

# CONTINUOUS IMPROVEMENT

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2006/2007

## SAFETY GROUPS PROGRAM MEMBERS' UPDATE



### The Safety Groups Program

The Safety Groups Program (SGP) is an important component of the Workplace Safety and Insurance Board's (WSIB) prevention incentive programs. It provides a unique opportunity for communicating, training and sharing best practices in health and safety to help eliminate workplace injuries and illnesses in Ontario.

Safety Groups is based on the premise that a well-integrated workplace health and safety program is good for business. Firms from similar or different businesses or rate groups volunteer to join a Sponsor-lead safety group with a collective purpose: to learn from each other's experience in implementing injury and illness prevention programs. The WSIB rewards firms that implement effective health and safety and return to work measures into their daily business.

The SGP is a five year program that runs on a calendar year. After five years, successful firms will have a health and safety program with 25 complete elements aligned with their workplace needs and legislation.



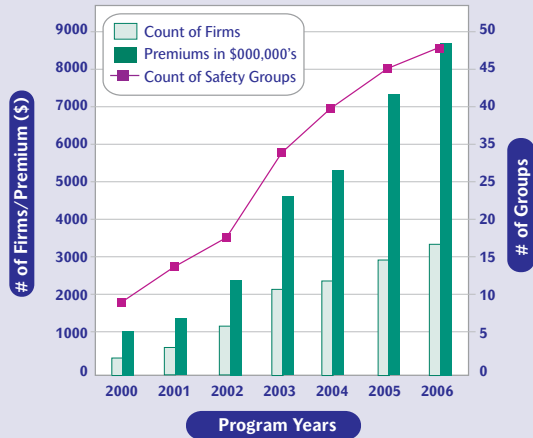
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## Continuous Program Growth

From the inception of the Safety Groups Program (SGP) in 2000, there has been tremendous growth of the groups, membership and premium base. This rapid expansion can be attributed to both the ongoing promotion of the program by its members and sponsors and the overall success of the program.

Continuous improvement of the program is necessary to support this rapid growth and maintain the successes. A \$20 million rebate cap was placed on the program in 2004 until an evaluation could be completed.

## Growth of Safety Groups Program



## Review of the Safety Groups Program

Evaluating helps you see where the strengths and weaknesses are. It is from this review that improvements can be made. In 2005, the SGP was selected to participate in a Value for Money (VFM) audit. The VFM audit confirmed the general alignment with WSIB fundamentals, but could not confirm the financial value. The WSIB initiated a SGP review to address these issues to ensure the financial sustainability of the program.

As a result of the VFM audit and SGP review, improvements have been made to the SGP design. This has been a collaborative process, with input and feedback from sponsors, member firms and stakeholders.

## Safety Groups Program Update

The WSIB will continue to provide an incentive for member workplaces to invest and implement effective health and safety and return to work programs in partnership with the sponsors.

### Starting in 2007

Improvements to the Rebate Formula  
**No Rebate Cap in 2007**

### Rebate Formula:

- ❑ Up to 6% of Group Premium in Rebate
  - 4% for Achievement
  - 2% for Performance
- ❑ **Achievement** - Scores are subject to a performance improvement threshold
- ❑ **Performance** - Improvement must be better than a pre-set target reviewed annually. For 2007, the target is 5%.
- ❑ **Continuous Improvement** - It is expected that superior Achievement will lead to superior Performance. However, if the minimum target is not achieved, the rebate will be adjusted.

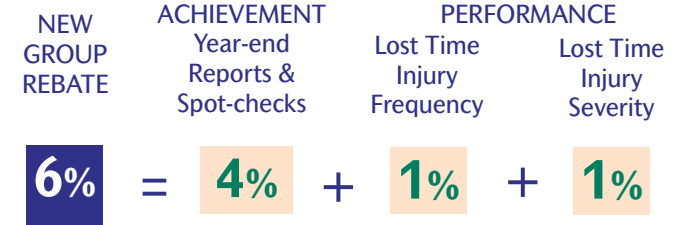
### Improvements to the Program Design

To increase the alignment of the SGP to the revised incentive measures, the WSIB has also implemented the following program design improvements:

- ❑ Return to Work (RTW) element requirement
- ❑ Members who have not yet selected a RTW element will need to complete it in 2007
- ❑ Enhanced review of Achievement elements and workplace practices.

### New Graduate Program in Development

- ❑ SGP members with five completed years may qualify for a new program currently under review
- ❑ During the transition period, firms in the program with more than five years may continue in SGP.



## SG Achievement Scores



### Starting in 2008

### New Return to Work (RTW) Achievement Category

- ❑ New RTW elements to be developed
- ❑ Members are required to select one element from RTW to complete each year.

### New Corporate Safety Culture Elements

- ❑ Elements to demonstrate senior management commitment to health & safety culture in the workplace.