

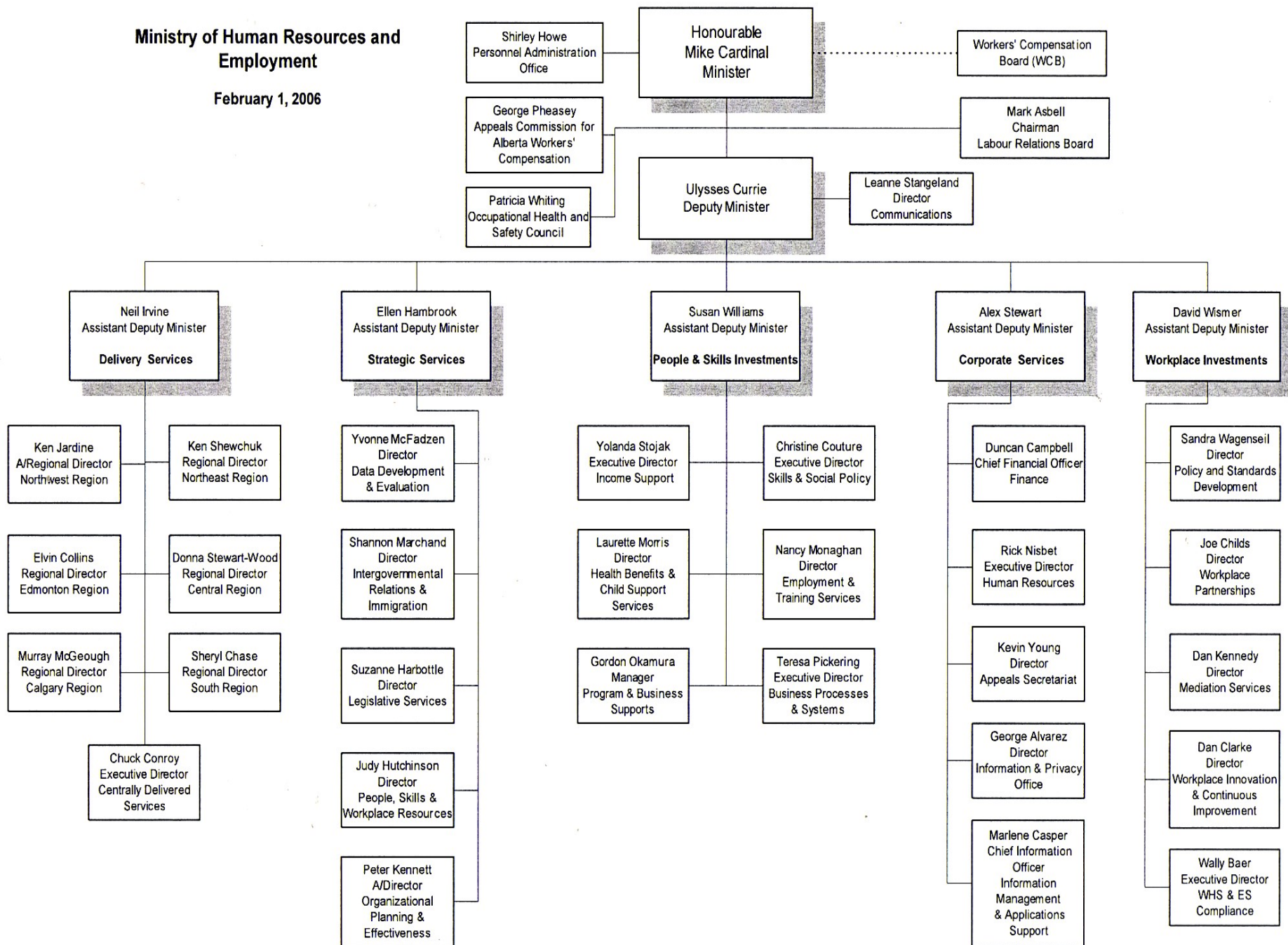


Partnerships in Health and Safety

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Partnerships in Health and Safety***

Ministry of Human Resources and Employment

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Workplace Investments

- 90 Compliance staff
- 11 Partnerships consultants

Workplace Investments - WCB

130,542 *active WCB industry
accounts*

1,539,732 *workers covered by WCB*

80% *of employers have WCB
coverage*

Workplace Investments - Operations

- Maintain legislation
- Achieve compliance through targeted enforcement and responding to incidents
- Advise on hazards, safe work procedures, etc.
- Maintain voluntary health and safety program certification standards
- Coordinate and multiply efforts with private delivery system – employers, unions, industry and safety associations, consultants

Partnerships in Health and Safety

- Partnerships is based on the premise that when employers and workers build effective health and safety management systems in their own workplaces, human and financial costs of workplace injuries and illness will be reduced.

Partnerships in Health and Safety

- Alberta Human Resources and Employment believes that supporting health and safety management systems leads to larger reductions in injuries than regulatory enforcement alone.

Partnerships in Health and Safety

- Voluntary
- Preventative

Partnerships – An Overview



1. Partners
 2. Certifying Partners
 3. Alberta Human Resources and Employment
 4. Employers – COR Holders
- 

1. Partners

- What are they?
 - Employers, associations, educational institutions, labour organizations
 - LTC rate lower than industry average
 - Show industry leadership

1. Partners

- What do they do?
 - Sign Memorandum of Understand / Goals and Objectives
 - Train staff and sub-contractors
 - Show industry leadership
 - Promote health and safety

2. Certifying Partners

- Provide training to employers
- Arrange audits
- Certify auditors
- Conduct program quality assurance
- Request Certificates of Recognition (COR)



2. Certifying Partners

- Alberta Association for Safety Partnerships
- Alberta Construction Safety Association
- Alberta Food Processors Association
- Alberta Forest Products Association
- Alberta Hotel Safety Association
- Alberta Motor Transport Association
- Alberta Municipal Health & Safety Association
- Alberta Personnel Administration Office
- Alberta Safety Council
- Continuing Care Safety Association
- Enform
- Manufacturers' Health and Safety Association
- Textile Rental Institute of Alberta
- Western Wood Truss Association of Alberta

3. Alberta Human Resources and Employment

- Standard development
- Chair Certifying Partner group
- Dispute resolution
- Communication
- COR issuance
- PIR verification

4. Employers – COR Holders

- How to become one
 - Contact a Certifying Partner
 - Take training
 - Implement a health and safety management system
 - Conduct audit
 - Audit review by Certifying Partner
 - COR request reviewed by AHR&E
 - Issue COR – minimum standard for a health and safety management system

4. Employers – COR Holders

- How to keep it
 - Maintenance audits and audit cycle
 - Employer review policy

Program Elements

- Management commitment
- Hazard identification
- Hazard control
- Training
- Inspections
- Incident investigations
- Emergency response
- Program administration

Program Levels

- Small employer
- Medium employer
- Regular employer
- Partnerships Audit Standard Equivalency (P.A.S.E.)

Small Employer

- 10 employees or less
- Self-assessment

Medium Employer

- Maximum of 30 employees
- No grandfathering
- Small employer audit
- External process
- One cycle

Regular Employer

- No minimum – no maximum
- External audit

P.A.S.E.

- Program comparison
- Measurement of equivalency

Partnerships - Motivators

- Employers who want to build a health and safety program to reflect their social responsibility have an avenue to independently validate it and receive recognition
- Decrease direct and indirect costs associated with workplace accidents

Partnerships - Motivators

- WCB offers premium discounts to employers who pursue health and safety program certification and lower their claim costs
- Many project owners now require health and safety program certification as a pre-requisite for contractor bidding

WCB Incentive



Partners in Injury Reduction
(PIR)



PIR

Initial COR achievement = 10% rebate

PIR - Ongoing

- 5 to 20% rebate
- Over \$66 million in rebates annually

New Developments

- Written interviews
- Maintenance year options
- Quality assurance
- Auditor code of ethics
- Auditor training / exam standard
- Provincial reciprocity
- Sampling criteria

Written Interviews

- Maximum of 50%
- Groups
- Do not include management

Maintenance Years Options

- Action plans
- Perception surveys
- Optional elements


Quality Assurance

- QA audit of Certifying Partners
- Ongoing process standardization
- Random audits




Auditor Code of Ethics





Auditor Training / Exam Standard





Provincial Reciprocity





Sampling Criteria



Program growth



Partnerships Growth Within Alberta

Expansion into new industry sectors



Partnerships Growth Across Canada

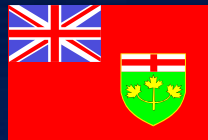
British Columbia



Nova Scotia



Ontario



Quebec



Saskatchewan



Prince Edward Island

Partnerships Growth Internationally

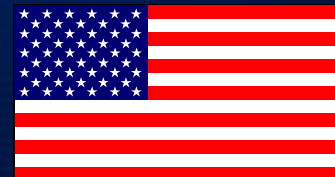
- **Australia**



- **China**



- **USA**



Why the
Growth?

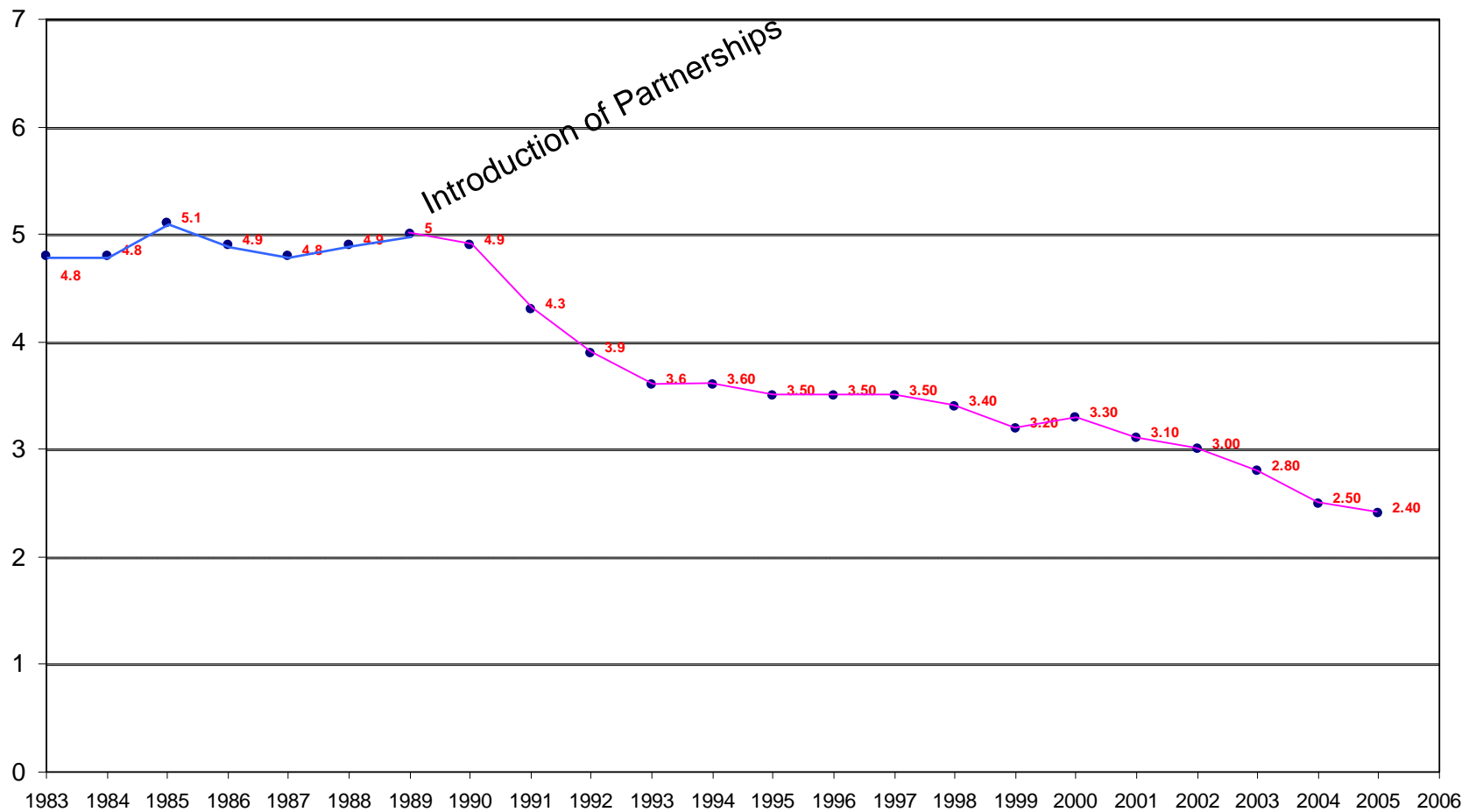




Partnerships conception – 1989 –



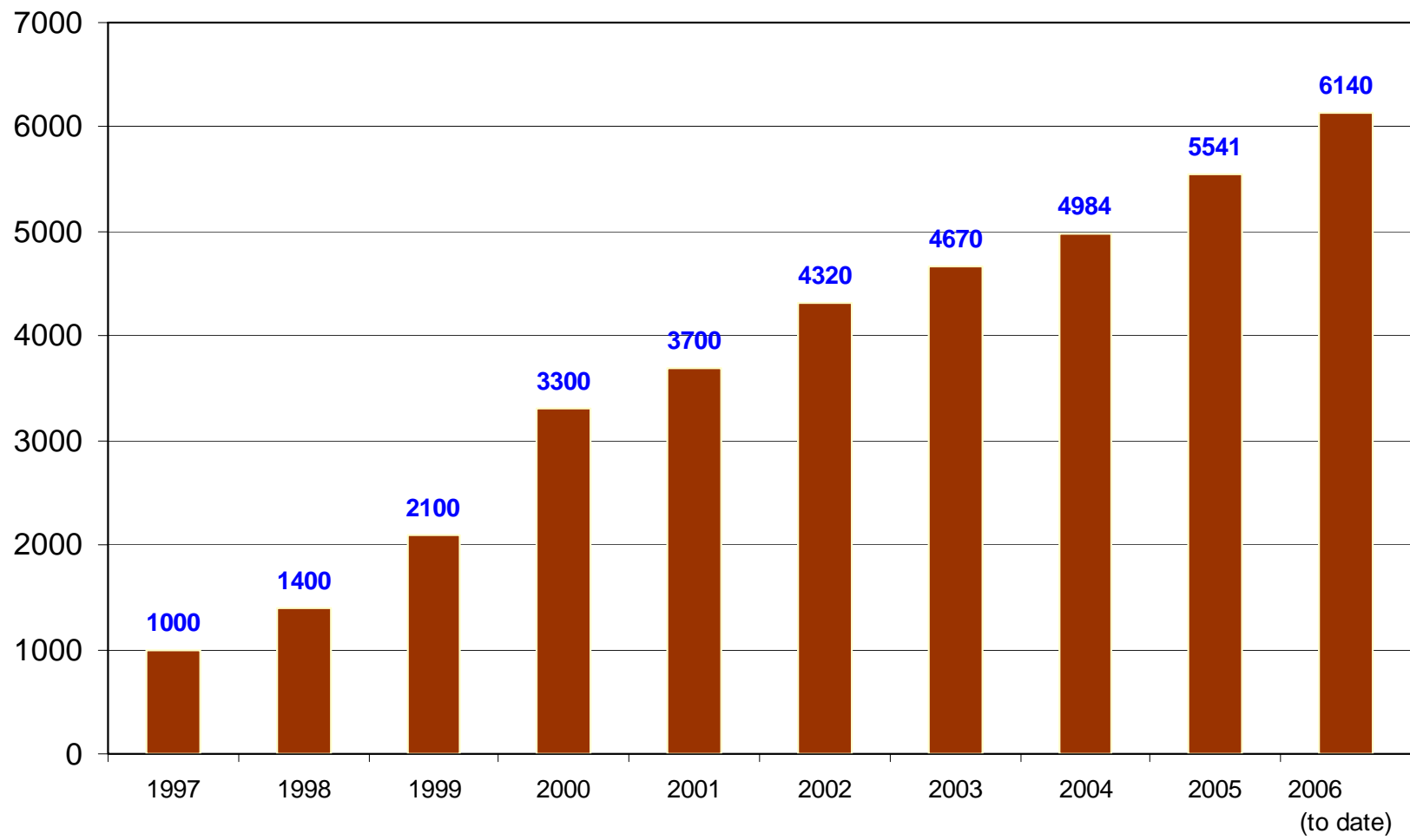
LTC Rate 1983-2005



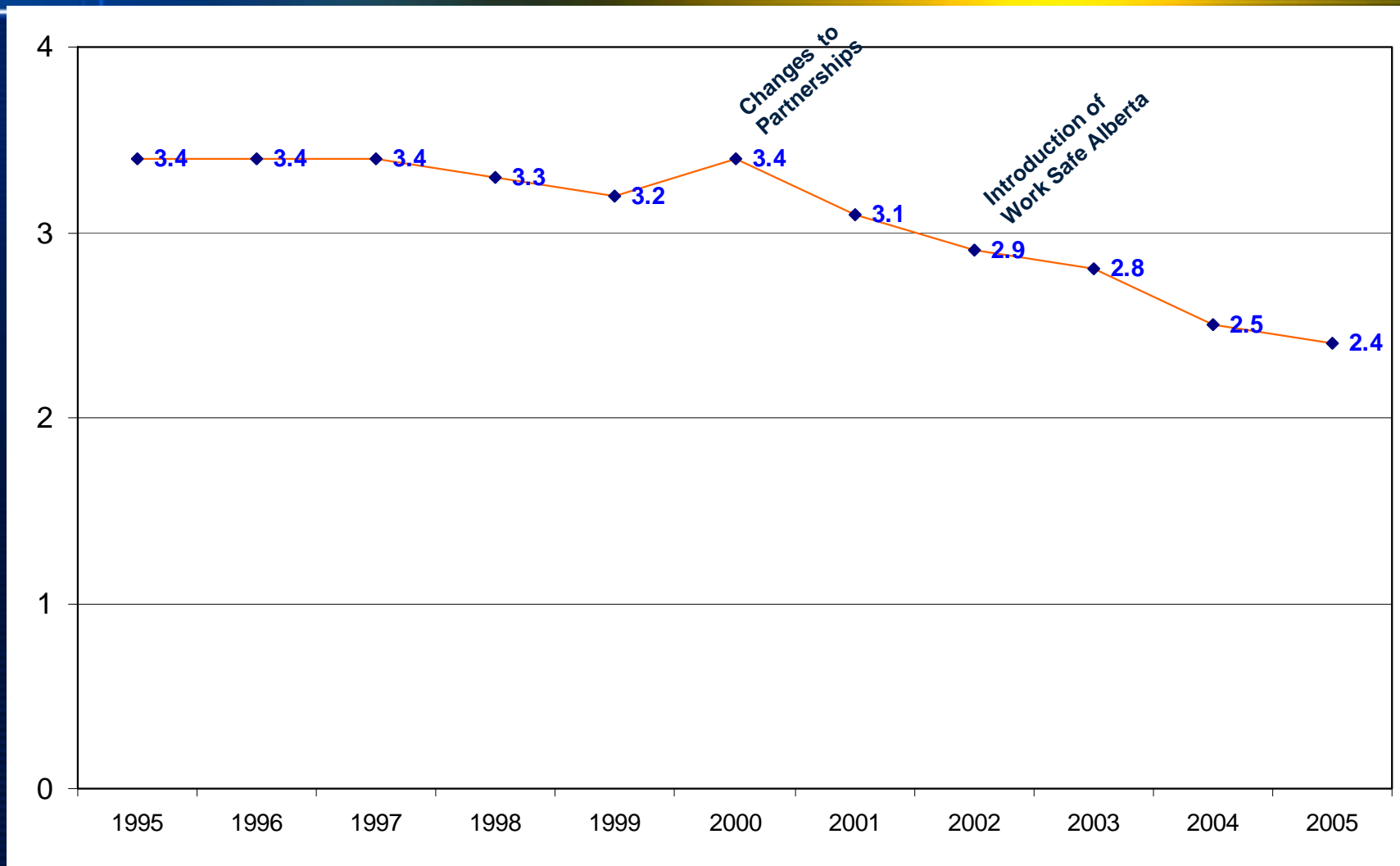
The most significant change in the LTC rate in Alberta was a decrease of 0.6 between 1990 and 1991.

Information supplied by the Worker's Compensation Board of Alberta

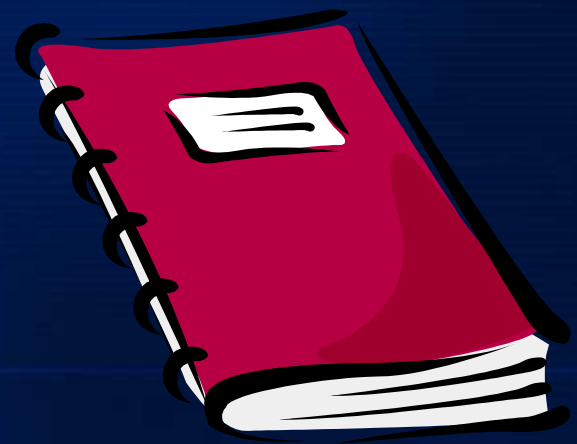
COR Growth



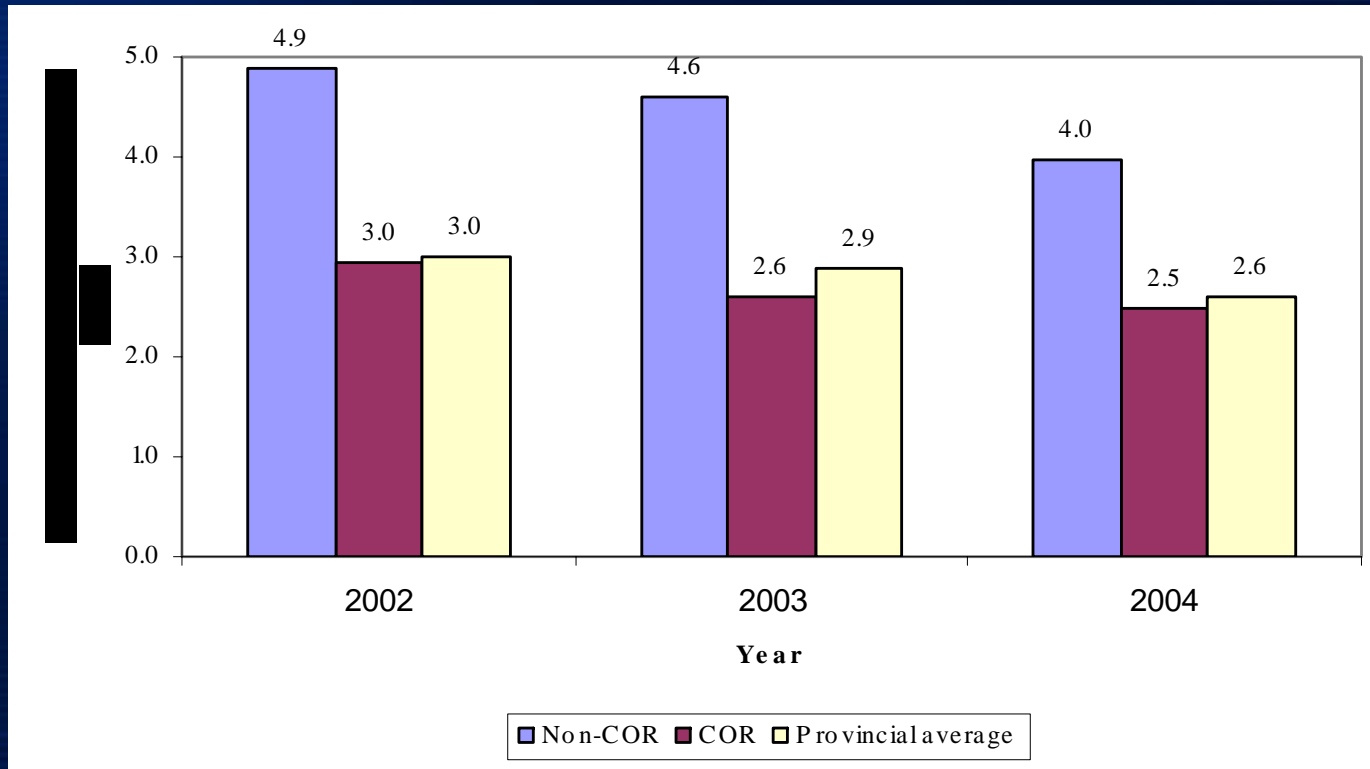
LTC Rate



Bannister Report



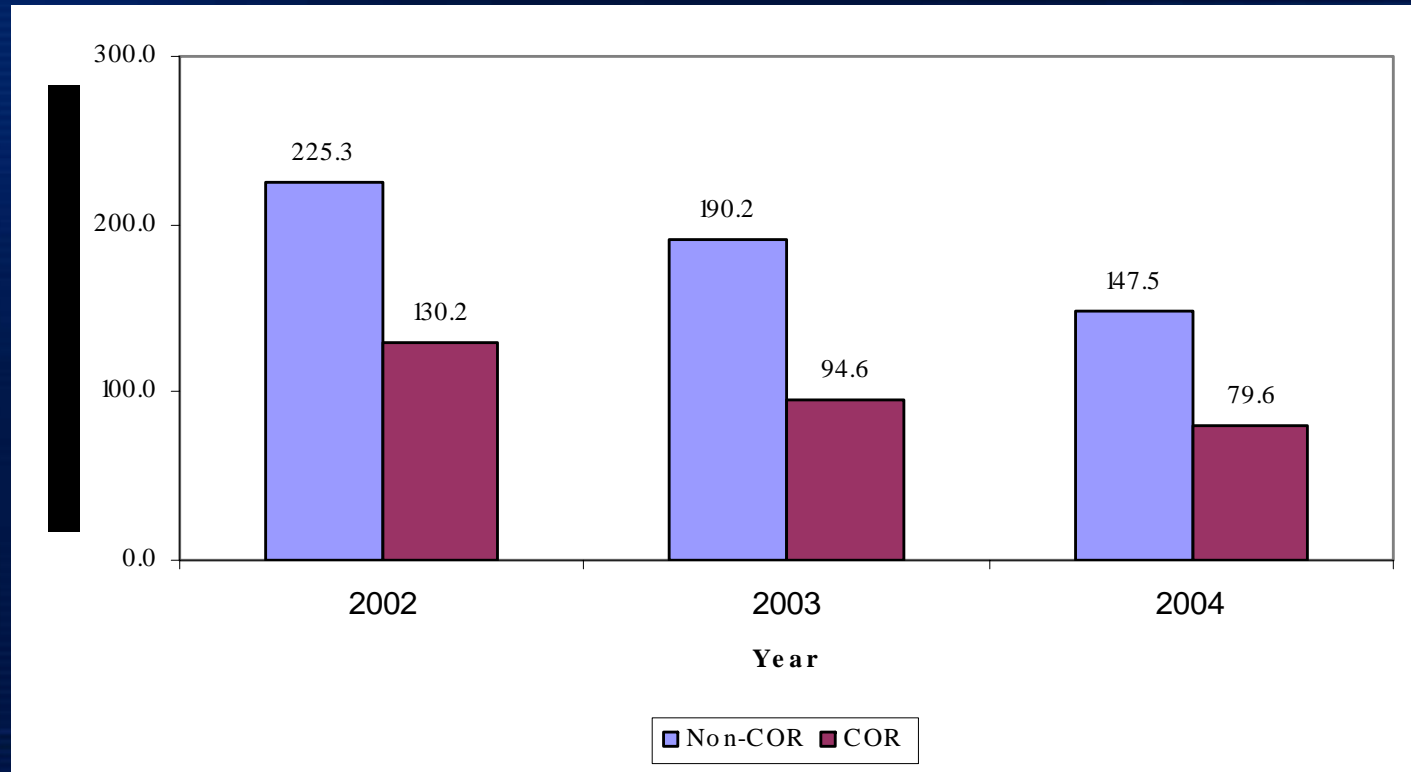
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in ACSA - Construction Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In ACSA – Construction industries, the lost-time claim rate for active COR holders were lower than the provincial average rate, while that for non-COR holders were higher than the provincial average, between 2002 and 2004.

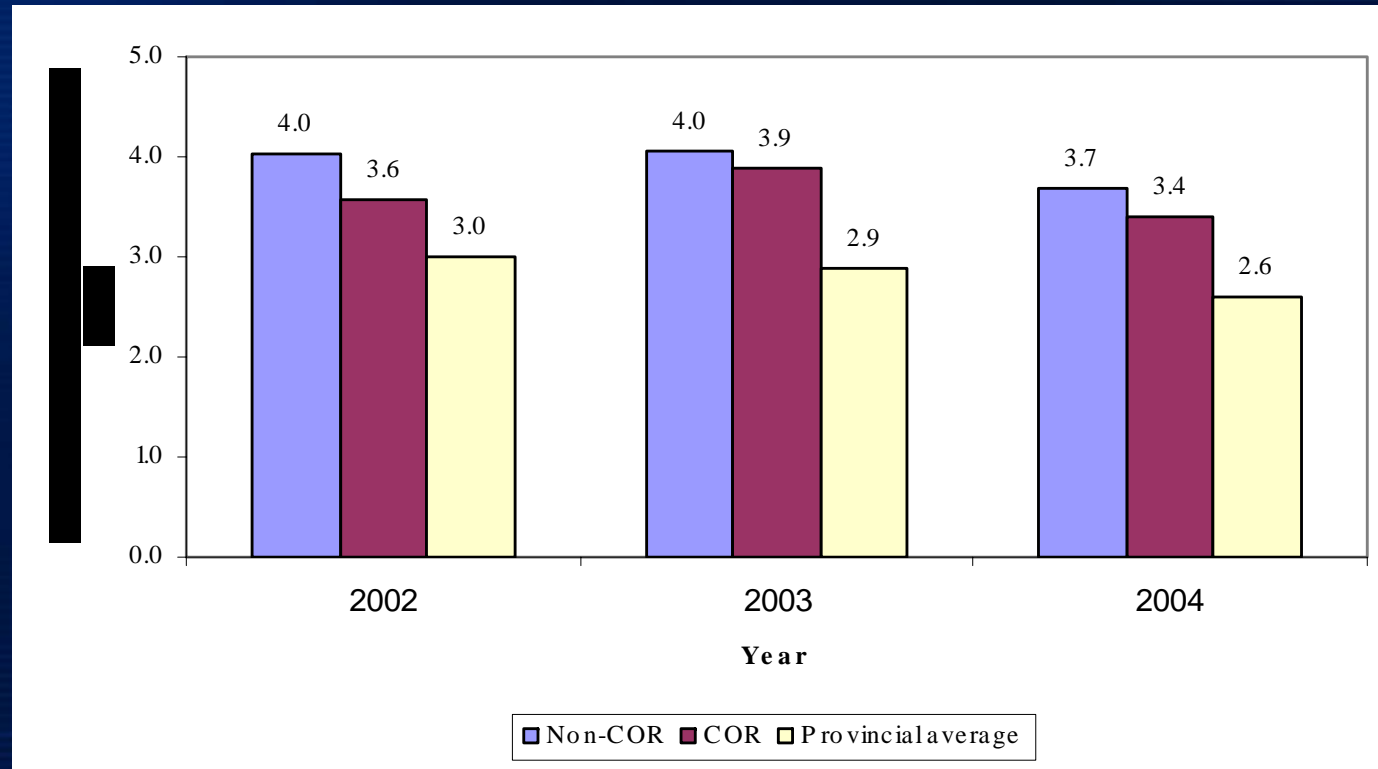
Duration Rate for COR Holders vs. Non-COR Holders in ACSA - Construction Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In 2004, the duration rate for active COR holders was 46% lower than that for non-COR holders in ACSA industries.

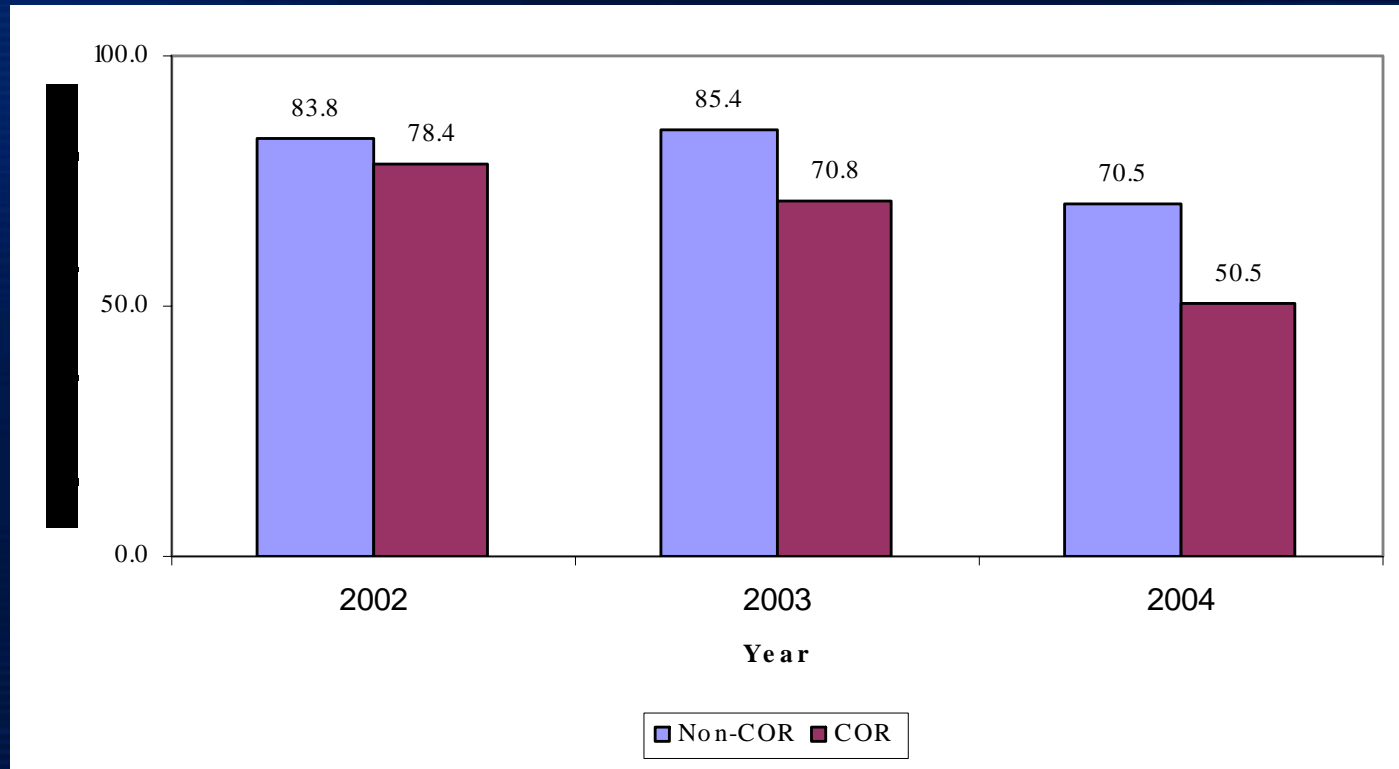
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in AMHSA - Municipalities Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In AMHSA industries, the lost-time claim rates for both active COR holders and non-COR holders were higher than the provincial average rates between 2002 and 2004.

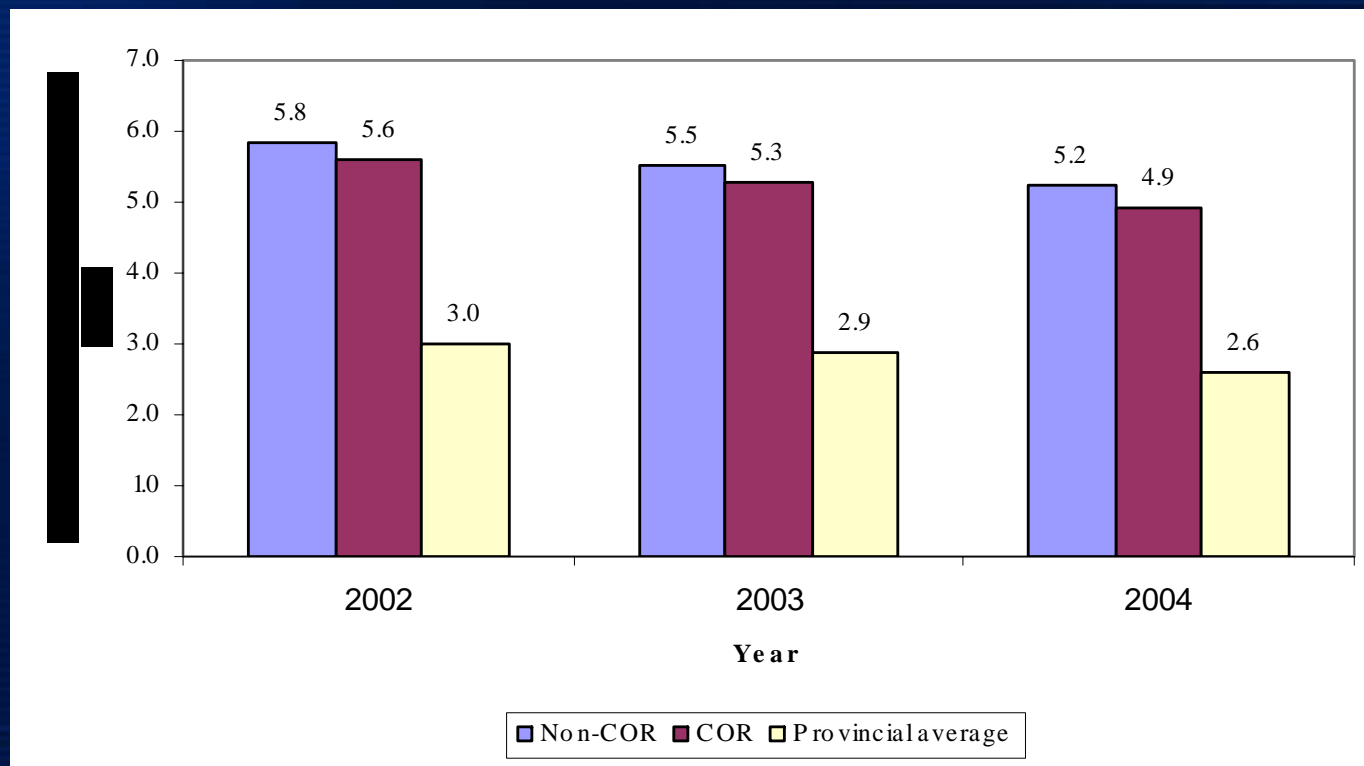
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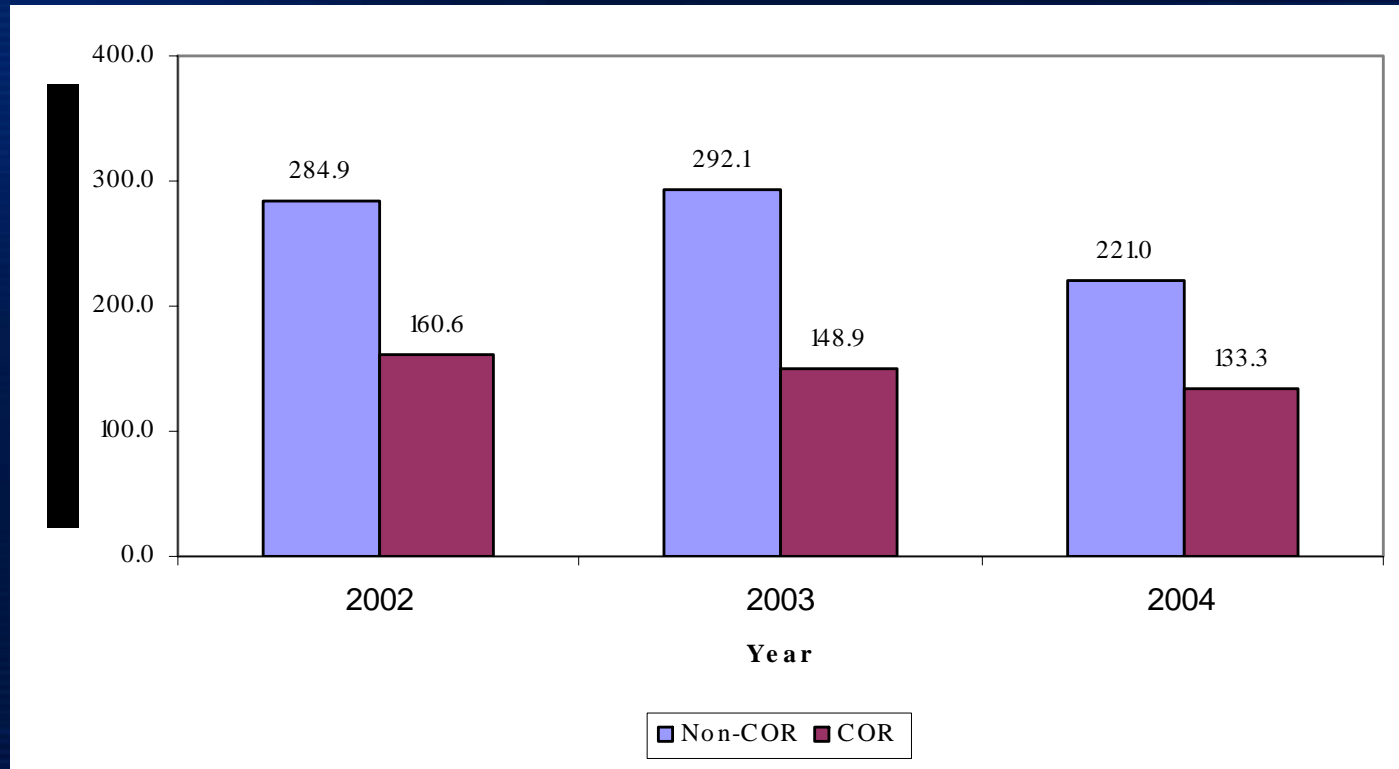
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in AMTA - Trucking Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In AMTA industries, the lost-time claim rates for both active COR holders and non-COR holders were much higher than the provincial average rates between 2002 and 2004.

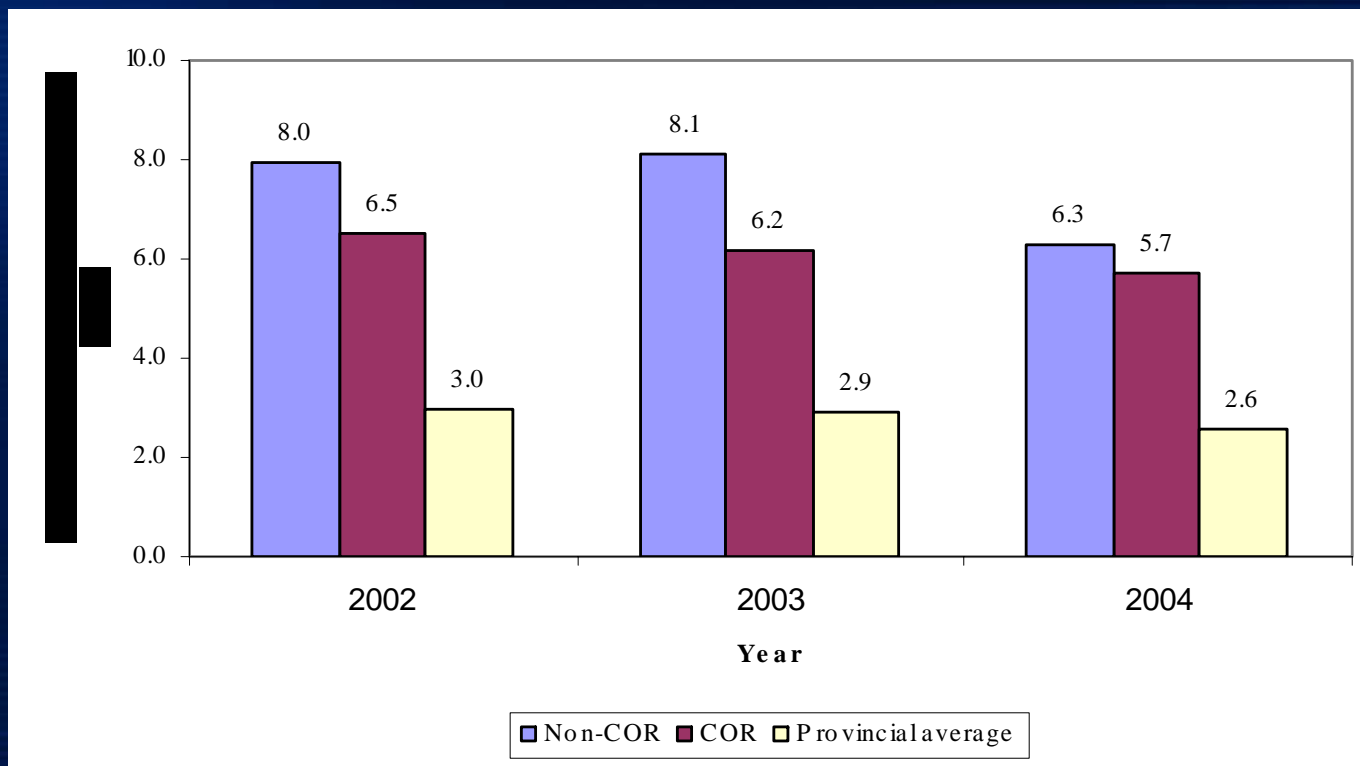
Duration Rate for COR Holders vs. Non-COR Holders in AMTA - Trucking Industries



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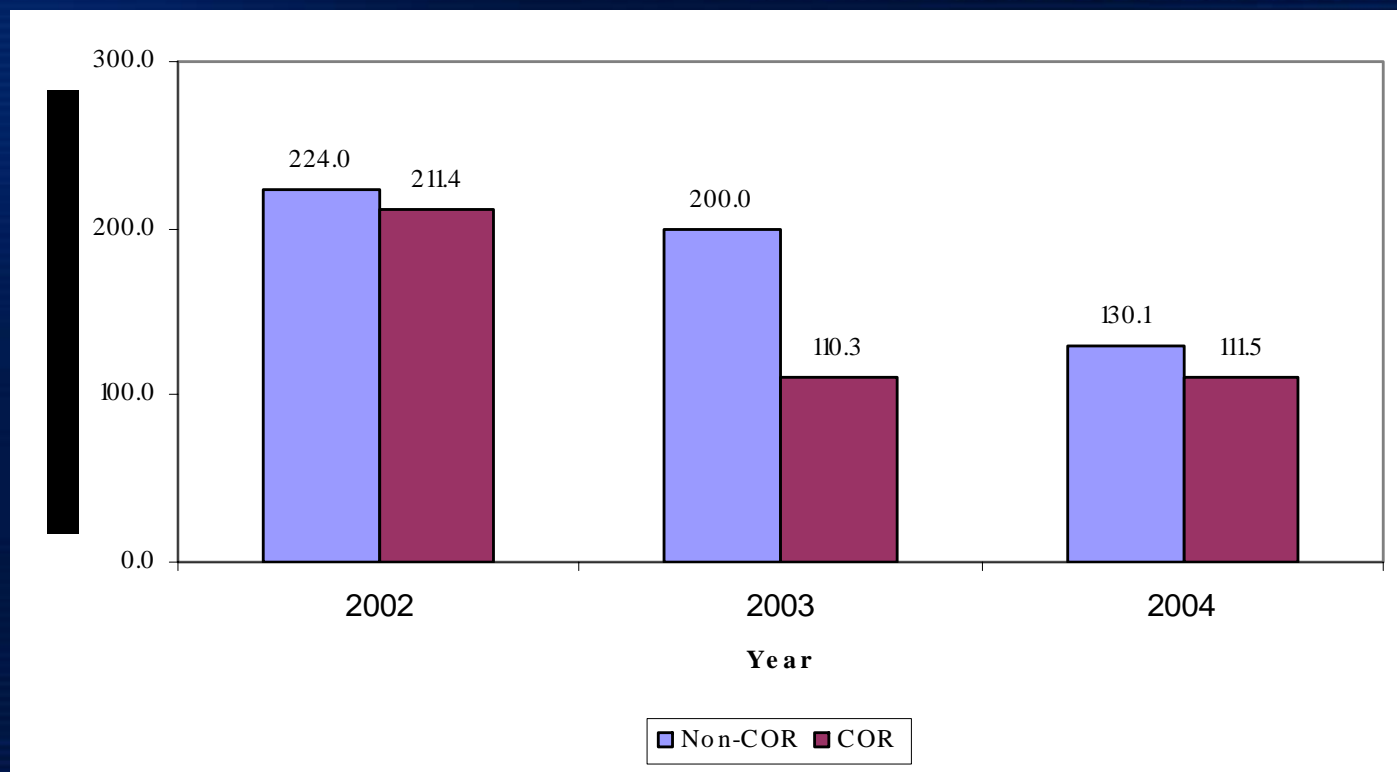
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in CCSA – Long Term Care Industries



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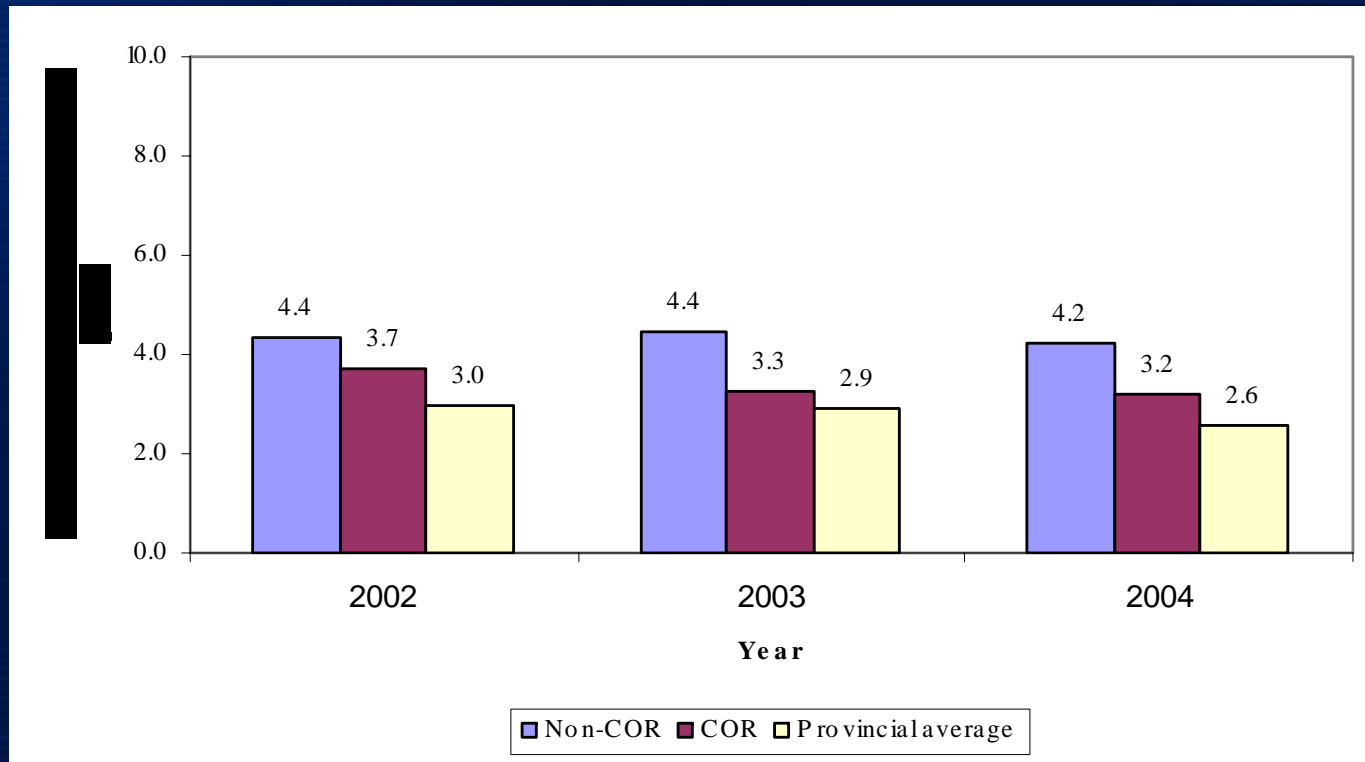
Duration Rate for COR Holders vs. Non-COR Holders in CCSA – Long Term Care Industries



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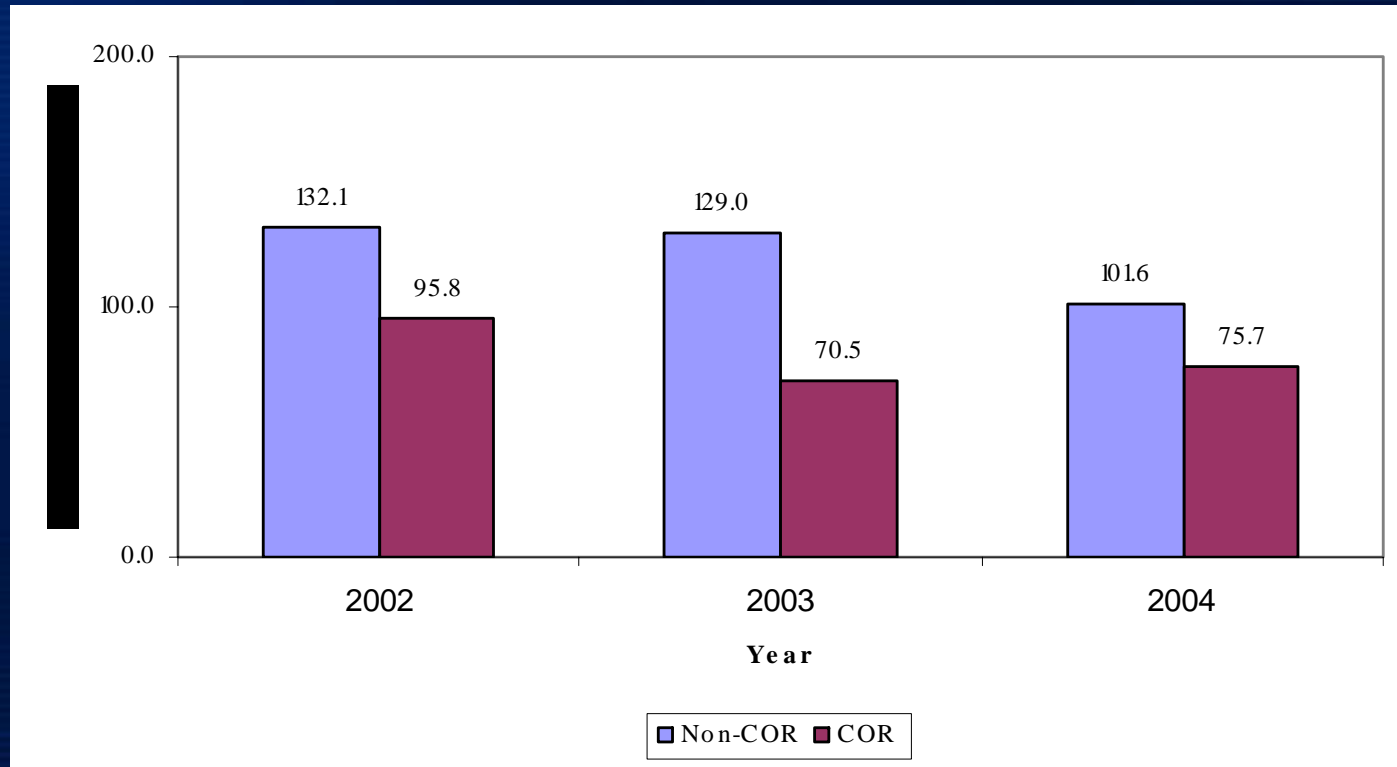
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in Health Services (except Long Term Care) Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In Health Services (except Long Term Care) industries, the lost-time claim rates for both active COR holders and non-COR holders were higher than the provincial average rates between 2002 and 2004.

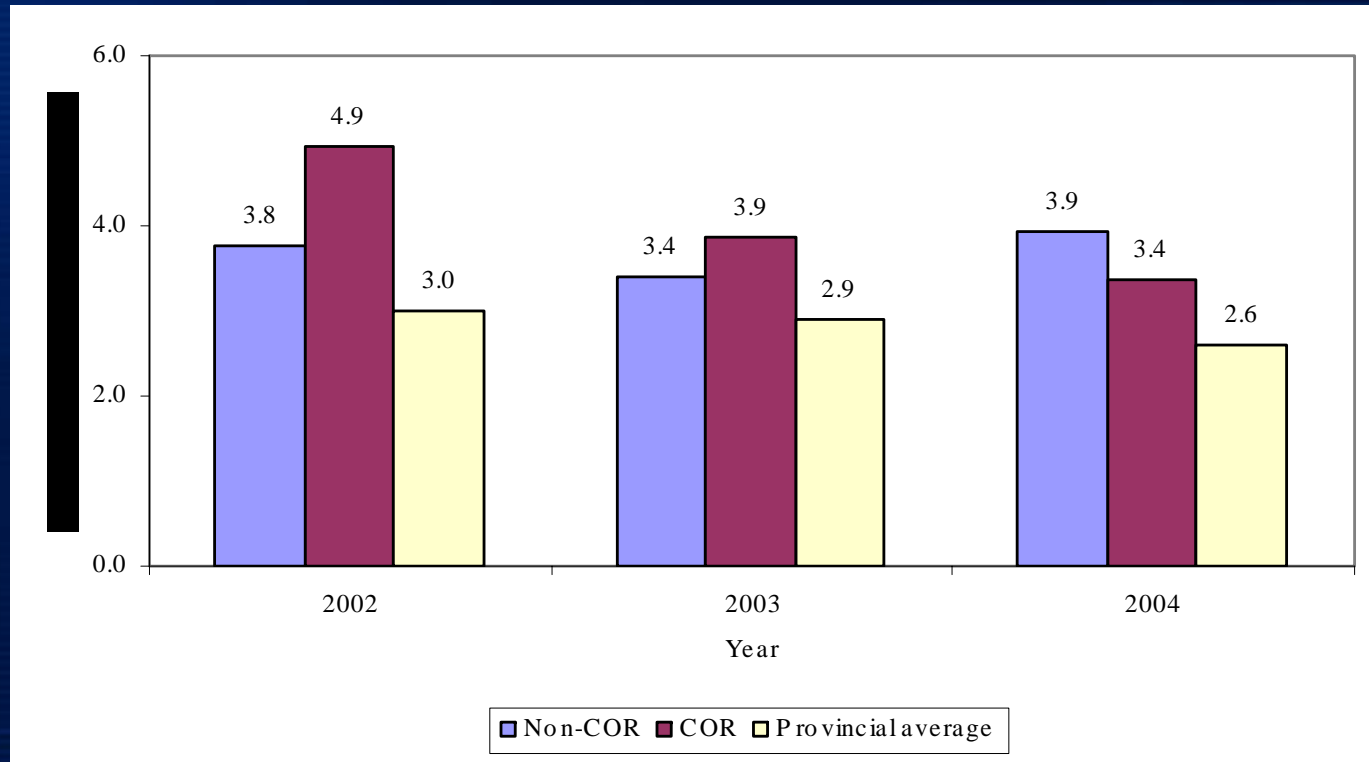
Duration Rate for COR Holders vs. Non-COR Holders in Health Services (except Long Term Care) Industries



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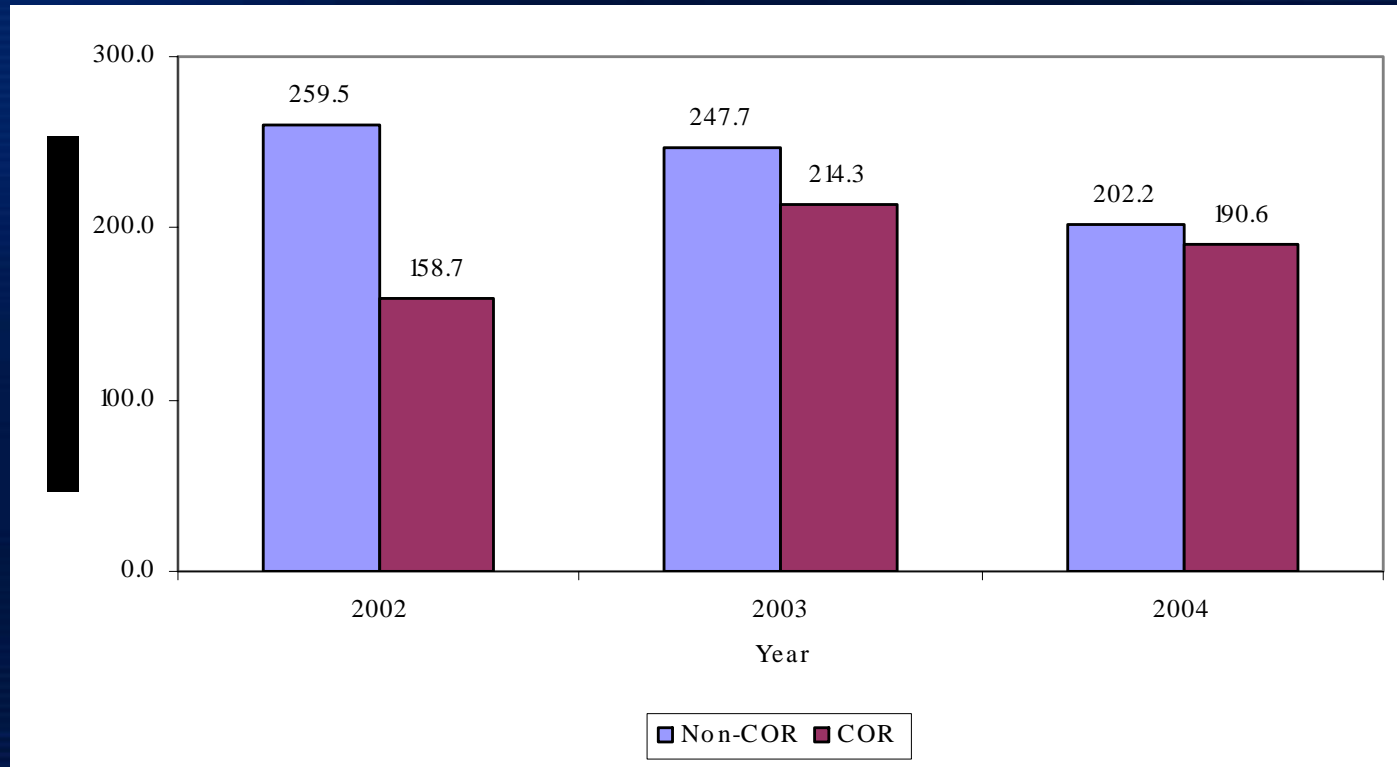
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in Alberta Forest Products Association – Woodlands Operations Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In Alberta Forest Products Association – Woodlands Operations Industries, the lost-time claim rates for both active COR holders and non-COR holders were higher than the provincial average rates between 2002 and 2004.

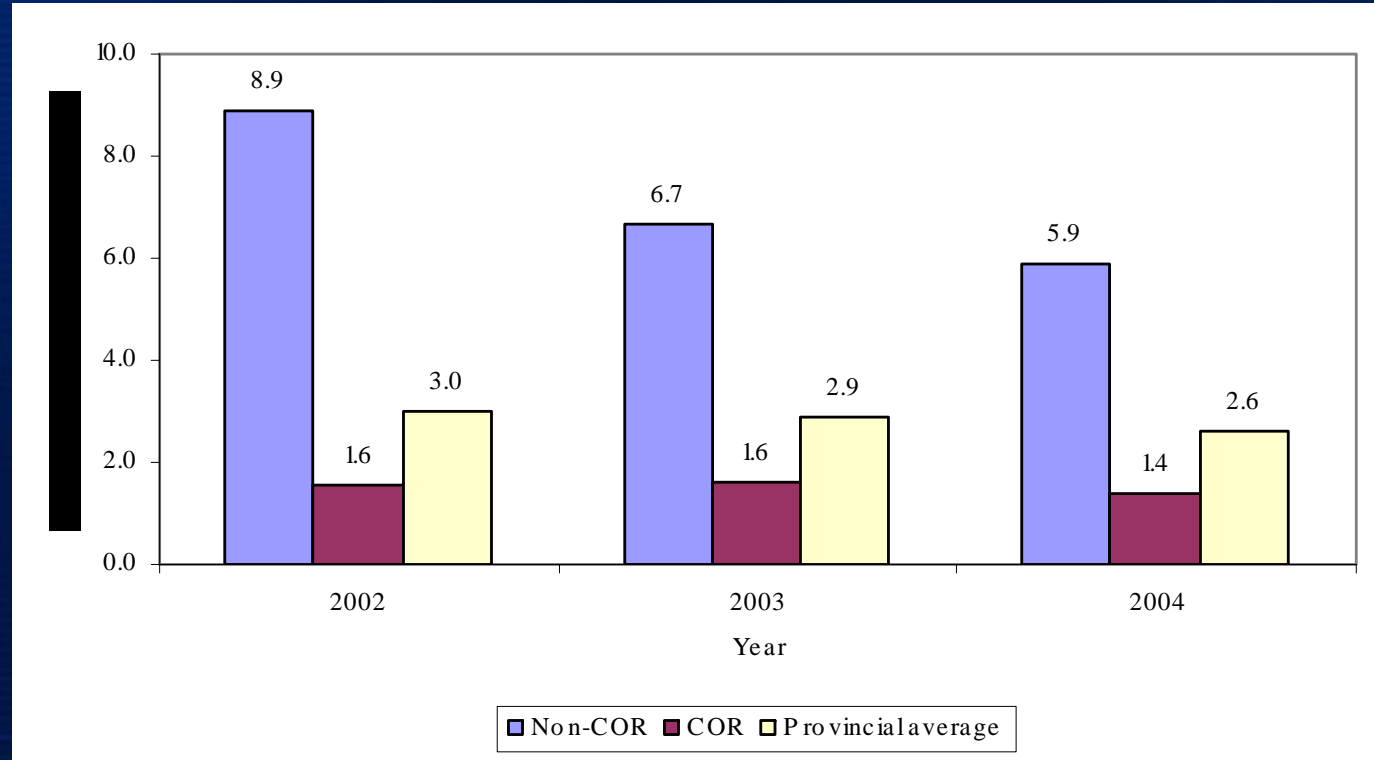
Duration Rate for COR Holders vs. Non-COR Holders in Alberta Forest Products Association – Woodlands Operations Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In Alberta Forest Products Association – Woodlands Operations Industries, the duration rate for active COR holders was slightly lower than that for non-COR holders in 2004.

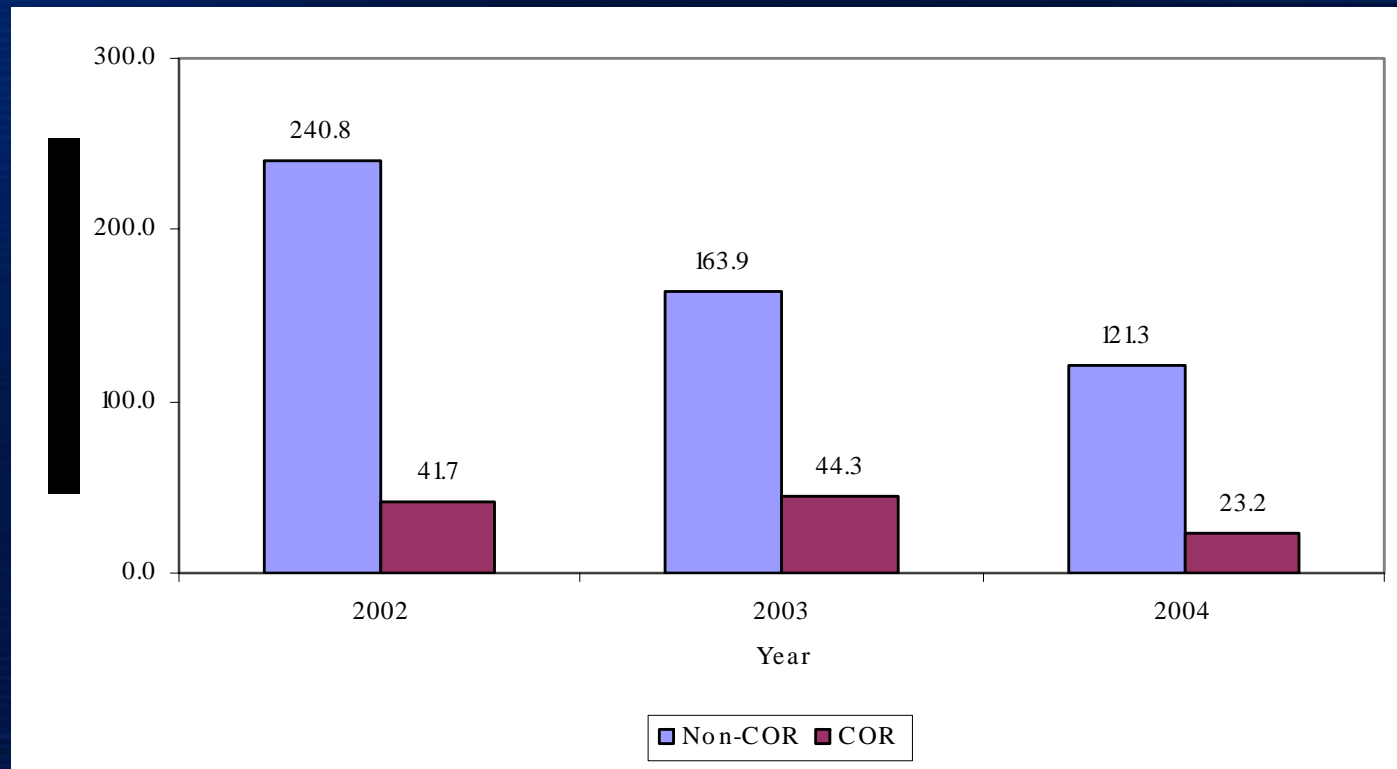
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in Alberta Forest Products Association – Mill Operations Industries



Data source: The WCB lost-time claim data, WHS Partnership data

In Alberta Forest Products Association – Mill Operations Industries, the lost-time claim rates for active COR holders were lower than that for non-COR holders and provincial average rates between 2002 and 2004.

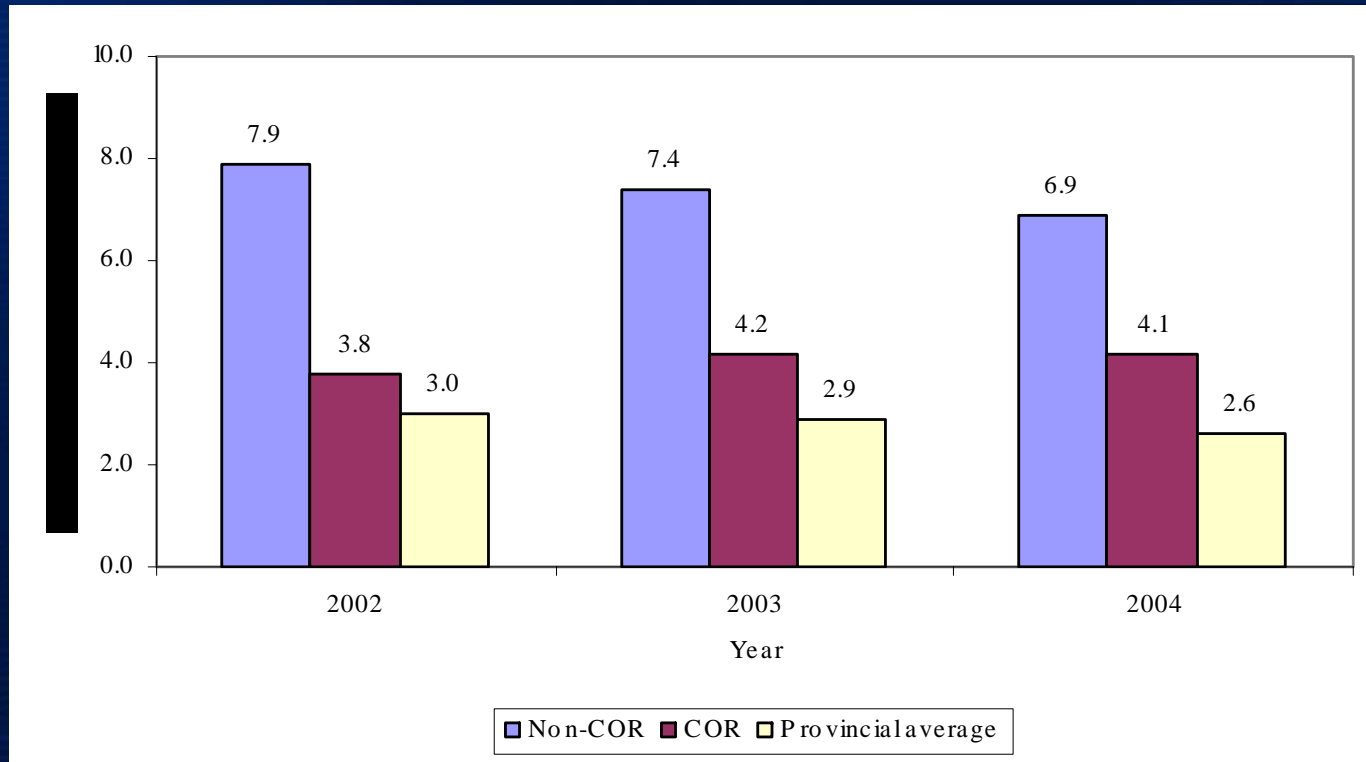
Duration Rate for COR Holders vs. Non-COR Holders in Alberta Forest Products Association - Mill Operations Industries



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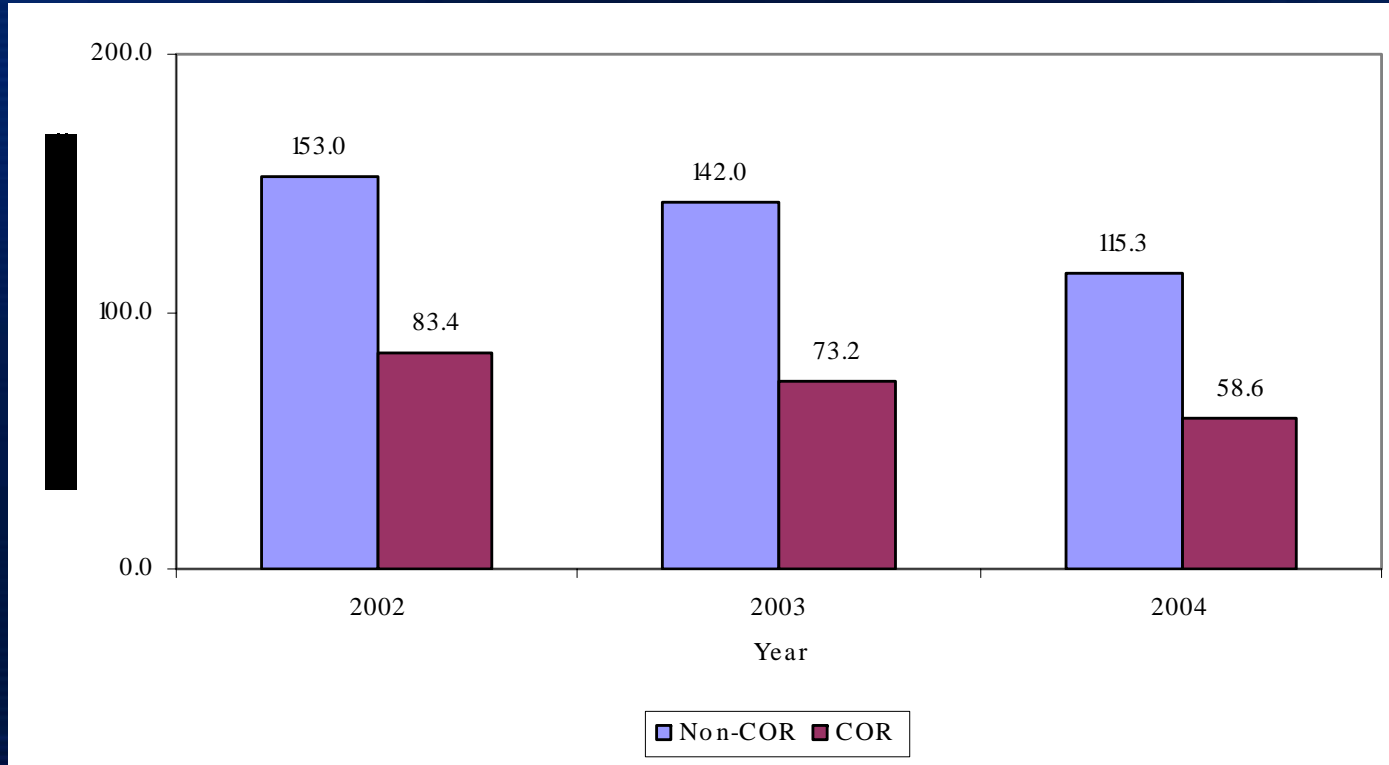
Lost-time Claim Rate for COR Holders vs. Non-COR Holders in MHSA - Steel/ Metal Fabrication Industry



Data source: The WCB lost-time claim data, WHS Partnership data

In MHSA Industries, the lost-time claim rates for both non-COR holders and active COR holders were higher than the provincial average rates between 2002 and 2004.

Duration Rate for COR Holders vs. Non-COR Holders in MHSA - Steel/ Metal Fabrication Industry



Data source: The WCB lost-time claim data, WHS Partnership data

In MHSA Industries, the duration rates for active COR holders were lower than that for non-COR holders between 2002 and 2004.