Health and Safety Excellence program

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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
The costs of unsafe work

and another 182,780 were injured.

Workplace Accident Shuts Down GTA Plant

THE DAILY NEWS
www.dailynews.com

Ron LePage, "Ronnie", 59
Trapped under a dump truck

Alexie Vincent, 21
Killed in a "rail haulage accident" at a mine

Rob Morneau, 44
Tripped and fell through a skylight while doing electrical work

How the Health and Safety Excellence program can help
Common health and safety challenges

Build health and safety practices that meet minimum requirements

Cost and time

Tools and knowledge

Getting employees involved
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.

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**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

**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

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"I need a roadmap to improve health and safety at my workplace…"

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**Current Programs**

- Small Business
- Workwell
- Safety Groups
Health and safety excellence program levels

1. Foundations – getting started
   - 10 topics
   - Knowledge of basic health and safety requirements, occupational health system and the Health and Safety Excellence program

2. Intermediate – build the program
   - 17 topics
   - VALIDATION:
     - Health and safety services
     - Financial and non-financial supports

3. Advanced – managed system
   - 9 topics
   - Excellence:
     - CPO accredited and recognized health and safety management system

Awareness

Knowledge of basic health and safety requirements, occupational health system and the Health and Safety Excellence program
Your journey through the program

1. Join
2. Develop
3. Demonstrate
4. Achieve
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

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

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

60 calendar days to address any gaps from the validation
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

2. Find predictability on Compass

> 20% = 1.4% per topic

< 20% = 2% per topic

3. Determine # of topics you want to implement

3

Rebate formula:

$96,435.39 \times 2\% \times 3 = $5,786.12
# Rebates I Example

<table>
<thead>
<tr>
<th>Employer</th>
<th>Premium</th>
<th>Predictability rate</th>
<th>% per topic</th>
<th># topics implemented</th>
<th>Rebate calculation</th>
<th>Financial support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large employer</td>
<td>$585,000</td>
<td>25% (more impact on premium rate)</td>
<td>1.4%</td>
<td>5</td>
<td>5 topics @ 1.4%</td>
<td>= $41,000</td>
</tr>
<tr>
<td>Small employer</td>
<td>$13,000</td>
<td>13% (less impact on premium rate)</td>
<td>2%</td>
<td>3</td>
<td>Floor of $1000 per topic (up to 75% of premium)</td>
<td>= $3,000</td>
</tr>
</tbody>
</table>

**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.

Thomas (Owner)

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

Company profile

15 Full-time employees

Industry: Construction

Location: Sudbury

Service preference: In-person & Online

Number of lost-time injury claims

<table>
<thead>
<tr>
<th>Year</th>
<th># of LTI claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>0</td>
</tr>
<tr>
<td>2016</td>
<td>1</td>
</tr>
<tr>
<td>2017</td>
<td>1</td>
</tr>
<tr>
<td>2018</td>
<td>1</td>
</tr>
<tr>
<td>2019</td>
<td>2</td>
</tr>
</tbody>
</table>

Top injury event: Falls

100% Predictability

WSIB account information

10% Premium

$5,000
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

2015 2016 2017 2018 2019

# of LTI claims
0 2 4 6 8
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…

- 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
Martha submits the following for 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
Thomas achieves the following…

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

<table>
<thead>
<tr>
<th>Non-financial recognition</th>
<th>Rebate</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Achieves digital badge on WSIB website for completing one topic</td>
<td>• Achieves $1,000 rebate</td>
</tr>
<tr>
<td>• Achieves certificate for being in the program for one year</td>
<td></td>
</tr>
<tr>
<td>• Displays certificate on company recognition wall</td>
<td></td>
</tr>
</tbody>
</table>
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)