

# **Partnerships in Injury Reduction Update**

**Breakfast with the Minister  
September 28, 2015**

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Director**

# Employer Review Objective

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- **New process implemented on July 1, 2011**
- **To help COR holders improve their health and safety management systems**
- **Partnerships will:**
  - **Identify any systemic deficiencies in an employer's system following the occurrence of a trigger**
  - **Work with the employer to develop an action plan to address deficiencies**

# Employer Review Triggers

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- **Fatalities, serious injuries and reportable incidents**
- **Two or more stop work orders due to imminent danger within 12 months**
- **Referral from an OHS Officer or a Partnerships Consultant**
- **Administrative Penalty**
- **Selected for the Proactive Employer Program (PEP)**
- **Employers who have “knowingly misrepresented” the reporting of worker injuries to WCB**

# Employer Review Process

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- **Preliminary Assessment**
  - Partnerships determines if the trigger is an indication of systemic deficiencies in an employer's health and safety management system.
- **If an Employer Review is required:**
  - Partnerships meets with employer to discuss areas where system improvements can be made and employer drafts an action plan. Employer's PIR Refund is on-hold.
- **Once the Action Plan completed:**
  - Partnerships confirms that deliverables have been satisfactorily completed. If so, the WCB is advised to remove the ER hold on PIR Refund eligibility.

# Employer Review Consequences

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- **If action plan not completed, or the employer chooses to not work with Partnerships:**
  - **the COR will be cancelled**
  - **PIR refund on-hold will be forfeited**

# Employer Review Statistics

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- Partnership has received a total of 1854 ER Assignments from July 1, 2011 to September 4, 2015
- Assignments Completed 91% (1683)
  - 1013 ERs were not required – no systemic deficiencies identified and/or adequate corrective action taken
  - 222 Invalid Triggers (mostly non-occupational medical)
  - 438 Assignments resulted in 346 Completed Action Plans
  - 10 Assignments (7 employers) resulted in COR Lapse
- Assignments in Progress 9% (171)
  - 102 Assignments currently under review for decision
  - 69 Assignments are in the Action Plan process

# Industries Requiring Action Plans

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<b>1 - Mobile Equipment Operation (40604)</b>	<b>10.3%</b>
<b>2 - Roofing (42118)</b>	<b>7.1%</b>
<b>3 - Oil &amp; Gas Upstream (06300)</b>	<b>5.9%</b>
<b>4 - Industrial Construction (40400)</b>	<b>5.3%</b>
<b>5 - Steel/Metal Fabrication (30100)</b>	<b>4.7%</b>
<b>6 - Drilling Oil &amp; Gas Wells (09600)</b>	<b>3.0%</b>
<b>7 - Oilsands Operations (06600)</b>	<b>2.6%</b>
<b>7 - Meat Processing (10100)</b>	<b>2.6%</b>
<b>8 - Well Servicing with Service Rigs (09903)</b>	<b>2.2%</b>
<b>8 - Wood Products Manufacture (25401)</b>	<b>2.2%</b>
<b>8 - Wholesaling (62900)</b>	<b>2.2%</b>

# Deficiencies Identified in Action Plans

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<b>1 - Lack of Management Commitment</b>	<b>25.2%</b>
<b>2 - Inadequate Training/Communication</b>	<b>19.8%</b>
<b>3 - Inadequate Hazard Assessment</b>	<b>17.7%</b>
<b>4 - Inadequate Supervision</b>	<b>12.0%</b>
<b>5 - Inadequate Hazard Controls</b>	<b>7.5%</b>
<b>6 - Inadequate Manager Involvement</b>	<b>6.9%</b>
<b>7 - Inadequate Ongoing System Maintenance</b>	<b>5.4%</b>
<b>8 - Inadequate Contractor Management</b>	<b>2.4%</b>
<b>9 - Inadequate Inspections</b>	<b>1.2%</b>
<b>10 - Inadequate Worker Involvement</b>	<b>0.9%</b>

# New Employer Review Projects

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- **Establish a CP subcommittee to apply the learnings from Employer Review**
  - improve employer and auditor training programs
  - develop strategies and best practices to assist employers
- **Measurement project to evaluate impact of completion of employer review action plans on OHS Metrics**

# Charges and Convictions

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- **Current**: If a COR holder is charged under the OHS Act, the PIR refund is held for the year the charges are laid:
- **New**: For charges laid after January 1, 2015, an amount equal to the year of the incident is placed on-hold.
- **Outcomes**:
  - If convicted - refund on-hold is forfeited
  - If found not guilty or charges withdrawn - refund is released
  - If charges are stayed - the refund is released but may be recalled if the charges are reactivated and the employer found guilty

# New Partnerships Audit Standard

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- Review began in 2013 by a subcommittee composed of CPs and Partnerships
- Approved at September 9, 2015 CP Meeting:
  - Strengthen the element for Management Commitment
  - Added field level hazard assessments
  - Raising minimum score on all-or-nothing questions to 70% (except for first time certification audits at CP's discretion)
  - All element must include range-of-points questions
- Audit Instruments, Content for H & S Program Building & Auditor Training Courses to be revised and approved
- Implementation required December 31, 2018

# Best Practices Projects

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- **3 Best Practices completed in 2015 that were developed in conjunction with OHS Policy, Partnerships and many of our Partners and Certifying Partners**
  - 1. Leading Indicators for Workplace Health and Safety**
  - 2. Hazard Assessment and Control**
  - 3. Supervisor Roles and Responsibilities**
- **Ideas for the projects came from feedback from industry and many of our Partners.**
- **New Project underway to develop OHS Resource Guide for Employers and Workers in the Retail Sector**

# Questions ?

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