

March 31, 2026

Subject: WCB Act Review

Dear Members of the Workers Compensation Act review committee:

Thank you for the opportunity to provide input into the review of the Workers Compensation Act.

The Manitoba Association for Safety in Healthcare (MASH) is dedicated to partnering with the healthcare sector to reduce workplace injuries and foster psychologically safe environments across Manitoba. By integrating multiple data sources—including workers' compensation data—MASH identifies trends, informs decision-making, and supports the development of targeted safety and health initiatives. Through this industry-based safety program, MASH works to prevent injuries and illnesses and strengthen safety performance throughout the healthcare system.

The following input is provided to support a collaborative approach to aligning prevention efforts among all stakeholders.

1. Prevention Advisory Council – Governance Alignment

Recommendation:

Amend Section 54.2(1) to remove the restriction prohibiting WCB Board members from serving on the Prevention Advisory Council.

Rationale:

Currently the legislation, states the Prevention Advisory Council must consist of representatives of workers, employers, and the public interest, however, the Act prohibits members of the WCB Board of directors from serving on this council.

Allowing Board participation would strengthen governance alignment, enhance communication, and improve integration of prevention priorities into Board-level decision-making.

Key Benefits:

- Establishes a direct governance link between the Council and the Board
- Improves clarity and efficiency of communication on prevention priorities and partner perspectives
- Enhances Board visibility into system risks, challenges, and opportunities
- Strengthens transparency and accountability in decision-making
- Reinforces prevention as a core function of the workers' compensation system
- Maintains balanced representation while improving system alignment
- Supports Manitoba's collaborative prevention partnership model

2. Prevention Activities – Formal Recognition of IBSPs

Recommendation:

Section 54.1(2) currently outlines the Workers Compensation Board's responsibility to promote workplace safety and health and to prevent workplace injury and illness. Although the Act acknowledges the importance of collaboration, it doesn't explicitly identify Industry Based Safety Programs as formal prevention partners, despite their integral role in Manitoba's prevention system.

Amend Section 54.1(2) to formally recognize Industry-Based Safety Programs (IBSPs) as key prevention partners and require structured collaboration between WCB/SAFE Work Manitoba, Workplace Safety and Health Branch and IBSPs.

Rationale:

Formal recognition would align legislation with current practice, the Prevention Charter and strengthen coordinated, sector-specific prevention efforts.

Key Benefits:

- Aligns legislation with Manitoba's existing prevention framework
- Recognizes IBSPs' established role in industry specific training, certification, and prevention support
- Strengthens collaboration and coordination among prevention partners
- Enhances delivery of sector-specific prevention strategies
- Supports more effective prevention incentives and programming
- Improves long-term sustainability and consistency of prevention efforts

In closing, MASH strongly supports a coordinated and collaborative approach among all prevention partners to reduce injuries and build a strong safety culture within Manitoba.

Thank you for considering this submission. MASH remains available for further discussion or clarification the Committee may have.

Sincerely,

Tonya Nelson

Tonya Nelson
MASH, Director of Safety Programs

cc Ron Van Denakker, MASH Executive Director
William Gardner, Chair Manitoba Employers Council (MEC)
IBSP Council
MASH Board of Directors