

Alberta Labour – Partnerships Update

Alberta Association for Safety Partnerships (AASP)
2021 AGM and Conference
September 24, 2021

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Agenda

1. Overview
2. COR Metrics
3. Quality Assurance
4. COR Future
5. OHS Prevention Initiative
6. OHS Resources

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1. Overview

Partnerships in Injury Reduction – COR Program

- Partnerships in Injury Reduction is based on the premise that when employers and workers build effective health and safety management systems in their own workplaces, human and financial costs of workplace injuries and illness will be reduced.
- Preventative
- Voluntary

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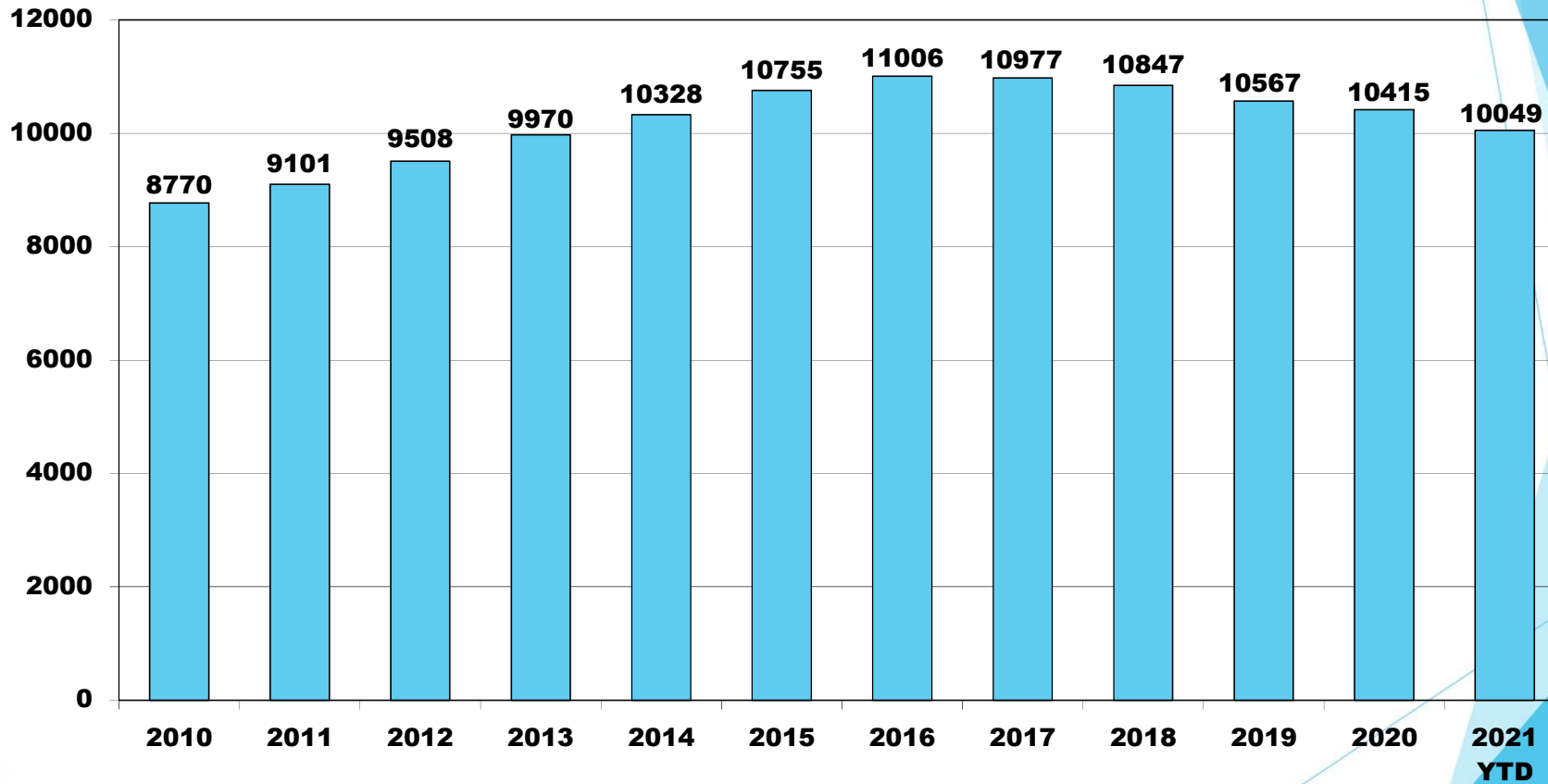
Key Participants

- Certifying Partners (CPs) – 11
- Employers – over 10,000 COR holders
- Workers' Compensation Board – Alberta
- Alberta Labour and Immigration
 - OHS Prevention Services - Partnerships in Injury Reduction Unit

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2. COR Metrics

Total Number of CORs - 2010 to 2021



Source: Alberta Labour and Immigration – Data to August 25, 2021

CORs by Certifying Partner

Certifying Partner	Number of COR/SECORs	Percentage of CORs
Alberta Association for Safety Partnerships (AASP)	2,488	24.8%
Alberta Construction Safety Association (ACSA)	4,558	45.4%
Alberta Food Processors Association (AFoodPA)	31	0.3%
Alberta Forest Products Association (AForestPA)	127	1.3%
Alberta Motor Transport Association (AMTA)	729	7.3%
Alberta Municipal Health & Safety Association (AMHSA)	124	1.2%
Alberta Safety Council (ASC)	233	2.3%
Continuing Care Safety Association (CCSA)	106	1.1%
Energy Safety Canada (ESC)	1,359	13.5%
Manufacturers' Health and Safety Association (MHSA)	285	2.8%
Western Wood Truss Association (WWTA)	9	0.1%
Grand Total	10,049	100%

Source: Certificate of Recognition Registry System (CORRS) – Data to August 25, 2021



COR Holders by Type

COR Type	Number of CORs by Type	Percentage of CORs by Type
Regular Certificate of Recognition (COR) - any size but typically more than 10 employees	6,528	65.0%
Small Employer Certificate of Recognition (SECOR) - up to 10 employees	3,497	34.8%
Medium Employer Certificate of Recognition (MECOR) - 11 to 30 employees (typically 11 to 15 employees)	17	0.2%
ISO/CSA Equivalency	7	0.1%
Total	10,049	100%

Source: Certificate of Recognition Registry System (CORRS) – Data to August 25, 2021

The logo for the province of Alberta, featuring the word "Alberta" in a stylized, cursive script font.

Workforce Covered Under COR

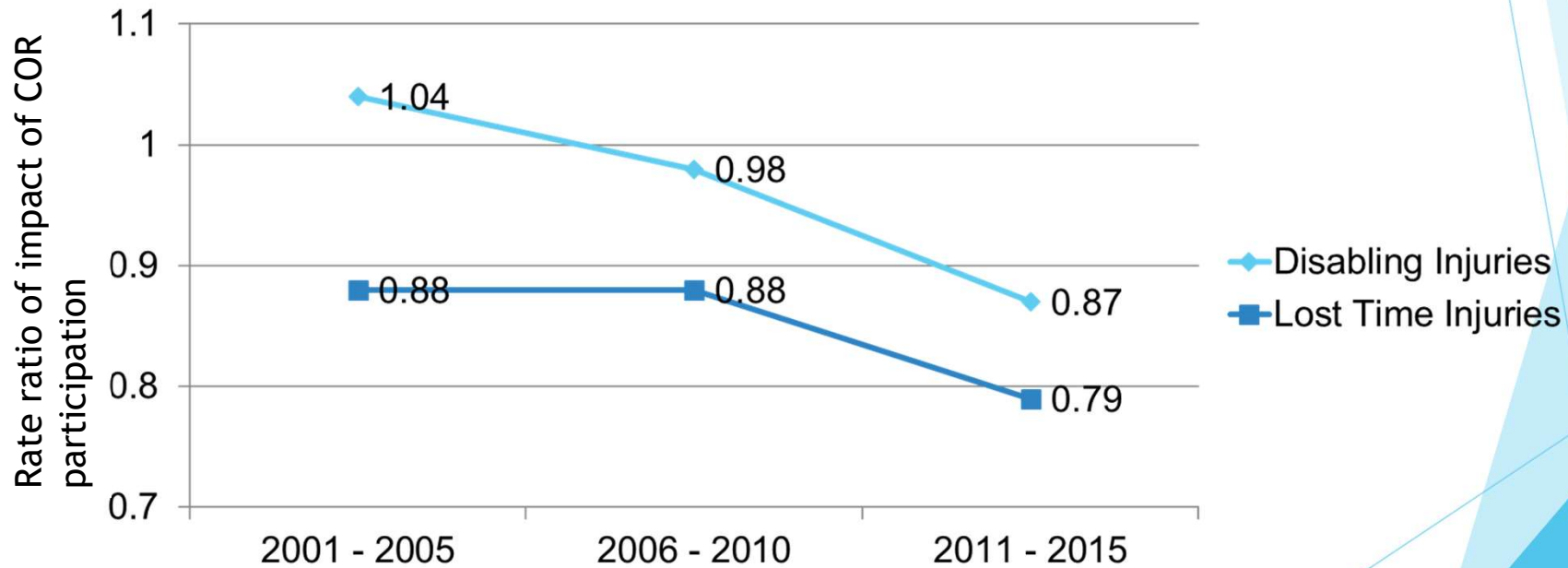
Year	Total Estimated Number of Workers	Estimated Workers Under COR	% of Workforce Under COR
2018	1,869,866	882,839	47.2%
2019	1,944,286	841,480	43.3%
2020	1,920,271	853,568	44.5%

Source: WCB Alberta (based on reported insurable earnings)

The logo for the province of Alberta, featuring the word "Alberta" in a stylized, cursive script font.

COR vs Non COR Results

- Ratios of less than one indicate injuries are less likely for COR firms.
- Note on this slide the value of 1.0 represents non-COR holders.



Source: UBC Study, Is COR Associated with lower firm-level injury rates, Final Report, March 29, 2018

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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):
 - 36.8 per cent lower in 2016
 - 33.2 per cent lower in 2017
 - 31.7 per cent lower in 2018
 - 33.3 per cent lower in 2019
 - 29.2 per cent lower in 2020

Source WCB Alberta, June 2021

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WCB PIR Refunds for COR Holders

- Total PIR Refunds issued to all COR Holders by WCB:
 - \$68.6 million for 2016
 - \$72.0 million for 2017
 - \$65.6 million for 2018
 - \$72.9 million for 2019
 - \$71.2 million for 2020
- For 2020, AASP COR holders received an estimated total of \$13,054,811 in PIR Refunds

Source WCB Alberta, May 2021

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3. Quality Assurance

Quality Assurance Audit Reviews by CPs

- Certifying Partners review every certification, maintenance and auditor qualification audits to ensure that Partnerships Standards are met
- Quality Assurance audit reviews includes checking that:
 - Interview and worksite sampling meets standards
 - Auditor notes justify the scores awarded, no contradictions between questions or elements
 - Strengths and opportunities for improvement are supported by auditor notes and scoring
- If required, audits are returned to auditor for corrections and re-reviewed until the standards are met

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On-Site Audit Review (OSAR) by Partnerships

- Purpose to evaluate auditor performance
- One day on-site to gather data, then results are compared to the original auditor's findings
 - From 2020 during the COVID pandemic, OSARs have been conducted remotely
- Includes both random and targeted reviews (as requested by CPs)
- 77 OSARs were conducted over the 2019-20 fiscal year (April to March)
- 62 OSARs were conducted over the 2020-21 fiscal year

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Typical OSAR Deficiencies

- Audit findings not verified
- Audit sampling not confirmed
- Audit dates not verified
- Incorrect audit process
- Interviewees not selected by the auditor
- Interview timelines (i.e. too short)
- Code of Ethics issues

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Approval of CP Audits Instruments and Courses

- Partnerships must approve the following before they can be used for COR purposes:
 - CP Audit Instruments
 - CP Audit Review Templates
 - OHS Management System Building Course and exam
 - COR Auditor Training Courses
- Any updates/revisions made by CPs must be re-approved by Partnerships before use

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Partnerships Audits of CPs

- Partnerships audits each Certifying Partner once every two years (note these on-site audits were suspended during COVID)
 - Focus on audit quality and the CPs audit quality reviews to ensure Partnerships Standards are followed
 - Check audits against the data entered in the Certificate of Recognition Registry System (CORRS)
 - Any issues are typically addressed by the Certifying Partner within 6 to 12 months
- For 2021, new smaller focused audits for specific areas (e.g. audit sampling, auditor notes, following required processes, etc.) are in development that can be conducted remotely.

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4. COR Future

COR Renewal – 7 Key Changes

1. Strategic vision/direction for the program is set by a department led committee and constitutes the larger CPs with representation from the smaller CPs.
Complete: Strategic Steering Committee (SSC) was established in March 2019.
2. The department focuses on program policy and ensures the system operates as intended. CPs focus on program delivery and ensures employers and auditors meet provincial standards.
Complete: New Memorandums of Understanding (MOU) were signed with CPs in 2020
3. Automatically recognize CSA/ISO 45001 certification as equivalent to COR.
Complete: Implemented in October 2019.
4. End the formal Partners Program.
Complete: The program was discontinued in 2019.

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COR Renewal – 7 Key Changes (continued)

5. Employer Reviews (ERs) by the department will be discontinued. A new ER system will be introduced in which the department identifies COR holders with poor health and safety performance using a data-driven evidence based model. Then CPs will provide direct employer assistance.

Current status: The “OHS Abstract” is being develop to select employers for ER. It will be based on multiple performance metrics over multiple years.

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

Current status: The complexity based and scalable audit instrument (CBSA) is in development that would be appropriate for all employer sizes, levels of risk and employer sophistication.

7. Small Employer COR (SECOR) will be replaced by a new, simpler program.

Current status: SECOR will be replaced by the CBSA when available.

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COR Strategic Plan

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 COR Working groups began implementation of the COR Strategic Plan in early 2020
 - Auditor Qualifications, Training and Certification (AQTC) Standardization
 - Complexity Based and Scalable Audit (CBSA) Instrument
 - COR Harmonization and Performance Metrics
- Working group chairs are selected from the Certifying Partners
- Working group members drawn from the Certifying Partners, stakeholders and Partnerships staff

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COVID COR Auditing - 2021

- Regular Certification Audits

- Documentation only audits (conducted remotely) = one-year CORs
- Documentation plus interviews (conducted remotely) = three-year CORs
- Observations are not required, ~~but may be conducted if the auditor and employer agree this can be conducted safely.~~
- **UPDATE:** due to the 4th wave of COVID-19, the use of on-site data gathering techniques by auditors is suspended until at least December 31, 2021.

- Regular Maintenance Audits

- Minimum requirement for 2021 COR maintenance will be a documentation only audit (conducted remotely)
- Audits must follow the 2021 Safe Auditing Guidelines for Auditors and Employers

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Updated Regular and SECOR Audits

- The current audit instruments will be updated, once the new OHS Act and consequential amendments to the OHS Code are implemented in late 2021.

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5. OHS Prevention Initiative

OHS Prevention Initiative

- Involves all OHS system stakeholders – all have a role to play
 - Prioritize cooperation at all levels of the OHS system
 - Develop positive health and safety culture provincially
- Raises awareness of disease and injury areas where workers are most affected/have the greatest risks
 - Priority diseases and injuries
 - **Musculoskeletal disorders** - due to repetitive use, overexertion
 - **Slips, trips and falls**
 - **Psychosocial hazards** (i.e. workplace violence and harassment)

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OHS Prevention Initiative Campaigns

- Working groups have collaborated and coordinated actions
 - Facilitated and lead by Alberta OHS
 - Draw on the expertise of the working groups members
 - Guided by the Strategic Steering Committee (SSC)
- The working groups have developed resources specific to each priority area
 - **Musculoskeletal disorders** – available now
 - **Slips, trips and falls** – expected for September
 - **Psychosocial hazards** – expected for October

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Prevention Initiative

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



Background and reports

These resources include background information and annual updates for the Prevention Initiative.



Slips, trips and falls

Slips, trips and falls are frequent injuries at all Alberta work sites.



Musculoskeletal disorders

Information for the prevention of ...
... strains

Don't fall into winter

OHS information for employers and workers

Did you know?

- In Alberta, 10% of all occupational injuries and illnesses occur in winter months.
- 71% of all falls occur in winter.
- 45% of all slips, trips and falls occur in winter.
- 25% of all occupational injuries and illnesses occur in winter.

Winter Safety Tips:

- Wear proper footwear.
- Use proper lifting techniques.
- Use proper walking techniques.
- Use proper carrying techniques.
- Use proper carrying techniques.
- Use proper carrying techniques.

Resources:

- [Background and reports](#)
- [Slips, trips and falls](#)
- [Musculoskeletal disorders](#)

Alberta Occupational Health and Safety

<https://www.alberta.ca/occupational-health-and-safety-prevention-initiative.aspx>



Picture of MSD video 1: Introduction to musculoskeletal disorders

6. OHS Resources

OHS Resources

- Best practices and tool kits
- Bulletins and fact sheets
- Posters, postcards and infographics
- Webinars
- OHS eNews

alberta.ca/health-safety-eneews.aspx

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Occupational Health and Safety (OHS) Resource Portal



[COVID-19](#)

Resources on minimizing risk from respiratory viruses in the workplace.



[New](#)

New or revised resources.



[Popular](#)

Most requested resources, including the 'OHS Code Explanation Guide', the 'Hazard Assessment and Control handbook' and more.



[Prevention Initiative](#)

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



[All resources](#)

Organized alphabetically A-Z or Z-A by title.



[I am a ...](#)

Resources for employers, small businesses, supervisors, workers, young workers and more.



[Health and safety topics](#)

Hazards, emergency preparedness, ergonomics, first aid, HSCs and HS representatives, COR, PPE and more.



[Compliance](#)

Resources related to OHS inspections, incident reporting, approvals, appeals and more.

Questions?

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