

Earn rebates while making your workplace safer

**The WSIB's Health and Safety Excellence program
information session for Association of Consulting Engineering Companies - Ontario**

Presenter: Adrian Varao



Agenda

Benefits of investing in health and safety

How the Health and Safety Excellence program works

Q&A and Next Steps

Available resources

Why prioritize health and safety?

It works.

You'll have fewer injuries and illnesses.



You'll save money.

Avoid unnecessary disruptions, costs and fines.



It helps you hire.

82% of job seekers want to know your health and safety record.



It's the law.

You must take every reasonable action to protect your people.



Injury characteristics - Class L: Professional, Scientific And Technical

as of September 30, 2024

Time range

Start year

2023



End year

2024



Drivers

Characteristics

Part of body



Sort by

Cost



Apply

Leading injuries (2023-2024)

Download CSV

Part of body Category	Total cost	Percentage	Average cost per claim	Leading age group
Cranial region, including skull	\$937,935	21%	\$14,887.85	65+
Multiple body parts	\$654,798	15%	\$7,195.59	50-54
Leg(s)	\$364,734	8%	\$6,398.85	25-29
Arm(s)	\$315,091	7%	\$15,004.32	60-64
Lower back (lumbar, sacral, coccygeal regions)	\$309,213	7%	\$3,435.70	55-59
Not coded	\$272,681	6%	\$4,470.18	45-49
Wrist(s)	\$235,785	5%	\$11,789.24	65+
Body systems	\$181,317	4%	\$6,043.89	60-64
Shoulder	\$166,713	4%	\$5,051.92	30-34
Finger(s), fingernail(s)	\$165,733	4%	\$4,361.39	25-29

Source: WSIB website – Health and Safety Statistics

The WSIB's Health and Safety Excellence program

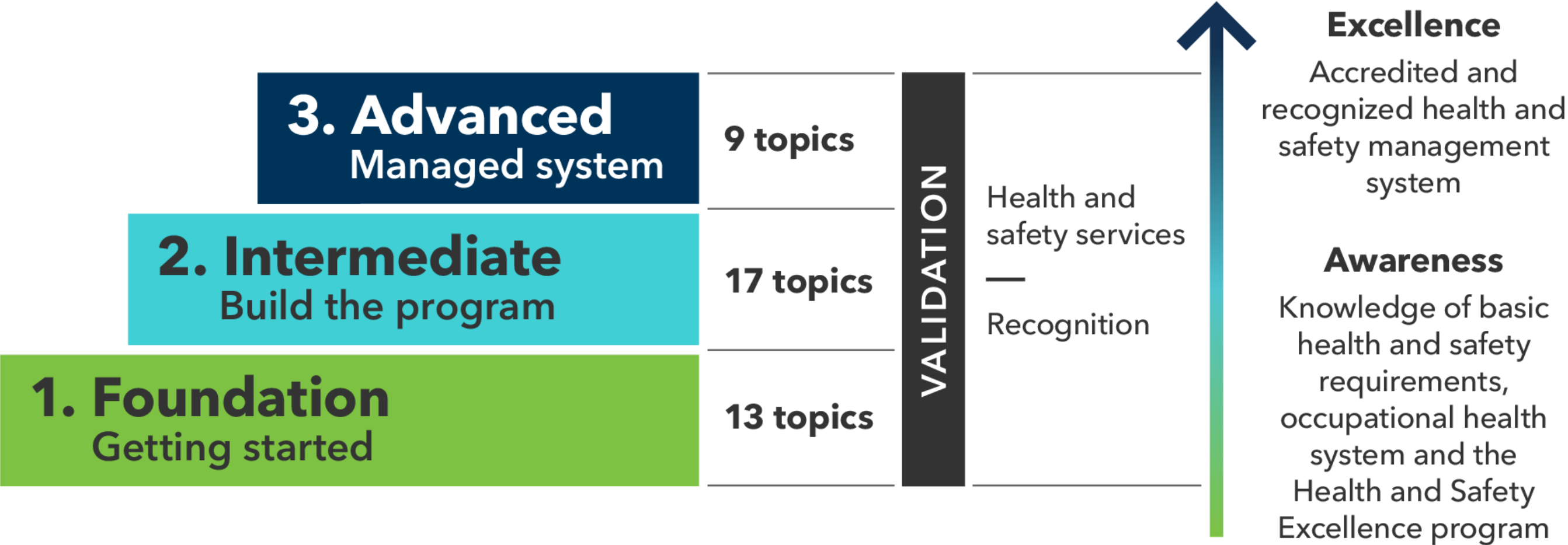
The Health and Safety Excellence program

Our Health and Safety Excellence program can help you improve health and safety and earn rebates – **and smaller businesses can earn double the rebates on topics selected in 2024.**



- 39 health and safety topics, including 13 foundational topics to build a solid program
- each topic helps build a workplace culture where your people feel safe and valued
- topics you complete will earn you rebates on your premiums
- in 2024, smaller businesses will receive \$1,000 once they have an approved health and safety plan

About the program



Program levels and topics

Foundation

1. Leadership and commitment
2. Health and safety responsibilities
3. Health and safety communication
4. Health and safety participation
5. Hazard identification
6. Hazard reporting
7. Workplace inspections
8. Risk assessment
9. Control of hazards (basics)
10. Control of hazards
11. Injury, illness and incident reporting
12. Incident investigation and analysis
13. First aid

Intermediate

1. Competency
2. Health and safety training
3. Legal and other requirements
4. Emergency prevention and preparedness
5. Emergency response
6. Return-to-work program
Requirements, forms and tools
7. Health and safety accountabilities
8. Return-to-work roles and responsibilities
9. Accommodation and return to work
10. Pre-use inspections
11. Preventative maintenance
12. Health and safety objectives
13. Corrective action
14. Control of documents
15. Control of records
16. Contractor management program
17. Workplace health promotion

Advanced

1. Monitoring, measurement and analysis
2. Review health and safety trends
3. Management review
4. Health and safety continual improvement planning
5. Internal audit
6. External audit
7. Change management and procurement
8. Networking and peer learning
9. Corporate social responsibility

HSEp topics and COR™ alignment

Foundation

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Legend

- Aligns with COR™ 2015
- Aligns with COR™ 2020 (in addition to COR™)
- Excellence program additional best practices

Intermediate

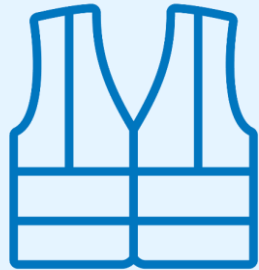
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Advanced

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What is a program provider?

Providers are health and safety professionals approved by the WSIB to deliver the Health and Safety Excellence program.



Your provider will:

- help identify where you can make the biggest impact
- provide tools, templates and services to be successful
- provide support in preparing for WSIB validation

The four program steps



Join



Develop



Demonstrate



Achieve

How does the
program work?



What you should know about rebates

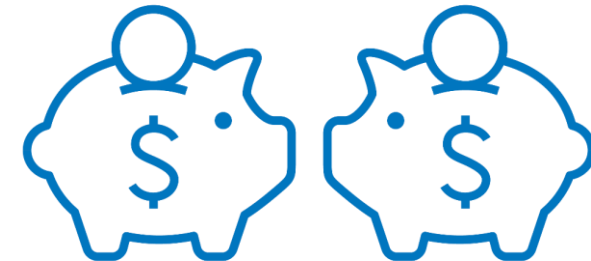
You can complete up to **five topics** per health and safety plan.



You can earn up to **\$1,000 per topic**, to a **max of 100%** of your annual reported premiums per health and safety plan.



Smaller businesses can get **double the rebates** – up to **200%** of your annual reported premiums for 2024 health and safety plans.



Rebate example 1

Company A

- 15 employees
- WSIB premiums reported last year: \$20,000
- Completed three topics

$$3 \text{ topics} \times \$1,000 = \$3,000^*$$

$$\begin{aligned} \text{Doubled this year} &= \$6,000 \\ &+ \$1,000 \end{aligned}$$

$$\text{Total rebate} = \$7,000$$

* In a regular year

Rebate example 2

Company B

- 80 employees
- WSIB premiums reported last year: \$80,000
- completed five topics

$$5 \text{ topics} \times \$1,600^* = \$8,000^{**}$$

$$\begin{aligned} \text{Doubled this year} &= \$16,000 \\ &+ \$1,000 \end{aligned}$$

$$\text{Total rebate} = \$17,000$$

* WSIB's rebate formula would result in more than the \$1,000 minimum

**In a regular year

Rebate example 3

Company C

- five employees
- WSIB premiums reported last year: \$3,700
- completed four topics

Maximum is 100%
of premiums = \$3,700*

Doubled this year = \$7,400
+ \$1,000

Total rebate = \$8,400

* In a regular year

**Your program
costs**



Your rebate



In addition to financial rewards...

You'll get a digital member badge



You can use it on your:

- website
- email signatures
- marketing materials
- health and safety board

Your member badge appears in your business profile in [WSIB's Safety Check.](#)

Invest in your workplace culture

Find out how your employees view health and safety at work with our culture survey.

Key features:

- easy and quick to complete and track results online
- anonymous
- evidenced-based measures of 13 different workplace culture variables



What are current members saying?

2023 satisfaction survey results

82%

of members reported a **positive experience** with the Health and Safety Excellence program



Join the program

The only WSIB incentive program available to businesses

Meet legislative health and safety requirements



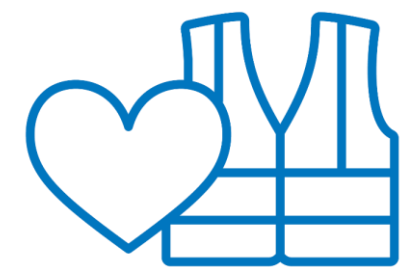
Earn badges to strengthen your reputation



Receive rebates on your premiums



Keep employees healthy, happy and safe



Next steps

- check out wsib.ca/healthandsafety
- calculate your estimated rebates
- get help selecting a provider

Connect with me at

Adrian_varao@wsib.on.ca

Or by telephone at 416-344-2571.

Connect with us at

healthandsafetyexcellence@wsib.on.ca

Questions?

Resources to help improve your workplace health and safety

Sign up for the WSIB's online services

You can use our online services to:

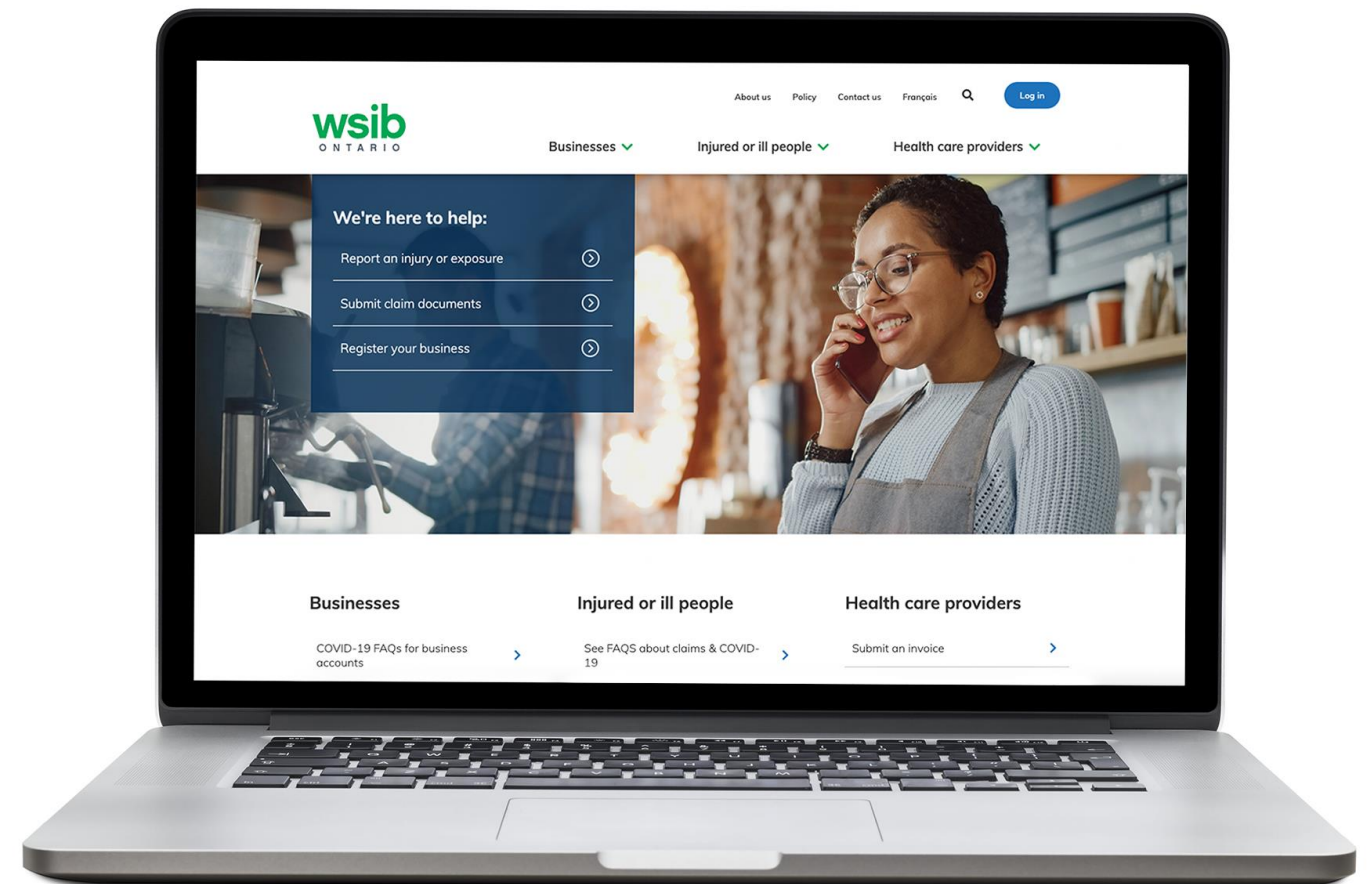
- submit claim documents, forms, letters, reports and receipts
- view claims
- submit account documents and send messages
- track the status of an appeal
- report and pay premiums
- view your statement
- find or obtain a clearance
- report an injury or illness
- analyze rates and past claims costs and view your Workplace Injury Summary Report
- access health and safety programs

Learn more and register at
wsib.ca/online-services

Compass and safety check

With our compass tool you can:

- check the number and types of injuries in any workplace,
- compare health and safety results of similar businesses to see how your business is doing,
- find out if a business has joined our Health and Safety Excellence program



Supporting Ontario's Safe Employers program

Accreditation

- accreditation of an occupational health and safety management system
- third party audit of health and safety management system to Chief Prevention Officer accredited standard (e.g., ISO, COR 2020)

Recognition

- recognition of successful Supporting Ontario's Safe Employers (SOSE) applicants by the Chief Prevention Officer

Learn more at ontario.ca/page/supporting-ontarios-safe-employers-program

Contact SOSE@ontario.ca

Office of the Employer Advisor – resources and webinars

The Office of the Employer Adviser is offering **free return-to-work education sessions** to help businesses:

- formalize return to work processes
- define roles and responsibilities
- meet legislative obligations
- identify suitable work options for injured people

Learn more at employeradviser.ca

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as of September 30, 2024

Time range

Start year

2023



End year

2024



Drivers

Characteristics

Nature of injury

Sort by

Count



Apply

Leading injuries (2023-2024)

Download CSV

Nature of injury Category	Claim count	Percentage	Average days lost per claim	Leading age group
Sprains and strains	252	42%	17	30-34
Fractures	71	12%	51	25-29
Bruises, contusions	63	11%	13	60-64
Not coded	61	10%	17	40-44
Concussion	59	10%	49	25-29
Cuts, lacerations, punctures	51	9%	5	25-29
Traumatic injuries, disorders, complications, unspecified, NEC	39	7%	17	25-29
Abrasions, scratches and other superficial injuries	14	2%	3	20-24
Multiple traumatic injuries	13	2%	27	35-39
Tendonitis	11	2%	12	35-39

Source: WSIB website – Health and Safety Statistics

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as of September 30, 2024

Time range

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Drivers

Characteristics Sort by

Apply

Leading injuries (2023-2024)

[Download CSV](#)

Event Category	Claim count	Percentage	Average days lost per claim	Leading age group
Fall on same level	110	16%	35	55-59
Overexertion	95	14%	14	30-34
Struck by objects or equipment	80	12%	19	25-29
Bodily reaction	70	10%	20	25-29
Not coded	61	9%	17	40-44
Highway accidents	48	7%	30	25-29
Struck against objects or equipment	42	6%	20	20-24
Repetitive motion	38	6%	31	25-29
Exposure to caustic, noxious, or allergenic substances	36	5%	2	35-39
Fall/jump to lower level	36	5%	50	25-29

Source: WSIB website – Health and Safety Statistics