

Joining the **Health and Safety Excellence** program

A guide for medium to large businesses



Thinking about joining WSIB's Health and Safety Excellence program (HSEp)?

This guide will provide tools and information to help you:

Make the business case for investing in health and safety

Understand your rebate and recognition rewards

Enroll in the program

See how other employers have implemented the program

Making the business case

What are the benefits of investing in health and safety through HSEp?

1 You will save money

- The costs of poor health and safety are expensive, such as fines for non-compliance with safety laws, business disruptions due to workplace incidents, turnover, and accommodations from injuries
- Investing in health and safety could help you reduce or eliminate those costs
- To find out how to lower your premiums by reducing your claims, use the WSIB [Compass tool](#)

2 You can earn a return on investment

- Research shows that **for every one dollar you invest, you can get up to a \$2.14 return** (note 1)
- For Schedule 1 businesses, the range of rebates for participating in HSEp is a minimum of \$1,000 (or up to 100% of premiums), and the maximum is \$250,000
- Implement up to five program topics at a time to improve your health and safety

1. The Institute for Work and Health. (May 2022).

[“Estimating the financial return on employers' investments in the prevention of work injuries in Ontario.”](#)

- Estimate your potential rebate for completing HSEp topics using the rebate formula below. The Compass tool is where you will find your premiums and predictability category:
 - Log-in** to **Compass**.
 - Select** “analyze rates and past claims costs with Compass.” This will bring you to your company’s main dashboard.
 - Predictability % will appear on the “Premiums” box on your main dashboard.

Rebate Calculation Table

Information for the first three columns can be found on Compass.

There are two predictability rate categories: < or equal to 20% = 2% and > 20% = 1.4%. For more information on **predictability** see the WSIB website.

Predictability	Predictability Category	Premium	Predictability Rate	Number of topics	Annual Rebate (note 2)
≤ 20%	Low	\$ Prior year total	x 2%	x 1 to 5	= Total dollar amount
> 20%	High	\$ Prior year total	x 1.4%	x 1 to 5	= Total dollar amount

Rebate Calculation Example

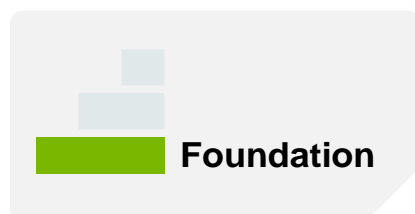
Predictability	Predictability Category	Premium	Predictability Rate	Number of topics	Annual Rebate
20%	Low	\$150,000	x 2%	x 4	= \$12,000
20%	Low	\$150,000	x 2%	x 5	= \$15,000
40%	High	\$200,000	x 1.4%	x 3	= \$8,400
40%	High	\$200,000	x 1.4%	x 4	= \$11,200
40%	High	\$200,000	x 1.4%	x 5	= \$14,000

2. Based on 1 topic, a minimum of \$1000 or up to 100% of premiums. Based on 5 topics, up to \$250,000 maximum.

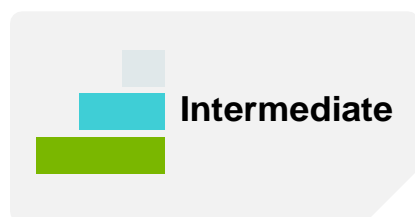
Choosing the topics that support your business

Once you enroll in HSEp, you can read full descriptions of the 36 topics and take a short health and safety assessment to help identify those that could support your improvement opportunities. Your provider will help you choose topics that will have the most impact on your workplace health and safety.

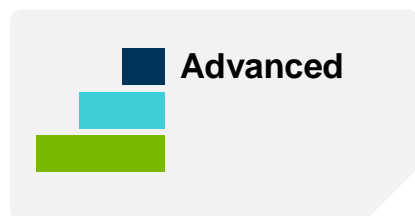
Topics are listed by level below.



- Leadership and commitment
- Health and safety responsibilities
- Health and safety communication
- Health and safety participation
- Recognition of hazards
- Risk assessment
- Control of hazards
- Injury, illness and incident reporting
- Incident investigation and analysis
- First aid



- Competency
- Health and safety training
- Legal and other requirements
- Health and safety accountabilities
- Emergency prevention and preparedness
- Emergency response
- Return-to-work program requirements, forms and tools
- Return to Work Roles and Responsibilities
- Accommodation and return to work plans
- Pre-use inspections
- Preventative maintenance
- Control of documents
- Control of records
- Contractor management program
- Workplace health promotion
- Health and safety objectives
- Corrective action



- Change management and procurement
- Monitoring, measurement and analysis
- Review health and safety trends
- Internal audit
- Management review
- Health and safety continual improvement planning
- External audit
- Networking and peer learning
- Corporate social responsibility

3 You can improve your business reputation and relationships

- Negative publicity and media attention is avoided when incidents are prevented
- Customers, investors, job seekers, and community partners want to work with you once they know you have invested in health and safety
- Investing in health and safety helps you promote your safety brand and demonstrate that health and safety is a top priority for your business
- Schedule 1 and Schedule 2 businesses are provided with downloadable digital badges:
 - The member badge is available once you select topics approved by your provider
 - Performance badges are available for completing HSEp levels (foundations, intermediate, and excellence)
- You can display your badges:
 - On your business website
 - In your email signatures
 - On promotional materials
 - By adding links to **WSIB's Safety Check website** where your badge will be displayed alongside your health and safety statistics



Member badge



Performance badge
(e.g. Foundation)

4 You can increase your employees' confidence in the safety of your workplace

- A well-working health and safety system instills confidence and increases productivity, quality and innovation
- Injury prevention increases feelings of safety and security that will promote well-being and positivity in the workplace and at home
- HSEp allows you to evaluate your current health and safety culture through a simple 13-question culture survey assessment. You can:
 - Measure change in your workplace culture over time
 - Capture the voice of your employees on health and safety at work
 - See the connection between strong workplace culture and lower lost-time injury rates (note 3)

3. <https://www.iwh.on.ca/tools-and-guides/iwh-organizational-performance-metric>

5 HSEp will help you achieve your goals at your pace

- The program is flexible and provides real-time support
- Topics are based on industry best practice standards from a foundational level through to excellence
- Connects you with a WSIB-approved provider to guide you through the program and provide helpful resources
- Access the program digitally, which makes it easy to participate anytime and anywhere
- HSEp topics are building blocks towards the standards recognized by the Chief Prevention Officer through the Ministry of Labour, Training and Skills Development's Supporting Ontario's Safe Employers (SOSE) accreditation program

Enrolling in the program

It's easy to join the program, and all Schedule 1 and Schedule 2 businesses with an active WSIB account number are eligible to participate. Your provider will help you navigate the “plan, do, check, and act” cycle of implementing each topic.

Program providers are private health and safety consultants, health and safety or industry associations approved by the WSIB to deliver the Health and Safety Excellence program. The role of the program provider is to help you:

Enroll
in the online
program portal

Select
one to five
health and safety
topics for the year

Access
tools and
resources related
to implementing
your topics

Demonstrate
to WSIB that the
topics are “living
and breathing” in
your workplace

How do I select a provider?

1. Review key information on the [Join our program](#) web page, such as pricing, by selecting providers under your industry category
2. Narrow your selections down to a short list of those that serve your industry.
3. Use the sample selection table provided below to review your options.
4. Calculate the cost of the provider against your potential rebate.

For additional support, please connect with one of our Health and Safety Excellence Consultants at healthandsafetyexcellence@wsib.on.ca

Sample selection table

Short List	Serves my size of business ?	Cost of services	Return on Investment <small>(rebate minus cost of services)</small>	Additional benefits	Provider Ranking
Provider A	Yes	\$500 flat fee for year + \$150 for each topic selected	$ \begin{aligned} & \$10,000 \\ & - (\$500 + \$150 \times 4 \text{ topics}) \\ \hline & = \mathbf{\$8,900} \end{aligned} $		3
Provider B	Yes	\$850 + 2% of rebate	$ \begin{aligned} & \$10,000 \\ & - \$850 \\ & - (2\% \times \$10,000) \\ \hline & = \mathbf{\$8,950} \end{aligned} $	Free industry association membership	2
Provider C	Yes	\$1,000 flat fee for medium, large businesses	$ \begin{aligned} & \$10,000 \\ & - \$1,000 \\ \hline & = \mathbf{\$9,000} \end{aligned} $	Free toolkit	1

Examples of businesses who have participated in HSEp



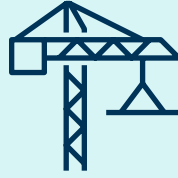
“With the arrival of COVID-19, we were challenged by evolving government guidelines and directives. Implementing physical distancing in

certain production processes, acquiring personal protective equipment in bulk and implementing other COVID-19-related health and safety protocols were challenging.

By participating in the Health and Safety Excellence program, we were not only able to manage preparations for the pandemic but there was also an overall improved understanding of our equipment and what causes equipment failure. We received positive feedback and engagement from all levels of employees, and there was increased involvement from the leadership team.

Our health and safety culture is changing, and we will continue to benefit as we move forward with other health and safety initiatives.”

— **Large food manufacturing company**



“The Health and Safety Excellence program helped us respond to the challenges of continuing work during COVID-19.

We needed to acquire personal protective equipment and customize company-wide protocols to different work locations and teams. We also needed to quickly adapt to evolving government orders and directives and ensure that subcontractors were effectively implementing COVID-19 protocols.

By participating in the Health and Safety Excellence program, we adjusted to the pandemic's new reality and achieved positive outcomes. We strengthened our business processes, improved health and safety communications, and closed some gaps identified during previous audits.”

— **Large construction company**

Frequently asked questions

You can read frequently asked questions on the HSEp [Frequently asked questions](#) web page.

Contact us

Health and Safety Excellence Consultants are available to help you join the program. Please contact us at healthandsafetyexcellence@wsib.on.ca