

WSIB Health and Safety Programs

Canadian Society of Safety Engineers

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Agenda

- Since April 1, 2012
- Overview WSIB Health and Safety Programs
- Prevention Program Review/WSIB Response
- Workwell
- Questions

Background

The prevention mandate transitioned from the WSIB to the Prevention Office/MoL effective April 1, 2012.

In the Spring of 2013, the Chief Prevention Officer initiated a comprehensive review of the existing WSIB programs (Safety Groups, Workwell, Small Business Programs) with the intent to develop evidenced based voluntary programs that align to the Expert Advisory Panel recommendations and the Integrated Health and Safety System Strategy

The WSIB has continued to administer our health and safety programs during the review to ensure there were no gaps in programming in the system.

The review consisted of recommendations from a Prevention Program Review Group (Labour/Employer and WSIB representation) and feedback from public consultation led by the MoL, Policy Branch

In December 2015 the CPO provided the WSIB with a number of recommendations to consider

Overview: WSIB Programs

Safety Groups

- The Safety Groups Program is a voluntary financial incentive program (up to 6% rebate) that recognizes employers that implement health and safety initiatives and decrease workplace injuries and illnesses. Employers who join a Safety Group, led by a sponsor (i.e. HSAs, Industry Associations), learn from each other's experiences in implementing injury and illness prevention programs. WSIB Safety Group Consultants conduct desk/field verification audits determined by an annual audit strategy. There is a 1-5 yr. program and a plus 5 year program. Over 2200 employers are engaged in the program for 2016.

Small Business Health and Safety Programs

- Small Business Health and Safety Programs are designed for small businesses who pay less than \$90,000 in annual premiums. The Programs consist of information sessions, a basic health and safety awareness program and a program that helps small business develop a health and safety program. Employers are eligible to receive a one-time 5% rebate for completing requirements as they build their H&S program. The Programs generally engage 1000 small businesses annually.

Workwell

- The Workwell Program provides collaborative risk-based consultative services for "high risk" employers. Employers are selected for service using a predictive model. Workwell Evaluators create and analyse employer risk profiles and conduct on-site Health and Safety Performance Reviews. Risk-Management Plans are tailored for each employer to provide advice and guidance in developing, implementing, improving and sustaining a health and safety management system.

Recommendations/WSIB Response

MoL/CPO Recommendation	WSIB Response
<p>Establish a continuum of prevention programs offering levels from compliance assistance to excellence</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • Programming should be available only to employers covered under <i>WSIA</i> • The WSIB is interested in collaborating with the CPO to develop a continuum of voluntary health and safety programming to support employers from compliance assistance to Excellence (Accreditation) • Review/Redesign and Implementation from 2016-2019
<p>Develop a self-assessment tool that evaluates an employer's OHS maturity and identifies the relevant programs and resources available to help</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • The WSIB is interested in collaborating with the CPO to develop a self-assessment tool that employers could access that would help identify gaps in their health and safety management system and direct them to resources/programs to help • Develop concept document in 2016
<p>Expand the reach of prevention programs with a focus on engaging more Small and Medium Employers (SMEs) and high hazard lines of work</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • A marketing plan will be developed in 2016 for Safety Groups, Workwell and Small Business Programs to increase awareness of the WSIB's voluntary health and safety programming for employers
<p>Promote business case for health and safety to a greater degree</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • A concept document will be developed in 2016 to develop an interactive tool that will provide employers with direct access to their claims information to help create the business case for implementing health and safety initiatives

Recommendations/WSIB Response

MoL/CPO Recommendation	WSIB Response
<p>Adapt delivery models to allow programs to expand</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • WSIB programs will be reviewed for redesign through to 2019, which allows for expansion of service delivery to consider HSAs/private providers and multi-channel access to resources and programming • The CPO will be engaged to discuss HSA participation
<p>Do not offer incentives for compliance with minimum standards</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • Financial incentives associated with Safety Groups and Small Business Programs will be considered in program redesign to determine appropriateness. Financial incentives will be independent from the rate framework
<p>Maintain the WSIB Workwell Program with some changes</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • Workwell will continue to engage poor performing employers • Redesign will include better alignment to the WSIB strategic direction with a focus on assisting employers to implement/improve their return to work programs • Phased implementation of new model in Q1 2017

Recommendations/WSIB Response

MoL/CPO Recommendation	WSIB Response
<p>Continue with repositioning the Small Business Health and Safety Program</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • The Safety Groups and Small Business Programs will be redesigned in 2016/17 to create a better continuum of health and safety between programs and with consideration for eligibility, program requirements, expected outcomes, potential financial incentive, sustainment and customer value
<p>Encourage participants of compliance assistance programs to move towards SGP</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation • The WSIB will take a more proactive role in marketing the Safety Groups Program for the 2017 program year
<p>Maintain the Safety Group Program, but change incentive eligibility for long-term members</p>	<ul style="list-style-type: none"> • The WSIB agrees with the recommendation in principle • The WSIB agrees there is decreasing value in the Safety Groups Program plus 5 years • Any review/redesign of Safety Groups needs to ensure there is no break in a health and safety continuum and that employers have an opportunity to participate in voluntary programming that encourages continuous improvement to excellence • The effectiveness of the plus 5 year, or Safety Group Advantage Program will be included in the review • The WSIB is interested in exploring the development and implementation of an Accreditation Program with the CPO as part of a continuum of voluntary programming

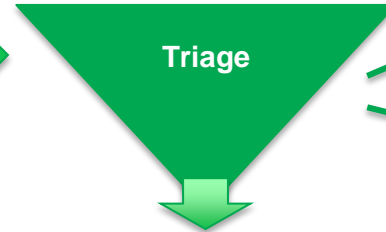
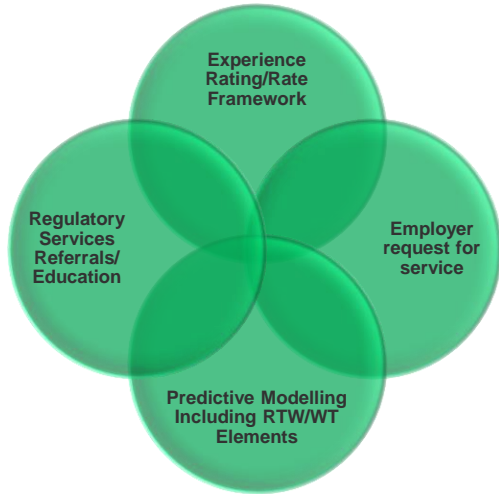
Recommendations/WSIB Response

MoL/CPO Recommendation	WSIB Response
Better engage Small, Medium Employers (SMEs) in the Safety Group Program	<ul style="list-style-type: none">• The WSIB agrees with the recommendation• The WSIB will develop and implement a Small Business Safety Group Program that will create a continuum from the Small Business Building a Program and align to the new rate framework for pilot in 2018

Workwell

Customized Service Model

Profiling & Prioritizing Workplaces



WSIB H&S Programs and H&S System Resources

Customized Service Plan Developed

Workplace Engagement

Business Case/Value Proposition	Gap Analysis Health & Safety Assessment and Program Improvement Report	RTW Program implementation Plan (Workwell)	RTW Program Implementation Support (Workwell)	Sustainability Plan (Workwell)
		Prevention Program Implementation Plan (HSA)	Prevention Program Implementation Support (HSA)	Health and Safety System

Workplace Assessment (Report)

Gap Analysis	Workplace Program Improvement Strategy	Implementation Plan	Implementation Support	Sustainability Plan
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Program Evaluation

Questions

