



@wsib is published bi-monthly by the Ontario Workplace Safety & Insurance Board. To have @wsib e-mailed to you, please [subscribe](#). If you have any questions about this issue, please e-mail the editor, Maura Murphy, at [info@wsib.on.ca](mailto:info@wsib.on.ca)

**QUICK NEWS...**

**Integrated Prevention System Delivery Model**

The WSIB and its partners in the occupational health and safety system, the Minister of Labour and 14 Health and Safety Associations, have designed and will implement an [Integrated Prevention System Delivery Model](#) to reach all workplaces and ensure that the system responds to changing workplace safety needs in a flexible and proactive way.

**Exemptions to Bill 119**

The provincial government has passed [Ontario Regulation 47/09](#), which defines exemptions for certain partners and executive officers under the [Mandatory Coverage in Construction](#) legislation. @



**WSIB Chair launches major consultation initiative**

**Together we must look at what we are doing, how we are doing it, and what we are planning to do jointly to provide for the injured workers of Ontario...**

**WSIB Chair Steve Mahoney**  
*Letter to Stakeholders, January 30, 2009.*

In the face of unprecedented economic challenges, WSIB Chair Steve Mahoney has initiated a province-wide stakeholder consultation. Aimed at achieving a broad consensus among stakeholders on how best to deliver a sustainable future for Ontario's Workplace Safety and Insurance Board, the consultation process will include open and frank communication about the financial and legislative framework in which the WSIB operates.

"We need to take a hard look at the WSIB through a new economic lens," says Mahoney. "We want to build a WSIB that will serve generations to come as we move forward on the Road to Zero." The WSIB remains committed to preventing workplace injuries, illnesses, and fatalities. This initiative will support a review of existing programs and services to ensure that they are providing practical, timely, and positive results for the employers and workers of Ontario.

**Now, more than ever, focusing on health and safety in the workplace will reap much-needed financial returns for Ontario's employers... In this extraordinary economic time, I encourage you to redouble your efforts in the prevention of workplace injuries.**

**WSIB Chair Steve Mahoney**  
*Open letter to employers and workers of Ontario, January 29, 2009.*

**Watch for more on this consultation initiative in the next issue of @wsib. @**



**Reaching out to migrant workers**

**All Ontario workers have the right to know about workplace hazards, the right to receive proper training and equipment, and the right to refuse unsafe work. But it's difficult to protect yourself from workplace hazards and to exercise your rights if you don't understand them.**

Each year, more than 16,000 migrant agricultural workers come to Ontario – primarily from Mexico and the Caribbean – to work in greenhouses, as field crop harvesters, and as general farm labourers. Because many of these workers speak little English and have low literacy skills, they are at risk for workplace injuries – especially if they aren't able to understand warning labels or safety procedures.

The WSIB and its partners are working to ensure that foreign agricultural workers know about their rights and how to stay safe when working in Ontario. The [Farm Safety Association of Ontario](#) provides health and safety training and information to

Continued from page 1...

farm workers, and produces targeted educational material for seasonal workers and their employers. The [Occupational Health and Safety Clinics for Ontario Workers](#) (OHCOW) has published a health and safety guidebook in Spanish, conducts educational workshops, and has helped establish support centres in the Leamington and Simcoe areas for migrant and seasonal workers.

Last summer, WSIB staff met with 200 Mexican workers in Leamington to provide information and answer questions – in Spanish – about their rights, obligations, and what to do if they are injured on the job. Workers at that session expressed concerns about possible repercussions of filing a WSIB claim and their difficulties communicating with local doctors. To address this issue, the WSIB has developed a [pamphlet for health care professionals](#) to help them provide appropriate care to foreign agricultural workers. As well, the WSIB is working to find innovative solutions for transferring health and safety awareness to these workers, including developing prevention resources that use pictograms instead of words.

The WSIB is committed to a workplace health and safety system that respects the rights of temporary foreign agricultural workers. A recent revision to the [Foreign Agricultural Workers Policy](#) and a new [Adjudicative Advice document](#) (146k, pdf) will help ensure that these workers' entitlements are calculated equitably.

The WSIB also provides numerous services – including translation and interpretation services in up to 60 languages – to workers who may be left out of mainstream communication channels. For more information, please visit the [Multilingual and Community Outreach Services](#) page on the WSIB Web site. @

## Transition to New Service Delivery Model (NSDM) Continues

The transition to the NSDM is well underway, with the rollout now complete in our Ottawa, Kingston, Toronto, Hamilton, St. Catharines, Kitchener and Guelph offices. This phased rollout approach is helping to minimize any service disruption and to apply learning forward from each office launch experience. We are on target to conclude the transition by April of this year in the WSIB's remaining offices, including London, Windsor, Sudbury, Timmins, North Bay, Thunder Bay and Sault Ste. Marie. The NSDM is fundamental to our *Road to Zero* goals of leadership in prevention efforts as well as service and organizational excellence.

As part of the NSDM, the Occupational Disease Services Division has begun implementation of a service delivery model that reflects the unique needs of occupational disease cases. The model includes the continuation of interdisciplinary sector-based teams. Primary Adjudicator and Return to Work Specialist roles have been added within the Occupational Disease and Survivor Benefits Program. The current consolidated OD Adjudicator job will be streamlined into eligibility and case management roles. OD service delivery teams will enhance early and personal contact with workers and their families, as well as with employers, and continue to strengthen case planning, and timely decision-making.

Many employers are now using our new online reporting tool for filing the Employer's Report of Injury or Disease (Form 7). eForm 7 saves employers time and money, providing:

- The opportunity to submit this information to the WSIB when it is convenient;
- The flexibility to submit data from existing human resources or disability management applications, or online at [www.wsib.on.ca](http://www.wsib.on.ca);
- The ability to report faster and avoid costly late reporting penalties;
- The ability to assign an "administrator" in-house with the authority to grant multiple employees access to submit injury/disease reports. There is no need to contact the WSIB for approval.

Updates on NSDM happenings continue in the next @wsib. @

### Did you know?

February 28 was the 10th annual [RSI Awareness Day](#).

The 2009 indexing factor for WSIB benefits calculated based on the Consumer Price Index and the Modified Friedland formula is 2.5%.

The deadline for the WSIB's annual [Student Video Contest](#) is April 1, 2009. @



### Date of Injury and Date of Accident

WSIB policy now provides clear guidelines for decision-makers when determining date of injury/date of accident in individual cases. A clarification to [Operational Policy 11-01-04](#) indicates the terms "date of injury" and "date of accident" have the same meaning. These terms can be used interchangeably to refer to the first date a worker is entitled to WSIB benefits. Decision-makers, employers and workers alike can now rely on a common meaning for both terms, thus eliminating confusion.

A clear, common understanding of "date of injury" and "date of accident" ensures a clear start point for employers when calculating re-employment and continuation of employment benefit obligations. Also, use of the term "date of injury" supports the WSIB's position that there really are no "accidents."

While the terms are used interchangeably

for purposes of the same meaning, this change will allow the focus to be on the concept of date of injury: The date of injury concept will now be used for determining:

- first date worker is entitled to benefits,
- start date for the 72 month review,
- the one year period an employer is required to contribute to employee benefits, and
- the period of an employer's re-employment obligation.

As well, with this policy clarification the WSIB sets a sound foundation for consistent application of re-employment obligations for construction and all other covered employers.

Application of the revised policy will not be retroactive, i.e., revised policy will apply to all decisions made on or after January 1, 2009, for all injuries on or after January 1, 2009. @