

Community Social Services WorkSafeBC Pilot Project Presentation

an Innovation and Sustainability Roundtable Initiative

Brief Pilot Project Update

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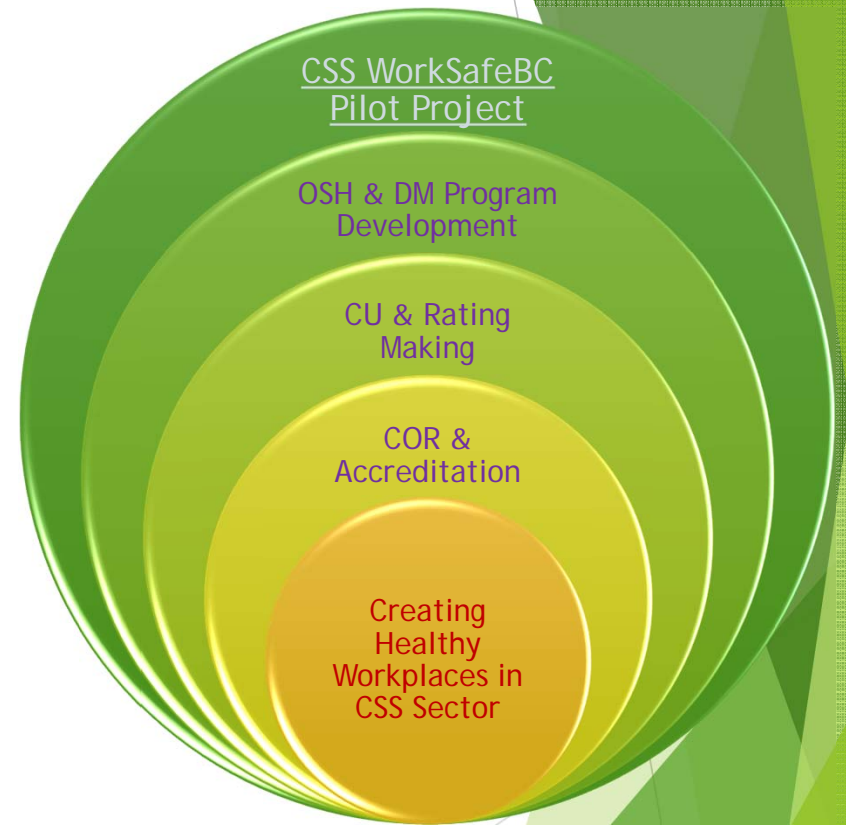


Altogether better.



Presentation Overview

- ▶ CSS WorkSafeBC Pilot Project
- ▶ OSH & DM Program Development
- ▶ Pilot Participants
- ▶ Preliminary Survey Findings
- ▶ Pilot Project Next Steps

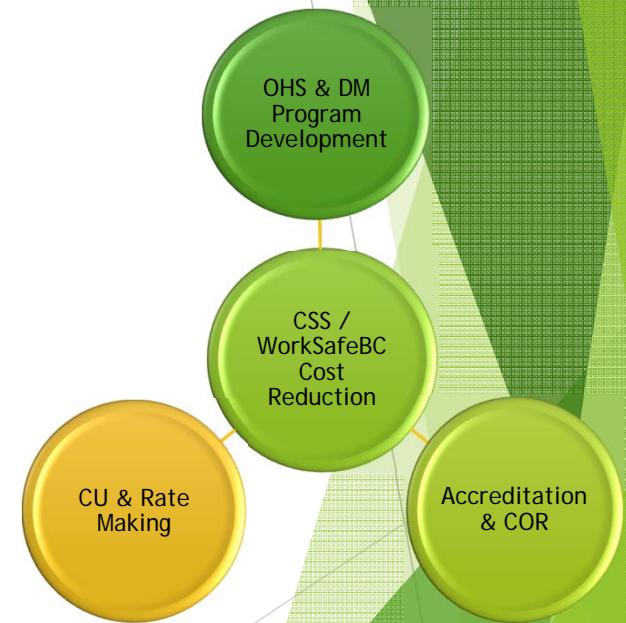


CSS WorkSafeBC Pilot Project Objectives

The **purpose** of the Pilot Project is to establish a partnership initiative:

- ▶ To improve **Injury Prevention** and **Return To Work** performance within the Community Social Services Sector.
- ▶ To **reduce** WorkSafeBC **claims costs**, **slow the growth** in WorkSafeBC **base rates** and **premium surcharges** to **reduce** the net costs of managing **Occupational Health and Safety** and **Disability Management** business.
- ▶ To **review** opportunities to **improve access** to the WorkSafeBC **COR** and other Programs.

CSS WorkSafeBC Pilot Projects



OHS and DM Program Development

To **reduce** WorkSafeBC **claims costs**, **slow** the growth in WorkSafeBC **base rates** and **premium surcharges** by creating healthier and safer work environments.

Management business:

- ▶ **Employer analysis selection** took into account: region, size, sector, union/non-union, CSSEA/FCSSBC/independent. Primary focus on indicators: **injury rate, experience & injury time loss.**
- ▶ **26 employers** (13 good standing, 13 having challenges) interviewed & selected.
 - Identified agency **detail drivers**: analysis of claim types in relation to costs, & identifying trends.
- ▶ **Review** of disability management program practices of employers resulting in constructing **best practices** gleaned from the pilot.
- ▶ **Analyze** WorkSafeBC experience ratings of all **CSS employers** to develop improved outcomes.
- ▶ To develop plan to roll out **Best Practices** to employers.
- ▶ Agency participation was **voluntary.**



Pilot Project Participants



- Abbotsford Community Services
- AimHi Prince George Association for Community Living
- AXIS Family Resources Ltd.
- Bethesda Christian Association
- Community Integration Services Society
- Community Living Society
- Creston and District Society for Community Living
- Inclusion Powell River Society
- J. Garnons Williams Ltd.
- Milieu Family Services Inc.
- Nanaimo Association for Community Living
- North Okanagan Youth & Family Services Society
- Okanagan Boys & Girls Clubs
- Options Community Services
- PosAbilities Association of British Columbia
- Richmond Society for Community Living
- Sea to Sky Community Services Society
- Semiahmoo House Society
- Spectrum Society for Community Living
- Starbright Children's Development Center
- Sunshine Coast Community Services Society
- The Immigrant Services Society of BC
- The John Howard Society Lower Mainland of BC
- Touchstone Family Association
- Vancouver Aboriginal Child & Family Services
- Victoria Cool Aid Society



Preliminary Survey Findings

GAP ANALYSIS

- ▶ Significant challenges in the **Disability Case Management** of Injured Workers
- ▶ **CSS Sector** request for **industry specific** Health & Safety Education / Resources
- ▶ Agency **Health & Safety Committees** under utilized
- ▶ **Aging** Workforce
- ▶ **All WorkSafeBC Resources** are not being optimised

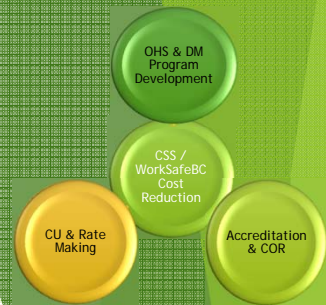
BEST PRACTICES

- ▶ Positive **Leadership & Education** Key to successful Health & Safety programs/practices
- ▶ Employers possess sound **Worker Injury Reporting** Policy / Procedure
- ▶ **Immediate** intervention on **RTW**, & **re-examine** entire experience to improve process



Pilot Project Next Steps

- ▶ **Disability Management & Return To Work** with 13 Pilot Employers
- ▶ WorkSafeBC CSS Sector **Resource** Development
- ▶ Apply **Best Practices** and **Lessons Learned** to CSS Sector
- ▶ **Revisit 2017 preliminary Rates** later this year to address CU Migration
- ▶ **Explore COR** Program to close gaps to benefit CSS Sector
- ▶ Future **Sustainability** for Pilot Project
- ▶ Project **Interim** Report May 2016
- ▶ Project **Final** Report May/June 2017



Thank You

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Please visit CSSEA website Project link for information & resources

https://www.cssea.bc.ca/index.php?option=com_content&view=article&layout=edit&id=1247

