



Manitoba's Five Year Prevention Plan



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A Safe and Healthy Manitoba

Manitoba benefits from a diverse economy that provides productive employment and an enviable quality of life. While every industry has its own risks, death, disease and disability are not part of the job.

On average, over 75 injuries occur in the workplace per day in Manitoba. While this is down from over 80 per day five years ago, it is still unacceptable.

We are making progress. There has been a tangible decline in injuries experienced by Manitoba workers, as well as a solid reduction in the cost of these injuries and illnesses to employers. The workforce that has access to an industry-based safety program has tripled in the past five years. The culture of safety in Manitoba is changing. It is a pivotal time in our province to build on this momentum.

This Five Year Prevention Plan provides the broad strategy to champion a culture of safety and health in Manitoba and enable collaboration by all partners for the prevention of workplace injury and illness.

We all play a part in building safe and healthy workplaces. A truly safe Manitoba relies on employers, workers, industry-based safety programs, labour, the private sector, government agencies and the entire community working together towards the common goal of eliminating workplace injury and illness.



We All Have a Role to Play

A safe and healthy Manitoba requires the active participation and collaboration of all Manitobans:



Prevention Partners



Construction Safety Association of Manitoba (CSAM)

The Construction Safety Association of Manitoba (CSAM) offers practical solutions for a safer workplace. They are a non-profit organization hosted by the Winnipeg Construction Association for the building construction industry in Manitoba (the 400 Group of the Workers Compensation Board of Manitoba).



Farm Safety Program

The Manitoba Farm Safety Program (FSP) was established in 2016 to provide workplace safety and health advisory services and training to producers. Hosted by Keystone Agricultural Producers (KAP), their services are available to all farmers whether or not they are KAP members - all sizes and all commodities.



Made Safe

A CME Manitoba initiative, Made Safe provides safety and health services designed specifically for the needs of the manufacturing work environment. In partnership with SAFE Work Manitoba, Made Safe makes it easier for employers and workers to ensure workplaces are safe and productive. Guided by an industry-led safety council, the association offers training, access to events and resources, consulting and certification by manufacturers, for manufacturers.



RPM

Hosted by the Manitoba Trucking Association, the RPM Trucking Industry Safety program was established in 2015 to provide workplace safety and health services to the trucking industry in Manitoba.



SALES & SERVICE
SAFETY ASSOCIATION

Sales and Service Safety Association

Sales and Service Safety Association provides industry-specific training, services and SAFE Work certification for Manitoba's sales and service industries. They aim to help members simplify the process of putting a safety program in place, which in turn enhances employee and customer safety. Founded as the Motor Vehicle Safety Association of Manitoba in 2015 and hosted by the Manitoba Motor Dealers Association, Sales and Service Safety Association is a not-for-profit association whose mission is to be a central resource to support safe, productive workplaces in organizations in the sales and service sectors.



WORKSAFELY™

For 30 years, the Manitoba Heavy Construction Association, a not-for-profit organization, has demonstrated strong leadership by developing industry-led safety services for our companies. Its WORKSAFELY™ program provides safety and health programming to the heavy construction industry in Manitoba. WORKSAFELY™ delivers the nationally-recognized COR™ program to over 300 companies representing three-quarters of the workforce in the industry. The MHCA has a strong record of success in delivering a safety and health management system which meets or exceeds national and provincial standards for the construction industry.



SAFE Workers of Tomorrow

SAFE Workers of Tomorrow provides free presentations to students across Manitoba on how new and young workers can be safe on the job. Their team of skilled staff Occupational Safety Presenters travel to schools, community clubs and other places where young Manitobans come to learn, equipping the workers of tomorrow with safety and health materials and information. Volunteers from their speakers' bureau – many of whom have been affected by workplace incidents and who are savvy on the topics of youth and workplace safety – are available to help out. Their goal is to create an effective safety and health culture among our province's future workforce by meeting them face to face and talking to them honestly about what they need to know.



Safety Services Manitoba

Safety Services Manitoba (SSM) is a not-for-profit organization that delivers fee based services for occupational safety training and consulting. SSM applies their experience in a broad range of industries to help workplaces reduce injuries and associated costs, increase employee productivity and build a sustainable, cost-effective culture of safety and risk management.



Manitoba Employers Council

Established in 1980, the Manitoba Employers Council (MEC) is the largest confederation of employer associations in Manitoba, representing more than 24,000 individual employers and over 300,000 Manitoba jobs. MEC represents Manitoba employers in employment matters such as labour relations, human resource management, employment standards, workers compensation and workplace safety and health.



Manitoba Federation of Labour

The Manitoba Federation of Labour (MFL) is the strong, united voice of Manitoba's labour movement. Unions affiliated with the MFL together represent more than 100,000 working Manitobans in the public and private sectors, including manufacturing, government offices, retail stores, hospitals, schools, natural resources, tourism, agriculture and many others.



MFL Occupational Health Centre

The MFL Occupational Health Centre (OHC) is a community health centre funded by Winnipeg Regional Health Authority and donations. The Centre helps workers, employers and joint safety and health committees to improve workplace safety and health conditions and eliminate hazards. OHC services, available free of charge, include a medical clinic, assistance to workplaces and informative fact sheets on a variety of topics such as preventing repetitive strain injuries, respectful workplaces, preventing workplace violence and more.



Workers Compensation Board of Manitoba

The Workers Compensation Board (WCB) is a mutual workplace injury and disability statutory corporation funded by employer premiums. Our vision is a safer Manitoba that fosters prevention and return to work. We provide our customers with valued services for insurance, prevention, compensation and return to work, while maintaining the integrity of the system.



SAFE Work Manitoba

SAFE Work Manitoba, part of the WCB, is dedicated to the prevention of workplace injury and illness. Together with industry-based safety programs and other partners, we champion a strong culture of workplace safety in Manitoba through stewardship, strategic direction, promotion, standards and programming.



Workplace Safety and Health Branch

The Workplace Safety and Health Branch, part of the provincial government, enforces The Workplace Safety and Health Act and its three associated regulations in order to ensure Manitoba's workplaces are safe and healthy. Inspection and investigation activities focus on improving legislative compliance in order to reduce workplace fatalities, serious injuries and illnesses.

Enforcement is an important tool that can foster the implementation of positive injury and illness prevention practices. Access to quality resources, tools and training is essential to improving compliance. Workplace Safety and Health and SAFE Work Manitoba recognize the need for enforcement and prevention activities to be aligned. Through ongoing collaboration and information sharing, Workplace Safety and Health, SAFE Work Manitoba and the WCB assist each other in identifying priorities and mutually supporting each other's programs and activities.

Workplace Safety and Health's focused enforcement strategies are intended to be responsive to the work environment in Manitoba and change as required to ensure compliance and maximum effectiveness. Although the areas of focus may change, all enforcement strategies reflect one or more of the following priorities:

- 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 when serious incidents have occurred
- workplaces that employ vulnerable workers
- workplaces associated with high-risk hazardous substances or health hazards

Several of the issues and strategies in the new Five Year Prevention Plan align with these priority areas. SAFE Work Manitoba, the WCB and Workplace Safety and Health will continue to support each other in achieving the shared goals for workplace injury and illness prevention in Manitoba.

Measuring Progress

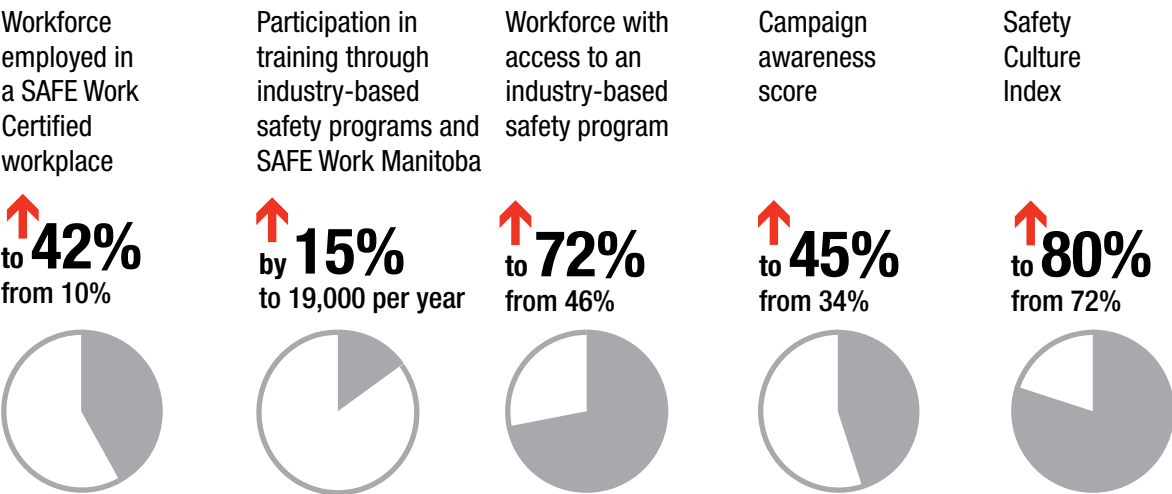
Reducing the frequency and severity of injuries and illness in Manitoba is our goal. The overall injury rate, time loss injury rate and days lost to injury help to measure our progress in reducing the economic, social and personal cost of injuries. As factors influencing days lost to injury include both prevention and return to work, this measure is part of the WCB's overall strategic plan. Our targets are to reduce the total injury rate to 4.6 per 100 FTE, the time loss injury rate to 2.2 per 100 FTE and days lost to 1.38 per FTE by 2023.

Five Year Targets



To know we are on the right track, we also want to measure progress in achieving a pervasive safety culture, public awareness, access to industry-based safety programs, participation in training, and workplaces achieving the SAFE Work Certified standard.

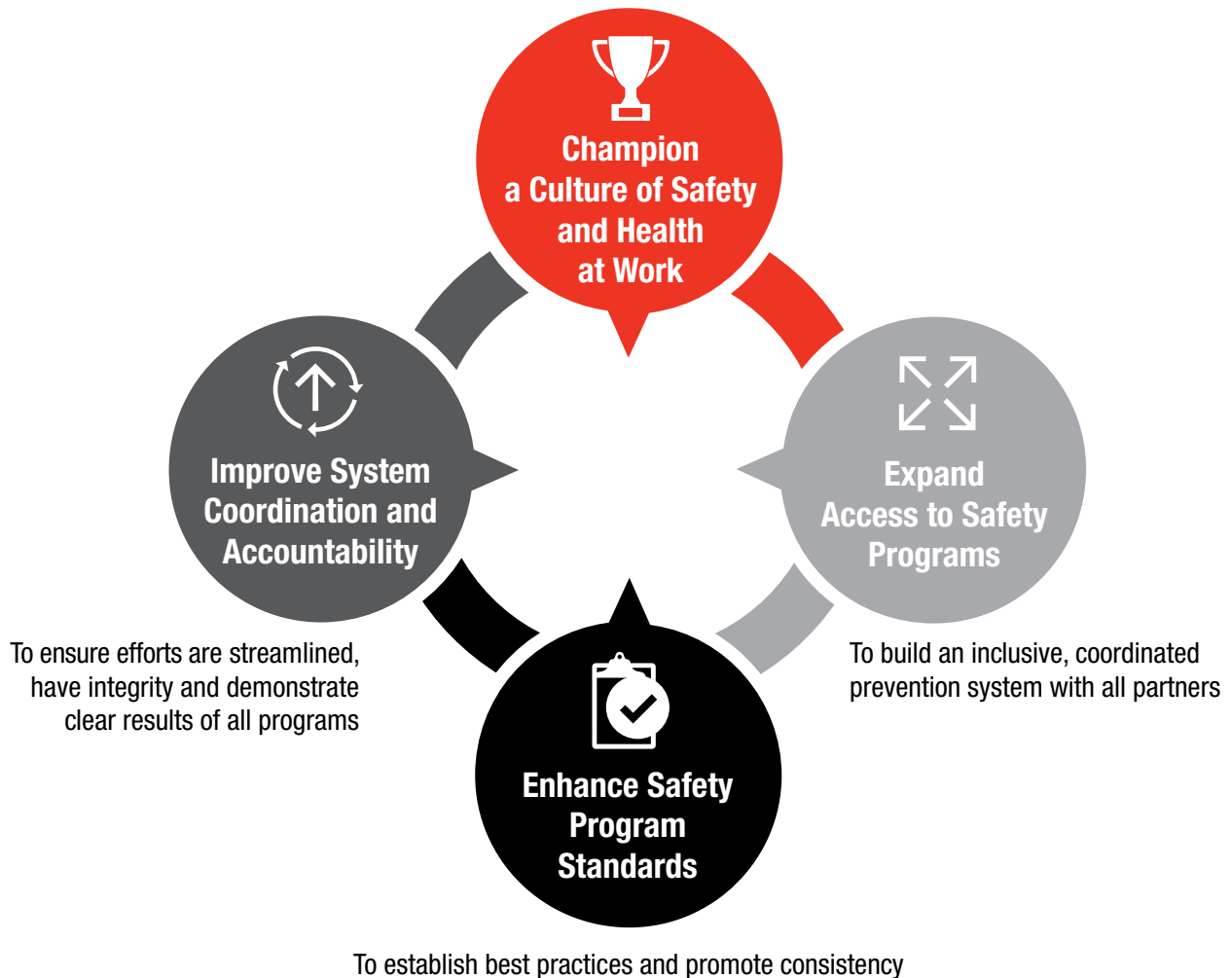
Five Year Targets



Strategic Goals

The goals are simple. Achieving them will take the commitment and collaboration of all partners.

To champion a vibrant safety culture where all Manitobans share values and beliefs supporting workplace injury and illness prevention





Goal

Champion a Culture of Safety and Health at Work

A vibrant safety culture where all Manitobans share values and beliefs supporting workplace injury and illness prevention

Culture is the underlying set of beliefs and values that are embedded in a workplace. When everyone believes that injuries and illness can be prevented, when being injured is not considered 'part of the job', and when safety is a basic expectation that is actively and consistently reinforced, we can say a safe work culture exists. Safety and health must be recognized as both a legal obligation and effective business practice, not a cost. Armed with knowledge, supported by systems, with leadership throughout an organization, Manitoba's workplaces can be safe and more productive.

All partners in the prevention system will work to support the continued development of a culture of safety and health in Manitoba workplaces, including ongoing campaigns and education to build awareness and raise all Manitobans' expectations for safety and health at work. We will continue to build and enable partnerships in all sectors, and profile leaders that are showing the way.

Safety Culture and Awareness Metrics



Key Initiatives

Increase public awareness and stakeholder engagement through social marketing

- Promote safety as a pervasive message, where and how it catches our attention.
- Raise the profile of industry-based safety programs.

Engage educational institutions in providing workplace safety and health awareness and training

- Support programming to drive expectations for safety and health right from early years through high school, apprenticeship and post-secondary education.
- Enable SAFE Workers of Tomorrow to bring direct, valuable information to create an effective safety and health culture among our province's future workforce.

Support partnership between SAFE Work Manitoba, industry-based safety programs and other stakeholders to promote safety culture

- Support adoption of effective safety and health systems in every workplace.
- Support engagement of industry employers with industry-based safety programs.
- Engage stakeholders to inform strategic initiatives with a broad spectrum of voices.

Engage executives in safety leadership within and among their workplaces

- Profile executive leaders in safety and health across all industries as role models for safety culture.
- Create opportunities for networking and mentoring with safety leaders.



Goal

Expand Access to Safety Programs

An inclusive, coordinated prevention system with all partners

Manitoba's diverse economy is one of our key advantages as a province. It also presents diverse challenges in achieving safety in all workplaces. Industry-based safety programs provide relevant, customized services that have been proven effective in responding to these diverse needs, with in-depth understanding of the specific risks of each industry and targeted strategies to support safe, productive workplaces. Labour programs, professional safety associations, and market providers further extend access to meet the broad needs of Manitoba workplaces.

SAFE Work Manitoba will enable our partners to deliver services, and ensure all Manitobans have access to information and resources on how to make their workplaces safe.

Access and Participation Metrics



Key Initiatives

Expand and enhance industry-based safety programs so all Manitoba employers and workers have access to sector specific services

- Enable and support an industry-based safety program in healthcare.
- Enable expansion of industry-based services in retail trade and service sectors.
- Analyze gaps and work with partners to ensure all workplaces have access to safety and health training and support services.

Develop strategies to address priority areas

- Support healthcare and the public sector in reducing their injury rates.
- Expand programming and enable partners to deliver services for prevention of occupational disease, workplace violence and mental health injuries.
- Enable targeted programs for youth, first-time workers and new Canadians.
- Conduct evidence-based analysis and work with stakeholders to identify other priority needs for targeted programs and services.

Increase number of workplaces receiving workplace safety and health education through industry-based safety programs and other safety partners

- Work with industry-based safety programs to enable and support their delivery of training and other services.
- Promote awareness of the prevention services available through industry-based safety programs and other providers.



Goal

Enhance Program Standards

Widespread best practices
and consistent quality

Employers need to be confident that their investments in training and programs are well spent. Workers need to be confident they are receiving the best information available and their employers are committed to ensuring sound systems are in place to keep them safe. Partners need information on leading practices to enable ongoing improvements to programs.

Prevention system partners will promote understanding of standards for effective workplace programs and encourage employers to pursue safety certification. SAFE Work Manitoba will share information on leading practices, establish and promote standards to enable our partners to deliver consistent high-quality training.

Standards Metric



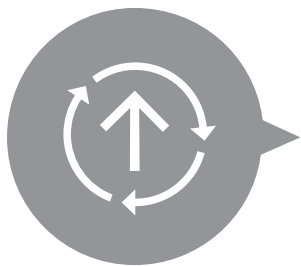
Key Initiatives

Emphasize the SAFE Work Certified program as a standard for effective safety and health programs and increase participation

- Establish and promote user friendly communication and resources to enable understanding of standards for effective safety and health programs.
- Support industry-based safety programs in promoting SAFE Work Certified programs such as COR and other recognized standards, and enabling employers to achieve the standard.
- Continue to encourage employers to pursue certification through responsive incentive programs and recognition of leading national and global standards.

Establish workplace safety and health training standards

- Establish a system for developing, publishing and promoting training standards to enable consistent high-quality delivery by partners.
- Work with partners to target priorities and develop responsive training standards.
- Develop a system to recognize and accredit training providers and establish a public registry of accredited training providers and programs.
- Establish a registry of learners, transferable across employers.



Goal

Improve System Coordination and Accountability

Efforts are streamlined,
have integrity and
demonstrate clear results

Preventing injury and illness and building a positive safety culture in Manitoba workplaces require the active participation and collaboration of many partners. These partnerships extend the reach of available knowledge and supports throughout our diverse economy. They also create some complexity, and a need to ensure alignment across the entire system to support collaboration and efficient investment of resources to achieve our desired results.

Prevention system partners will work to achieve this alignment through a clear understanding of all partners' respective roles and our shared goals. We will enable communication and coordination to support shared learning, efficient investments, and overall accountability to those that fund and rely on the system.

Key Initiatives

Clarify roles and responsibilities of key stakeholders

- Prevention partners will work together to align goals, strategies and investments across the prevention system.
- Use social marketing and other channels to increase public understanding and awareness of the roles of system partners.
- SAFE Work Manitoba will formalize the approach to stakeholder engagement to enable meaningful partnerships and collaboration.





Establish, share and report on entire prevention system using clear metrics and targets

- Develop a framework shared by all partners to measure the performance of Manitoba's safety and health system as a whole.
- Develop an index to combine multiple indicators into a single measure as a more complete and balanced picture of progress on achieving a safer Manitoba.

Build sustainable funding structures and accountability based on outcomes

- Implement the new industry-based safety program funding model to support consistency and needed investment across all sectors.
- Modernize the financial governance framework for funded prevention programs to ensure effective stewardship while enabling optimal independence and accountability of funded organizations.

Key Time Defined Objectives

	Objective	Status	Target Completion				
			1	2	3	4	5
	Establish executive leaders' network	○		✓			
	Engage educational institutions and develop early years through post-secondary education strategy	○		✓			
	Implement early years through post-secondary education strategy	○					✓
	Establish industry-based safety program in healthcare	●			✓		
	Engage five additional sectors in levy-supported industry-based safety programs	○					✓
	Develop young worker injury prevention strategy	●	✓				
	Review and renew psychological health and safety in the workplace strategy	○		✓			
	Establish engagement-supported process to determine new targeted priorities	○		✓			
	Develop injury prevention strategy for new Canadians	○			✓		
	Develop guide to SAFE Work Certified standards for effective safety and health programs	○		✓			
	Establish training standards framework and base set of standards	●			✓		
	Establish accreditation system for training providers	○				✓	
	Establish system-wide performance measures	●	✓				
	Implement new industry-based safety program funding model and financial governance framework	●	✓				
	Develop a safety and health index measure	○			✓		

Key: ● Underway ○ New ✓ Year for target completion



