

March 27, 2026

The Workers Compensation Act Legislative Review 2025-2026
PO Box 309
Station Main
Winnipeg, MB R3C 2H6

Dear Review Committee,

Re: Incentive for Individually Assessed Employers to Achieve SAFE Work Certification

Individually assessed employers are currently not eligible to receive rebates under the SAFE Work Certification program due to the structure of the Workers Compensation Board's rate model. While we recognize the rationale behind this policy, we respectfully request consideration is given to extending rebate eligibility to this group or exploring alternative incentives that would encourage participation.

Individually assessed employers include some of Manitoba's largest and most complex workplaces. Participation of this group in SAFE Work Certification has the potential to influence thousands of workers and set a strong example for safety leadership. Many of these organizations are committed to the principles of the SAFE Work Certified standard, however absence of a financial incentive may discourage broader uptake—especially among departments or divisions with limited budgets.

We believe that offering rebates—or a comparable form of recognition—would:

- Encourage more employers to pursue certification, thereby improving safety outcomes across the province.
- Reinforce the value of proactive safety management, especially in sectors where risk exposure is high.
- Promote fairness and inclusivity, ensuring that all employers who meet certification standards are acknowledged for their efforts.

Thank you for considering this submission.

Sincerely,

Kent Blackmon
Co-Chair, Individually Assessed Committee (IAC)

Blaine Duncan
Co-Chair, Individually Assessed Committee (IAC)