



Association of Workers' Compensation Boards of Canada  
Association des commissions des accidents du travail du Canada

# KSM Review Subcommittee Update

AWCBC CFO Meeting, November 12, 2013

[awcbc.org](http://awcbc.org)

1-855-282-9222

# Outline

- KSM Background
- Survey Results
- Recommended Process
- KSM Communication and Data Analysis
- General Comments / Discussion

# KSM Background

- In 1991, AWCBC Heads of Delegations agreed that a common reporting system should be developed to assist in comparison of data across jurisdictions.
- In 1996, a new Financial and Statistical Data Comparability committee (commonly referred to as the CFO committee) was given the responsibility of identifying Key Statistical Measures (KSMs), definitions, and outcome measures which are comparable and reported in a consistent manner across all jurisdictions.

# KSM Background

- One of the reasons for creating the KSMs was to alleviate the burden of ad hoc requests from media/external stakeholders. Prior to KSMs, external requests would be made directly to WCBs (using WCB resources) and comparisons between jurisdictions would be made with little or no effort to ensure comparability.
- To ensure that KSMs are as comparable as possible, each KSM adheres to agreed-upon Definitions, so KSM values may differ from data published in individual WCB Annual Reports.

# KSM Background

- While CFOs manage the KSM program, KSM statistics are not limited to financial data. KSMs are “national comparisons of workers’ compensation system performance”.
- Currently, the AWCBC externally publishes:
  - 25 KSMs (and components)
  - 8 Indicator Ratios (and components)
  - KSM Definitions
  - Preface Reports
  - Breakdown of Assessment Rates
  - 4 of the KSMs are further broken down by Industry

# KSM Background

- Committee Mandate and Goals

## Mandate

To manage, support and promote activities related to the development and maintenance of statistical and financial indicators and data comparators.

## Goals

1. Produce and maintain a comprehensive, comparable set of statistical and financial data allowing stakeholders to make valid cross jurisdictional and national comparisons of Workers' Compensation system performance
2. Contribute to the identification, analysis and development of data and indicators for AWCBC Members to promote more focused prioritization of issues for education/training, information sharing of best practices and opportunities for evidence based discussions
3. Foster an understanding of the Key Statistical Measures and their value to AWCBC Members

# KSM Background

- KSM Review Subcommittee:
  - When KSMs started, there was no mechanism built in to discontinue obsolete KSMs.
  - In May 2013, the CFO Committee struck a subcommittee to:
    - Optimize current list of KSMs.
    - Explore potential for reduction of published KSMs.
  - In September 2013, a survey was sent out to gather information to facilitate the KSM Review.

# Survey Results

- All jurisdictions participated
- Divided into two parts:
  - Usage
  - Criteria
- Included all current KSMs and Indicator Ratios



# Survey Results

## General Criteria

- Used 4 main criteria:
  - Relevance of the KSM
  - Comparability of the KSM
  - Effort to produce the KSM
  - KSM produced by most jurisdictions

# Survey Results

## General Criteria

What is the importance of each of the following criteria in general when evaluating whether a KSM should be or remain published?

	Not important	Slightly important	Neutral	Important	Very important
Relevance of the KSM	0	0	0	3	8
Comparability of the KSM	1	0	0	3	7
Effort to produce the KSM	0	2	3	4	2
KSM produced by most jurisdictions	0	2	1	6	2

# Survey Results Usage by WCBs

- Question: At your WCB, identify whether each of the following KSMs is:
  - Used in Annual Report
  - Used for other external purpose
  - Used internally
  - Not used at all
- Weighted value: A weighted value for each KSM was derived from survey results.
  - A higher weighted value means that KSM is used more frequently by WCBs and a low value means it is not used often by WCBs.

# Survey Results Usage by WCBs

## Top 10 KSMs based on Usage by WCBs (KSMs Most Used by WCBs)

WCB Usage	3	2	1	0	Weighted value
	Used in Annual Report	Used for other external purpose	Used internally	Not used at all	
13.2. Provisional Average Assessment Rate for Assessable employers	12	6	9	0	57
3. Number of Fatalities Accepted	10	8	8	1	54
21. Injury Frequency (per 100 workers of assessable employers)	8	9	10	2	52
14. Market Rate of Return	11	4	10	0	51
15. Percentage Funded	11	4	8	1	49
13.1. Actual Average Assessment Rate for Assessable employers	9	6	9	1	48
2. Total number of Lost-Time Claims	6	10	7	1	45
3.1. Number of Fatalities Accepted - Occupational Disease	5	10	9	1	44
3.2. Number of Fatalities Accepted - Injury	5	10	9	1	44
1. Number of Claims Reported	7	6	10	1	43

# Survey Results Usage by WCBs

## Bottom 10 KSMs based on Usage by WCBs (KSMs Least Used by WCBs)

WCB Usage	3	2	1	0	Weighted value
	Used in Annual Report	Used for other external purpose	Used internally	Not used at all	
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	0	0	2	9	2
IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	0	0	2	9	2
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	0	0	3	8	3
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	0	0	4	8	4
24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year	0	1	5	6	7
7.2. Total Benefit Liabilities for Self-Insured employers	1	1	2	8	7
24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year	0	1	6	6	8
19. Average New Impairment Award Percentage	0	2	5	5	9
20. Proportion of Claims Awarded Impairment Benefits	0	2	5	6	9
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	0	2	5	6	9

# Survey Results

## Criteria - Relevance

- Question: How would you rate this KSM according to the following criteria:
  - Relevance of KSM?
- Weighted value: A weighted value for each KSM was derived from survey results.
  - A higher weighted value means this KSM was valued as “very relevant” and a low value means it was valued as “not relevant”.

# Survey Results

## Criteria - Relevance

### Top 10 KSMs based on Relevance (Most Relevant KSMs)

Relevance of KSM?	1	2	3	4	5	Weighted value
	not relevant			very relevant		
21. Injury Frequency (per 100 workers of assessable employers)	0	0	0	1	11	59
12. Assessable Payroll for Assessable employers	0	0	1	1	10	57
15. Percentage Funded	0	1	0	0	11	57
3. Number of Fatalities Accepted	1	0	0	0	11	56
13.1. Actual Average Assessment Rate for Assessable employers	0	1	0	2	9	55
2. Total number of Lost-Time Claims	0	0	0	0	11	55
3.1. Number of Fatalities Accepted - Occupational Disease	1	0	0	1	10	55
3.2. Number of Fatalities Accepted - Injury	1	0	0	1	10	55
7.1. Total Benefit Liabilities for Assessable employers	1	0	0	2	9	54
10. Assessment Revenue for Assessable employers	0	1	1	2	8	53
23. Real Rate of Return to Discount Fully Indexed Benefits	0	1	0	4	7	53
4.1. Current Year Benefit Costs Incurred for Assessable employers	0	1	1	2	8	53

# Survey Results Criteria - Relevance

## Bottom 10 KSMs based on Relevance (Least Relevant KSMs)

Relevance of KSM?	1	2	3	4	5	Weighted value
	not relevant			very relevant		
IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	5	3	3	0	0	20
7.2. Total Benefit Liabilities for Self-Insured employers	6	1	1	0	2	21
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	5	2	4	0	0	21
5.2. Benefit Payments for All Years Paid During the Year for Self-Insured employers	5	1	1	1	2	24
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	4	2	3	0	2	27
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	3	2	3	3	0	28
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	3	2	3	2	1	29
24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year	3	2	3	1	2	30
24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year	3	2	3	1	2	30
19. Average New Impairment Award Percentage	2	2	3	4	0	31
20. Proportion of Claims Awarded Impairment Benefits	2	2	3	4	0	31
4.2. Current Year Benefit Costs Incurred for Self-Insured employers	6	1	1	0	4	31



# Survey Results

## Criteria - Comparability

- Question: How would you rate this KSM according to the following criteria:
  - Comparability of your KSM calculation to other jurisdictions?
- Weighted value: A weighted value for each KSM was derived from survey results.
  - A higher weighted value means this KSM was valued as “very comparable” and a low value means it was valued as “not comparable”.

# Survey Results

## Criteria - Comparability

### Top 10 KSMs based on Comparability (Most Comparable KSMs)

Comparability of your KSM calculation to other jurisdictions?	1	2	3	4	5	Wtd value
	not comparable			very comparable		
3. Number of Fatalities Accepted	0	0	2	1	9	55
15. Percentage Funded	0	1	2	0	9	53
3.1. Number of Fatalities Accepted - Occupational Disease	0	0	3	3	6	51
3.2. Number of Fatalities Accepted - Injury	0	0	3	3	6	51
23. Real Rate of Return to Discount Fully Indexed Benefits	0	1	1	5	5	50
12. Assessable Payroll for Assessable employers	0	1	3	3	5	48
14. Market Rate of Return	1	1	1	3	6	48
7.1. Total Benefit Liabilities for Assessable employers	0	1	4	3	4	46
10. Assessment Revenue for Assessable employers	0	2	3	3	4	45
6. Benefit Costs Incurred	0	2	3	4	3	44

# Survey Results

## Criteria - Comparability

### Bottom 10 KSMs based on Comparability (Least Comparable KSMs)

Comparability of your KSM calculation to other jurisdictions?	1	2	3	4	5	Wtd value
	not comparable			very comparable		
7.2. Total Benefit Liabilities for Self-Insured employers	5	1	2	1	1	22
4.2. Current Year Benefit Costs Incurred for Self-Insured employers	6	1	2	1	1	23
5.2. Benefit Payments for All Years Paid During the Year for Self-Insured employers	4	1	2	2	1	25
26. Percentage of Lost-Time Claims Awarded Long-Term Wage-Loss Benefits. NOT PUBLISHED	3	1	4	2	1	30
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	2	2	4	2	1	31
18. Average Composite Duration of Claim	1	3	4	2	1	32
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	1	3	4	2	1	32
IR3.1. (Health Care+Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	2	1	3	5	0	33
17. Average Calendar Days from Registration to First Payment Issued	3	1	4	3	1	34
19. Average New Impairment Award Percentage	1	2	4	3	1	34
20. Proportion of Claims Awarded Impairment Benefits	1	2	4	3	1	34
24.1. % of Lost-Time Claims Receiving Wage-loss Benefits at end of the 2nd yr after the injury year	2	0	5	3	1	34
24.2. % of Lost-Time Claims Receiving Wage-loss Benefits at end of the 6th yr after the injury year	2	0	5	3	1	34
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	1	2	3	5	0	34
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	2	1	3	4	1	34

# Survey Results

## Criteria – Effort to Produce

- Question: How would you rate this KSM according to the following criteria:
  - Effort to Produce?
- Weighted value: A weighted value for each KSM was derived from survey results.
  - A lower weighted value means this KSM was valued as “low effort to produce” and a high value means it was valued as “high effort to produce”.

# Survey Results

## Criteria – Effort to Produce

### Top 10 KSMs based on Effort to Produce (Lowest Effort to Produce)

Effort to Produce?	1	2	3	4	5	Wtd value
	low				high	
14. Market Rate of Return	11	0	1	0	0	14
13.2. Provisional Average Assessment Rate for Assessable employers	9	1	0	1	0	15
IR1. Administration Costs Per \$100 of Assessable Payroll	8	2	1	0	0	15
IR4. Occupational Health & Safety Costs paid by Boards/Commissions per \$100 of Assessable Payroll	8	2	1	0	0	15
IR2. Current Year Benefit Costs Per \$100 of Assessable Payroll	8	2	0	1	0	16
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	8	2	0	1	0	16
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	8	2	0	1	0	16
IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	8	2	0	1	0	16
IR6. Administration Costs per Lost-Time Claim	8	2	0	1	0	16
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	8	2	0	1	0	16
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	8	2	0	1	0	16

# Survey Results

## Criteria – Effort to Produce

Bottom 10 KSMs based on Effort to Produce  
(Highest Effort to Produce)

Effort to Produce?	1	2	3	4	5	Wtd value
	low				high	
26. Percentage of Lost-Time Claims Awarded Long-Term Wage-Loss Benefits. NOT PUBLISHED	3	2	2	3	2	35
25.1 to 25.6. Percentage of Wage-Loss Claims off Compensation at 30 days, 60 days, 90 days, 120 days, 180 days, 360 days	1	4	1	3	2	34
24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year	2	3	1	4	1	32
24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year	2	3	1	4	1	32
21. Injury Frequency (per 100 workers of assessable employers)	3	4	2	2	1	30
18. Average Composite Duration of Claim	3	2	3	2	1	29
19. Average New Impairment Award Percentage	2	4	1	4	0	29
20. Proportion of Claims Awarded Impairment Benefits	2	4	1	4	0	29
9. Total OH&S Costs Paid by Boards During Year	6	2	1	2	1	26
16. Average Calendar Days from Injury to First Payment Issued	5	4	0	3	0	25

# Survey Results

## General Observations

- Strong correlation across all categories for most KSMs (i.e. a KSM identified as highly relevant was generally also identified as more frequently used and more comparable).
- Self-Insured KSMs were more often near bottom.
- Indicator Ratios were more often near bottom.
- Survey results may be skewed to favour financial measures.
  - Most popular KSMs in survey sometimes varied from most popular statistics requested through AWCBC website

# Survey Results

## General Observations

- Example of correlation across all categories – top KSMs (sorted by relevance)

KSM Name	Usage		Criteria - Weighted Values				How many produce now?
	Survey Wtd Value - WCBs	AWCBC transactions	Relevance	Comparability	Effort	Important Produced by Most	
21. Injury Frequency (per 100 workers of assessable employers)	52	4,989	59	42	30	57	12
12. Assessable Payroll for Assessable employers	40	1,459	57	48	19	48	12
15. Percentage Funded	49	1,790	57	53	19	57	12
3. Number of Fatalities Accepted	54	4,832	56	55	20	54	12
13.1. Actual Average Assessment Rate for Assessable employers	48	1,649	55	41	21	53	12
2. Total number of Lost-Time Claims	45	5,176	55	42	22	55	12
3.1. Number of Fatalities Accepted - Occupational Disease	44	2,335	55	51	20	53	12
3.2. Number of Fatalities Accepted - Injury	44	2,389	55	51	20	53	12
7.1. Total Benefit Liabilities for Assessable employers	35	1,415	54	46	23	47	12
4.1. Current Year Benefit Costs Incurred for Assessable employers	31	1,592	53	43	22	49	12
10. Assessment Revenue for Assessable employers	41	1,450	53	45	21	44	12



# Survey Results

## General Observations

- Example of correlation across all categories – top KSMs (sorted by WCB usage)

KSM Name	Usage		Criteria - Weighted Values				How many produce now?
	Survey Wtd Value - WCBs	AWCBC transactions	Relevance	Comparability	Effort	Important Produced by Most	
13.2. Provisional Average Assessment Rate for Assessable employers	57	1,651	51	39	15	52	12
3. Number of Fatalities Accepted	54	4,832	56	55	20	54	12
21. Injury Frequency (per 100 workers of assessable employers)	52	4,989	59	42	30	57	12
14. Market Rate of Return	51	1,471	52	48	14	55	12
15. Percentage Funded	49	1,790	57	53	19	57	12
13.1. Actual Average Assessment Rate for Assessable employers	48	1,649	55	41	21	53	12
2. Total number of Lost-Time Claims	45	5,176	55	42	22	55	12
3.1. Number of Fatalities Accepted - Occupational Disease	44	2,335	55	51	20	53	12
3.2. Number of Fatalities Accepted - Injury	44	2,389	55	51	20	53	12
1. Number of Claims Reported	43	5,165	49	43	19	45	12

# Survey Results

## General Observations

- Example of correlation across all categories – bottom KSMs (sorted by relevance)

KSM Name	Usage		Criteria - Weighted Values				How many produce now?
	Survey Wtd Value - WCBs	AWCBC transactions	Relevance	Comparability	Effort	Important Produced by Most	
IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	2	1,267	20	33	16	19	12
7.2. Total Benefit Liabilities for Self-Insured employers	7	1,278	21	22	19	22	4
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	2	1,273	21	34	16	19	12
5.2. Benefit Payments for All Years Paid During the Year for Self-Insured employers	20	1,303	24	25	19	22	10
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	9	1,307	27	34	16	26	12
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	4	1,337	28	32	16	28	12
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	3	1,315	29	31	16	28	12
24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year	8	2,646	30	34	32	30	12
24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year	7	2,620	30	34	32	30	12

# Survey Results

## General Observations

- Example of correlation across all categories – bottom KSMs (sorted by WCB usage)

KSM Name	Usage		Criteria - Weighted Values				How many produce now?
	Survey Wtd Value - WCBs	AWCBC transactions	Relevance	Comparability	Effort	Important Produced by Most	
IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments	2	1,267	20	33	16	19	12
IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year	2	1,273	21	34	16	19	12
IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities	3	1,315	29	31	16	28	12
IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments	4	1,337	28	32	16	28	12
7.2. Total Benefit Liabilities for Self-Insured employers	7	1,278	21	22	19	22	4
24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year	7	2,620	30	34	32	30	12
24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year	8	2,646	30	34	32	30	12
IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll	9	1,307	27	34	16	26	12
19. Average New Impairment Award Percentage	9	2,544	31	34	29	30	12
20. Proportion of Claims Awarded Impairment Benefits	9	2,585	31	34	29	32	12

# Recommended Process Summary

1. At next 3 CFO meetings, review in detail all KSMs according to the criteria. Start with KSMs identified as being least used, least relevant, least comparable, etc in survey.
2. Every 5 years complete a detailed survey for all KSMs similar to recent survey.
3. At any time, if a jurisdiction has an issue with a particular KSM, they can request it be reviewed in detail by the CFO Committee.

# Recommended Process Details

1. Review in detail all KSMs:
  - a. At May 2014 CFO meeting, review in detail the following:
    - i. Indicator Ratios
    - ii. Self-Insured KSMs
    - iii. KSMs in the bottom 10 of multiple categories in the survey
  - Utilize survey responses for how each WCB applied criteria to individual KSMs.
  - Discuss considerations outside of criteria (e.g. is this KSM used to calculate another KSM, how many jurisdictions produce, reasons for/against keeping each KSM, etc).
  - From review above, identify KSMs/IRs that CFOs recommend to be discontinued.
  - Present KSMs to be potentially discontinued to Executive Committee.

# Recommended List of KSMs to Review May 2014

## List of KSMs to review initially:

### Indicator Ratios:

- IR1. Administration Costs Per \$100 of Assessable Payroll
- IR2. Current Year Benefit Costs Per \$100 of Assessable Payroll
- IR2.1. (Health Care + Voc Rehab) Current Year Benefit Costs per 100\$ of Assessable Payroll
- IR3. Benefit Liabilities Expressed as a Multiple of Benefit Payments made in the Year
- IR3.1. (Health Care + Voc Rehab) Benefit Liabilities as a Multiple of (Health Care + Rehab) Payments
- IR4. Occupational Health & Safety Costs paid by Boards/Commissions per \$100 of Assessable Payroll
- IR5. Current Year Average Benefit Cost per Lost-Time Claim
- IR6. Administration Costs per Lost-Time Claim
- IR7. (Health Care + Voc Rehab) Payments as a Percentage of Total Benefit Payments
- IR8. (Health Care + Voc Rehab) Liabilities as a Percentage of Total Benefit Liabilities

# Recommended List of KSMs to Review May 2014

## Self-Insured KSMs:

- 2.2. Number of New Lost-Time Claims for Self-Insured employers
- 4.2. Current Year Benefit Costs Incurred for Self-Insured employers
- 5.2. Benefit Payments for All Years Paid During the Year for Self-Insured employers
- 7.2. Total Benefit Liabilities for Self-Insured employers

## Other KSMs in bottom 10 of 2 or more categories in survey:

- 19. Average New Impairment Award Percentage
- 20. Proportion of Claims Awarded Impairment Benefits
- 24.1. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 2nd year after the injury year
- 24.2. Percentage of Lost-Time Claims Receiving Wage-loss Benefits at the end of the 6th year after the injury year
- 26. Percentage of Lost-Time Claims Awarded Long-Term Wage-Loss Benefits. NOTE: NOT PUBLISHED

# Recommended Process Details

1. Review in detail all KSMs ... continued:
  - b. At Fall 2014 meeting, review in detail the following:
    - i. Healthcare related KSMs
    - ii. Financial KSMs (except those identified consistently as “top 10” KSMs in survey)
    - iii. Operational KSMs
      - At meeting, discuss survey results in conjunction with other considerations.
      - From review, recommend these KSMs either remain published or be discontinued.
      - Email KSMs recommended to be discontinued to Presidents with opportunity for feedback before KSM discontinued (similar to process when publishing a new KSM).



# Recommended List of KSMs to Review Fall 2014

## List of KSMs to review Fall 2014:

### Health Care related KSMs:

4.1.1. Current Year Health Care and Vocational Rehabilitation Benefit Costs Incurred for Assessable Employers

5.1.1. Health Care and Vocational Rehabilitation Benefit Payments for All Years Paid During the Year for Assessable Employers

7.1.1. Health Care and Vocational Rehabilitation Benefit Liabilities for Assessable Employers

### Operational KSMs:

16. Average Calendar Days from Injury to First Payment Issued

17. Average Calendar Days from Registration to First Payment Issued

# Recommended List of KSMs to Review Fall 2014

## Financial KSMs:

- 4.1. Current Year Benefit Costs Incurred for Assessable employers
- 5.1. Benefit Payments for All Years Paid During the Year for Assessable employers
- 6. Benefit Costs Incurred
- 7.1. Total Benefit Liabilities for Assessable employers
- 8. Administration Costs for Assessable Employers
- 9. Total OH&S Costs Paid by Boards During Year
- 10. Assessment Revenue for Assessable employers
- 11. Total Premium Revenue

# Recommended Process Details

## 1. Review in detail all KSMs ... continued:

- c. At Spring 2015 meeting, review in detail remaining KSMs which are:
    - i. Severity / RTW related KSMs
    - ii. Financial KSMs that are “top 10” KSMs in survey
    - iii. Injury Frequency related KSMs that are “top 10” KSMs in survey
- At meeting, discuss survey results in conjunction with other considerations.
  - From review, recommend these KSMs either remain published or be discontinued.
  - Email KSMs recommended to be discontinued to Presidents with opportunity for feedback before KSM discontinued (similar to process when publishing a new KSM).

# Recommended List of KSMs to Review Spring 2015

## List to Review Spring 2015:

### Remaining Severity / RTW KSMs:

18. Average Composite Duration of Claim

KSMs 25.1 to 25.6. Percentage of Wage-Loss Claims off Compensation at 30, 60 , 90 , 120, 180, 360 days

### Financial KSMs "Top KSMs":

12. Assessable Payroll for Assessable employers

13.1. Actual Average Assessment Rate for Assessable employers

13.2. Provisional Average Assessment Rate for Assessable employers

14. Market Rate of Return

15. Percentage Funded

23. Real Rate of Return to Discount Fully Indexed Benefits (previously called Discount Rates)

# Recommended List of KSMs to Review Spring 2015

## Injury Frequency Related KSMs "Top KSMs":

1. Number of Claims Reported
2. Total number of Lost-Time Claims
  - 2.1. Number of New Lost-Time Claims for Assessable employers
3. Number of Fatalities Accepted
  - 3.1. Number of Fatalities Accepted - Occupational Disease
  - 3.2. Number of Fatalities Accepted - Injury
21. Injury Frequency (per 100 workers of assessable employers)
22. Percentage of Workforce Covered

# Recommended Process Details

2. Every 5 years complete a detailed survey for all KSMs
  - a. Similar to the comprehensive survey just completed.
  - b. Review survey results at CFO meeting and assess whether the process is working.
  
3. At any time, if a jurisdiction has an issue with a particular KSM, they can request it be reviewed in detail by the CFO Committee.

# Possible Future WG Considerations KSM Communication / Data Analysis

- Once list of KSMs is cleaned up, KSM Review Subcommittee recommends:
  - Having the KSM WG provide education about the KSMs to CFOs on an ongoing basis.
  - Having the KSM WG (or new subcommittee) discuss how to communicate and present KSMs in a more meaningful way to WCBs and public users.
    - Including looking at providing general data analysis to enhance KSMs.
    - Utilizing Communications Committee liaison.

# General Comments / Discussion

- Recommended Process
- Criteria:
  - Should same criteria also be applied for both new KSMs and reviewing current KSMs?
- Schedule of KSMs to be reviewed





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**Thank You!**

**Merci!**

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