

Certificate of Recognition (COR) Program Update

Alberta Labour and Immigration

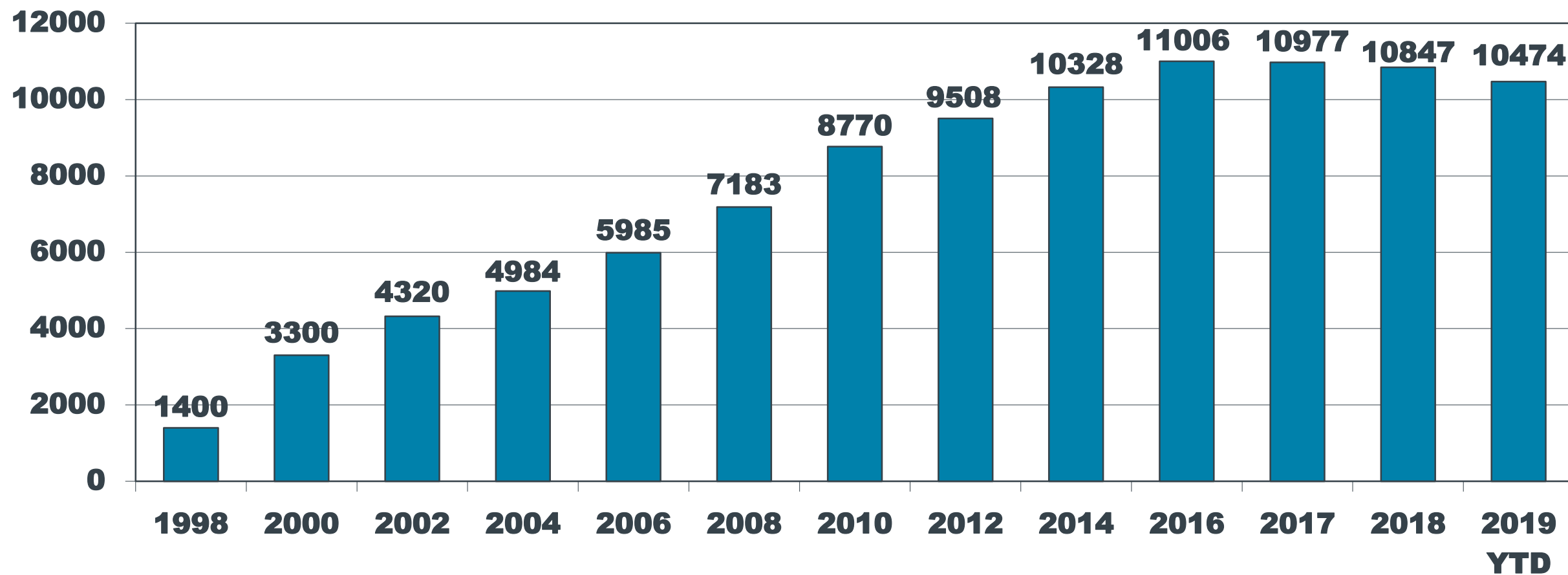
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1. COR Results

Total COR Holders to August 26, 2019



Source: Alberta Labour and Immigration

COR Coverage by Certifying Partner

Certifying Partner <i>* Member of the Strategic Steering Committee</i>	Number of CORs (to Aug 26, 2019)	% of CORs
Alberta Construction Safety Association (ACSA)*	4,794	45.8%
Alberta Association for Safety Partnerships (AASP)*	2,370	22.6%
Energy Safety Canada (ESC)*	1,425	13.6%
Alberta Municipal Health & Safety Association (AMHSA)*	124	1.2%
Alberta Safety Council (ASC)	265	2.5%
Alberta Motor Transport Association (AMTA)	854	8.2%
Continuing Care Safety Association (CCSA)*	116	1.1%
Manufacturers' Health and Safety Association (MHSA)	290	2.8%
Alberta Forest Products Association (AForestPA)	135	1.3%
Alberta Food Processors Association (AFoodPA)	28	0.3%
Alberta Hospitality Safety Association (AHSA)	60	0.6%
Western Wood Truss Association (WWTA)	10	0.1%
Public Service Commission (PSC)	3	0.0%
Grande Total	10,474	100%

Source: Alberta Labour and Immigration

Total COR Holders by Type

COR Type (to Aug 26, 2019)	Number of CORs by Type	% CORs by Type
<i>Regular Certificate of Recognition (COR) - any size but typically more than 10 employees</i>	6,681	63.8%
<i>Small Employer Certificate of Recognition (SECOR) - up to 10 employees</i>	3,761	35.9%
<i>Medium Employer Certificate of Recognition (MECOR) - 10 to 30 employees</i>	17	0.2%
<i>Partnerships Audit Standard Equivalency (PASE)</i>	15	0.1%
Total	10,474	100%

Source: Alberta Labour and Immigration

AASP COR Holders by Type

- 1,180 Regular CORs
 - 1,188 SECORs
 - 2 MECOR
- 2,370 Total CORs

Source: Alberta Labour and Immigration – Data to August 26, 2019

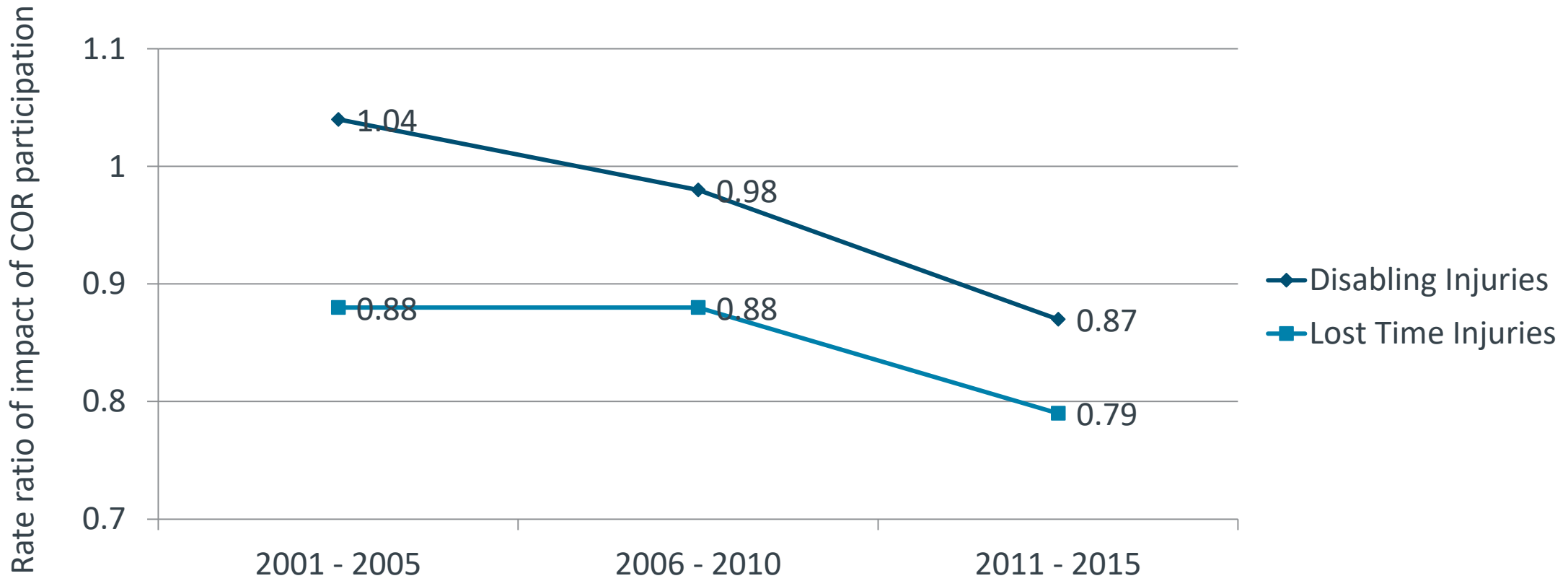
Alberta Workers Covered by COR for 2018

- ALL COR holders covered an estimated 840,737 workers = 44.6% of the total Alberta Workforce reported to WCB.
- AASP COR holders covered an estimated 201,568 workers = 24.0% of all workers covered under COR, and 10.7% of the total Alberta Workforce reported to WCB.

Source: Estimated Person Years is based on 2018 WCB Data

Results - All Industries by Time Period

- Ratios of less than one indicate injuries are less likely for COR firms



Source: UBC Study, Is COR Associated with lower firm-level injury rates, Final Report, page 23, March 29, 2018

COR Holder Performance and Refunds

- Loss Ratios compare the claim costs of a group of employers to the WCB premium they pay.
 - COR holders as a group, out-perform non-COR holders by the following percentages (as measured by comparing loss ratios):
 - 35.1% lower in 2015
 - 36.8% lower in 2016
 - 33.2% lower in 2017
 - 31.7% lower in 2018
- PIR Refunds to COR Holders issued by WCB
 - \$74.5 million for 2015
 - \$69.0 million for 2016
 - \$71.2 million for 2017
 - \$66.4 million for 2018

Source WCB Alberta, May 2019

PIR Refund - AASP COR Holders

- For 2018, AASP COR holders will receive an estimated total of \$10,082,020 in PIR Refunds.
- AASP COR holders will receive 15.2% of total PIR refunds for 2018.

Source WCB Alberta, May 2019

2. COR Evaluation and Redesign

WCB Review - 2017

- Feedback provided by stakeholders for the Workers' Compensation Board (WCB) Review Panel and OHS System Review indicated the COR program (established in 1989) was in need of modernization.
- **Recommendation #58:**
 - Safety associations funded through WCB-collected levies should receive their grant installments from WCB only after satisfying oversight requirements established and delivered by OHS.

COR Program Evaluation - 2018

- Alberta Labour's review of COR:
 - Internal review of program alignment with department strategic priorities
 - Prairie Research Associates (PRA) stakeholder interviews/focus groups/surveys
 - University of British Columbia examined the effect of COR participation on injury rates, and the relationship between audit scores and injury rates
 - Survey of Labour Organizations was conducted
- Results were compiled into seven proposed changes

Overall Themes

- The COR program needed to be relevant, although there were differences as to what that meant
 - The integrity of the COR program needs to be based on a proven system of procedures, processes and other measures that employers implement, but also promote continual improvement in health and safety
- In general, there was a prevailing theme through all feedback that the COR Program plays a valuable role in workplace health and safety in Alberta
 - Through certification, effective OHS practices are recognized and encouraged

Future COR - Program Governance

- Government sets the direction and standards for the program (i.e. the policy), CPs deliver the program and employers are the target audience
- Establish defined roles and responsibilities for the department, CPs, auditors and include administrative tools
- Move the current governance model from consensus based to one lead by the department in consultation with CPs

COR Evaluation – 7 Key Changes

To be implemented in 2019

1. Strategic vision/direction for the program will be set by a department led committee and constitute the larger CPs with representation from the smaller CPs.

Current status: Strategic Steering Committee (SSC) was established in March 2019.

- Draft Strategic Plan for the COR Program has been developed.

2. The department will focus on program policy and ensuring the system operates as intended. CPs will focus on program delivery ensuring that employers and auditors meet provincial standards.

Current status: New CP Agreement and reporting metrics have been developed.

3. End the formal Partners in Injury Reduction program.

Current status: Formal Partner Program has been discontinued.

COR Evaluation – 7 Key Changes (continued)

To be implemented in 2020

4. Employer Reviews by Partnerships will be discontinued. It will be replaced by a new CP driven system to ensure employers with poor health and safety performance do not maintain their COR.

Current status: Employer Review transition to CPs is in-progress for 2020.

5. Automatically recognize CSA/ISO certification as equivalent to COR.

Current status: New standard for ISO and CSA equivalency has been developed.

COR Evaluation – 7 Key Changes (continued)

Medium Term

6. Small Employer COR (SECOR) will be replaced by a new, simpler program.

Current status: An interim strategy for the Small Employer Certificate of Recognition is in discussion with CPs.

7. Introduce a new enhanced COR that denotes excellence in health and safety.

Current status: Development of a risk based, scalable audit tool has been proposed that would be appropriate for all sizes (small and large), levels of risk and employer sophistication.

Draft COR Strategic Plan

Vision: COR is a nationally recognized and harmonized health and safety program that drives improvement in health and safety performance in Canada.

- Outcomes:
- COR is a harmonized and nationally recognized program
 - Participation in COR leads to improved OHS safety performance and fewer workplace injuries and illness
 - COR is a credible, efficient and effective program
 - Changes to COR will improve access and increase participation

Stakeholder feedback on the plan

- Support for:
- Scalable, expandable and risk based audit process
 - Uniform audit and auditor standards across all CPs
 - Accreditation for high performers
 - Harmonization
 - Continuous improvement

Questions?

