

April 22, 2021

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Health and Safety
Excellence program

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Agenda

1. How investing in health and safety is good for your business
2. Learn about the Health and Safety Excellence program and how it can make your workplace safer
3. Opportunities and next steps

Meet your presenter



Tyler Beauchamp is a Program Management Consultant at the WSIB, and has been employed at WSIB since 2008.

Passionate about health and safety, Tyler has worked in several different roles across the WSIB including our case management, serious injuries, and our mental health injuries programs. Most recently, he has been working directly with employers helping them to develop their occupational health and safety management systems.

Why invest? Investing in health and safety has many benefits...



Earn a return on investment



Strengthen your business reputation



Keep your employees happy, healthy and safe

Why invest? | We need to work together

Average lost time injury rate: **0.98**



Healthcare

Lost time injury rate:
1.55

Top injury event:
Overexertion

The occupation with the highest claim count: Assisting occupations in support of health services



Schedule 2

Lost time injury rate:
2.24

Top injury event: Fall on same level

The occupation with the highest claim count: Police officers and firefighters

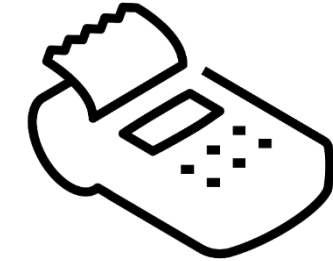


Education

Lost time injury rate:
0.44

Top injury event: Fall on same level

The occupation with the highest claim count: Cleaners



Services

Lost time injury rate:
0.89

Top injury event: Struck by objects or equipment

The occupation with the highest claim count: Retail salespersons and sales clerks

Why invest? | Injury trends for schedule 2 employers



16,336 claims



\$ 440.6 million

Leading injury types: sprains /strains, mental disorders or syndromes, and concussions

Top injury events: Falls, violence and harassment, and bodily reactions

Occupations with highest injury rates: Secondary and elementary school teachers and counsellors, and police officers and firefighters

Why invest? | Growing number of mental stress claims



- In 2019, we registered 4,149 Mental Stress claims, which is 21% more than in 2018 (3,429).



- The rate of newly registered mental stress claims is has been increasing at a far greater pace than registered claims as a whole.

Why invest? Not investing in health and safety could result in...



Fines and
business disruptions

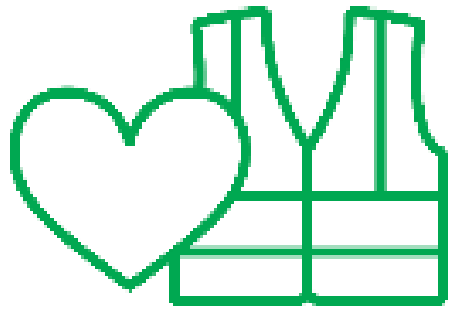


Poor reputation –
Negative publicity and
media attention



Poor
workplace culture

The Health and Safety Excellence program can help



Positive workplace culture & healthy, safe employees



Reduce claims costs, administrative burden



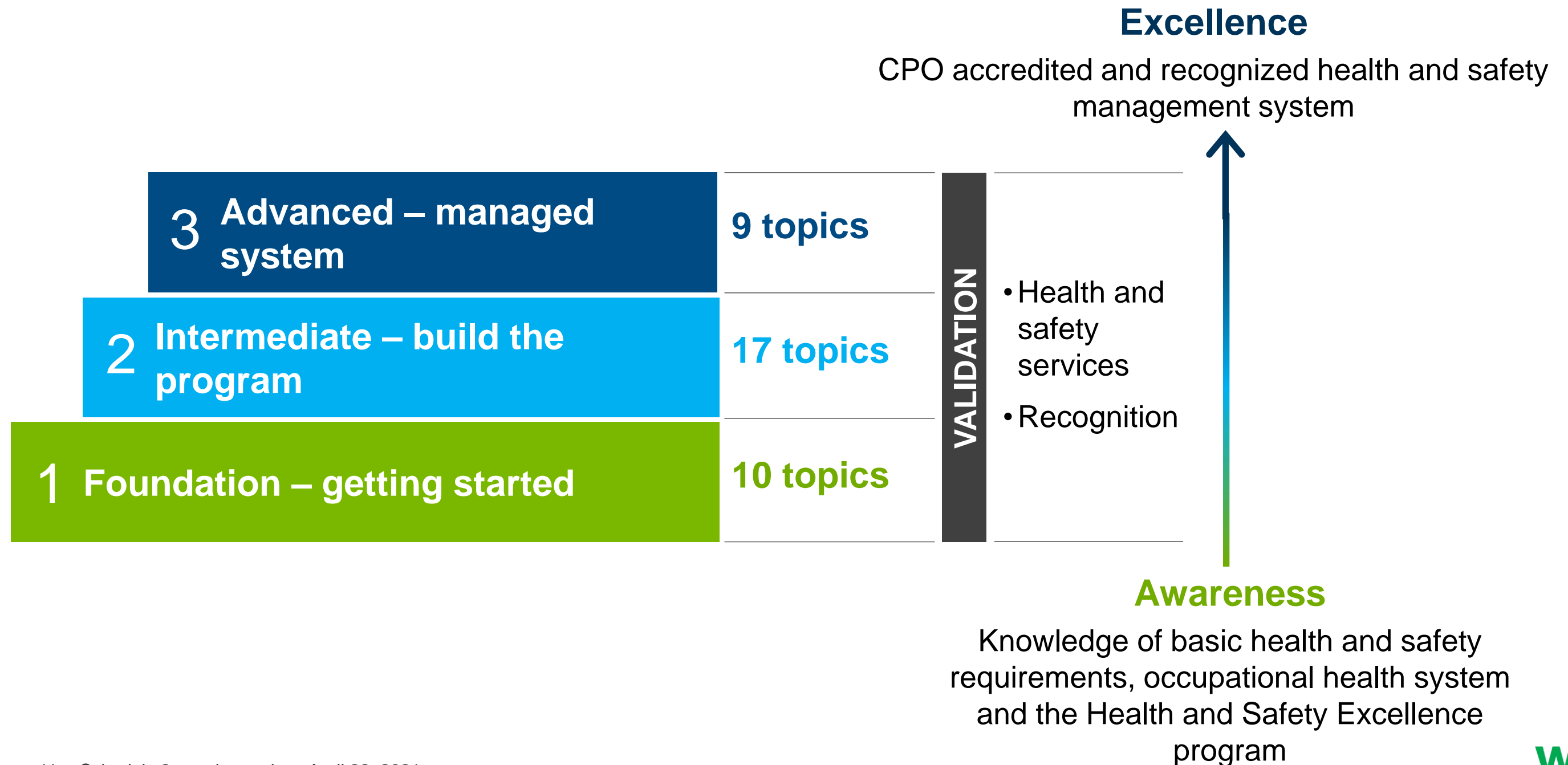
Strengthen brand



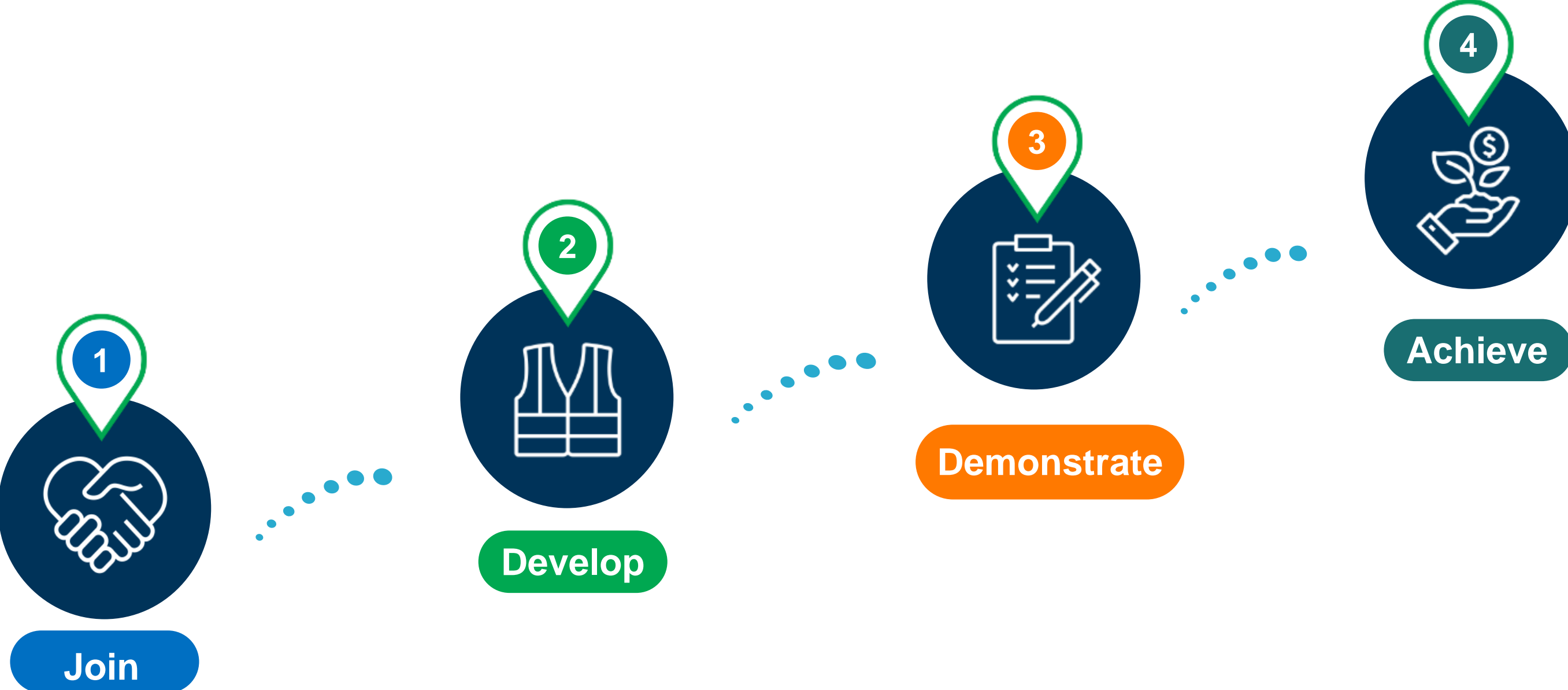
Return on investment

Health and Safety Excellence Program

Health and Safety Excellence program | Overview



Health and Safety Excellence program | Four Steps



Step one | Join



- 1 Register with a WSIB-approved provider
- 2 Complete the online health and safety assessment
- 3 Select 1 – 5 health and safety topics for your action plan

Health and Safety Excellence program | Topics

Foundations

- Leadership and commitment ★
- Health and safety responsibilities
- Health and safety communication
- Worker participation
- Recognition of hazards ★
- Risk assessment ★
- Control of hazards ★
- Injury/illness/incident reporting
- Incident investigation and analysis
- First aid

Recommended topics to address Mental Health ★

Intermediate

- Legal and other requirements ★
- Health and safety accountabilities
- Pre-use inspections
- Preventive maintenance
- Control of documents
- Control of records
- Contractor management program
- Workplace health promotion ★
- Health and safety objectives
- Corrective action

Recommended Bundles:

- Competency
- Health and safety training
- Emergency prevention and preparedness
- Emergency response
- Return to work program requirements, forms and tools ★
- Return to work roles and responsibilities
- Accommodation and return to work plans ★

Advanced

- Change management and procurement
- Internal Audit
- Management review
- Health and safety continual improvement planning
- External Audit
- Networking and peer learning
- Corporate Social responsibility ★

Recommended Bundle:

- Monitoring, measurement and analysis
- Review health and safety trends

Health and Safety Excellence | Addressing Mental Health

- Thoughts of being safe and avoiding the virus, working from home, and being socially isolated creates added stress.

Excellence program mental health – related topics

- Workplace health promotion
- Leadership and commitment
- Legal and other requirements
- Control of hazards
- Risk assessment



Examples of mental health supports:

- Wellness programs
- Employee Assistance Programs
- Peer mentors
- Learning modules to develop resiliency skills

Step two | Implement



1

With guidance from your provider, complete the topic(s) you selected

Step three | Demonstrate



Demonstrate

1

Once you've completed all the topic(s) in your action plan, submit evidence for WSIB validation



2

The WSIB validator will review the evidence and determine if you completed your topic(s).

If gaps are identified, you have 60 calendar days to address them and complete the topics

Step four | Achieve



1

For every topic you complete, you will receive recognition




2

By improving health and safety performance, you will reduce your claims costs and administration fees.

Achieve| Public recognition

Member badge – Visible on the WSIB Safety Check website



Business Legal Name	ABC LTD.	 Health and Safety Excellence Member
Classification		
Pre-2020 Classification		
Business Size	Medium Business (20 To 99 Employees)	

Performance badges and awards



Making the decision to join | City of Markham



Why they joined the Excellence program

- Help with **training** staff, providing a **feeling of safety in the field** and developing **COVID-related protocols** for different roles & functions
- Addressed the desire to both **improve health and safety** and build a **sustainable response to the pandemic**
- Needed the **support** from providers, **flexibility** in the program, and **guidance** on choosing program topics

Results | City of Markham (Schedule 2 employer)

← How the Excellence program helped →

The Excellence program provided a roadmap for the City of Markham to focus on improving their health and safety as they responded to the pandemic and entered the recovery stage

Provider guidance, program flexibility, and selection of topics helped meet their health and safety challenges

Outcomes:



- ✓ Cost savings - Reduced WSIB claim costs, lost time injuries & days lost
- ✓ Alignment with City of Markham's five year strategic plan
- ✓ Improvement to the municipality's public image
- ✓ Fostered a healthy and safe workplace and community

Health and Safety Excellence program | Your next steps



Contact us

- healthandsafetyexcellence@wsib.on.ca



Explore Options

- Website: <https://www.wsib.ca/healthandsafety>



Register

- Get started in the digital portal and receive your badge

Questions

