

WSIB

Workplace Safety &
Insurance Board

ONTARIO

CSPAAT

Commission de la sécurité
professionnelle et de l'assurance
contre les accidents du travail

The Firm Selection Process & Integrated Planning

**ESAO's Health & Safety Conference
May 26, 2009**

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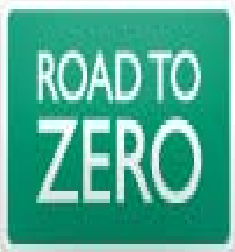
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WSIB's Vision

- The WSIB's vision is to eliminate all injuries, illnesses and fatalities in Ontario. WSIB is committed to helping employers improve their workplace health and safety.
- In 2008 WSIB developed a five year prevention strategy for workplace health and safety in Ontario. A major objective of the strategy is to achieve a 35% reduction in workplace injuries and illnesses over the five years (2008 – 2012).
- In collaboration with our health and safety system partners at the Ministry of Labour and the Health and Safety Associations, a firm selection and engagement process was developed to aid in achieving our vision.



Firm Selection Process

The Firm Selection Process includes:

- **Firm Selection Model Development**
 - Ranking of Schedule 1 WSIB firms covered under the Workplace Safety and Insurance Act (WSIA).
 - Schedule 2 firms were not part of the firm selection model but were included in the firm selection process based on injury count performance.
- **Integrated Planning and Employer Engagement**
 - System partners working together to assist firms with improving their health and safety performance.
- **Monthly Reporting and Performance Measures**
 - Tracking engagement activity and performance of the health and safety system.

Firm Selection Model

- As part of our commitment to work in collaboration with our health and safety system partners, the WSIB developed a model to categorize firms according to their risk of workplace injury.
- The model categorized firms based on injury performance over a three-year period (2005, 2006, 2007). All Schedule 1 active registered firms were placed within four risk levels and eight ranks.
- To account for the differences between small and large businesses, the model applied different comparison standards to place firms in risk levels and ranks.

2009 Firm Selection Model

Approximately 234,000 Firms
(Large & Small Business)

Small Business Model

Firms having one or more injury (LTIs, NLTIs, Traumatic Fatalities) within a 3 year period (05,06,07).

Large Business Model

Compare a firm's average claim cost burden per 100 full time equivalent workers (FTE) to the rate group's average claim cost burden within a 3 year period (05,06,07).

Based on this criteria firms were placed within 8 risk rankings
Rank is ordered from highest risk to lowest risk

Small Business
(less than 20 FTE's)

Large Business
(20 or more FTE's)

Risk		Performance in Each Injury Year		
Level	Rank	2005	2006	2007
1	1	≥ 1	≥ 1	≥ 1
	2	≥ 1	≥ 1	≥ 1
2	3	≥ 1	≥ 1	≥ 1
	4	≥ 1	≥ 1	≥ 1
3	5			≥ 1
	6		≥ 1	
	7	≥ 1		
4	8	None	None	None

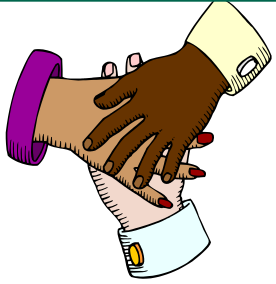
Risk		Performance in Each Injury Year		
Level	Rank	2005	2006	2007
1	1	≥ RG	≥ RG	≥ RG
	2	≥ RG	≥ RG	≥ RG
2	3	≥ RG	≥ RG	≥ RG
	4	≥ RG	≥ RG	≥ RG
3	5			≥ RG
	6		≥ RG	
	7	≥ RG		
4	8	≤ RG	≤ RG	≤ RG

Data Notations: Source - EIW (Aug, 2008) & IM (Sep,2008)

Excluded - Disease Fatalities, 100% SIEF claims, Survivor Benefits & Schedule 2 firms

Cost Burden: Injury rates (LTI and NLT), days lost and costs (LOE, HC and NEL) have been factored into the calculation.

Overview of Integrated Planning



- Integrated planning is the collaboration of all system partners working towards one common goal: the elimination of all workplace injuries, illnesses and fatalities.



- The main objective of integrated planning is to ensure the right person is in the right workplace at the right time with the right tools and is working effectively with the employer.

- To have effective integrated planning across the system there needs to be:

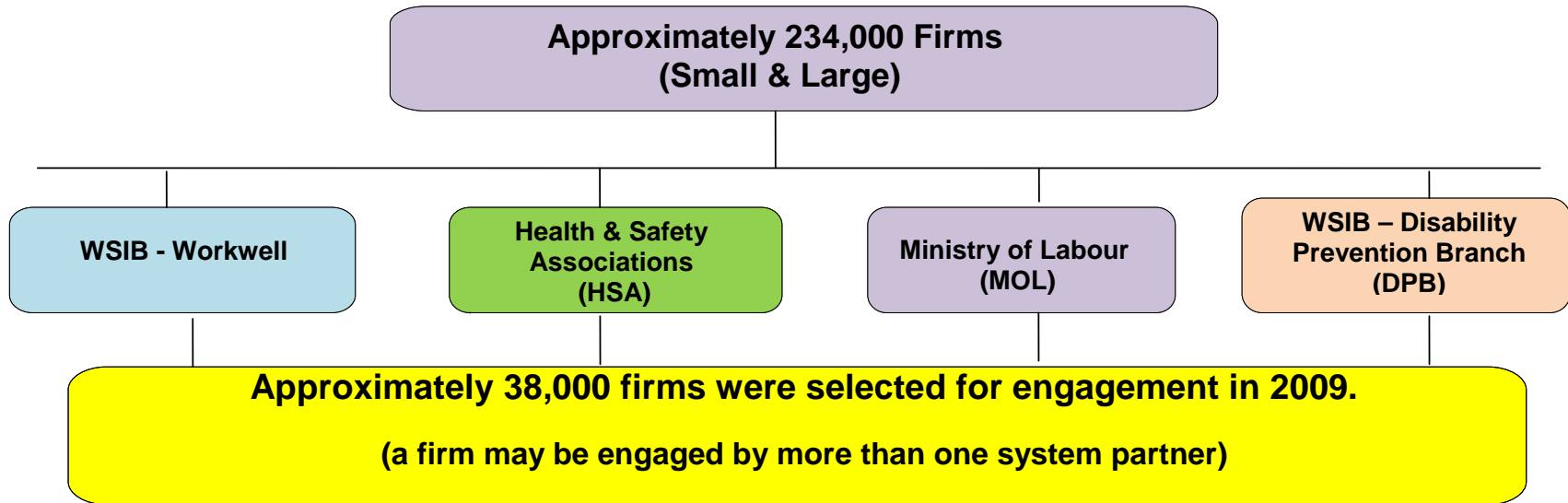
- Clarity of roles for all the system partners
- Open communication and sharing of information
- Trust between the employer and system partners
- A focus on employer's needs.



Overview of Integrated Planning

- Once the ranking of firms was completed, system partners were provided with the ranking of each firm and additional firm data to assist in the overall understanding of each firm.
- Through regional meetings lead by each Health and Safety Association, the system partners came together in November and December of 2008 to identify, prioritize and allocate firms to the most appropriate system partner for assistance in 2009.
- All system partners are committed to effectively engage the firms they selected in order to assist them in improving their health and safety performance and reduce the risk of injury in the workplace.

System Partners within Integrated Planning



Role clarity between the system partners is one of the key ingredients for a successful integrated plan. Each system partner has a different mandate, role and tools to choose from to assist a workplace.

Roles & Responsibilities of System Partners

MOL

To administer and enforce the Occupational Health and Safety Act (OHSA).

Inspectors inspect workplaces to determine if there are contraventions to the OHSA and associated regulations.

Designated Provincial Offences Officers with specified enforcement powers:

- Authority to enter workplace
- Inspect the workplace
- Issue orders and tickets if warranted.

If warranted, MOL will prosecute workplaces.

WSIB

Disability Prevention Specialist

- Increase awareness and motivate necessary change at a health and safety and return to work program level.
- Authority to enter workplace under the Workplace Safety & Insurance Act (WSIA).
- Conduct on-site visits.
- Develop action plans with employer's to improve their health and safety performance.
- * Return to Work Case Managers and Specialists are dealing at the case level.*

Workwell Evaluators

- Authority to enter workplace under WSIA.
- Examine health and safety programs, observe practices and interview workers.
- Adjust premiums for those who do not improve (Section 82, WSIA).

HSAs

Field consultation's role is to promote increased awareness and facilitate change through the use of expertise, tools and education.

HSAs provide service and support in the following areas:

- Promotion of health and safety practices
- Training/education services
- Workplace consultations
- Provision of educational products
- Work with employer to implement action plan for improved health & safety programs and practices.

****Referrals to other system partners may occur within Integrated Planning****

Levels of Engagement from the System Partners

- The different levels of engagement conducted by the system partners are categorized as High, Medium and Low.

High Engagement:

Face to face meetings or consultation with the employer, which should include principal stakeholders, the owner or representatives from senior management and system partner is engaging the employer in an action plan to improve their health & safety program. High level engagement also includes Ministry of Labour inspections or system partner audits.

Medium Engagement:

Direct communication has been conducted with the employer via phone, e-mail or employer has chosen to attend a training session, workshop, e-learning sessions offered by the system partner.

Low Engagement:

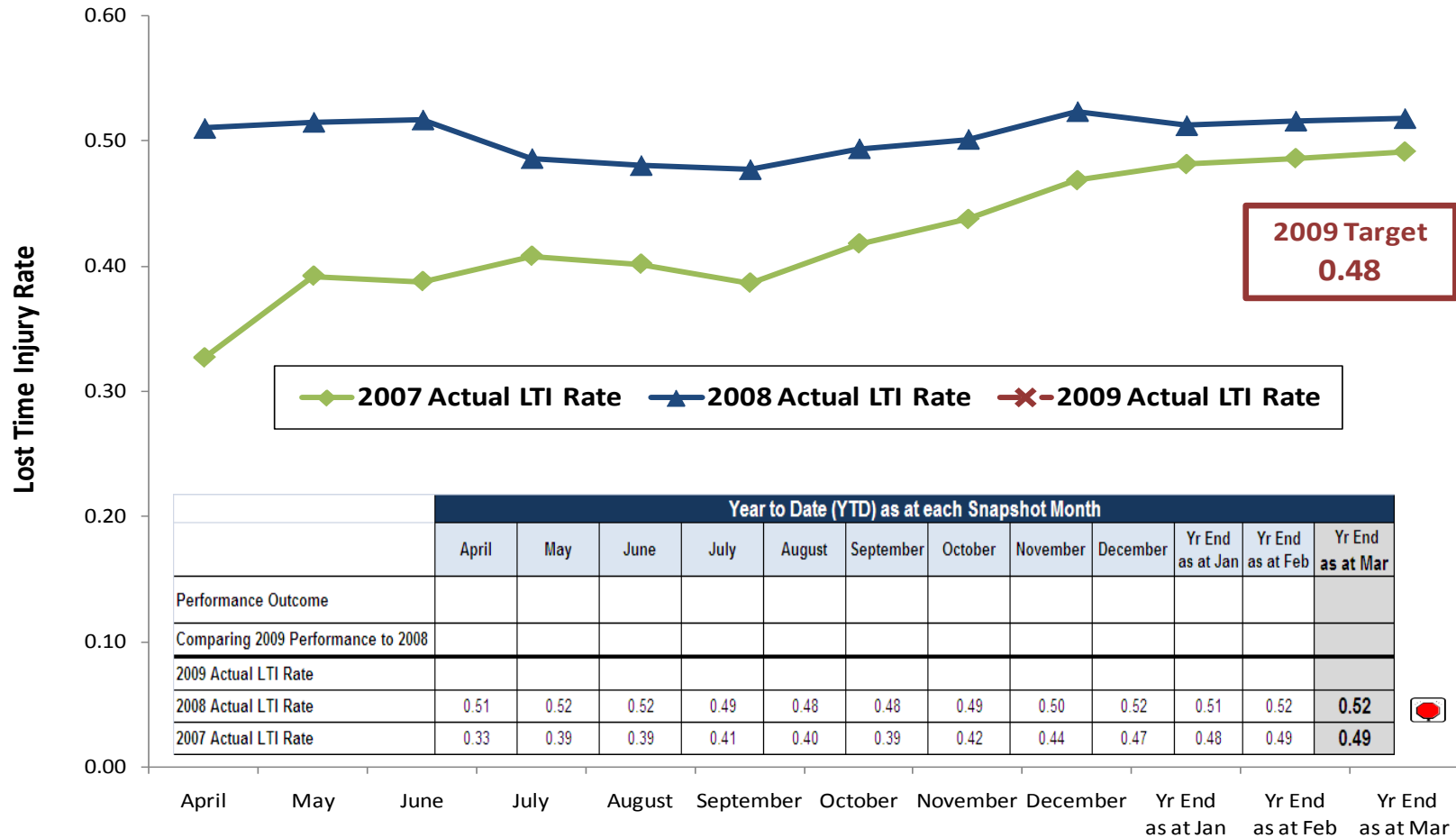
Communication has been conducted with the employer via written correspondence (mass mailing) or other marketing campaigns.

- ESAO identified 102 firms with the greatest need for assistance in order to improve their health and safety performance. All of these firms will be engaged by ESAO in 2009 and more than 80% of these firms will be engaged at a high level.

Monthly Reporting & Performance Measures

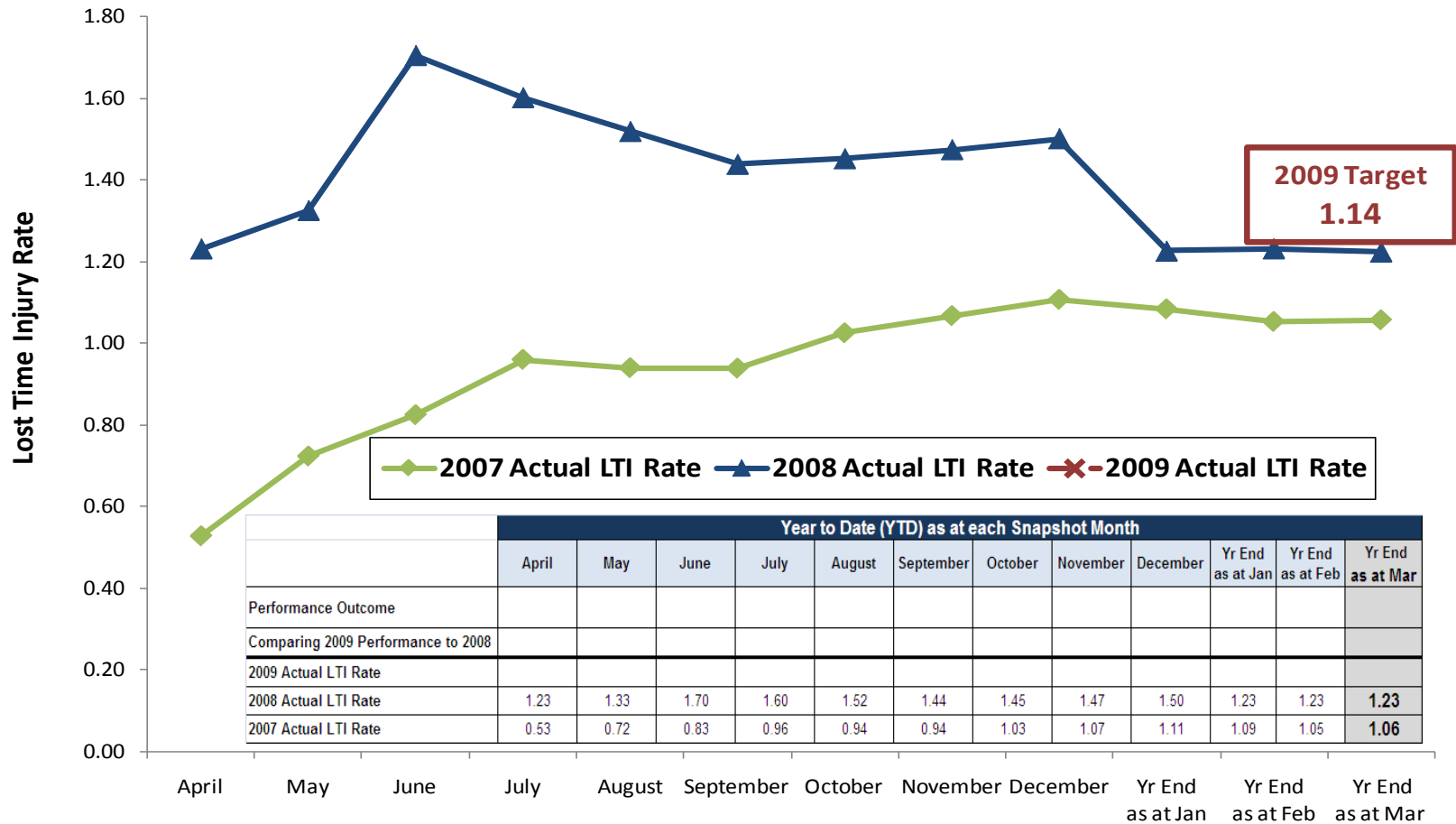
- The WSIB in collaboration with all system partners developed and implemented a monthly reporting process that allows each system partner to submit their monthly engagement by firm.
- This information is consolidated to track all engagement activity to date at a firm level across the health and safety system.
- The consolidated engagement information was distributed to each system partner to enable better co-ordination and awareness of engagement activities across the system.
- The engagement and performance of each system partner is compiled by the WSIB and shared with all system partners on a monthly basis.

ESAO Schedule 1 LTI Rate Performance



Data Source: Enterprise Information Warehouse, Year to Date as at each month. Please note that YTD 2009 Performance reporting will begin in May (April Snapshot).
 2009 Performance Outcomes (compared to 2008 at same point in time): ✓ a reduction of 7% less than a 7% reduction ● no change, or an increase.
 Please note that the 2009 Target is based on Final 2008 minus 7%

ESAO Schedule 1 Firms Selected for Engagement – LTI Rate Performance

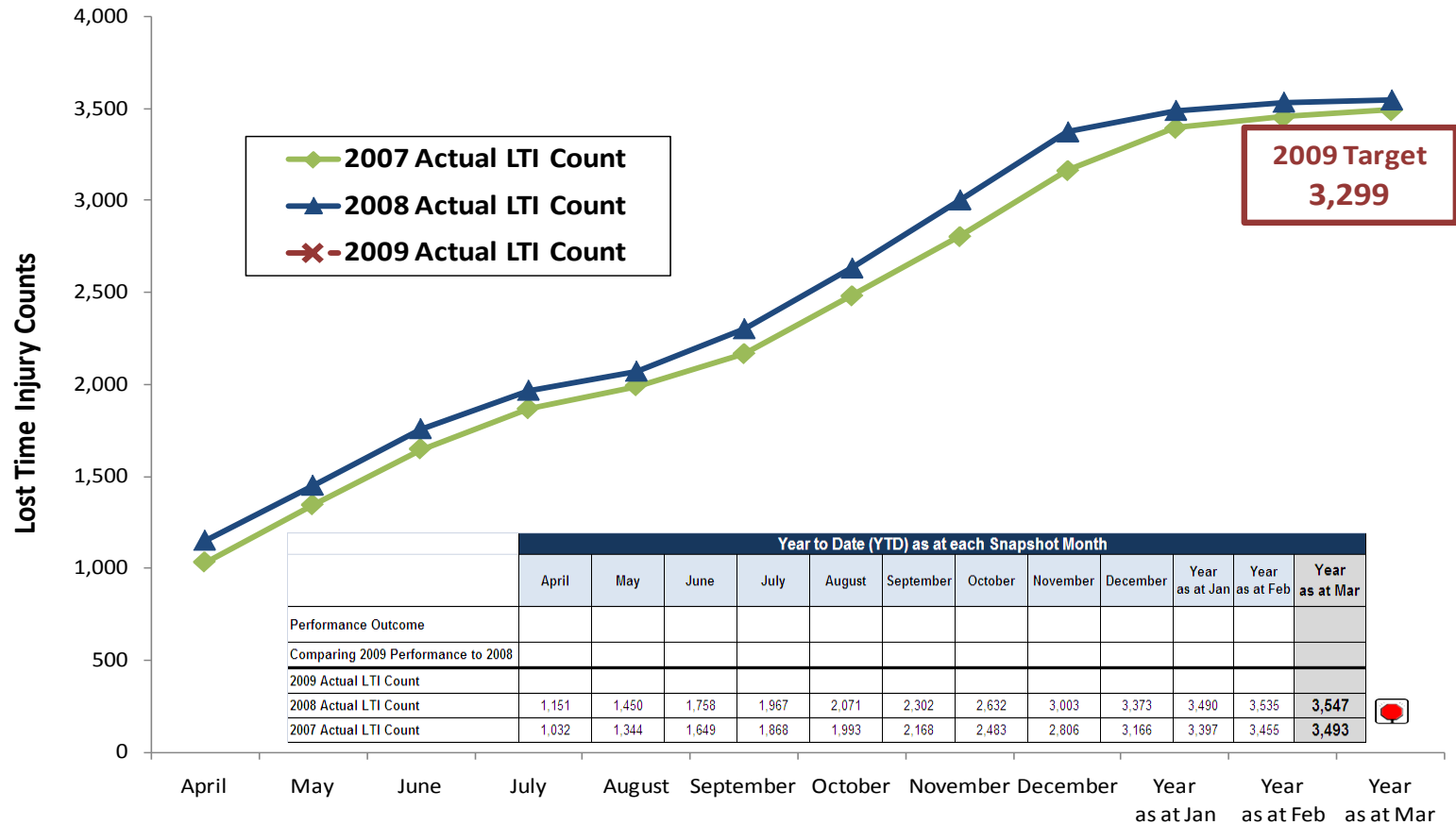


Data Source: Enterprise Information Warehouse, Year to Date as at each month. Please note that YTD 2009 Performance reporting will begin in May (April Snapshot).

2009 Performance Outcomes (compared to 2008 at same point in time): ✓ a reduction of 7% less than a 7% reduction ● no change, or an increase.

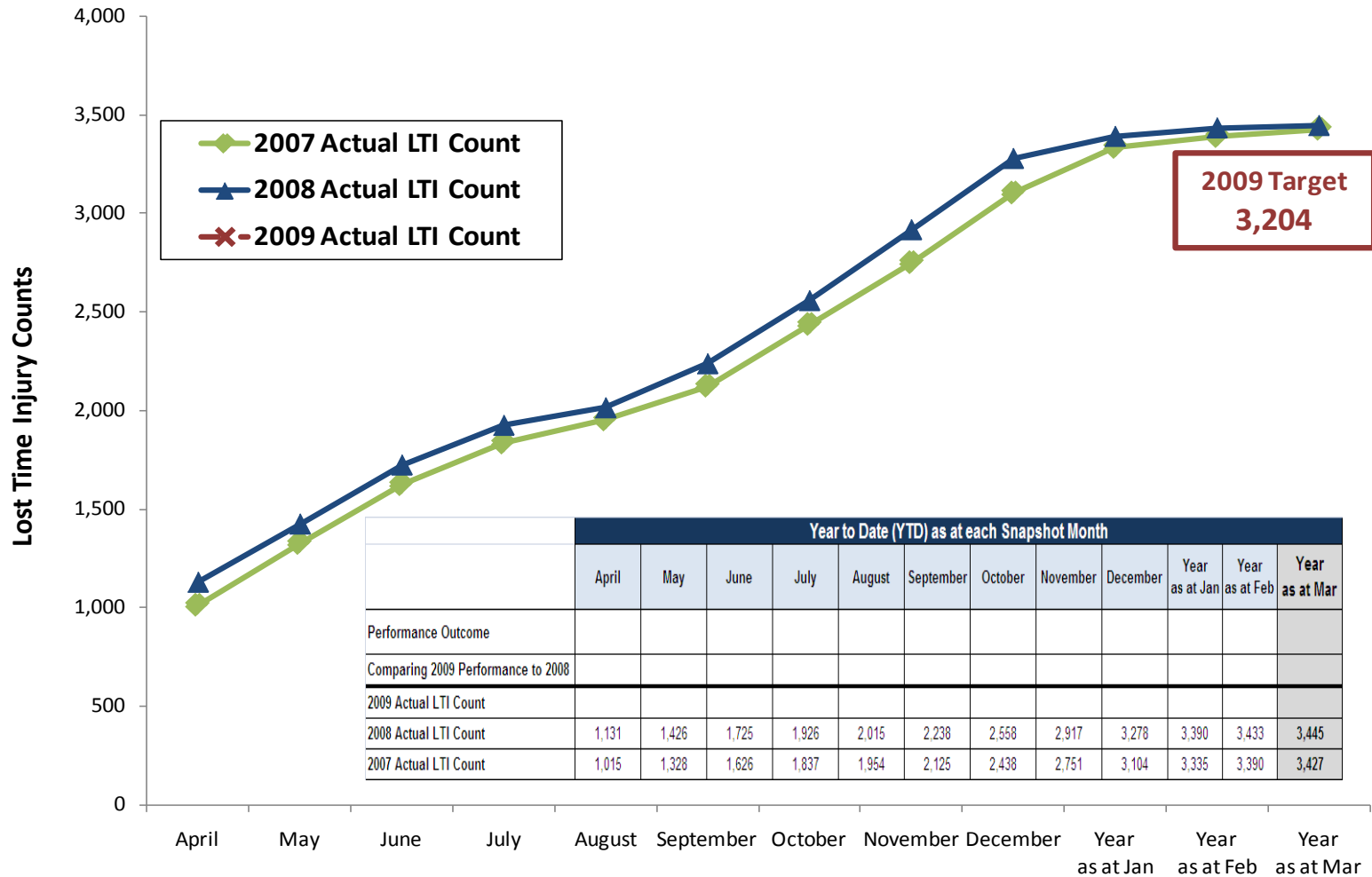
Please note that the 2009 Target is based on Final 2008 minus 7%

ESAO Schedule 2 LTI Count Performance



Data Source: Enterprise Information Warehouse, Year to Date as at each month. Please note that YTD 2009 Performance reporting will begin in May (April Snapshot).
 2009 Performance Outcomes (compared to 2008 at same point in time): a reduction of 7% less than a 7% reduction no change, or an increase.
 Please note that the 2009 Target is based on Final 2008 minus 7%

ESAO Schedule 2 Firms Selected for Engagement – LTI Count Performance



Data Source: Enterprise Information Warehouse, Year to Date as at each month. Please note that YTD 2009 Performance reporting will begin in May (April Snapshot).
 2009 Performance Outcomes (compared to 2008 at same point in time): a reduction of 7% less than a 7% reduction no change, or an increase.
 Please note that the 2009 Target is based on Final 2008 minus 7%

Moving Forward



- The firm selection model and integrated planning is a process that will take place each year.
- Each year all firms will be re-ranked based on a three-year injury window and system partners will select new groups of firms for engagement.
- Each year all system partners will continue to work collaboratively for continuous improvement of this process.

WSIB believes that the firm selection process will bring us closer each year to reaching our common goal of eliminating all workplace injuries, illnesses and fatalities.

Questions and Answers

- **Contact your Health and Safety Association for more information.**
 - Education Safety Association of Ontario
4950 Yonge Street, Suite 902
Toronto (North York)
 - Telephone: (416) 250-8005 or Toll-free: 1-877-732-3726
 - Website: www.esao.on.ca
- **Check out WSIB websites for more health and safety information.**
 - www.wsib.on.ca
 - www.prevent-it.ca
- **Your most recent Account Profile report is available through the Prevention Contact Center or your Health and Safety Association.**