

The background of the slide features a large, faded circular logo for the Workplace Safety and Health (WSH) Council of Singapore. The logo contains the acronym 'WSH' in a stylized font, with 'WORKPLACE SAFETY' at the top and 'COUNCIL OF SINGAPORE' at the bottom. The text 'CERTIFICATE OF RECOGNITION' is also visible at the bottom of the inner circle.

WWTA Certifying Partner

Update

March 14, 2019



- Established in 1989
- Partnerships in Injury Reduction is a voluntary program in which employer and worker representatives work collaboratively with government to build effective health and safety management systems. By improving health and safety, the social and financial costs of workplace injury and illness are reduced

Certificate of Recognition (COR)

- The Partnerships in Injury Reduction program awards Certificates of Recognition (CORs) to employers that have developed a health and safety management system and met established standards.



Health and Safety Management Systems

- A health and safety management system is a process put in place by an employer to minimize the risk of injury and illness.
- This is made possible by identifying, assessing and controlling risks to workers in all workplace operations. The scope and complexity of a system will vary according to the type of workplace, and the type of operations carried out.
- An effective health and safety management system must have the following 9 components in place:
 - Identification and analysis of health and safety hazards at the work site
 - Control measures to eliminate or reduce the risks to workers from hazards
 - Clearly demonstrated and management commitment, and written company policy
 - Worker competency, orientation and training
 - Inspection program
 - Emergency response planning
 - Incident reporting and investigation
 - Management system administration
 - Joint work site health and safety committee

Certifying Partners

- A [Certifying Partner](#) is an association that works in partnership with the Alberta government. Certifying Partners provide training, review audits, certify auditors, and co-sign Certificates of Recognition.

Certifying Partners

- AASP
- Alberta Const. Assoc.
- Ab Food Processors
- Alberta Forest Products
- Ab Hospitality Assoc.
- Ab Motor Transport Assoc.
- Ab Municipal Health & Safety Assoc.
- Ab Safety Council
- Continuing Care Safety Assoc.
- Energy Safety Assoc.
- MHSA
- Public Service Commission
- WWTA

Partners in Injury Reduction

- A Partner in Injury Reduction is an association, corporation or organization that commits to taking a leadership role in health and safety by entering into a formal agreement with the Alberta government. The government and each Partner sign a Memorandum of Understanding outlining the specific commitments made by each organization.
- There are approximately 66 Partners committed to promoting and improving health and safety in Alberta.

Certifying Partner Group

- Had a Terms of Reference that operated on an consensus model.
- Mandate

The Certifying Partner Group (CPG) will make decisions concerning the development, improvement and promotion of provincial certification and quality assurance standards encompassed by the Partnerships in Injury Reduction's (PIR) Certificate of Recognition (COR) program.

CPG

- The CPG will be comprised of:
- **Certifying Partners** – associations that have signed a program MOU with Alberta Employment and Immigration.
- **Alberta Human Services, Partnerships in Injury Reduction (PIR)** – the governing body.
- **Workers' Compensation Board – Alberta** – is not a member of the CPG but participates in an advisory role and provides direction on issues that relate to the premium rebate component of the Partnerships in Injury Reduction Program.

Consensus

- Consensus decision-making will be the first level of decision-making used by the CPG. Consensus will be defined as “a general agreement among a group of people that occurs when all of the group can support a decision without compromising important needs or values.”

PIR Group under Alberta Labour

- Employment Standards
- Labour Relations
- Occupational Health and Safety
- Immigration
- Employment and Training Services



Alberta Labour Hits

- Employment Standard Changes (Fair and Family-friendly Workplaces Act)
 - Automatic Certification of Unions (all time high)
 - Leave, Compressed work week, overtime, holiday, etc.
- OHS Code Changes-Bill 30
 - JWSHSC
 - Harassment
- Minimum Wage
- Bill 6 Farm and Ranch Legislation

WCB Changes

- Guy Kerr-President of WCB



- Under Mr. Kerr's predecessors, the WCB began to offer incentives in the form of discounted premiums to employers who reported low numbers of workplace injuries.

-David Climenhaga

Union Activist, Blogger

COR Redesign

Nov. 23, 2018

Alberta Labour's approach to the review of COR

- Internal review of program alignment with department strategic priorities
- Labour organizations provided feedback
- Prairie Research Associates (PRA) stakeholder interviews/focus groups/surveys
- University of British Columbia study to examine the effect of COR participation on injury rates, and the relationship between audit scores and injury rates

Future of the COR Program

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

Change #1

Alberta Labour will focus on program policy and ensuring the system operates as intended. Certifying Partners will focus on program delivery ensuring that employers and auditors meet specified criteria.

1.1 Develop new contracts between CPs and Alberta Labour outlining roles, responsibilities and annual report requirements by February 28, 2019

1.2 Conduct an evaluation of Alberta Labour's processes for

- Quality Assurance audits of CPs
- On-Site Audit Review (OSAR) of auditors
- Evaluation will be scheduled for January to June 2020

1.3 Implement comprehensive evaluation of COR on a regular three-year cycle

- Next review will be scheduled for January to June 2021

Change #2

- ***Strategic vision/direction for the program will be set by an Alberta Labour led committee and constitute the larger CPs with representation for smaller CPs.***
- Implement new Strategic Steering Committee consisting of seven (7) members by January 2019
 - one member from Alberta Labour will act as the meeting chair
 - four assigned CP members (selected by largest # of workers covered by COR) **Energy Safety, AASP, Ab Construction, Municipal H&S**
 - one rotating member to represent the other CPs **Continuing Care**
 - **one member from a labour organization (Alberta Federation of Labour)**
 - WCB will be included as an observer/contributor

From the Kids Table

- Meeting held to elect our representative
- No one volunteered
- Continuing Care elected reluctantly.

Change #3

- ***SECOR (and MECOR) will be discontinued and a new, effective and simpler small employer program will be developed in 2019 and implemented in 2020.***

Change #4

- ***End the formal Partners program.***
- Currently 66 organizations are recognized as formal Partners in Injury Reduction (including associations, societies, labour organizations and employers)

Change #5.1

Alberta Labour will end employer reviews (ER) for employers with health and safety issues. This will be replaced by a system that ensures employers with poor health and safety records do not maintain their COR (CP driven).

a) End the ER program by December 31, 2019

- Final selection of new ER triggers will be December 2018
- Finalize decisions on which COR holders must conduct action plans by March 2019
- Deadline for employers to complete ER action plans will be December 2019

b) Develop and pilot a new intervention program with CPS in 2019 for employers with poor health and safety performance

- Based on existing measurement tools
- Joint employer visits with Partnerships and CPs

Change #5.2 Cont.

a) Develop new COR Scorecards and define poor employer performance by March 2020

- Joint project with Alberta Labour and WCB
- Annual Scorecards would be based on multiple metrics
- Define poor COR holder performance
- Delivery method to make COR Scorecards available to employers will be examined – possibly through a new employer portal

b) CPs will be expected to follow-up with COR holders with performance concerns starting in 2020

- List of poor performers for each CP based on the COR Scorecard results
- Additional COR holders may be selected should fatalities/serious incidents occur
- CPs will report follow-up actions to Alberta Labour
- Alberta Labour will monitor to ensure CP complete required follow-up

Change #5.3 more

Develop and implement a CP-driven process to remove CORs

- CPs can recommend that COR be removed when an employer is not meeting certification standards
- COR will be removed based on poor performance over three consecutive years as measured on the COR Scorecard – example:
 - 2019 annual data would be the baseline year
 - 2020 annual data would be the warning year
 - 2021 annual data would result in loss of COR
- Develop partnerships standard for employer recertification after COR loss

Change #6

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

Develop an optional higher COR standard for employer for implementation by January 1, 2022

- Start project work in July of 2020 with input from the CPs and other stakeholders
- New enhanced audit standard and standardized audit instrument
- Consider incorporating a performance component for the higher COR standard based on achieving results as measured by the COR Scorecard

Change #7

Automatically recognize CSA and ISO certification as equivalent to COR.

7.1 Work with CSA and ISO to recognize direct equivalency for employer holding ISO 45001 and Z1000 certifications starting January 1, 2020

7.2 Develop standards and policy to recognize CORs issued by other Canadian jurisdictions starting January 1, 2020

7.3 Work with other Canadian jurisdictions to develop a process for them to recognize Alberta CORs as equivalent

Joint Worksite Health & Safety Committee

- Standard vs. OHS Code
 - During presentations in the spring about changes there was emphasis on JWHSC and the requirements for training

- In the OHS Code:

Training standards

201 For the purposes of providing training to co-chairs and members of a joint work site health and safety committee and to health and safety representatives under section 29(1) and (2) of the Act, the employer or prime contractor, if there is one, must use an organization designated by the Minister under section 83 of the Act to provide the required training.

Joint Worksite Health & Safety Committee

- The foundational course (2 hr prerequisite training) may be delivered through facilitated training, eLearning, or correspondence.
Cdn Center for Occupational H&S (CCOHS)
- The 6-8 hr facilitated training still allows for an online course vs classroom however it is currently expected that the course will allow for live interaction with the instructor.

Prevention Initiative for Alberta's Occupational Health and Safety System

- System Priorities

- 1) Musculoskeletal disorders due to repetitive use, overexertion, and heavy lifting
- 2) Slips, trips, and falls
- 3) Psychosocial hazards (i.e. workplace violence, harassment, and mental health).

#3 Psychosocial Hazards

- 3rd most common disease according to WCB
- Grown in the last 5 years
- Claims include post-traumatic stress, anxiety, and other syndromes
- Aligns with new OHS laws

Focus on Small Businesses

- 35% of all private sector employment
- 51% of businesses in construction, professional services, technical services, retail, and wholesale.

Focus on Vulnerable Workers

- Young (<24)
 - Lack of Training
 - Exposure to dangerous jobs
 - 34 fatalities 2013-17
- Old (+55)
 - 66% of fatalities

New COR Audit Instrument

- 1) Management Leadership and Org. Commitment
- 2) Hazard Assessment
- 3) Hazard Control
- 4) JWSHSC**
- 5) Qualifications, Orientation, Training
- 6) Other Parties at the Vicinity of the Worksite**
- 7) Inspections
- 8) Emergency Response
- 9) Incident Investigation
- 10) System Administration

WWTA and Health & Safety

- Form a committee to investigate how best the WWTA can provide services for Health and Safety.