

CSS WorkSafeBC Pilot Project Update

An Innovative & Sustainability Roundtable Initiative

September 2017 Newsletter

Pilot Project Activities

The summer of 2017 was a busy one in that several activities and outreach initiatives were accomplished by the Pilot.

The Pilot continues to be engaged with 26 employers, and with respect to the 13 employers, claims counts and costs over the past 24 months have decreased. Later in the year an aggregate data analysis will be done with WorkSafeBC's guidance to fully examine and measure the impact of the Pilot with the employers involved with the project.

As noted in the previous newsletter, a number of Community Social Services (CSS) employers, along with WorkSafeBC, held a successful Prevention Roundtable meeting to create a dialogue and proactively raise questions and concerns on prevention. We are pleased to report the feedback from CSS participants at the Roundtable have indicated a positive impact since the meeting. The Roundtable may continue to meet later in the year to revisit, review and to provide support on the compliance process. The Roundtable was a joint meeting with the BC CEO (Chief Executive Officers) Network, WorkSafeBC and CSS employers.

A meeting took place with SafeCare BC to explore a joint *Peer to Peer Resource Network* between sectors and to build partnerships to serve employers that primarily overlap between Community Health and Community Social Services. The Pilot and SafeCare BC will be following up later in the year to develop opportunities to conduct a joint education/training webinar for the CSS Sector.

The Pilot received recent WorkSafeBC statistics (4 CU's – Counselling or Social Services #766007, Life and Job Skills Training #766010, Residential Social Service Facility #766017 and Short-Term Care #766019) on Tableau concerning CSS employers. Data will be examined in the upcoming weeks.

Please note that the *Year 2 Pilot Project Report* was completed in June and will be released along with the *CSS Employer's Health and Safety Handbook* when it is completed.

Presentations took place in Nanaimo and Kamloops. Several presentations have been scheduled throughout the Lower Mainland and in Victoria in the upcoming months.

Best Practices: Injury Prevention and Resource Information Development

The *Community Social Services Health & Safety Handbook* and the *Community Social Services Injury Management (Recovery At Work) Road Map* are in the final stage of completion. The written material has been approved by all stakeholders. The last item is to incorporate CSS sector photos into the Handbook in order to accurately depict the sector. The tentative completion date is late September 2017 and our aim is to launch the Handbook in juncture with WorkSafeBC Preliminary 2018 Classification Unit Rates. The Pilot would like thank CSS employers, WorkSafeBC, Stakeholders and the Community Social Services Bargaining Association for their marvelous work and support.

Through feedback gathered from CSS Employers on Best Practices recommendations, the Pilot has developed the following sector-specific PowerPoint presentations: Anti-Bullying & Harassment; Ergonomics in the workplace; Incident Investigations; and JOSHC Duties & Responsibilities. These presentations are ready and will be shared with the CSS sector in the upcoming months.

Upcoming Events

The **Federation of Community Social Services of BC** will be conducting a **Professional Development & Continuing Education Conference** at the Sheraton Vancouver Airport, Richmond from October 11 – 13, 2017. To register please email: info@fcssbc.ca, phone: 250.480.7387 or fax: 250.480.7396

Community Social Services Employers' Association of BC's 2017 AGM and Conference will be taking place in Kelowna from October 24-26, 2017. A *Health & Safety Panel Discussion* will be presented at the Conference to provide members information on injury prevention and disability management. Register by accessing the website at <https://conference.cssea.bc.ca/>

WorkSafeBC's 2018 Preliminary Rate Consultation Sessions have currently been postponed and as soon as they are any developments the Pilot will forward the information immediately to the CSS sector.



Migration of Classification Units (CU) & CSS Sector CU Rate Making/Forming

The Classification Unit (CU) migration process for CSS employers continues to ensure they are registered in the correct CU at WorkSafeBC. The migration process pertains specifically to employers that are in Long Term Care CU#766011 who need to be transferred to the Residential Social Service Facility CU#766017. It is important to note that employers that are registered in Short Term Care CU#766019 technically also should be in Residential Social Service Facility CU#766017. The Pilot Project is working diligently to ensure the migration is cost neutral and/or cost reduction for employers who are in this situation.

The discussion about the creation of a uniform rate making CU that best represents the sector also continues.

In this process the Pilot is providing valuable information to employers on the WorkSafeBC Classification Unit process. Employers are encouraged to contact the Pilot for clarification and support.

Accreditation & WorkSafeBC COR Program Review

In late 2015, WorkSafeBC completed an extensive examination and determined Accreditation (Commission on Accreditation of Rehabilitation Facilities, and Council on Accreditation) and the WorkSafeBC Certificate of Recognition (COR) Program are not equivalent.

In order to improve access to the WorkSafeBC COR Program, the Pilot Project explored many options, one of which is to complete the BC Municipality Safety Association WorkSafeBC COR Auditors Training for the purpose of becoming a COR resource for the community social services sector.

The intent for the Pilot is to create resources, materials and opportunities to encourage employers to examine the benefits along with the financial cost saving of the WorkSafeBC COR Program.

There is a rational case to develop a CSS WorkSafeBC COR program which would be based on sound feedback from employers which would not only improve access but create a robust community social services sector industry specific program which will have a direct positive impact.

WorkSafeBC

As mentioned in the previous Newsletter, WorkSafeBC has updated its website and has implemented several important improvements to provide employers valuable information on health and safety along with case management of injury claims.

Some of these include a revised and in-depth "Employer Safety Planning Tool Kit" which employers can utilize to develop strategic health and safety organization plans to effectively mitigate injury prevention and engage in cost containment initiatives based on up-to-date quantitative data.

[WorkSafeBC Employer Safety Planning Tool Kit Link](#)

Employers are also encouraged to access, at no cost, WorkSafeBC online internet training/education resources for Joint Occupational Health & Safety Committees, in particular information on the new WorkSafeBC Joint Occupational Health & Safety Regulations (OHSR), which include a 4-hour online course for worker health and safety representatives; a joint health and safety committee evaluation tool and accompanying guide. [IOSH Committee New Resources Link](#)

The Pilot is actively promoting WorkSafeBC resources/materials such as the "Online filing of Employer WorkSafeBC Form 7 Injury Reports", "Claims Management," "Recovery at Work," "Conducting Investigations," and other additional materials for employers to access critical data and resources to develop vigorous health/safety programs and interactive injury prevention strategies in disability management.

[Employer Online Injury Reporting Link](#)

The Pilot encourages employers to access these valuable resources through the WorkSafeBC [website](#) by logging in to their Employer Portal.

UpComing

The *Year 2 Pilot Project Report* and the *CSS Employer's Health and Safety Handbook* and the *CSS Injury Management (Recover at Work) Road Map* will be released to the sector in the very near future.

As WorkSafeBC Preliminary 2018 Rate Consultation is announced, the Pilot will actively share the latest information and encourage the sector to provide feedback to the process.

For more information and or any questions, please contact Satvinder Basran, Project Manager of the Community Social Services WorkSafeBC Pilot Project at 604.601.3127 or toll free at 1.800.377.3340 extension 127 or email at sbasran@cssea.bc.ca