

Health and Safety Excellence program

Diana Rea | Manager, Program Design and Effectiveness | WSIB

Occupational health & safety system partners

Ontario occupational health and safety partners



**Health and Safety
Excellence program
providers**



About Workplace Safety Insurance Board (WSIB)



Health and
safety
promotion



Return-to-work
services

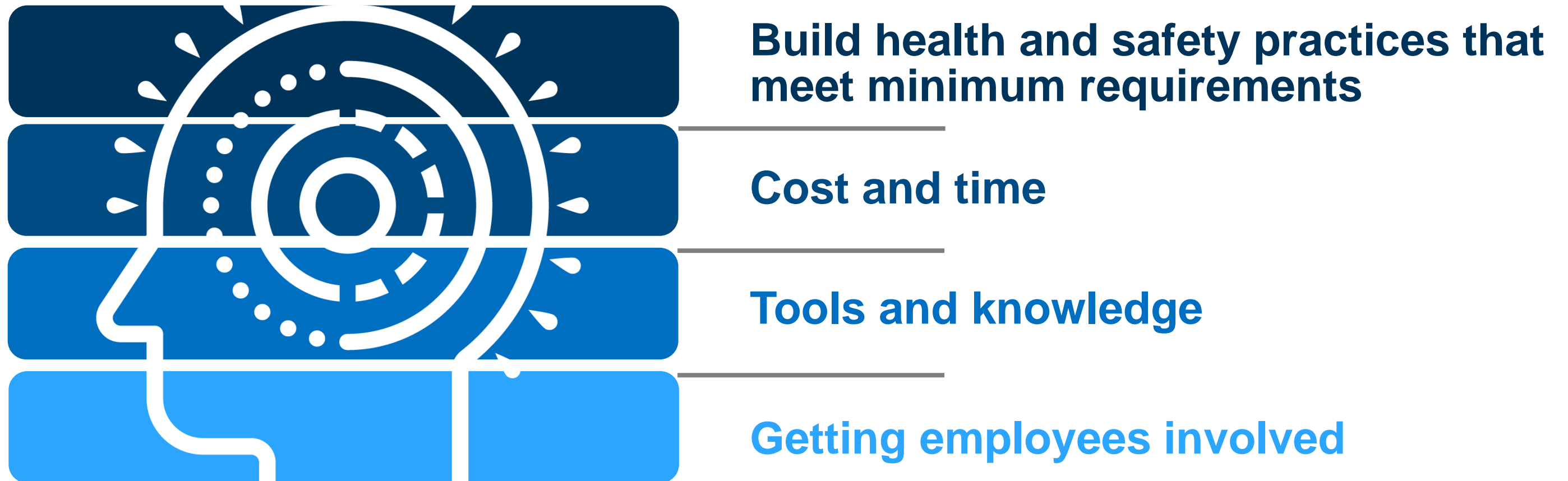


No-fault
workers'
compensation



How the Health and Safety Excellence program can help

Common health and safety challenges



Build health and safety practices that meet minimum requirements and beyond



1. Understand and meet minimum requirements

2. Develop your health and safety program

3. Develop a health and safety management system to a standard of excellence

Reduce costs and time



- Injuries and illnesses
- Costs associated with turnover and retraining
- Ministry of Labour orders
- Time spent on injury investigation

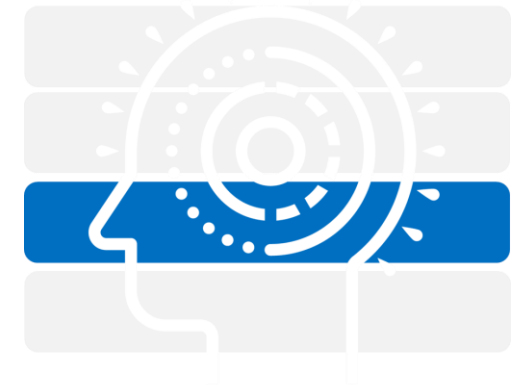


- Employee morale
- Customer metrics
- Productivity
- Better premium rates
- Rebates on premium
- Non-financial recognition

■ Receive from the WSIB

Return on your health and safety investment \$\$\$

The right tools and knowledge



Supports available



Support in selecting the best health and safety improvement opportunities for your workplace

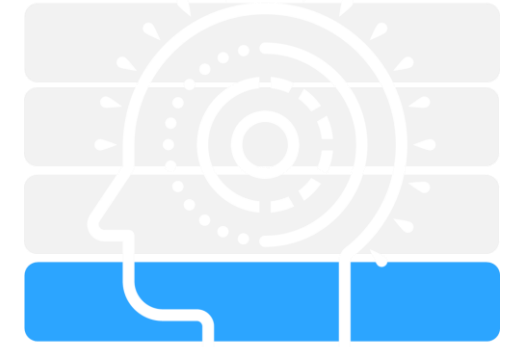


Resources to help you implement health and safety improvements



Share best practices with businesses like yours and receive answers to your health and safety questions

Getting employees involved



A safe and healthy workplace includes the participation of your employees.



Health and Safety Excellence program

The case for change

We have **redesigned our health and safety programs**. The new program integrates the strengths of our three previous programs into one.

Strengths of current programs

- Best practice health and safety standards
- Health and safety management system audit tools
- Peer-learning and networking groups
- Dedicated support for small businesses
- Provider network serving different industry sectors and regions

“I need a roadmap to improve health and safety at my workplace...”

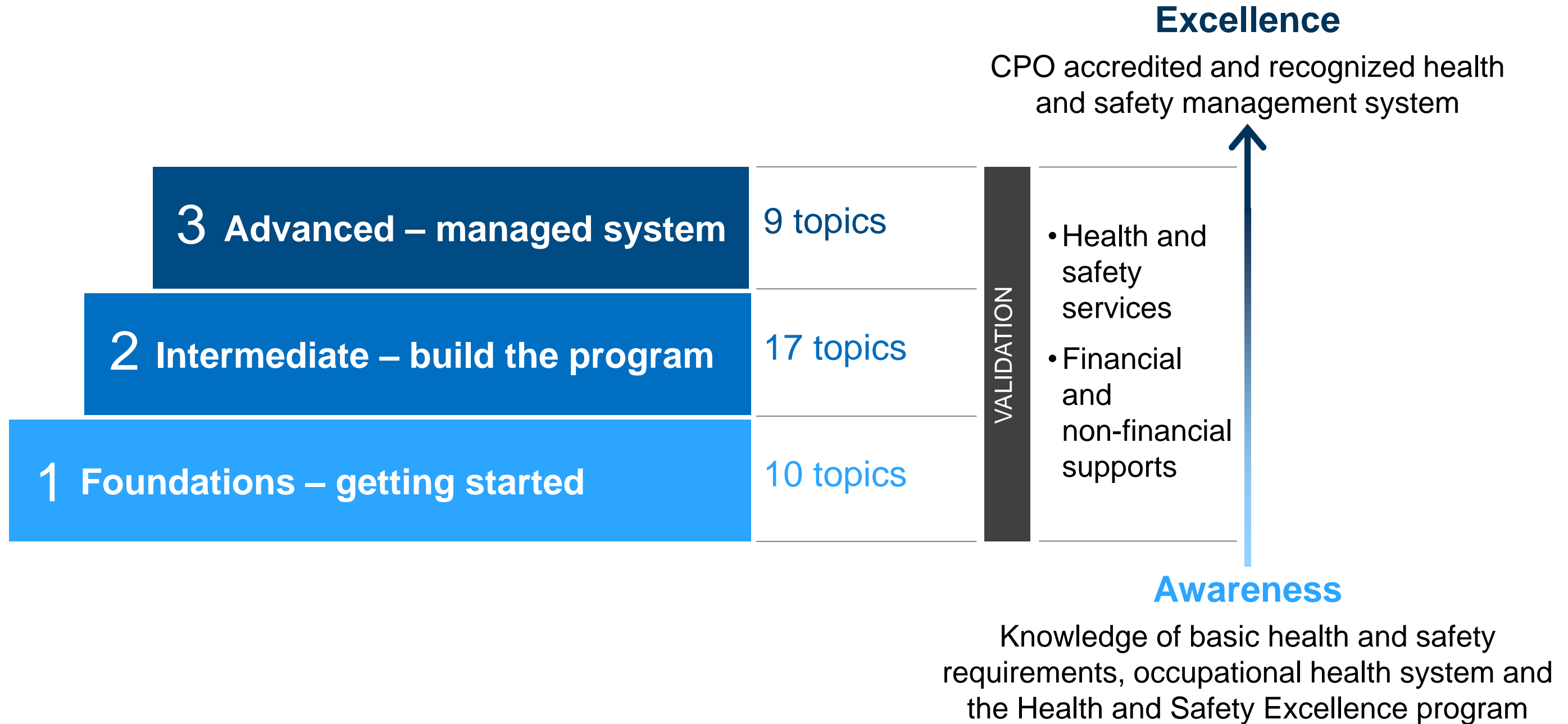
Future state – new program

- Integrate programs to create one seamless continuum of health and safety maturity
- Increase validation and feedback to ensure effectiveness of health and safety workplace improvements
- Expand service options and modes of delivery
- Increase program awareness

Current Programs

Small Business | Workwell | Safety Groups

Health and safety excellence program levels



Your journey through the program



Step one | Join



1

Register with a WSIB-approved provider



2

Complete the online health and safety assessment



3

Select 1 – 5 health and safety topics for your action plan

Step two | Develop



1

With guidance from your provider, complete the topic(s) you selected

Step three | Demonstrate



Demonstrate

1

Once you've completed all the topic(s) in your action plan, submit evidence for WSIB validation



2

The WSIB validator will review the evidence and determine if you completed your topic(s).

If gaps are identified, you have 60 calendar days to address them and complete the topics

Step four | Achieve



1

For every topic you complete, you earn a rebate



2

You will also receive non-financial recognition

Demonstrate | Submit evidence for validation



Desk validation

- **Every** participant will receive a desk validation
- Validation guideline (on WSIB website)
- **NOT** an audit, minimal paperwork
- Flexible options to demonstrate topic completion (e.g. photo)

60 calendar days to address any gaps from the validation



Onsite validation

- **A small number of** participants will receive an onsite validation
- Opportunities for health and safety improvements
- Receive health and safety expertise from WSIB validator

Achieve | Greater Rewards



**1. Rebate on
premium**



**2. Public
recognition**



**3. Lower
premium rates**



**4. International
standard of
excellence**

Achieve | Earn rebates

A rebate is awarded for **every topic** you implement



Achieve **1.4% or 2% per topic** completed



Rebate minimum and maximum:

- Receive a minimum of \$1000 per completed topic, up to 75% of your annual premiums
- Receive a maximum of \$50,000 per completed topic

How to calculate your rebate

You need to know: **Predictability**



Under the 2020 premium rate-setting model, you will be assigned a predictability (based on the degree to which your claims experience and insurable earnings impact your premium rate).

If your predictability is **greater than 20%** you will receive **1.4% per topic**

If your predictability is **less than 20%** you will receive **2% per topic**

How to calculate your rebate

1 Find prior year premiums on Compass

\$96,435.39

X

2 Find predictability on Compass

> 20% = 1.4% per topic
< 20% = **2% per topic**

X

3 Determine # of topics you want to implement



3



Rebate formula:

$$\mathbf{\$96,435.39 \times 2\% \times 3 = \$5,786.12}$$

Rebates | Example

						
Employer	Premium	Predictability rate	% per topic	# topics implemented	Rebate calculation	Financial support
Large employer	\$585,000	25% (more impact on premium rate)	1.4%	5	5 topics @ 1.4%	= \$41,000
Small employer	\$13,000	13% (less impact on premium rate)	2%	3	3 topics @ 2% = 6% of premium	= \$780
					Floor of \$1000 per topic (up to 75% of premium)	= \$3,000

Note: there is a cap of 50k per topic completed

Achieve | non-financial recognition

You will be recognized for being a member in the Health and Safety Excellence program and for successfully implementing topics in your workplace.



Member recognition

- Membership: digital badge on Compass
- Years of participation: printed certificate



Performance recognition

- Topic completion: printed certificate / digital badge on Compass
- Level completion: printed certificate / digital badge on Compass

Measuring change in culture

A culture survey...

- Helps you get a **snapshot** of your employees' perception of health and safety in your workplace
- It is recommended that you have your employees complete the survey every year to **measure improvement** or **change in workplace culture**



Sample questions

On a scale of 0 – 4 (0 = strongly disagree, 4 = strongly agree)

1. This organization considers safety at least as important as production and quality, in the way work is done.
2. Employees are always involved in decisions affecting their health and safety.

Profile one: Thomas Construction Ltd.

“I don’t know what the basic requirements are or how to get started”



Thomas
(Owner)

Company profile



15 Full-time employees



Industry:
Construction

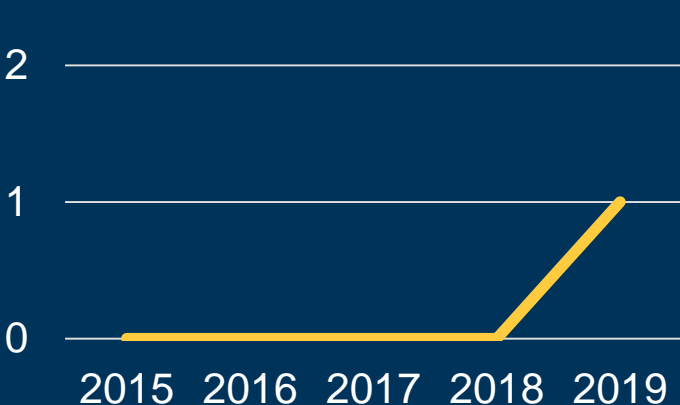


Location:
Sudbury



Service preference: In-person & Online

Number of lost-time injury claims



— # of LTI claims

Top injury event

100%

Falls

WSIB account information

10%

Predictability

\$5,000

Premium

Profile two: Express Manufacturing Corp.

“I have a basic health and safety program but my employees are still getting injured”

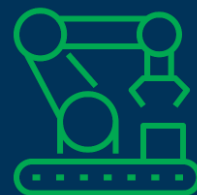


Martha
(Owner)

Company profile



80 Full-time
employees



Industry:
Manufacturing

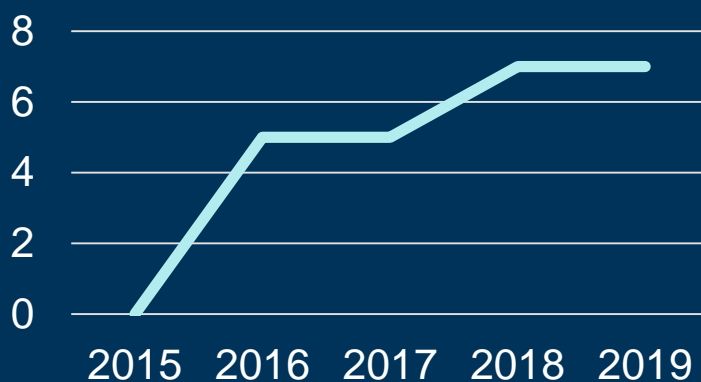


Location:
Scarborough



Service preference:
In-person

Number of lost-time injury claims



— # of LTI claims

Top injury
event



Repetitive
motion

WSIB account information

18%

Predictability

\$100,000

Premium

Join | Choose a provider

Thomas chose a provider based on...



Regions, industry and size of his business

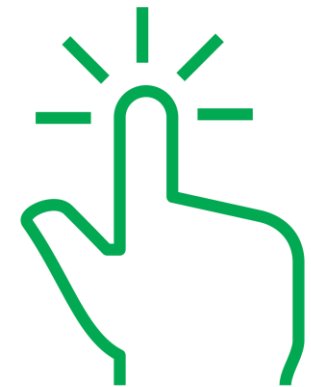
- ✓ Sudbury
- ✓ Construction
- ✓ Small business

Type of services

- ✓ Learn in a group setting – more affordable
- ✓ Like the flexibility of online and in-person services



**ABC
Construction
provider**



Join | Choose a provider

Martha chose a provider based on...

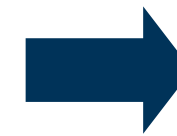


Regions, industry and size of her business

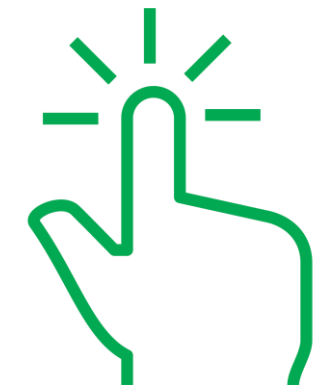
- ✓ Scarborough
- ✓ Manufacturing
- ✓ Medium business

Type of services

- ✓ Individual service – more efficient
- ✓ In-person services



**Manufacturing
H&S provider**



Join | Complete the online assessment and select topic(s)

Based on Thomas's assessment results, he selects...



Level 1

First aid
Leadership and commitment
Health and safety responsibilities
Injury, illness and incident reporting

Join | Complete the online assessment and select topic(s)

Based on Martha's assessment results, she selects...



Level 2

Competency
Emergency response
Legal and other requirements
RTW program requirements, forms and tools

Demonstrate | Submit evidence for validation

Thomas submits the following for validation...



Desk validation

Topic 1: Health and safety responsibilities

Submitted the following:

- A document describing Health and safety responsibilities for all workplace parties
- Our orientation training that shows workplace party responsibilities
- A video of me explaining my health and safety responsibility as the owner



Demonstrate | Submit evidence for validation

Martha submits the following for validation...



Desk validation



Onsite validation



Topic 1: Competency

Submitted the following:

- Job description that shows competency requirements
- Video of my staff explaining their involvement in the process of determining competencies for employees

WSIB validator went onsite to:

- Speak with employees to confirm understanding on the competency requirements for their role

Topic 2 : Return-to-work program requirements, forms and tools

Submitted the following:

- Written procedures of for return-to-work
- Copies of return-to-work forms

WSIB validator went onsite to :

- Speak with employees to confirm understanding of the return-to-work process

Achieve | Recognition and rebates

Thomas achieves the following...

“My employees and I now have a better understanding of our responsibilities to keep everyone safe”



Non-financial recognition

- Achieves **digital badge** on WSIB website for completing one topic
 - Achieves **certificate** for being in the program for one year
- 
- Displays certificate on company recognition wall



Rebate

- Achieves **\$1,000** rebate


Achieve | Recognition and rebates

Martha achieves the following...

“I now have a better understanding of the training, knowledge and experience my employees need to be competent at what they do. Our injury rate has declined “



Non-financial recognition

- Achieves **digital badge** on WSIB website for completing four topics
 - Achieves **certificate** for being in the program for one year
- 
- Uses digital badge on company website and employee e-mail signature



Rebate

- Achieves **\$8,000** rebate

Continual improvement

Thomas continues to participate in the Health and Safety Excellence program and...



Decides to complete a **new level 1 topic** in the following year

Continual improvement

Martha continues to participate in the Health and Safety Excellence program and...



Decides to complete additional **level 2 topics** in the following year

Benefits of the Health and Safety Excellence program



Only financial incentive program offered by the WSIB



Receive dedicated support to meet minimum health and safety requirements and beyond



Aligned with the new premium rate-setting model



Improve your workplace health and safety culture

Next steps

1



Attend an information session
(the presentation today)

2



Create an online profile
(Commencing in Nov)

3



Complete assessment and develop action plan
(Within 90 days of creating your online profile)