

Partnerships Update for ACSC

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Partnerships in Injury Reduction – Key Roles

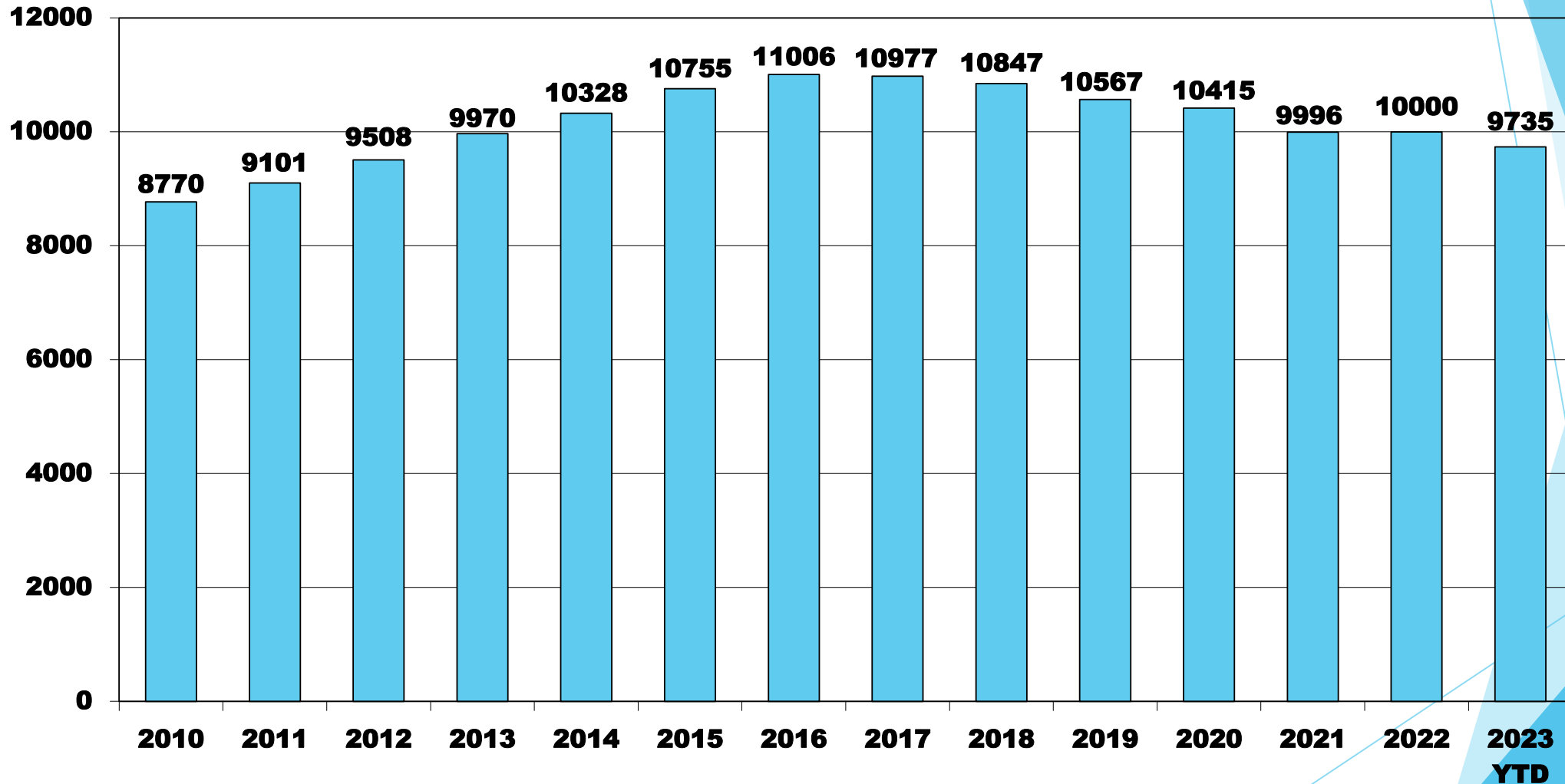
- Maintain the Partnerships Standards for the COR program
 - Standards are developed in-conjunction with the Certifying Partners and approved by Partnerships
- Conduct program quality assurance:
 - On-Site Audit Review (OSAR)
 - Employer Review
 - Quality assurance audits of Certifying Partners
 - Approval of CP audit instruments, courses and exams
- Promotion of COR
- Continuous improvement of the program

<https://www.alberta.ca/get-certificate-recognition.aspx>

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COR Metrics

Total Number of CORs - 2010 to 2023



Source: Alberta Labour and Immigration – Data to August 10, 2023

CORs by Certifying Partner

Certifying Partners	Number of COR/SECORs	Percentage of COR/SECORs
Alberta Association for Safety Partnerships (AASP)	2,526	26.0%
Alberta Construction Safety Association (ACSA)	4,343	44.6%
Alberta Food Processors Association (AFoodPA)	32	0.3%
Alberta Forest Products Association (AForestPA)	133	1.4%
Alberta Motor Transport Association (AMTA)	685	7.0%
Alberta Municipal Health & Safety Association (AMHSA)	126	1.3%
Alberta Safety Council (ASC)	200	2.1%
Continuing Care Safety Association (CCSA)	101	1.0%
Energy Safety Canada (ESC)	1,316	13.5%
Manufacturers' Health and Safety Association (MHSA)	273	2.8%
Grand Total	9,735	100%

Source: Certificate of Recognition Registry System (CORRS) – Data to August 10, 2023

COR Holders by Type

COR Type	Number of CORs by Type	Percentage of CORs by Type
Regular Certificate of Recognition (COR)	6,581	67.60%
Small Employer Certificate of Recognition (SECOR)	3,122	32.07%
ISO/CSA Equivalency	25	0.26%
Subtotal	9,728	99.93%
Discontinued Certification Options (effective Dec. 31, 2021)		
• Medium Employer Certificate of Recognition (MECOR) *	3	0.07%
• Partnerships Audit Standard Equivalency (PASE) *	3	
• Roll-Up Audits *	1	
Total	9,735	100%

* Note: MECOR, PASE and Roll-Up participants who certified in 2021 may finish their 3-year audit cycle in 2023

Source: Certificate of Recognition Registry System (CORRS) – Data to August 10, 2023



Workforce Covered Under COR

Year	Total Estimated Number of Workers Reported to WCB	Estimated Number of Workers Under COR	Percentage of Workforce Under COR
2019	1,944,286	798,892	41.0%
2020	1,920,271	717,912	37.4%
2021	1,806,697	731,822	40.5%
2022	1,911,798	761,797	39.9%

Source: WCB Alberta, May 2023

COR Holder Performance

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):
 - 31.7 per cent lower in 2018
 - 33.3 per cent lower in 2019
 - 29.2 per cent lower in 2020
 - 26.5 per cent lower in 2021
 - 27.6 per cent lower in 2022

Source WCB Alberta, May 2023

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COR Program Highlights for 2023

Post COVID – 2023 COR Audit Plan

- COR Auditing has returned to normal – three audit techniques are again required for audits (documentation, interview and observation)
- Use of remote documentation review, on-line video interviews will continue
- Use of remote observations may be allowed, but must be authorized by the Certifying Partner in advance

Key Changes to the COR Audit Criteria

- Allow applicable legislation (Alberta or Federal) to be used to answer legislation based questions
- Hazard assessments will be reviewed on pre-determined frequency instead of a “regular” basis
- Updated and simplified the element for Joint Health and Safety Committee/ Health and Safety Representative to align with new legislative requirements
- Reduced the number of questions on violence and harassment to simplify requirements and align with new legislative requirements
- Clarified cascade scoring requirements for questions linked to the hazard assessment element (Identification of Jobs – Tasks – Hazards)

COR Future

COR Strategic Plan

Developed in-conjunction with the SSC and CPs and finalized December 2019

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

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COR Strategic Plan Implementation

- Three industry-led COR Working groups were formed to began implementation of the COR Strategic Plan in early 2020.
 - Complexity Based and Scalable Audit (CBSA)
 - Auditor Qualifications, Training and Certification (AQTC)
 - COR Harmonization and Measurement
- The CBSA and AQTC working groups were combined in 2022 to focus on the development of the CBSA.
- The department participates on a national COR working group with the AWCBC (Association of Workers' Compensation Boards of Canada) to further COR harmonization efforts.

New Approach for CBSA starting in 2023

- New Resources from Partnerships:
 - Jennyfer Harms (Lead), Partnerships Consultant (50% of time)
 - Arlene Ledi-Thom, Partnerships Consultant (50% of time)
 - Mili Correa, Partnerships Consultant (50% of time)
 - Katherine Foster, Partnership Consultant – project support
- Partnerships to chair the meetings going forward
- Monthly meetings – starting in June 2023
- More information can be found through this link: [OHS Resource Portal. Complexity-Based Scalable Audit \(CBSA\) Info Sheet \(alberta.ca\)](#)

CBSA Future Direction

- Adopt the *Plan – Do – Check – Act* Model for the CBSA
- Keep the audit instrument and questions guidelines
- Keep interview and worksite sampling tables
- Keep three validation techniques – documentation, interview and observation
- Keep audit scoring – the method is under development
- Keep the CBSA accessible to internal and peer auditors
- Communication and Info Sheets for Employer and Auditors
- Drive for results - CBSA Journey Map
- Links for additional information:
 - [OHS Resource Portal. Frequently asked questions: Complexity-Based Scalable Audit \(CBSA\) \(alberta.ca\)](#)
 - [OHS Resource Portal. Complexity-Based Scalable Audit \(CBSA\) Info Sheet \(alberta.ca\)](#)

Growing the COR Program – New Employer Initiative

COR Program Promotion

- Newly Registered WCB Employers
 - Reaching out to an average of over 1000 per month by e-mail
 - Partnerships Consultants to conduct individual visits starting in the fall 2023
- Attend Events
 - Annual Health and Safety Conference
 - CP Events – AGMs, Member Events, Conferences
 - Industry Events
- Partner with Employment Standards and Workforce Strategies to draw a wider audience

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2022-2023 OSAR Summary

OSAR Summary for AMHSA

- ▶ Allocation of OSARs for the 2022-2023 year were determined based on the percentage of CORs held by each Certifying Partner (as of April 1, 2022).
- ▶ There was a target of 75 OSARs for the fiscal year, with 2 of the 75 being sampled for AMHSA.
- ▶ One representative audit and one directed audit were sampled and an OSAR was completed on the directed OSAR (the other OSAR was cancelled due to the employer not having all of the documentation available electronically for an off-site review).
- ▶ The OSAR included follow-up around “Audit Findings not Verified” for OHS Policy, Formal Hazard Assessments, Competency and Inspections.
- ▶ The auditor had been used by this employer for all audits over the last 6 years.

OSAR Summary Overall

- ▶ The percentage of OSARs requiring follow-up (63%) nearly doubled from the last two OSAR years (32% in 20/21 and 21/22)
 - ▶ The April 28, 2022 approval and roll out of the newly revised Partnerships Standard “1.15 Auditor Notes” may have resulted in this increase as auditors and Certifying Partners acquainted themselves with the new note requirements. OSA Reviews were conducted with a focus on auditor notes to ensure that they:
 - ▶ Reflected that the audit question guidelines were followed
 - ▶ Were consistent with the notes and score awarded
 - ▶ Indicated what specific documentation was reviewed
 - ▶ Included reference to specific examples and details
 - ▶ Included quantification (i.e. 14/15) to support the note
- ▶ “Top 3 Areas of Audit Findings Not Verified” continue to be the same over the last few years. They include:
 - ▶ Formal Hazard Assessments
 - ▶ Qualifications
 - ▶ Workplace Violence/Harassment Review

OHS Prevention Initiative OHS Resource Portal

OHS Prevention Initiative - Background

- Clarify the priorities of the OHS system based on evidence and consultation
 - Using best practices
 - Forging and maintaining strong partnerships
 - Developing positive health and safety culture
- Raise awareness of disease and injury areas where workers are most affected and/or have the greatest risk;
- Provide updates on actions to address priorities;
- Evaluate the efficacy of the system, and
- Prioritize cooperation between all levels of the OHS system to work collaboratively.

Questions?

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