

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 4 Issue 2



THREE TIPS TO REDUCE WORKPLACE ILLNESS THIS COLD AND FLU SEASON

By following these tips, employers can help prevent the spread of illness in the workplace | 4

9 IN 10 SENIOR MANAGERS SUPPORT 4-DAY WORKWEEK

The main reason is to improve employee well-being and work-life balance. | 5

WHY WORKPLACE INJURIES IN MONTREAL INVOLVE HIGH NUMBERS OF IMMIGRANTS

A study from the Robert-Sauvé institute suggests that immigrant workers in Montreal are at higher risk of workplace injuries. | 13

TABLE OF CONTENTS



3	Introduction
4	National - Canada
6	British Columbia
8	Alberta
9	Saskatchewan
10	Manitoba
11	Ontario
13	Quebec
15	New Brunswick
16	Nova Scotia
18	Prince Edward Island
19	Newfoundland & Labrador
20	Northwest Territories /Nunavut
21	Yukon

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 fourteenth 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



Three tips to reduce workplace illness this cold and flu season

The cold and flu season is upon us, and employers need to take steps to reduce the risk of illness in the workplace. Here are three tips:

- Encouraging employees to get vaccinated.
- Implementing good hygiene practices.
- Encouraging sick employees to stay home.

By following these steps, employers can help prevent the spread of illness in the workplace and keep their employees healthy and productive.

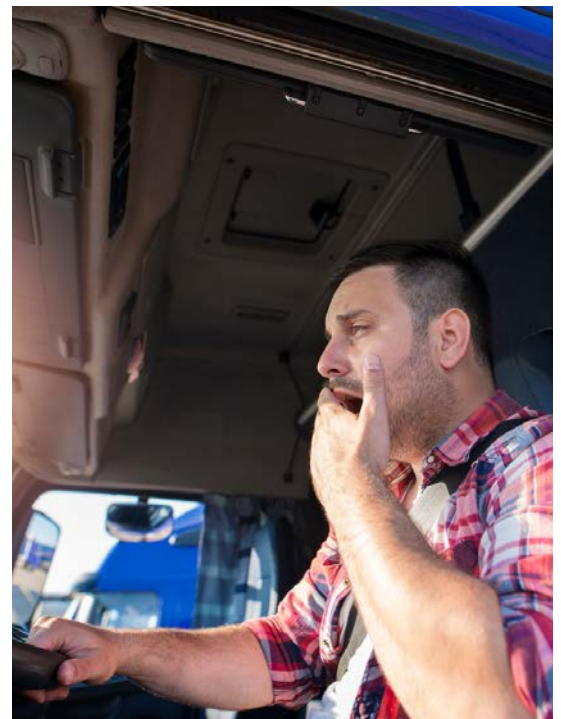
<https://www.thesafetymag.com/ca/topics/psychological-safety/three-tips-to-reduce-workplace-illness-this-cold-and-flu-season/429174>

Strategies to fight driver fatigue go beyond Hours of Service

Driver fatigue is a significant issue in the trucking industry, with extended hours on the road leading to tiredness, decreased performance, and a higher risk of accidents.

To combat driver fatigue, companies can implement various strategies such as providing training on good sleep habits, scheduling routes to avoid peak traffic times and using technology such as fatigue monitoring systems. Addressing driver fatigue can lead to safer roads and healthier, more productive drivers.

<https://www.trucknews.com/blogs/strategies-to-fight-driver-fatigue-go-beyond-hours-of-service/>



NATIONAL - CANADA

9 in 10 senior managers support 4-day workweek

A new survey of senior managers in Canada found that 90% support a 4-day workweek, the main reason is to improve employee well-being and work-life balance.

The survey also found that over 50% of respondents believe that employee productivity would either remain the same or increase with a 4-day workweek and that younger workers are more likely to favour this concept than older generations.

However, some concerns were raised regarding how to maintain productivity levels and the potential impact on compensation and benefits.

Despite this, the four-day workweek trend continues to gain momentum, with companies like Shopify and Unilever already adopting the practice.

<https://www.hrreporter.com/focus-areas/culture-and-engagement/9-in-10-senior-managers-support-4-day-workweek/372969>



BRITISH COLUMBIA



Five new training centres for health workers in BC

British Columbia has announced the opening of five new training centres to help healthcare workers improve their skills and knowledge.

The centres will offer training and certification courses in a range of areas, including mental health and addiction services, long-term care, and home and community care.

The move is part of the province's efforts to increase support for the healthcare sector and improve patient care.

<https://www.thesafetymag.com/ca/news/general/five-new-training-centres-for-health-workers-in-bc/431924>

New safety resources available to help reduce the risk of struck-by incidents at your worksite

WorkSafeBC has released new safety resources to reduce the risk of struck-by incidents in the workplace. The resources include videos, posters, and guides, which aim to guide how to prevent workers from being struck by vehicles, machinery, and other objects.

<https://www.worksafebc.com/en/about-us/news-events/announcements/2023/January/new-safety-resources-available-to-help-reduce-the-risk-of-struck-by-incidents>



BRITISH COLUMBIA

Safety spotlight: Delivering safety to drivers in the courier industry

WorkSafeBC has launched a new campaign to improve safety for drivers in the courier industry. The campaign aims to provide drivers with the knowledge and tools they need to operate safely on the road. It includes free online training, posters, and stickers that highlight key safety messages.

The campaign focuses on areas such as driver fatigue, distracted driving, and vehicle maintenance. WorkSafeBC has partnered with courier companies, industry associations, and government agencies to promote the campaign and raise awareness of the importance of safe driving practices in the industry.

<https://www.worksafebc.com/en/about-us/news-events/campaigns/2022/December/delivering-safety-to-drivers-in-the-courier-industry>





ALBERTA

Cost of Living Adjustment (COLA) 2023

The Workers' Compensation Board (WCB) of Alberta has announced a cost-of-living adjustment (COLA) increase of 1.7% to benefits for injured workers in 2023.

The COLA is determined based on the Consumer Price Index for Alberta and intends to account for inflation, ensuring that benefits keep pace with the rising cost of living. The increase applies to a range of benefits, including wage-loss replacement benefits, permanent disability awards, and survivor benefits, effective January 1, 2023.

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

Rates for 2023

Item	Rate for 2023
COLA	5.48%
Effective date	January 1, 2023
Maximum Assessable Earnings	\$102,100.00
Maximum Monthly PTD* Rate	\$5,593.25
Maximum Weekly Compensation rate	\$1,287.21
Minimum Monthly PTD* Rate	\$2,016.91
Minimum NELP*	\$2,049.59
Maximum NELP*	\$102,479.36
Maximum Home Maintenance Allowance - Level 1	\$257.49/month
Maximum Home Maintenance Allowance - Level 2	\$2,356.38/year
Minimum Personal Coverage	\$32,200/year

Changes coming to Alberta health and safety legislation



The Alberta government has announced that it will provide \$53.7 million in funding to help apprentices in the province with the costs associated with training. The funding will be used to support more than 19,000 apprentices, including those in trades such as construction, electrical, and welding. The financial support will cover the cost of tuition, textbooks, and other fees associated with apprenticeship training.

This initiative is expected to help more apprentices complete their training and secure jobs in their chosen trades, helping to address the province's ongoing skilled labour shortage.

<https://www.alberta.ca/release.cfm?xID=86169E904AB3E-B885-107B-0485C6F1F6A6C950>

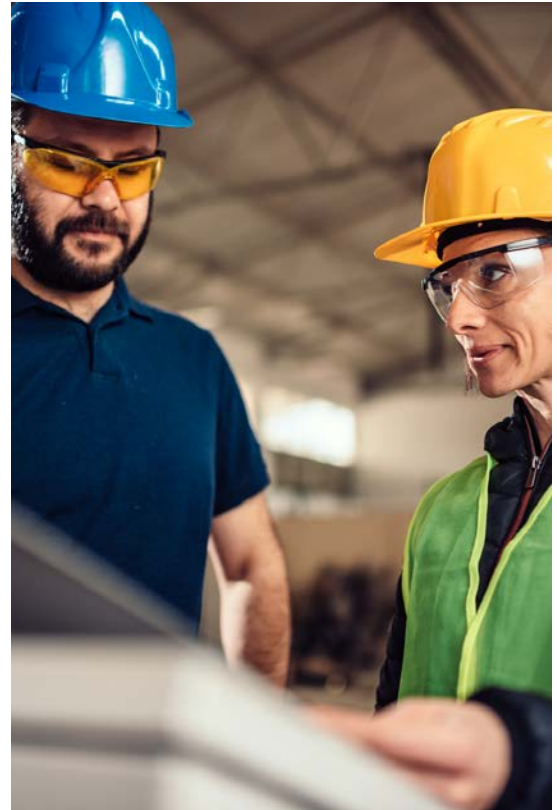
SASKATCHEWAN

Saskatchewan looks to boost workplace safety

The Saskatchewan government has announced several initiatives to improve workplace safety in the province. This includes the development of a mental health strategy for workplaces, providing resources and support for small businesses to develop their own health and safety programs, as well as increasing the number of occupational health officers and funding for inspections.

The government has also introduced legislation to allow for more severe penalties for workplace safety violations, including imprisonment for up to 18 months for the most serious offences.

<https://www.hrreporter.com/focus-areas/legislation/saskatchewan-looks-to-boost-workplace-safety/371239>



Saskatchewan school division sees rise in workplace injuries



A school division in Saskatchewan has seen an increase in workplace injuries among its employees, with a total of 82 injuries in 2021. The injuries ranged from minor to more serious, including strains, sprains, and fractures.

The school division is working to address the issue by reviewing safety protocols and providing more training to employees. They have also hired a full-time safety officer to oversee safety initiatives and ensure compliance with regulations. The goal is to create a safer work environment for all employees.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/sask-school-division-sees-rise-in-workplace-injuries/434043>

MANITOBA

Labour group urges Manitoba's WCB to cover more workplace mental health injuries

The Manitoba Federation of Labour (MFL) calls on the province's Workers Compensation Board (WCB) to expand coverage for workers' mental health injuries. The MFL submitted recommendations to the WCB, urging it to cover mental health injuries related to "chronic workplace stressors" and "psychological harassment." According to the MFL, these types of injuries are not always covered by workers' compensation, leaving workers with limited options for support and recovery.

The MFL's recommendations also include providing better education and resources for workers and employers to prevent workplace mental health injuries.

<https://www.ohscanada.com/features/labour-group-urges-manitobas-wcb-to-cover-more-workplace-mental-health-injuries/>



Schools on Manitoba's list of high-risk industries

Manitoba's Minister of Education, Cliff Cullen, added schools to the list of high-risk industries, making them eligible for Workplace Safety and Health (WSH) inspections. The decision comes after Manitoba Teachers' Society expressed concerns over the safety of teachers, students, and staff during the COVID-19 pandemic.

Inspections will ensure the schools comply with provincial health guidelines and protocols to reduce the risk of COVID-19 transmission and workplace injuries.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/schools-on-manitobas-list-of-high-risk-industries/436339>



ONTARIO

How RESCON is becoming a leader in crane safety

The Residential Construction Council of Ontario (RESCON) has launched a new crane safety program to train construction workers and to create a safer workplace. The program offers training to site supervisors and workers about crane operation, safety requirements, and crane inspection.

It also offers advanced training for supervisors who can teach their crew about the safe use of cranes. This initiative aims to reduce the number of crane-related accidents and to make RESCON a leader in crane safety across the construction industry. Crane safety is critical, as any mishap can lead to severe consequences, including injuries, fatalities, and property damage.

<https://www.thesafetymag.com/ca/topics/building-and-construction/how-rescon-is-becoming-a-leader-in-crane-safety/432904>





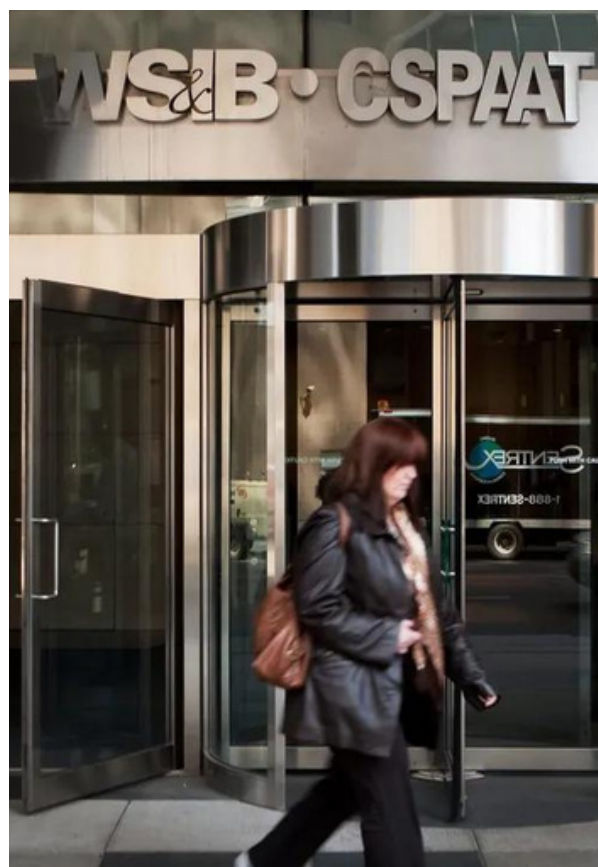
ONTARIO

WSIB to raise benefits, maintain employers' premiums: Labour minister

The Workplace Safety and Insurance Board (WSIB) in Ontario has increased benefits to injured workers by 1.8% in 2023, which is based on the Consumer Price Index (CPI). According to the Minister of Labour, Monte McNaughton, the new benefits changes will equal a \$145 million increase for injured workers in Ontario. At the same time, employers will see no premium rate changes.

The change in benefits aims to improve financial security for workers and their families while maintaining predictability and stability for employers.

<https://torontosun.com/news/provincial/wsib-to-raise-benefits-to-workers-maintain-same-premiums-for-employers-labour-minister-says>



New online services making it easier to access the WSIB

The Workplace Safety and Insurance Board (WSIB) has announced the launch of new online services enabling employers and workers in Ontario to access their WSIB accounts anytime and anywhere. The online services allow users to quickly and easily view the status of their claims, submit claims-related documents, and manage their account information.

The WSIB states that the new services will make it easier for employers and workers to access the support and resources they need to stay safe and healthy on the job.

<https://www.wsib.ca/en/news-release/new-online-services-making-it-easier-access-wsib-anytime-anywhere>



QUEBEC

Why workplace injuries in Montreal involve high numbers of immigrants

A study from the Robert-Sauvé institute suggests that immigrant workers in Montreal are at higher risk of workplace injuries due to various factors. One reason is language barriers that prevent them from understanding instructions or communicating concerns to their supervisors.

Additionally, other potential factors include unfamiliarity with workplace safety standards, cultural differences, and lack of training. The study recommends employers provide more training, education, and communication resources to immigrant workers to help reduce the risk of workplace injuries.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/why-workplace-injuries-in-montreal-involve-high-numbers-of-immigrants/431341>





Prevention and participation mechanisms on construction sites

The Quebec Occupational Health and Safety Act has been amended, and effective from January 13, 2023, the new provisions mandate the establishment of a prevention mechanism and a participation mechanism for health and safety at work.

The prevention mechanism aims to identify and prioritize risks and prevent workplace accidents, while the participation mechanism requires the employer to engage and consult with employees and their representatives to identify risks and implement prevention measures.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/entree-vigueur-mecanismes-prevention-participation>



Your health and safety are important to your loved ones

The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) of Quebec launched a new awareness campaign called "Your health and safety are important to your loved ones" to raise awareness about the impact of workplace accidents, illnesses, and fatalities. The campaign aims to encourage workers to take responsibility for their well-being at work and to help them identify potential hazards in their workplace.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/sante-securite-au-travail-ca-touche-aussi-vos>

NEW BRUNSWICK

How Canada's fishing industry is slowly righting the safety ship

Canada's fishing industry is gradually improving safety measures to avoid accidents, injuries and deaths. The government, industry stakeholders and non-profit organizations are implementing initiatives to boost safety training and awareness in the industry, including using social media to spread safety messages, providing equipment and training for small boat operators, and encouraging fishermen to report accidents to improve the safety culture.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/how-canadas-fishing-industry-is-slowly-righting-the-safety-ship/432588>



WorkSafeNB Launches Inspiring Ad Campaign to Highlight the Vital Role of Work in Recovery

WorkSafeNB, in collaboration with the New Brunswick Trucking Sector Council, has launched a new campaign called "Getting Back is Part of Getting Better" to support the safe return of injured workers to the workplace.

The campaign aims to increase awareness among employers, employees, and healthcare providers about supporting workers' safe return to work after an injury.

<https://www.worksafenb.ca/about-us/news-and-events/campaigns-and-initiatives/getting-back-is-part-of-getting-better/>

NOVA SCOTIA

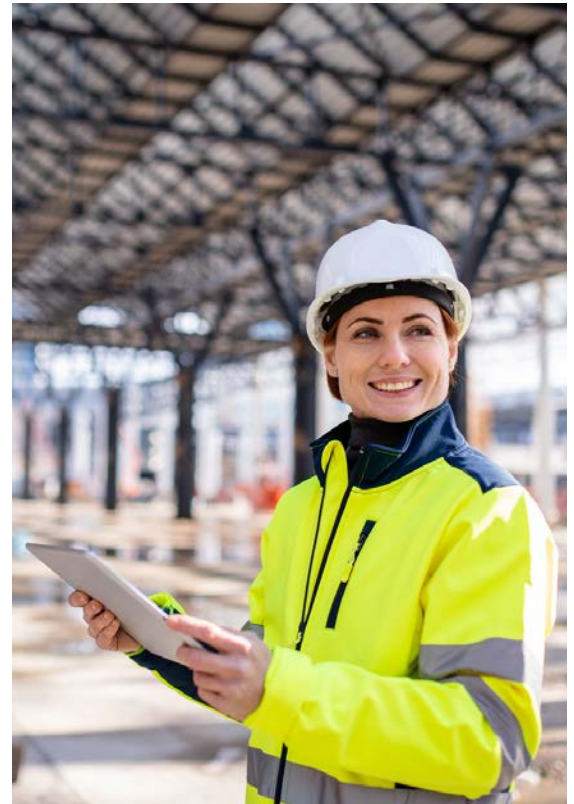
Construction Safety Nova Scotia adopts NCSO® and NHSA™ designations

Construction Safety Nova Scotia (CSNS) has adopted two safety designations, NCSO and NHSA, to promote safety standards in the industry.

The National Construction Safety Officer (NCSO) designation and the Nova Scotia Health and Safety Association (NSHA) certificate aims to ensure that safety professionals have the necessary knowledge, skills and experience to promote safety in their workplace.

The CSNS believes that these safety designations will help create a safety culture and reduce workplace incidents in the construction industry in Nova Scotia.

<https://www.thesafetymag.com/ca/topics/building-and-construction/construction-safety-nova-scotia-adopts-ncso-and-nhsa-designations/433604>



CPI adjustment for workers

The Workers' Compensation Board of Nova Scotia has announced a 2.3% increase in compensation for injured workers to account for inflation. The increase is based on the Consumer Price Index and will be applied to all claims approved on or after February 7, 2023.

The increase aims to ensure that workers' benefits keep pace with the rising cost of living. The Board also stated that they will continue to work with employers and workers to create safer workplaces and reduce the number of workplace injuries.

<https://www.wcb.ns.ca/About-Us/News-Room/News/CPI-adjustment-for-workers-Feb-7-23.aspx>



NOVA SCOTIA

WCB Nova Scotia launches 'Getting back is part of getting better' campaign

WCB Nova Scotia has launched a new ad campaign reminding workers and employers that betting back to work is part of the recovery process following a workplace injury.

The campaign is called 'Getting back is part of getting better' and it was developed in conjunction with the other Atlantic workers' compensation organizations. It's part of a collective effort to reduce the human and economic impacts of workplace injuries in the region.

The campaign aims to shift the mindset from a focus on injury to one of recovery by emphasizing that staying active and engaged through work can help with the healing process.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/campaign-highlights-recovery-benefits-of-returning-to-work-after-injury/435605>



PRINCE EDWARD ISLAND

Four new guides to help employers address safety issues



The Canadian Centre for Occupational Health and Safety (CCOHS) has released four new guides to help employers address workplace safety concerns. The guides are available online for free and cover topics such as pandemic preparedness, office ergonomics, occupational cancer prevention, and the prevention of workplace violence and harassment.

The CCOHS hopes that these resources will help employers take proactive steps towards creating safer and healthier work environments for their employees.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/four-new-guides-to-help-employers-address-safety-issues/436865>

P.E.I.'s WCB raises wage loss benefits for injured workers, doubles amount it pays for funeral expenses

The increase based on the national Consumer Price Index will be retroactive to January 1, 2022. The WCB's announcement comes after a recent review of the province's workers' compensation system, which recommended increased benefits for injured workers.

The changes will impact nearly 5,000 workers who receive wage loss benefits and families of those who have lost loved ones due to workplace injuries or illnesses.

<https://www.ohscanada.com/p-e-i-s-wcb-raises-wage-loss-benefits-for-injured-workers-doubles-amount-it-pays-for-funeral-expenses/>



NEWFOUNDLAND & LABRADOR

Fatigue main safety issue as paramedics poised to strike

Paramedics in Newfoundland are poised to strike, with fatigue being the primary safety issue that is driving this move. The Paramedic Association of Newfoundland and Labrador has stated that many paramedics are working long hours without adequate breaks, and this is leading to fatigue and burnout, which in turn is putting both paramedics and patients at risk. The Association has called for more staffing, better scheduling, and improved mental health support to help address these safety concerns.

<https://www.thesafetymag.com/ca/topics/psychological-safety/fatigue-main-safety-issue-as-paramedics-poised-to-strike/432091>



WorkplaceNL announces Safety Leadership Award Winners

WorkplaceNL has announced the winners of its 2022 Safety Leadership Awards in Newfoundland and Labrador. The awards recognize organizations and individuals who have made significant contributions to improving workplace health and safety in the province.

The winners include an individual who has demonstrated outstanding leadership in the field, a small business that has implemented effective safety measures, and a larger organization that has shown a strong commitment to promoting a culture of safety in the workplace.

<https://workplacenl.ca/article/workplacenl-announces-safety-leadership-award-winners/>



NORTHWEST TERRITORIES

The Workers' Safety and Compensation Commission Lay Charges under the Nunavut Safety Act and Mine Health and Safety Act

The Workers' Safety and Compensation Commission has filed ten charges under the Safety Act and the Mine Health and Safety Act against Sabina Gold and Silver Corporation, Matrix Aviation Solutions Inc, Matrix Kitikmeot Ltd., and Gallant Restorations Incorporated, alleging violations of work practices, failure to ensure safety, and withholding safety investigation information, among other offences.

These charges stem from a January 2022 incident where a worker and a machine fell through a hole in the sea ice, resulting in the worker's death. The first court appearance is scheduled for March 6, 2023, in Iqaluit, Nunavut. No further comments are available as the matter is now before the court.

<https://www.wsc.nw.ca/node/5170>





Workers' Safety and Compensation Board launches app to help prevent violence and harassment at work

The Workers' Safety and Compensation Board (WSCB) has launched an app in Yukon to help employers and workers improve workplace safety. The app provides information on workplace violence and harassment prevention and can be easily accessed and saved on any mobile device.

The content is taken from the Workplace Violence and Harassment Prevention Guide and covers responsibilities, hazard assessment, policy and procedures, training and investigations. WSCB's Board of Directors Chair, Mark Pike, said the board is committed to providing employers and workers with tools to prevent violence and harassment in Yukon workplaces.

<https://www.wcb.yk.ca/web-0074/web-0077/news-0124>



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](https://www.teksmed.com)

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

E: info@teksmed.com

A FEW WORDS FROM OUR HAPPY CLIENTS:

“Most injured workers can do some sort of modified work once we know what's going on with them. We don't have to worry about having a member of our team sitting around for months just waiting for a diagnosis. Knowing that TeksMed can get our workers into an MRI or specialist within days is great.”
- Alliance Truss | Operations Director

“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

“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

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