsItem/562>

Workers Compensation Board of P.E.I. proposes benefit increases

The Workers Compensation Board of P.E.I. is asking for feedback on proposed changes to the Workers Compensation Act which would result in increases to injured worker benefits on the Island.

"Anything we can do to alleviate a little bit of the financial strain during a time that you might be experiencing a physical or psychological injury and trying to recover, we feel will add to that recovery," said Cheryl Paynter, CEO of WCB P.E.I.

<https://www.cbc.ca/news/canada/prince-edward-island/pei-workers-compensation-board-proposed-benefit-increases-1.6502915>

PRINCE EDWARD ISLAND

Health and social services record over a quarter of all injuries in PEI in 2021: Report

In 2021 – a time when several groups are calling for governments to look into the human health resources crisis – the health and social services industry recorded the highest percentage of workplace injuries among industries in Prince Edward Island.

Health and social services had 27.7 per cent of the total time-loss claims in the province, a slight drop from 29.5 per cent recorded in 2020.

<https://www.thesafetymag.com/ca/topics/injuries-and-fatalities/health-and-social-services-record-over-a-quarter-of-all-injuries-in-pei-in-2021-report/410416>



NEWFOUNDLAND & LABRADOR

WorkPlaceNL Seeks Public Input For 2023-2028 Workplace Injury Prevention Plan

WorkplaceNL and the Occupational Health and Safety Division (OHS Division) of Digital Government and Service NL invites input from the public to assist in the development of a new workplace injury prevention plan for Newfoundland and Labrador for 2023-2028.

<https://workplacenl.ca/article/workplacenl-seeks-public-input-for-2023-2028-workplace-injury-prevention-plan/>



Lost-Time Workplace Injury Rate Remains At All-Time Low & WorkPlaceNL Remains Fully-Funded

WorkplaceNL has released its 2021 Annual Performance Report, confirming that it met its 2021 strategic objectives in the areas of client service, leadership in workplace injury prevention, financial sustainability and claims management.

<https://workplacenl.ca/article/lost-time-workplace-injury-rate-remains-at-all-time-low-and-workplacenl-remains-fully-funded/>

NORTHWEST TERRITORIES

Safety Spotlight: Struck-By Moving Vehicles

The most serious struck-by injuries can occur when a worker is struck by a moving vehicle or large piece of equipment because of size and speed.

It is important to always pay attention to where we are stepping, stay aware of the surrounding area, and of course always pay attention to traffic whether on the work site, or going to and from the site.

<https://myemail.constantcontact.com/SafetyNet—Watch-for-road-construction-and-traffic-control-persons—Worker-fatigue-due-to-more-daylight-hours—Youth-Safety-Lea.html?soid=1101703870503&aid=Y13xOgFAaxl>



Lifting Safely in the Workplace

What is meant by “lifting and twisting”?

Have you ever picked up something heavy and turned without moving your feet? This can happen when lifting and offloading a gravel or snow-filled shovel for example. This sort of heavy lift, combined with an awkward body movement of twisting or turning your back, can cause traumatic injuries to muscles and joints (More inclusively called “musculoskeletal injuries”, which includes injuries to muscles, nerves, tendons, joints, cartilage, and spinal discs, including a sprain, strain and inflammation). These injuries can be very painful, long-lasting and debilitating.

<https://www.wscc.nt.ca/LiftSafely>



Workers' Safety and Compensation Act Came Into Force July 1, 2022

The Workers' Safety and Compensation Board is governed by the Workers' Safety and Compensation Act. Under the Act, workplace health and safety is regulated by the Workplace Health and Safety Regulations.

The Act came into force on July 1, 2022. It replaces the Workers' Compensation Act and the Occupational Health and Safety Act.

The main purposes of the Act are to prevent workplace injuries and to care for injured workers.

<https://www.wcb.yk.ca/web-0070>



CFIB is calling on the Yukon WCHSB to rebate a nearly \$3 million surplus

The Canadian Federation of Independent Business (CFIB) is calling on the Yukon Workers' Compensation Health and Safety Board (WCHSB) to rebate surplus funds back to small business owners.

According to CFIB's latest research snapshot, Workers' Compensation and Surplus Distributions: A Small Business Perspective, the Yukon WCHSB is one of seven provincial and territorial boards in an over-funded position, meaning these boards have exceeded their desired funding target.

<https://www.cfib-fcei.ca/en/media/news-releases/yukon-workers-compensation-health-and-safety-board-should-return-excess-funds>

MORE ABOUT TEKS**MED**

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services, contact us today:

TeksMed.com

T: 1-844-835-7253 (TEKSALE)

E: info@teksmed.com

A FEW WORDS FROM OUR HAPPY CLIENTS:

“We've successfully reduced our WorkSafeBC costs by 18.25% from last year! This represents approximately \$100,000 in direct savings for the province of BC. A big thank you to the TeksMed team for their efforts and the day-to-day guidance that has helped On Side achieve such great strides.”

- On Side Restoration | Director of Human Resources

“I am writing to express my high degree of appreciation for the service TeksMed has provided to Silver Hills Bakery in the claims management and return to work planning aspects of our business. In the 12 months of our relationship with TeksMed I have been consistently impressed with the support and flexibility they have been able to provide.”

- Silver Hills Bakery | Manager, Occupational Health and Safety

“In less than two years, TeksMed has reduced our claim costs by 67.5%. TeksMed's team of professionals has achieved its objective of reducing our claim costs and our administration. I would highly recommend TeksMed to anyone considering professional claims management services.”

- Wendy's | Safety & Security Manager

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