

# WSIB Ontario

## Jurisdictional Up-date



AWCBC Safety and  
Prevention Committee

May 16, 2017

# Background

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On April 1, 2012 the prevention mandate transferred to the MoL. In the Spring of 2013 the Chief Prevention Officer initiated a comprehensive review of existing programs (Safety Groups, Workwell, Small Business Programs with the intent to develop evidenced based voluntary programs and align to Expert Advisory Panel (Tony Dean) on Occupational Health and Safety and the Integrated Health & Safety System Strategy

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

In 2016 the CPO provided his recommendations to the WSIB

# Overview: WSIB Programs

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## Safety Groups

- The Safety Groups Program is a voluntary financial incentive program (up to 6%) join a Safety Group, led by a sponsor (i.e. HAS, Industry Associations), share best practices and implement elements to improving their Health and Safety Management System). WSIB conducts desk/field verification audits determined by an annual audit strategy. In 2015, the total rebate was \$39.6M.

## Small Business Health and Safety Programs

- Information sessions: basic health and safety overview and up-dates for previous participants
- Small Business Health and Safety Programs is a voluntary financial incentive health and safety training programs for small business. Small Business owners successfully completing in-class training and meeting program requirements (i.e. implement action plan), receive a one time 5% rebate. In 2015, the total rebate was \$850K.

## Workwell

- Collaborative risk-based consultative service for “high risk” employers. 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. Predictive model used to determine employer selection.

# Key Recommendations

## MoL/CPO Recommendation

Establish a continuum of prevention programs offering levels from compliance assistance to excellence

Develop a self-assessment tool that evaluates an employer's OHS maturity and identifies the relevant programs and resources available to help

Expand the reach of prevention programs with a focus on engaging more Small and Medium Employers (SMEs) and high hazard lines of work

Maintain the WSIB Workwell Program with some changes

Promote business case for health and safety to a greater degree

Maintain a clear separation between enforcement and prevention

# Continuum Considerations

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- Provide **customized programs/services and resources** that better respond to the health and safety needs of various industries/sectors and business size
- Create **funding supports** for health and safety programs with associated **accountabilities** to encourage investments in health and safety
- **Evaluate** programs by creating *system* and *program-specific measures* that would monitor performance and demonstrate returns on investment
- Ensure that all workplaces have **access** to programs at the *right point* along the health and safety program continuum
- Address **barriers** that workplaces may face when making the right investments in OHS to move along the continuum toward excellence (e.g., financial, knowledge, capacity, etc.)
- **Leverage investments** in OHS by encouraging workplaces working in groups to combine available funds with system partners to implement initiatives that increase the potential of safety programs

# Initiatives

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## ■ **Compass**

- Our version of the BC employer tool safety planning kit
- Phased approach beginning in Q4

## ■ **Health and Safety Index**

- Single metrics for H&S in the province
- Measure change year over year

## ■ **Workwell Redesign**

- Includes assessment of Return to Work Program
- Staff received Certified Disability Management Professional designation
- Development of an App –self service assessment tool
- Workshops to increase footprint

## ■ **Small Business Health and Safety Leadership Awards**

- Recognition (financial/non-financial) for small business that demonstrate excellence in health and safety