MUSCULOSKELETAL Injury Prevention Strategy
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Message from the Chief Operating Officer

Musculoskeletal injuries, or MSIs, can have a drastic effect on a person’s life.

These “hidden” injuries — ones that harm our muscles, tendons, ligaments, nerves, discs and joints — need to be taken seriously in Manitoba’s workplaces. They are the most common type of injury that workers can experience on the job.

There were 5,824 new workplace MSIs related to poor ergonomics in 2015, and Manitobans are paying a huge price for them. MSI-related time-loss claims paid by the Workers Compensation Board of Manitoba totaled $37.8 million in 2015. That large sum includes MSIs that occurred in 2015 and carried over into 2015 from a previous year. It doesn’t include many other costs; for example, the costs workers and employers pay to treat MSIs that haven’t resulted in lost days at work. Those MSIs, although less severe, can be painful and persistent.

That sum also doesn’t include the personal costs experienced by injured workers and their families. These injuries can disrupt a worker’s personal and professional lives in substantial ways.

In response, SAFE Work Manitoba has developed this Musculoskeletal Injury Prevention Strategy to address these pervasive workplace injuries.

I urge you to check out Ed’s story on page 6, to see how an MSI he suffered as a 16-year-old developed into a debilitating back injury by the time he hit his mid-40s. He is still young, but his back and legs hurt him too much to do the physical work he particularly enjoys.

And please read Roberta’s story on page 7. An MSI meant she had to train for a new career, and delay her retirement, because she could no longer work in the job she had — and loved — for 23 years.

About two-thirds of MSIs are related to poor ergonomics, which means that there are measures employers, supervisors and workers can take to reduce the number and the severity of MSIs in their workplaces.

For one example of a workplace that has greatly reduced MSIs — and the costs associated with those injuries — turn to page 16 to read about Black Cat Blades, a manufacturer employing 75 people in Selkirk, Manitoba.

SAFE Work Manitoba is committed to working with our industry-based safety partners and other safety professionals to provide the information, resources and training that all Manitobans, but particularly employers and workers in high-risk sectors, need to understand and prevent MSIs. We will explore opportunities to reach out to educators and students, in order to prevent injuries in young workers, and we will seek to increase our understanding of MSI risk in Manitoba workplaces and apply that knowledge to our injury prevention efforts.

Everyone deserves to be safe and be able to fully participate in their work and home lives. I hope you will join us in working to prevent MSIs in your workplaces. We need to do this together to have the strongest impact for all Manitobans.

Jamie Hall
Chief Operating Officer
SAFE Work Manitoba

Manitoba workers and employers are paying a huge price for MSIs. This Musculoskeletal Injury Prevention Strategy is our plan for preventing these pervasive workplace injuries.
SAFE Work Manitoba is launching a three-year Musculoskeletal Injury Prevention Strategy to address musculoskeletal injuries (MSIs) in Manitoba workplaces. We will work closely with our industry-based safety partners to reach out to Manitobans — particularly employers, workers, safety professionals, educators and students — and implement the following tactics:

1. Provide accessible and relevant prevention information
2. Support innovative and practical training and outreach
3. Enable and encourage all Manitobans to take action on MSI prevention
4. Gather data from employers and workers

This strategy is a priority because of the significant health and financial costs these injuries cause Manitobans.

Days lost to MSIs

246,366

That's like losing a workforce the size of Gimli for two months.

How the strategy was developed

Input and direction from a stakeholder advisory panel
To ensure this strategy meets the needs of Manitobans, SAFE Work Manitoba has consulted with an advisory panel made up of representatives from industry-based safety partners; employers; unions; federal, provincial and city workplaces; and the Workplace Safety and Health Branch.

We are thankful for the panel's contributions, and we will continue to rely on their knowledge and expertise as we carry out the Musculoskeletal Injury Prevention Strategy.

Research and data
Analyzing Manitoba’s injury data and consulting with other Canadian occupational safety and health agencies has shown SAFE Work Manitoba that:

• There is a need to collaborate with industry-based safety partners, employers, educators and workers to prevent MSIs effectively.
• There is a demand for targeted prevention resources and practical training.
• E-learning and social media have successfully provided large numbers of people with MSI prevention information.
• There is a need to reach out to youth.
• There is a need to collect ergonomic standards from occupational safety and health organizations, consolidate the standards and promote them within Manitoba.

MSI time-loss claims cost $37.8 million in 2015. This is enough to pay the cell phone bill for every person in Brandon for a year.

All 2015 Manitoba musculoskeletal injury data provided courtesy of Workers Compensation Board of Manitoba.

*Gimli’s population is 5,845 (2011 Census): http://bit.ly/2e2bVNI. The average full time worker works approximately 250 days a year.
**Brandon’s population is 46,061 (2011 Census): http://economicdevelopmentbrandon.com/population. We’ve used an average wireless bill of approximately $65 per month.
In the simplest terms, musculoskeletal injuries, or MSIs, are discomfort or pain from sprains and strains.

SAFE Work Manitoba formally defines MSIs as follows:

A musculoskeletal injury (MSI) is soft tissue damage or aggravation in the musculoskeletal system caused when demands exceed the tolerance of connective or related soft tissues such as muscles, tendons, ligaments, nerves, discs and joints. Damage can result from a single event or develop over time. Forceful effort, repetitive motions, awkward or sustained postures, vibration, contact stresses and inadequate recovery times are common factors that can injure or aggravate tissues.

In response to employer requests, SAFE Work Manitoba will change the way we report MSIs beginning in 2017. The total number of MSIs will be divided into two categories: those related to poor ergonomics, such as working in awkward body positions or poor workplace design; and those due to incidents such as falls or being struck by an object. This prevention strategy addresses MSIs that are related to poor ergonomics. Using this new method of categorization, MSIs related to poor ergonomics account for 40 per cent of all time-loss injuries, and MSIs related to non-ergonomic incidents account for 23 per cent (2015). This reporting will provide a more relevant picture of how MSIs are occurring, and will help direct the MSI prevention efforts of employers, our industry-based safety partners and SAFE Work Manitoba.

The top 3 causes of MSIs

46% Forceful exertions  38% Awkward & sustained postures  16% Repetitive motions

Who are our industry-based safety partners?

SAFE Work Manitoba’s industry-based safety partners provide safety training, consulting and certification to workplaces in their sector. Partners currently include Manitoba safety associations in the construction, trucking, agriculture, manufacturing and automotive industries.

What is ergonomics? Ergonomics is human-centred design — the process of designing and fitting the job, tools, equipment, environment, tasks, work spaces, jobs and products to match the mental and physical capabilities of the worker at the micro level, and to the work organization at the macro level. (Institute of Work and Health 2003)
Ed’s Story

Talk with Ed Medgyes for a while, and you’ll notice that he can’t sit still.

He’s trying to escape the constant pain in his legs and feet.

“I’m feeling more like an invalid every day now than I ever have in my life. It’s horrible because I’m 47. I should still be in my prime.”

First injured as a young worker
When Ed was 16, he had a summer job at a food warehouse. One morning his supervisor asked him to unload 40-pound boxes of watermelons from a trailer. When he was about a quarter of the way through the task, Ed leaned over a watermelon box on the floor in front of him to lift a box that was stacked beyond. The awkward angle and the weight of the box were too much for his lower back.

“That’s when I immediately felt a crunch or snap. The pain was intense and I couldn’t straighten up.”

After that first injury, it took about a week for Ed to feel back to normal. But in the years that followed, he got injured several more times doing strenuous activities, often because he wasn’t paying attention to safe body movement.

His back reaches the breaking point
In 2012, Ed was working as a maintenance coordinator. As part of his job tasks that year, he helped set up and take down infrastructure for a community event. The work put a lot of strain on his back, but he kept working through the pain because of the pressure he and his co-workers were under to complete the tasks that were assigned to them. Soon after, Ed was teaching a cycling class at the gym when he suddenly lost all strength in his legs. Ed was terrified. Doctors told him that he had herniated two discs in his lower back, and had significant damage to his nerves over years of repeated back injuries.

“The doctor said that I basically have the back of an 80-year-old.”

Life-long consequences
His lower body hurts all the time now. Two back surgeries have done little to relieve the pain, and the strength in his legs has never really returned — one of the main consequences of his back injury. Mornings are especially excruciating, and he can no longer do the physical work and the recreational activities that he really enjoys, including skiing and cycling along Winnipeg’s bike trails.

“I go to the store now and I look like a big strong man, but I have to get people to carry jugs of water for me. It feels horrible and debilitating and humiliating.”

Ed wishes that he had received safety training as a teenager starting out in the workforce. But even later in his career, he sometimes pushed safety advice to the wayside because he was under pressure to get things done more quickly, or because he wanted to avoid asking others for help. He was less likely to work safely if his employers did not emphasize and reinforce safety on the job, and like many of us, he would sometimes just forget to do things in a safe way.

Ed says he would do everything differently if he could go back in time.

He says that not working safely “cost me my future, and a pain-free existence.

“It’s not weakness to ask for help and do things in the correct and safe way. It’s preventing something that could be a lot worse.”

Not working safely cost me my future and a pain-free existence

Did You Know?

262 manual materials handlers lost days at work in 2015 because of MSIs.
Roberta Stevens shows her fists, one stacked on top of the other, in imitation of her injured back.

“This is my tailbone and the base of my spinal column. There is nothing between them. It’s bone rubbing on bone.”

Roberta got injured doing the job she loves: nursing.

A split second changed everything
It was the Saturday of the September long weekend in 2006. Roberta was at her job at a nursing home when she was called by her colleagues to the bath area. They needed her help to transfer an elderly client out of the bathtub.

The client was sitting above shoulder height in a mechanical lift when one of the sling’s straps suddenly came loose.

“My instant reaction was that I didn’t want her hitting the concrete, so I grabbed the strap trying to hook it back onto the machine,” says Roberta. “It was a disaster waiting to happen. One thing you learn in back safety is you don’t carry things of weight above your shoulders.”

Coping with pain and loss
Roberta knew something had happened to her back almost right away, but the really intense pain — “like a vise tightening around my lower back” — didn’t set in until the next morning. She managed to get to work that day, but soon the pain was so bad that she started crying and couldn’t stop.

She found out from doctors that the disc between her tailbone and the base of her spinal column had disintegrated, and three other discs were bulging from her spine.

A statement from her orthopedic surgeon hit home: “I can’t fix you — nobody can. And you’re going to have to go forward in life from here.”

With the pain of her back injury also came anger and grief as she came to the devastating realization that she could no longer work as a bedside nurse. In addition, she couldn’t stand to think that she might need a nurse’s care herself.

But the biggest challenge of all for Roberta is the pain she feels while playing with her grandchildren. To this day, she can’t get down to play with them and get back up again without help.

“Picking up my first grandbaby… when she was little, I could hold her for a while, but I had to give her back, because I’d feel this pressure and pain in my back.”

Managing the injury for life
Roberta spent about four years recovering and training for a new career in occupational safety and health. She is committed to managing her pain with low impact exercises, healthy eating, and regular visits to a physiotherapist, chiropractor and massage therapist.

But Roberta will tell you that no one should wait for an injury to stay fit.

“Make sure that you’re taking care of what you have, because you’re going to lose it if you don’t.”

There are now safety catches on mechanical lifts, which can prevent similar injuries from happening to other healthcare workers. But the potential for healthcare workers to experience an MSI moving patients remains a serious and ongoing concern.

Did You Know?
189 Registered Nurses lost days at work in 2015 because of MSIs.
Tactic 1: Provide Accessible and Relevant Prevention Information Including consultations, guides, videos, apps and bulletins
**Why this is important**

- The feedback from the MSI Prevention Strategy advisory panel and reports from safety professionals in other Canadian jurisdictions have indicated that accessible, industry-specific, up-to-date MSI prevention resources are in high demand. SAFE Work Manitoba needs to continually provide and update prevention resources to stay abreast of current trends.
- The advisory panel agrees that MSI prevention information needs to reach students, so that they have the knowledge they need to apply MSI prevention practices before they enter the workforce.
- The jurisdictional review has shown that consultations with high-risk employers and industries are an effective way to reduce MSIs in the workplace. Employers need to be aware that investment in preventing MSIs is less expensive than the cost of injuries.

**What we will do**

**Collaborate with safety partners**

- SAFE Work Manitoba will collaborate with our industry-based safety partners to increase and improve industry-specific educational materials that will address MSI risk in the workplace and provide relevant prevention information for employers. Educational materials and information may include:

  - guides, bulletins, videos, articles, injury statistics, links to specific resources that are relevant to particular industries, and information on current prevention initiatives and trends.

The educational materials and information will be made available at safemanitoba.com.

**Consult with employers and workers**

- SAFE Work Manitoba will develop a consulting system in co-operation with our industry-based safety partners to provide support to employers with high MSI rates, and address injury hotspots in high-risk industries and occupations.
- We will provide employers with MSI data specific to their companies, and offer employers targeted prevention resources and services to help reduce the number of MSIs in their workplaces, including resources that will help them reach their compliancy goals.

**Reach out to educators and students**

- SAFE Work Manitoba will work with applicable industry-based safety partners to review existing MSI prevention information in trades courses and explore opportunities to offer enhanced, industry-specific prevention information and resources to trades instructors, so that trades students will be exposed to industry-approved MSI prevention information in the classroom before joining the workforce.

**Addressing office ergonomics**

MSIs caused by improper office ergonomics often do not result in lost-time claims, which makes these injuries more difficult to track. New research coming out of Cornell University backs up feedback from safety professionals, employers and workers that many office staff are “working sore,” and that there is a need to address MSIs in office environments. In Cornell’s initial study, a comprehensive survey was given to 268 workers to screen for MSI risk. The researchers found that approximately 40 per cent of those surveyed were experiencing some level of musculoskeletal discomfort because of their tasks, tools, chairs, environments or other organizational factors. Addressing these brewing injuries is an innovative step in MSI prevention.

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*Workers Compensation Board of Manitoba, 2015*
Tactic 2: Support Innovative and Practical Training and Outreach

Including e-learning, high school presentations, and industry-specific train-the-trainer workshops
Why this is important

• There is a need to create industry-specific training opportunities. As well, our physical space and available staff limit the number of workshops we can hold, and therefore the number of people we can train. Many Manitoba workers live too far away, or don’t have the time or budget, to attend a workshop in person. To address these concerns, SAFE Work Manitoba commits to working with industry-based safety partners, safety professionals and employers to increase the reach and relevancy of practical MSI prevention training in Manitoba.

• The MSI Prevention Strategy advisory panel has highly recommended training educators and students in order to encourage positive MSI prevention habits in youth. Training for high school students and educators has three main benefits:
  • Proper training can prevent MSIs or reduce the impact of the injuries. MSIs are often cumulative, and an injury received at a young age can become more serious if unsafe work practices continue.
  • Students receive MSI prevention training before they’ve developed work habits that could lead to an MSI.
  • Educators can promote positive MSI prevention practices in the classroom and beyond, and influence their students into adopting these practices. Educators are the main drivers of safety culture in schools.

What we will do

Develop training with safety partners

• SAFE Work Manitoba will collaborate with safety partners to develop an MSI prevention training standard that can be used by industry-based safety partners, safety professionals and other training providers to bring a high calibre and consistency to their MSI prevention training offerings.

Build the capacity of employers and workers to prevent MSIs

• SAFE Work Manitoba will work with industry-based safety partners to develop and deliver train-the-trainer workshops that will build the capacity of employers, workers and safety professionals to implement MSI prevention measures in the workplace. The workshops will target industry-specific MSI prevention concerns and increase the number of people equipped to provide MSI prevention training and services in Manitoba. SAFE Work Manitoba will also provide MSI prevention e-learning options that will be available province-wide.

Provide training options to educators and students

• SAFE Work Manitoba will work with our partners at SAFE Workers of Tomorrow (SWOT) to ensure that MSI prevention information is integrated into their high school educational materials and presentations. The SWOT team will help us increase the reach of MSI prevention messages — SWOT reached more than 40,000 Manitoba youth in 2014-15 with occupational safety messages, and their reach is growing. SWOT uses young presenters to make it easier for youth to relate to and adopt safe work practices.

• To further expand our outreach to youth, SAFE Work Manitoba will also explore opportunities to deliver MSI prevention workshops to high school teachers and administrators at educational special development days.

Top 5 occupations with the largest number of MSIs resulting in lost days*

• Truck Drivers
• Construction Trades Helpers & Labourers
• Registered Nurses
• Nurses Aides, Orderlies & Patient Services Associates
• Material Handlers

*Workers Compensation Board of Manitoba, 2015
Tactic 3:
Enable and Encourage All Manitobans to Take Action on MSI Prevention

By making information, resources and e-learning easily available at safemanitoba.com
Why this is important

- Feedback from our advisory panel suggests that there are a number of attitudinal and cultural factors that have contributed to making workplace MSIs the top type of time-loss injury in Manitoba.

- The statistic suggests that many workplaces do not place proper priority on MSI prevention, making it more likely that workers will suffer an MSI because of a number of reasons, including lack of training, lack of motivation on the part of the employer to implement MSI prevention practices, lack of motivation on the part of the worker to comply with prevention rules, lack of employer buy-in on MSI prevention practices, or working conditions that have improper ergonomic design.

- The statistic also suggests that many workers don’t understand what a workplace MSI could cost them: their long term financial and physical health, their ability to advance in the careers they enjoy and are trained for, and the freedom to have a personal life that is free of pain.

- The statistic also suggests that many Manitobans don’t know how to prevent MSIs, or do not understand how unsafe body mechanics and improper ergonomics can break down their bodies.

Advisory panel feedback indicates that safe work practices decrease if the practices are not regularly reinforced in the workplace. Employers and workers who understand how to prevent MSIs still need systems in place to reinforce MSI prevention practices.

What we will do

Reach out to all Manitobans

- SAFE Work Manitoba will use safemanitoba.com and its other communications platforms to:

  - organize and regularly promote MSI prevention information and resources
  - curate effective resources from other Canadian jurisdictions
  - share stories about the impact MSIs have had on Manitoba workers and employers
  - position SAFE Work Manitoba and our industry-based safety partners as subject matter experts on MSI prevention.

- SAFE Work Manitoba will work with our industry-based safety partners to offer MSI prevention e-learning options that will reach Manitobans across the province. The e-learning will be available 24 hours a day at safemanitoba.com.
Tactic 4: Gather Data from Employers and Workers

To understand MSI prevention attitudes in Manitoba workplaces and inform prevention efforts
Why this is important

- There is a lot of anecdotal feedback (see tactic 3) to show why workplace MSIs have remained the top time-loss injury in Manitoba for years. However, there is not a lot of formal research data to explain why employers and workers often don’t apply MSI prevention practices in a satisfactory and consistent way in the workplace.

The information we learn from surveying employers and workers will help inform the rest of this strategy’s tactics. For example, the results will provide insight into workplace safety culture and identify gaps where we might refine our focus.

What we will do

Survey employers and workers

- SAFE Work Manitoba will look for opportunities (for example, workshops, conferences and partnerships with industry-based safety partners) to gather data from employers and workers. We will seek to better understand how they view MSI risk in the workplace and how they take responsibility to protect themselves and their co-workers. The data will:
  - help SAFE Work Manitoba establish a baseline on MSI awareness in Manitoba workplaces
  - allow SAFE Work Manitoba to provide relevant information on MSI risk and prevention to employers, workers and safety partners
  - help SAFE Work Manitoba identify and address gaps in MSI prevention in Manitoba.

Every HOUR

2 Manitoba workers get an MSI at work*

16 Manitoba workers are injured by an MSI per day

112 Manitoba workers are injured by an MSI per week

5824 Manitoba workers are injured by an MSI per year

*Numbers calculated based on an eight-hour workday, a seven-day week and a 52-week year. Data is from 2015.
Investing in safety is worth every penny, because it prevents workplace injuries and the costs they create, says Doug Eames, Safety and Health Coordinator at Black Cat Blades (BCB) in Selkirk, Manitoba.

BCB manufactures cutting edges for graders, snow plows, excavators and other kinds of ground engagement machinery. Since BCB began implementing controls to reduce MSIs on its factory floor, the company has seen an 85 per cent decrease in strains and sprains over the last 10 years. They had only nine MSIs in 2015, which is a huge drop from 140 MSIs in 2004-05.

“Employers need to understand that you have indirect costs that go with an injury. A lot of people don’t see the big picture,” says Doug.
Safety investments pay for themselves

Black Cat Blades has spent about $155,000 on equipment for improved ergonomics and built a strong safety program by involving staff in safety decisions, providing regular training, and putting into place a medical management policy and a return to work program that helps injured employees get back to work sooner while staying safe.

It doesn’t happen overnight, but investing time and money towards safety pays for itself many times over.

For every $1 they have spent on equipment, BCB has seen a return on investment of approximately $19.50. This ROI is calculated based on BCB’s Workers Compensation Board premiums, which have dropped by 70 per cent since 2005 because of fewer and less severe injuries in the workplace. Their total savings on WCB premiums has been approximately $3 million over the last 10 years.

For example, production is lost if an injured worker needs to take time off to recover, and accident investigations take work time away from foremen, safety and health committee members, and other workers.

Those costs add up fast. And injured workers pay a big price, says Doug, especially if their injuries are serious.

The journey to a successful MSI Prevention Program

Back, neck, shoulder, wrist and elbow injuries “were through the roof” in BCB’s factories when Workplace Safety and Health visited them in 2004-05, says Doug.

Installing equipment for improved ergonomics

BCB began addressing the problem by assessing the physical demands and injury risks associated with each job task. Based on the assessments, BCB started installing equipment tailored to reduce the injuries workers were experiencing.

For example, in 2006 it installed the first of four gantry systems to lift and move metal beams. Previously, these 1000-pound beams were moved manually, which led to 50 to 60 per cent of the strains and sprains workers suffered in the factory. With the gantry system, the MSI rate on this production line is now zero.

Other equipment includes height-adjustable floors both at the hydraulic punch and the gas furnace press so that employees can work at a height that’s comfortable for them — an innovative solution that was designed in-house. Auto-loader and auto-stacker machines move materials on and off production lines.

Maintaining a culture of safety

MSI prevention involves more than equipment. A key part of BCB’s prevention program is maintaining a culture of safety.

Two days of new worker orientation are reserved for safety training, which includes back safety guidelines and instruction on the ergonomic equipment.

The safety message does not stop there. The company holds daily huddles with all shifts, meets with staff members to discuss concerns and regularly schedules refresher training. Doug and members of the health and safety committee also don’t hesitate to correct unsafe behaviour. The right to refuse unsafe work is heavily promoted here, as well as the workers’ responsibility to report problems so that they can be fixed.

“It doesn’t happen overnight, and you have to keep on [maintaining] the culture. If you stop, it will start fading away. And that happens at all levels,” says Doug.

Employers need to understand that you have indirect costs that go with an injury. A lot of people don’t see the big picture.
Summary

Tactic 1: Provide Accessible and Relevant Prevention Information

- Collaborate with safety partners
  - To create industry-specific prevention information and educational materials, including guides, videos and injury statistics
- Consult with employers and workers
  - By supporting employers with high MSI rates
  - By addressing injury hotspots in high-risk industries and occupations
- Reach out to educators and students
  - By exploring opportunities to enhance prevention information in trades programs

Tactic 2: Support Innovative and Practical Training and Outreach

- Develop training with safety partners
  - To create an MSI prevention training standard
- Build the capacity of employers and workers
  - By delivering train-the-trainer workshops
- Provide training options to educators and students
  - By partnering with SAFE Workers of Tomorrow (SWOT), which delivers MSI prevention messages to high schools
  - By exploring opportunities to deliver MSI prevention workshops to high school teachers and administrators at educational special development days

Tactic 3: Enable and Encourage All Manitobans to Take Action on MSI Prevention

- Reach out to all Manitobans
  - By making safemanitoba.com a source of organized, up-to-date MSI prevention information and resources
  - By offering MSI prevention e-learning options that will reach Manitobans across the province, 24 hours a day

Tactic 4: Gather Data from Employers and Workers

- Survey employers and workers
  - To help establish a baseline on MSI awareness in Manitoba workplaces
  - To provide relevant data to employers, workers and safety partners
  - To identify and address gaps in MSI prevention in Manitoba

SAFE Work Manitoba will report on the strategy’s progress annually. This will include tactics completed each year and data related to musculoskeletal injuries. This information will be made available at safemanitoba.com.
What is the relationship between SAFE Work Manitoba and the Workplace Safety and Health Branch?

As a separate arm of the Workers Compensation Board of Manitoba (WCB), SAFE Work Manitoba is the public agency dedicated to the prevention of workplace injury and illness. Working with our partners in the safety community, we provide prevention education, safety programming, consulting and strategic direction to create a genuine culture of safety for all Manitobans. SAFE Work Manitoba is responsible for implementing the MSI Prevention Strategy.

The Workplace Safety and Health Branch enforces The Workplace Safety and Health Act and its associated regulations, in order to protect the safety and health of workers in Manitoba. The WSH’s inspection and investigation activity focuses on improving legislative compliance in order to eliminate workplace fatalities, injuries and illnesses.

SAFE Work Manitoba works collaboratively with the Workplace Safety and Health Branch and provides MSI data to assist with their enforcement activities.