

CSS WorkSafeBC Pilot Project Update

an Innovation and Sustainability Roundtable Initiative

Newsletter September 2016

Acknowledgements

The Pilot would like to express its ongoing appreciation to the 26 employers that are participating with the Project, and the community social services (CSS) sector. Special acknowledgement to WorkSafeBC for providing resources and support to the Pilot.

Pilot Project Outreach & Supporting Partnerships

Recently the Pilot provided WorkSafeBC Employer Classification Unit Reports to all 26 employers participating on the Project. The intent was to provide employers with updated information on the status of their organizations and how the Pilot can assist them.

The 13 Pilot employers engaged in the Disability Management & Stay at Work/Return to Work process continue to address agency specific challenges in the area of injuries and claims. The Pilot also is working closely with their 3rd Party Benefit Administrators to ensure case management flows smoothly.

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

Classification Unit (CU) Migration - Long Term Care CU #766011 to Residential Social Service Facility CU #766017, is on hold. The migration process was put on hold due to similar LTC & RSSF 2016 Rates. The Pilot is a cost neutral and/or cost reduction initiative, and many employers participating in the migration would have been facing increases.

WorkSafeBC Proposed *Preliminary 2017 Classification Unit Rates for the sector indicate overall decreases.

Socials Services Sub Sector CU Rates	2016	2017*	
Counselling or Social Services (CU# 766007)	\$1.19	\$1.16	(-2.5%)
Life and Job Skills Training (CU# 766010)	\$2.30	\$2.09	(-9.0%)
Long-Term Care (CU# 766011)	\$2.42	\$2.36	(-2.4%)
Residential Social Service Facility (CU# 766017)	\$2.39	\$2.12	(-11.0%)
Short-Term Care (CU# 766019)	\$2.10	\$1.80	(-14.0%)

Discussions also continue with the CSS Sector CU Rate(s) to ensure they are classified in the correct classification unit(s). The Pilot will follow the directive as determined by all Stakeholders.

CSS Sector Injury Prevention and Resource Information Development

The Project is working with WorkSafeBC and Pilot employers in developing community social service sector specific resources/materials on injury prevention, disability management and return to work. Currently, there are two documents that are being developed, the "Employer's Community Social Services Health & Safety Handbook", and the "Community Social Services Injury Management Road Map."

As soon as these resources are completed, the Pilot will work in partnership with WorkSafeBC to release them to the sector.

Accreditation & WorkSafeBC

Certificate Of Recognition Program Review

WorkSafeBC conducted a thorough analysis which determined that Accreditation (Commission on Accreditation Rehabilitation Facilities, and Council On Accreditation) and the WorkSafeBC Certificate Of Recognition (COR) Program are not equivalent.

Currently, the Pilot is working with the BC Municipality Safety Association to engage in the WorkSafeBC COR Auditor training to explore opportunities for the CSS Sector. The Project Manager of the CSS WorkSafeBC Pilot will be undergoing the COR Training in the upcoming spring 2017 session to serve as a resource for the sector to improve access to the program.

CSS WorkSafeBC Pilot Project Interim Report

The "CSS WorkSafeBC Pilot Project Interim Report", and the "Best Practices on Occupational Safety & Health, and Return To Work Survey Summary Report" have been completed.

For more information on the Report we encourage employers to access the report via web link at https://www.cssea.bc.ca/PDFs/Website/WorkSafe_InterimReport_Year1.pdf.

Upcoming Pilot Activities

WorkSafeBC and the Pilot Project will be presenting at the HR Practitioners Meeting on September 14/16.

A WorkSafeBC Consultation Rate Webinar hosted at CSSEA with the Federation of Community Social Services of BC for Community Services Sector will take place on September 20/16.

The Pilot plans to outreach with WorkSafeBC to build on further Best Practices sessions/workshops for the CSS sector, and ongoing follow-up with 26 pilot employers in the upcoming months.



Contact

For more information please contact Satvinder Basran, Project Manager at 604.601.3127 or toll free at 1.800.377.3340 Ext. 127. Please visit the Pilot web link for updates/resources on the CSSEA Website.