New Strategic Plan - Certificate of Recognition (COR) Program

VISION	PURPOSE	OUTCOMES
COR is a nationally recognized and harmonized health and safety program that drives improvement in health and safety performance in Canada.	The COR program provides a framework for employers to implement certified occupational health and safety management systems that drive efficiencies* and OHS performance improvements in Alberta workplaces. [* *efficiencies means: better outcomes, risk based approach, continuous improvement, eliminate unnecessary requirements*]	1) COR is a harmonized and nationally recognized program for health and safety management systems. 2) COR participation leads to improved OHS safety performance and fewer workplace injuries and illness (as measured by lower LTC rate, DIR, fatality rates and claims costs). 3) COR is a credible, efficient and effective program. 4) Changes to COR will improve access and increase participation in the program (as measured by workers covered and employers with COR).

GOVERNANCE

Government is accountable for policy direction and oversight; Certifying Partners (CPs) are accountable for program delivery, education and quality assurance of employer programs and auditors; and the program is aligned to allow access to WCB premium incentives.

STRATEGIC OBJECTIVES

Program Design	Program Harmonization	Standardization	Performance / Measurement	Continuous Improvement	Communication
• Use evidence to guide program decision making	• Harmonization across provinces leading to a multijurisdictional COR	• Align the efforts of all CPs to reduce duplication, share resources and harmonize processes	• Appropriate metrics that are aligned with objectives and support desired outcomes	• COR program that is scalable, expandable, and appropriate for all sizes and levels of risk and employer sophistication	• Communication strategy that explain the benefits and engages stakeholders in the program

TACTICS

Program Design	Program Harmonization	Standardization	Performance / Measurement	Continuous Improvement	Communication

• Consider and apply the results of available research regarding best practices for health and safety management systems
• Conduct ongoing jurisdictional scans of other COR programs and related developments
• Conduct an evidence based program evaluation every three years
	• Recognize provincial, national and international standards, including:
	  o Recognize ISO/CSA 45001 standard as equivalent to COR
	• Short term: Achieve COR reciprocity with other provinces
	• Long term: Partner with other provincial jurisdictions to develop a multijurisdictional COR
	• Achieve recognition of COR by other accreditation bodies for audit purposes (e.g. health care certifications)
	• Achieve recognition by H&S Registries of COR
		• Create common elevated audit protocol and standards
		• Develop common employer training program
		• Develop common auditor training and certification process, that includes:
		  o professional, educational and field experience requirements
		  o common foundational training with some CP specific training
		  o clear roles and responsibilities for auditor independence
		  o one body for auditor accreditation and discipline body
			• Develop and implement a measurement model for achievement of strategic objectives. Including:
			  o OHS performance of COR holders (LTC rates, DIR, fatality rates and claim costs)
			  o OHS COR business process statistics. (e.g. cycle times)
			  o Implement standard metrics for CPs to report
				• Support poor safety performers by transitioning the Employer Review (ER) process – PIR to identify poor performers & CPs to provide employer support
				• Implement COR removal for persistent non-performers
				• Design and implement a new program for small employers
				• Incorporate risk and scalability into the audit tool
				• Design an enhanced COR that denotes excellence in H&S
				• Modernize quality assurance audits of CPs by PIR
				• Modernize On-Site Audit Review (OSAR) process
					• Long term: Develop and implement a communication strategy for the "why" of the COR program, including:
					  o COR program results
					  o Ongoing analysis of what stakeholders need/want to know
					• Short term: Develop communication strategies for immediate priorities
					  o Explain ER transition to key stakeholders
					  o Report progress on COR renewal

Notes: Red highlighted text indicates the original 7 COR renewal priorities; Green highlighted text indicates the reporting metrics for HSA Alignment   December 2, 2019