

Accreditation for Ontario Workplaces

Presentation to Education Safety Association of Ontario

May 29, 2008

WSIB's Five Year Strategic Plan

Road to Zero

Our Vision

The elimination of all workplace fatalities, injuries, and illness.

Our Mission

The mission of the WSIB is to lead, prevent and preserve.

Lead and partner with others in the creation of healthy and safe workplaces

Prevent and respond to fatalities, injuries, and illness

Preserve a strong and sustainable workplace safety & insurance system

Four Key Business Fundamentals

Integral to the WSIB's Vision and Mission, the following four key business fundamentals are firmly embedded across the organization and are the foundation for the *Road to Zero*.

1. Health and Safety
2. Service Excellence
3. Financial Sustainability
4. Organizational Excellence

Health & Safety

Innovative Prevention Strategy

Collaborative Prevention Partnership Model

Identify and Target Prevention Priorities

Recognize and Reward Superior Workplace Behaviour

Increase Awareness/Cultural Shift

Accreditation – What is it?

- **Voluntary program that:**
 - **Sets a specific standard for recognition of superior health and safety management systems**
 - **Recognizes employers who meet that standard**
 - **Encourages non-accredited workplaces to get to accreditation standard**
 - **Encourages accredited workplaces to:**
 - **engage in continuous improvement**
 - **champion health & safety in their industries**

Why Create an Accreditation Program?

The vision of the Workplace Safety and Insurance Board (WSIB) is the elimination of all workplace injuries and illnesses.

- In 1998, new mandate to promote health and safety and assist Ontario employers to prevent and reduce the occurrence of workplace injuries and illnesses
- s. 4 (1) of WSI Act:
 - Create accreditation standards for employers who adopt health and safety policies and operate successful health and safety programs.
 - Accredite employers who meet the standards

Why Create an Accreditation Program?

- To assist Ontario workplaces along the “Road to Zero”
- Accreditation will motivate good workplace programs and practices and embed health and safety “recognition” as a prerequisite for doing business in Ontario
- Data analysis has shown that participants in incentive programs (e.g. SCIP and SGP) have better health and safety performance than non-participants
- Positive reaction to widely expressed stakeholder interest in the creation of an Accreditation Program

Accreditation – Proof of Concept

2005 - Employer Prevention Liaison Group

- Identified accreditation as their # one interest
- Evolved into the Accreditation Working Group (AWG)

2005 – Value for Money Audit of SCIP & SGP

- Recommended expanding the scope and creating a continuum of prevention programs

2006 – Safety Groups Program Review

- Showed that the longer the participation in Safety Groups, the more positive the results

In the Alberta Certificate of Recognition Program...

- *Decreased time to return to work by 14 days (2000-2004)*
- *2004 Participants had 6.8% fewer LTIs than non-participants*

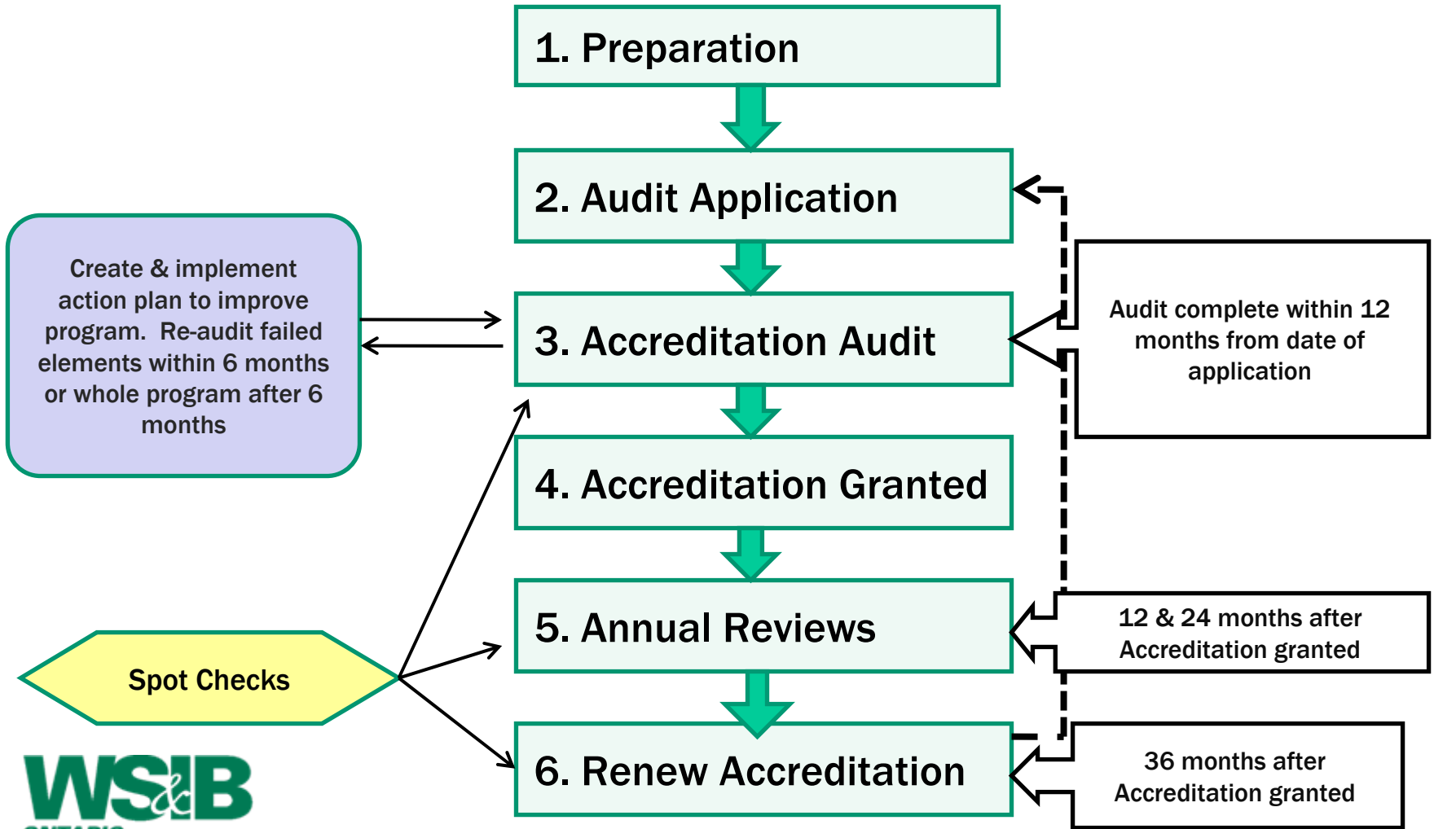
Accreditation Standard - Pilot

- **Who can participate**
- **Accreditation Process**
- **Roles and Responsibilities**
- **Recognition methods**
- **Equivalency**
- **Code of Ethics**
- **Conflict of Interest**
- **Dispute Resolution**
- **Revocation**

Who Can Participate in Accreditation?

- All workplaces operating in Ontario
 - Provincially or federally regulated
 - Regardless of size and business activity
- Workplaces not required to be registered with the WSIB
 - not eligible for financial reward
- Schedule 2 firms
 - not eligible for financial reward

Accreditation Process



Accreditation Program Roles

WSIB	<ul style="list-style-type: none">•Approve Accrediting Partners•Issue recognition/reward•Maintain auditor roster•Quality assurance
Accrediting Partners	<ul style="list-style-type: none">•Market and promote accreditation•Administer & maintain process
Auditors	<ul style="list-style-type: none">•Comply with WSIB auditor standard•Conduct workplace audits
Workplace Parties	<ul style="list-style-type: none">•Develop programs according to standard•Train internal auditors to maintain process•Demonstrate superior performance

Recognition

- **WSIB will recognize firms that have been granted Accreditation status by:**
 - Publishing names of Accredited firms on the WSIB website
 - Providing approval to use WSIB Accreditation logo on company letter head (integrate year of issue into logo)
 - Issuing Accreditation certificate suitable for framing and display in the workplace
 - Promoting recognition of accreditation status in purchasing/contracting process
 - Designate that the firm is Accredited on clearance certificates
 - Approval to post a banner/flag

Accreditation Auditors

- **Must pass WSIB auditor training program**
- **Experience working in health & safety field**
- **Capable of doing objective review & reporting findings accurately, clearly and concisely**
- **Familiar with particular sector and work processes of client being audited**
- **Abide by Code of Ethics and Conflict of Interest Guidelines**

Accreditation Audit Standard

- **Audit process to include:**
 - Review of health & safety program policies and procedures
 - Review of workplace records (includes First Aid, WSIB claims, incident report / investigations, inspections)
 - Interviews with workplace parties
 - Observation tour of workplace
 - Audit report with improvement opportunities

Annual Reviews – Continuous Improvement

- Workplace to conduct annual internal review (audit) of health and safety management system 12 and 24 months after accreditation granted
- Workplace review team may include:
 - CEO / Senior Manager
 - Employer Accreditation Leader
 - JHSC certified member(s) or Health and Safety Representative
 - Health and Safety Officer
- Summary report describing improvements submitted to Accrediting Partner
 - Accrediting Partner forwards summary reports to WSIB

Accreditation for Ontario Workplaces Timelines January 2008 to August 2009

Quality Assurance Activities

Select Accrediting Partners

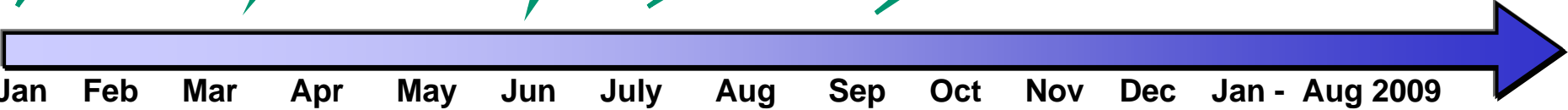
Select Auditors
Recruit Participants

Deliver Orientation Workshop
Train Auditors

Audit Applications Accepted

Begin Audits

Ongoing Pilot Activities



Phase I –
Pilot Infrastructure Build

Phase II – Pilot Roll-out



Pilot Project Plan

Program Evaluation

➤ January 2008 to August 2009

- Collect and compile data throughout the pilot
- Expect pilot participants to engage in evaluation activities
- Continue with pilot roll-out activities
- Return to Sr. Management in August 2009 with recommendations for future of program based on evaluation findings
- Develop marketing strategy