

## Effectiveness Measures - Q2/2016 Reports Table of Contents

Page	TOPIC	DESCRIPTION	EFFECTIVE DATE	x of Year
<b>Regulation Changes</b>				
1	<b>Confined Spaces</b>	The amendment is to clarify the requirements of acceptable isolation methods that do not require pre-approval from WorkSafeBC. This includes mainly confined spaces found in the public water supply systems and dam water passageways where it may be necessary to control the hazards by a single flow control device, such as a valve or a gate.	February 1, 2011	8 of 9
2	<b>Notification of Utilities</b>	This relates to the OHSR requirement that if a pipeline, buried electrical cable or other such utility service is hit or damaged, the owner of the utility service must be notified without delay. To clarify the scope of section 4.18 is broader than the two utility services currently listed and to specify the main types of other utility services affected.	February 1, 2011	6 of 7
3	<b>Part 12: Roll-on/roll-off containers</b>	The purpose of the amendment is to add reference to ANSI Standard Z245.30-2008 for Equipment Technology and Operations for Wastes and Recyclable Materials – Waste Containers – Safety Requirements with respect to the manufacture, reconstruction, use, modification, maintenance, service, operation, and installation of containers.	February 1, 2015	2 of 3
4	<b>Part 13: Ladder Positioning for Safe Use</b>	The purpose of the amendments to section 13.5 is to clarify the safe positioning and use of portable non-self-supporting ladders. The amendments will clarify the “quarter rule” for setting up these ladders, as well as enhance the requirement to securing the ladder to ensure stability during use.	February 1, 2015	2 of 3
5	<b>Part 20: Gang Form Inspection</b>	The amendment will require certification by a professional engineer if there is a modification to the gang form design or the method of erection. Many situations that are currently considered as “reuse without modification” will now be subject to engineering inspection and certification.	February 1, 2015	2 of 3
6	<b>Part 20: Demolition and Asbestos Abatement Activities</b>	The purpose of the amendments to 20.112 is to ensure that the wording clearly reflects the sequence of work activities that occur in demolition and asbestos abatement activities. In doing so, clear obligations will be placed on asbestos abatement contractors, general contractors and owners for safe containment and removal of hazardous materials prior to the tear down of building structures.	February 1, 2015	2 of 3
7	<b>Part 26: Bullboards</b>	The amendments will require a bullboard to be constructed and designed so that distortion and vibration generated by the use of the logging truck cannot damage the cab guard. This will prevent the use of bullboards with aluminum main supporting structures and allow employers to consider different light weight designs that are not susceptible to the failures found in the current all-aluminum bullboards. Aluminum would still be an acceptable material for the backboard component of a bullboard assembly.	February 1, 2015	2 of 3
8	<b>OHS - Wood Dust Policies</b>	At its July 2014 meeting, WorkSafeBC’s Board of Directors approved three new Occupational Health and Safety policies:  D3-115-3, Employer Duties — Wood Dust Mitigation and Control D3-116-2, Worker Duties — Wood Dust Mitigation and Control D3-117-3, Supervisor Duties — Wood Dust Mitigation and Control The new policies have been developed to identify what WorkSafeBC considers reasonable steps for employers, workers, and supervisors to take in relation to the hazards of combustible wood dust.  The employer policy applies to specific classification units for sawmills and wood products manufacturing listed in that policy.	September 1, 2014	2 of 5
9	<b>Lower Maximum Administrative Penalties Regulation and OHS Citations Policy</b>	The policy sets out that WorkSafeBC may impose an OHS citation on an employer for failure to comply with an order or failure to comply with requirements for compliance reports.  Further details are also provided such as when an OHS citation may be imposed, the amount of an OHS citation and circumstances under which a repeat OHS citation can be issued.	February 1, 2016	1 of 3
10	<b>Amendment to Employer Incident Investigations</b>	The BOD approved the deletion of section 3.4 and consequential amendment to section 24.34 of the Occupational Health and Safety Regulation (OHSR) as a result of changes to the Workers Compensation Act regarding employers’ reports of accidents or incident investigations.	February 1, 2016	1 of 1
<b>Prevention Changes</b>				
11	<b>OHS Compliance Agreements</b>	Instead of issuing an order, WorkSafeBC may, in certain circumstances, enter into a compliance agreement in which an employer voluntarily agrees to correct OHS violations and report back to WorkSafeBC by a certain date. Compliance agreements are offered at WorkSafeBC’s discretion, within the limits of the Act and policy. WorkSafeBC will only enter into a compliance agreement if WorkSafeBC believes that the employer will likely fulfill its obligations under the agreement.  The finalized OHS Compliance Agreements policy provides additional guidance regarding the compliance agreement provisions in the Workers Compensation Act.	January 1, 2016	1 of 3

Page	TOPIC	DESCRIPTION	EFFECTIVE DATE	x of Year
<b>Compensation Changes</b>				
12	<b>Long-Term Average Earnings for GECA Workers</b>	<p>Amendments to policy item #66.00 (General Rule for Determining Long-Term Average Earnings) of the Rehabilitation Services and Claims Manual are approved.</p> <p>WorkSafeBC administers the claims of Federal Government employees covered by the Government Employees Compensation Act (GECA workers). Current policy provides that long-term average earnings are not calculated for GECA workers who are maintained on full salary by their employer while injured. Under the revised policy, long-term average earnings will be calculated for all GECA workers.</p>	January 1, 2016	1 of 2
13	<b>Revising Application Statement for Interest on Retroactive Benefits</b>	The BOD approved amendments to the previously approved policy so that changes apply to all decision made on or after January 1, 2014 except where retroactive benefits under sections 17, 22, 23, 29 or 30 of the Workers Compensation Act have already been awarded and the initial adjudication on the question of entitlement to interest had been deferred prior to January 1, 2014.	January 1, 2014	1 of 1
14	<b>Plantar Fasciitis</b>	The BOD approved the addition of Plantar Fasciitis. The policy does not name any non-occupation risk factors or recognize plantar fasciitis as an occupational disease connected to any particular process or industry. Work causation will be assessed on a case-by-case basis, taking into consideration all relevant risk factors.	December 1, 2015	1 of 2
<b>Assessment Changes</b>				
15/16	<b>Conclusion of Construction Experience Rating ("ER") Program</b>	This policy change seek to accomplish two main goals. The first is to ensure that claims costs are fairly and equitably distributed among construction firms thereby preventing firms with sustained high costs from being subsidized. The second is to provide sufficient motivation for construction firms with high costs to improve their occupational health and safety and return to work performance and their compliance with the Occupational Health and Safety Regulation	October 12, 2011	4 of 4
17	<b>Exemptions from Coverage for Employers in the Trucking Industry</b>	The BOD approved amendments to Item AP1-2-1, Exemptions from Coverage, in the Assessment Manual. The six-trip limit for hauling goods out of BC per calendar year will be removed from the exemption criteria for non-Canadian employers in the trucking industry. Policy language will also be clarified.	January 1, 2016	1 of 2

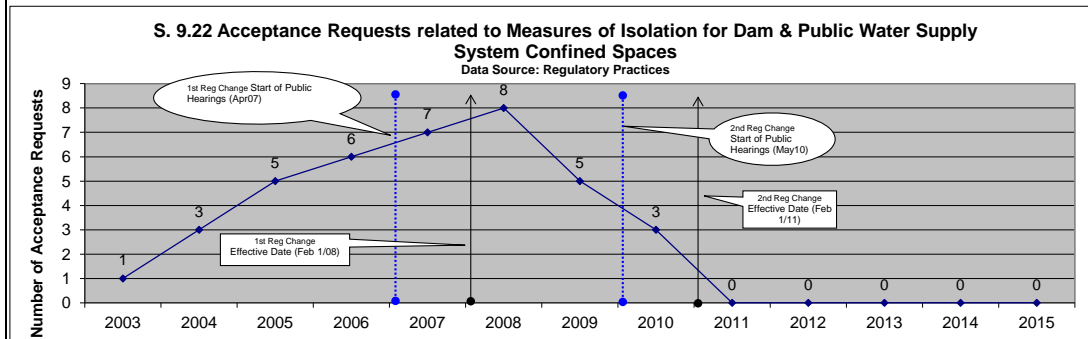
PART 9	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<b>Confined Spaces</b> - to assess the impact of allowing exemptions to certain methods of isolation for dams and water supply systems.	February 1, 2008	(1) The amendment introduced by section 9.18.1 will reduce the need for employers to apply for acceptance requests from WorkSafeBC related to certain isolation measures for confined spaces associated with dams and water supply systems. Requests for acceptance for methods of isolation of confined spaces are issued under section 9.22.
<b>Confined Spaces</b> - The amendment is to clarify the requirements of acceptable isolation methods that do not require pre-approval from WorkSafeBC. This includes mainly confined spaces found in the public water supply systems and dam water passageways where it may be necessary to control the hazards by a single flow control device, such as a valve or a gate.	February 1, 2011	(1) The amendment will provide clarity in the application of sections of the OHSR that address methods for isolating piping associated with confined spaces. The number of Acceptance Requests submitted by employers for section 9.22 will be substantially reduced, with an expected reduction of about 50% over 5 years.

**Reporting:**

One Time Report

Multiple Reporting Years:

8 of 9 yrs (2009-2017)



**Discussion:**

**2009 Discussion:**

\* Section 9.18.1 became effective February 1, 2008. It is anticipated that employers with dam water passageways and public water supply systems will take advantage of the exemption offered by section 9.18.1 for certain methods of isolation. This should reduce the number of requests for acceptance under section 9.22.

**2010 Discussion:**

\* There has been a modest reduction of acceptance requests post effective date.

**2011 Discussion:**

\* There continues to be a decline in the number of acceptance requests.

\* Variance requests related to section 9.18 will be monitored over the measurement period.

**2012 Discussion:**

\* Acceptance requests continue to decline. There have been no related variance requests through 2011.

**2013 Discussion:**

\* There were no acceptance requests for 2012.

**2014 Discussion:**

\* There were no acceptance requests for 2013.

**2015 Discussion:**

\* There were no acceptance requests for 2014.

**2016 Discussion:**

\* There were no acceptance requests for 2015.

**Conclusion:**

**2009 Conclusion:**

\* Ongoing monitoring for 2 years.

**2010 Conclusion:**

\* Ongoing monitoring for one more year. Next reporting period will be Q2/2011.

**2011 Conclusion:**

\* Ongoing monitoring for five years. Next reporting period will be Q2/2012.

**2012 Conclusion:**

\* Monitor until 2015, with next reporting Q2-2013.

**2013 Conclusion:**

\* Next reporting Q2-2014.

**2014 Conclusion:**

\* Next reporting Q2-2015.

**2015 Conclusion:**

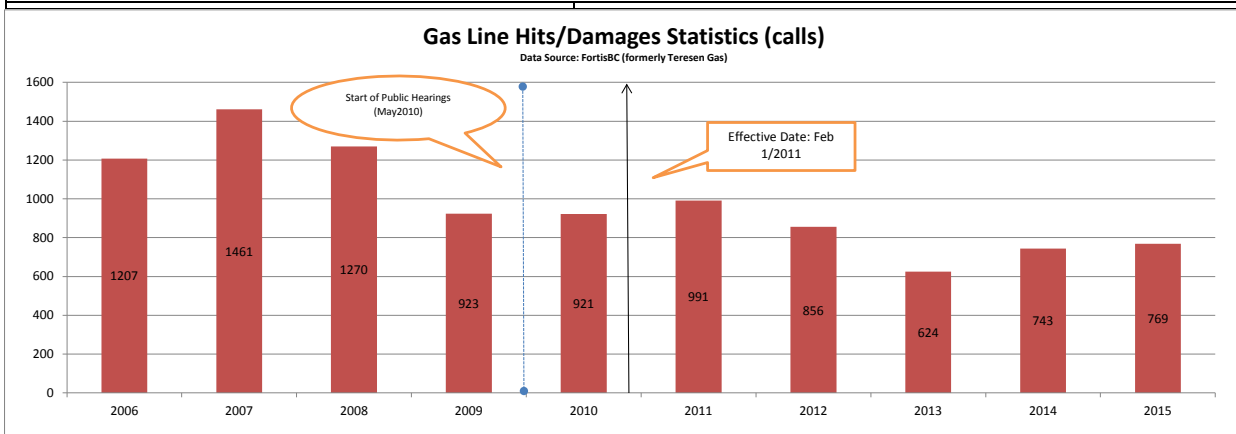
\* Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Regulation Change  
Notification of Utilities**

PART 1, 4, 20	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p><b>Notification of Utilities</b> - This relates to the OHSR requirement that if a pipeline, buried electrical cable or other such utility service is hit or damaged, the owner of the utility service must be notified without delay. To clarify the scope of section 4.18 is broader than the two utility services currently listed and to specify the main types of other utility services affected.</p>	<p align="center">February 1, 2011</p>	<p>(1) Stakeholders will know that their obligation for reporting a hit or damage to utilities extends beyond gas and electrical lines and includes water lines, steam lines, sanitary sewers, enclosed storm sewers, and any petrochemical lines.</p> <p>(2) WorkSafeBC anticipates that the number of notifications to utilities for a hit or damage is expected to increase by at least 25% over a 5 year period following adoption of the proposed amendments. WorkSafeBC will contact utilities to determine the call volume change they have experienced related to the expected increase in the number of notifications for hits or damage. These reports will be correlated with construction volumes as reported by construction industry associations and building permit authorities to see the relationship between the level of construction activity in the province and the number of hits being reported to the owners of utility services.</p>
<p><b>Reporting:</b></p> <p><input type="checkbox"/> One Time Report <span style="margin-left: 300px;"><input checked="" type="checkbox"/> Multiple Reporting Years:</span> <span style="float: right;">6 of 7 yrs (2011-2017)</span></p>		



**2011 Discussion:**

- \* The FortisBC Manager confirmed that the damage calls may be made by Employers or a variety of individuals who would not have an obligation under the regulation to report the incident such as Fire Departments, neighbours, passers-by and other workers on the site.
- \* Feedback from the City of Nelson has indicated that there has not been an increase in calls. However, the well established working practices between the City of Nelson, Nelson Hydro and FortisBC may not result in an increase in call volumes.
- \* BC One Call does not track call volumes because there is no requirement for Employers to call them when utilities are damaged.
- \* The BC Hydro Manager confirmed that not all calls are made by the people who are obligated under the regulation as some calls are generated by outages rather than reported by individuals involved with the hit.
- \* Overall, it is too early to comment on the effectiveness of this regulation change as it has only been in effect since February 2011.

**2012 Discussion:**

It is expected that the number of notifications will increase by 25%. Currently, we are seeing an increase of 7.6% or 70 calls in 2011 from 2010. This is the expected trend post implementation of the policy.

However, it is still early to comment on the effectiveness of the regulation change.

**2013 Discussion:**

Volume has decreased by 13.6% compared to 2011.

**2014 Discussion:**

The number of calls decreased by 27% over 2012 volumes representing an overall decrease of 232 calls.

**2015 Discussion:**

2012 to 2014 average volumes have decreased to 741 compared to an average of the prior three years (2009-2011) of 945.

**2016 Discussion:**

The 2015 volume of 769 calls remained consistent with the downward trend since 2011.

**2011 Conclusion:**

\* Ongoing monitoring for the next 5 years. Next reporting period will be Q2/2012.

**2012 Conclusion:**

\*Continued monitoring is recommended. Next reporting will Q2-2013.

**2013 Conclusion:**

Next reporting Q2-2014.

**2014 Conclusion:**

Next reporting Q2-2015.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Roll-on/roll-off containers**

Part 12	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The purpose of the amendment is to add reference to ANSI Standard Z245.30-2008 for Equipment Technology and Operations for Wastes and Recyclable Materials – Waste Containers – Safety Requirements with respect to the manufacture, reconstruction, use, modification, maintenance, service, operation, and installation of containers.	February 1, 2015	Employers will be required to follow and train workers on the maintenance, use, and safe operation of roll-on/roll-off containers. Together with the inspection program, it is expected that there likely will be a significant reduction in worker injury and fatalities due to structural and other defects relating to poor maintenance of these containers.

**Reporting:**

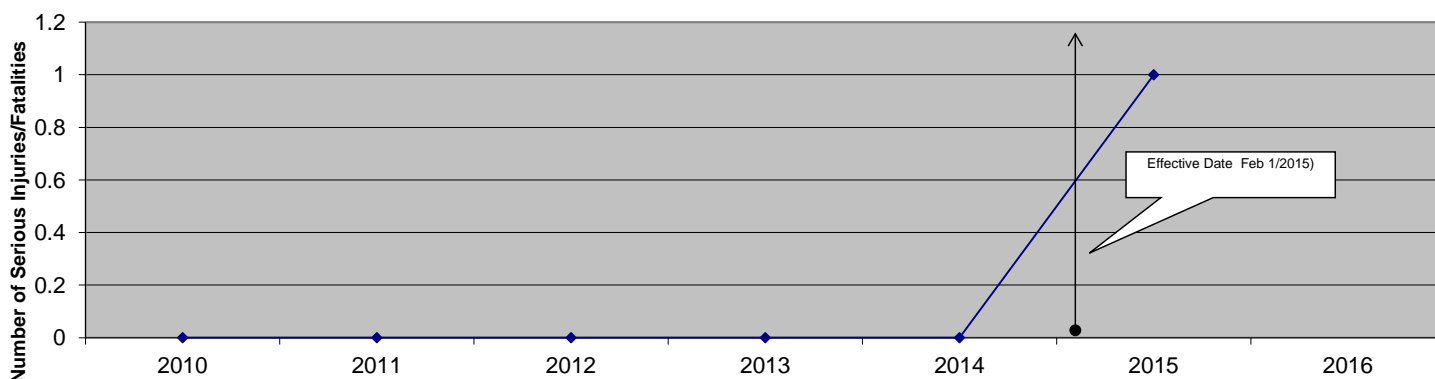
One Time Report

Multiple Reporting Years:

2 of 3 yrs (2015-2017)

**Serious Injuries/Fatalities Roll-on/off containers**

Data Source: BIA



**2015 Discussion:**

There were no serious injuries or fatalities in 2014.

**2016 Discussion:**

There was 1 serious injury in 2015.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Ladder Positioning for Safe Use**

Part 13	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The purpose of the amendments to section 13.5 is to clarify the safe positioning and use of portable non-self-supporting ladders. The proposed amendments will clarify the “quarter rule” for setting up these ladders, as well as enhance the requirement to securing the ladder to ensure stability during use.	February 1, 2015	The amendments will reduce some of the risk factors that may cause workers to falls from portable ladders that were incorrectly positioned or not secured.  Safety of workers will be enhanced as a result of the proposed amendments.

**Reporting:**

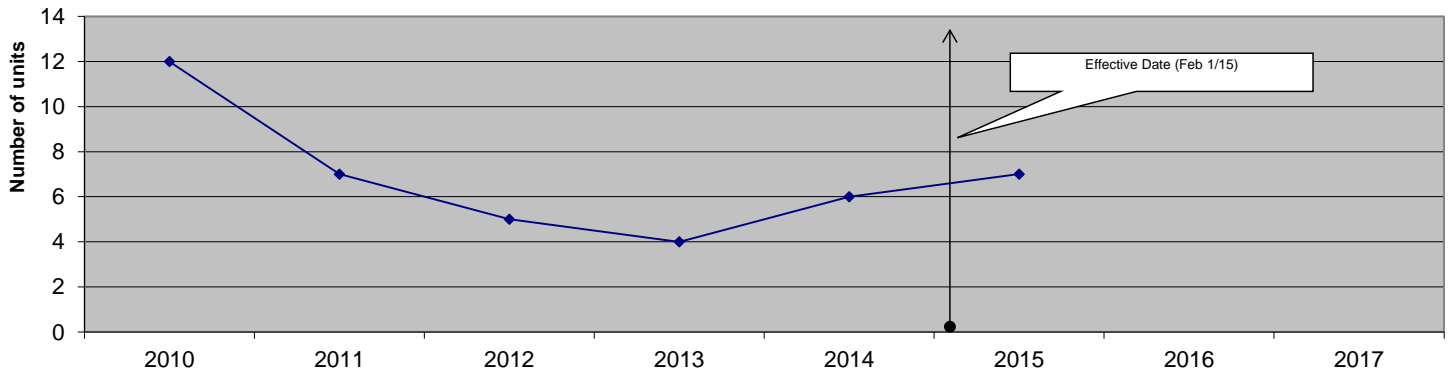
One Time Report

Multiple Reporting Years:

2 of 3 yrs (2015-2017)

**Ladder Positioning - Serious Injuries**

Data Source: BIA



**2015 Discussion:**

It is too early to establish the effectiveness of the regulation change.

**2016 Discussion:**

This change provides more clarity and consistency to the policy. The number of injuries have remained fairly consistent from the prior year.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Regulation Change**  
**Gang Form Inspection**

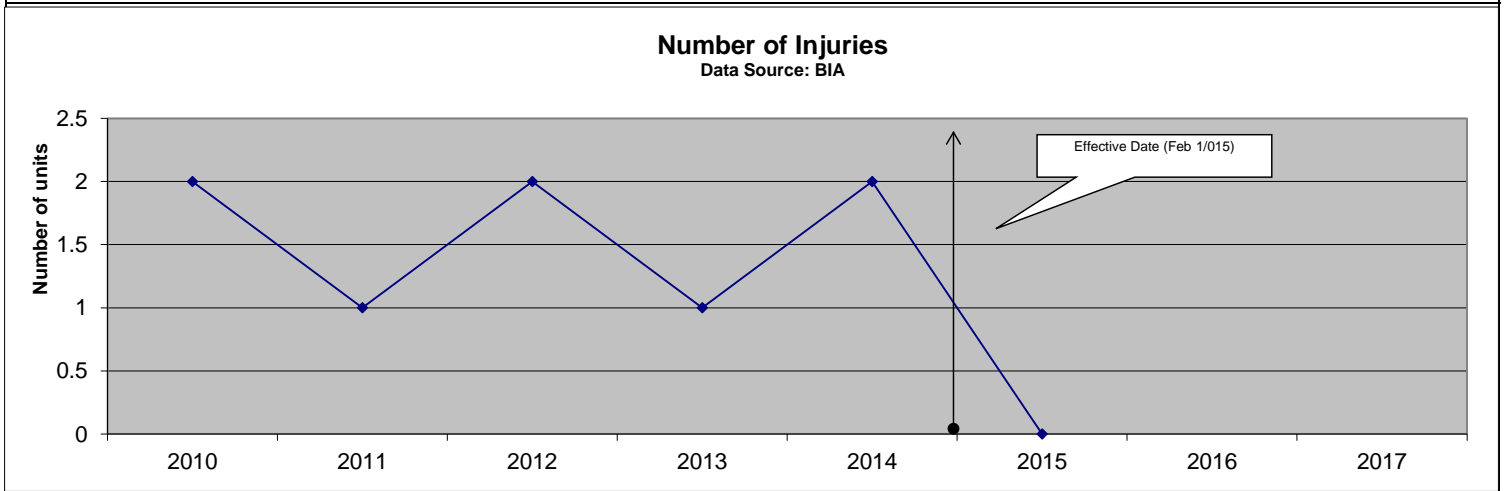
Part 20	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The amendment will require certification by a professional engineer if there is a modification to the gang form design or the method of erection. Many situations that are currently considered as "reuse without modification" will now be subject to engineering inspection and certification.	February 1, 2015	Concrete gang forms will be erected in a safe manner despite changes to the design or method of erection. There will be a reduction in injuries or fatalities related to modifications of gang forms during reuse at a jobsite.

**Reporting:**

One Time Report

Multiple Reporting Years:

2 of 3 yrs (2015-2017)



**2015 Discussion:**

It is too early to establish the effectiveness of the regulation change.

**2016 Discussion:**

There were zero injuries in 2015, which was down compared to the last few years.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Demolition and Asbestos Abatement Activities**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The purpose of the amendments to 20.112 is to ensure that the wording clearly reflects the sequence of work activities that occur in demolition and asbestos abatement activities. In doing so, clear obligations will be placed on asbestos abatement contractors, general contractors and owners for safe containment and removal of hazardous materials prior to the tear down of building structures.	February 1, 2015	The amendments will provide clarity to enforcement officers who are issuing orders under this section.  Section 20.112 will be less vulnerable to legal challenges when abatement contractors and other parties are issued orders under section 20.112.

**Reporting:**

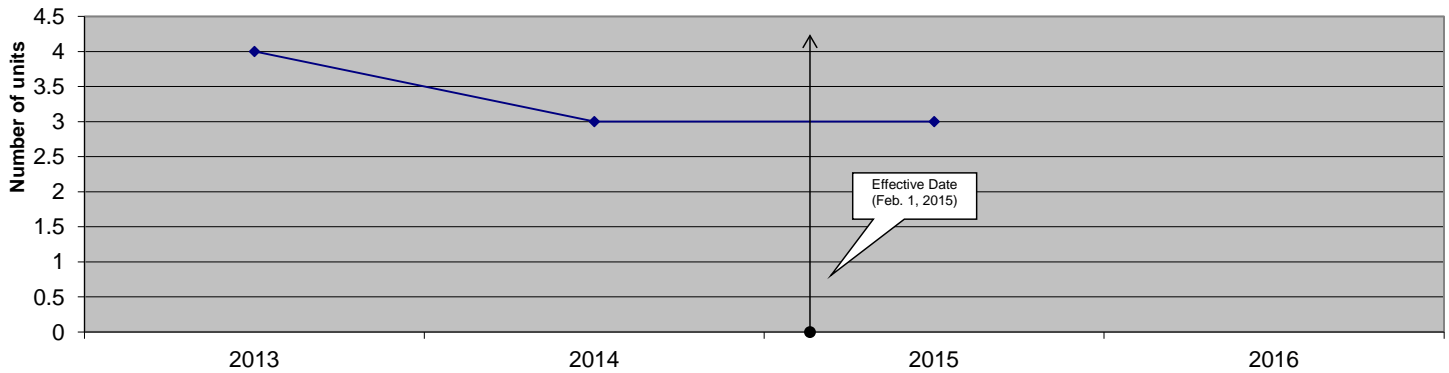
One Time Report

Multiple Reporting Years:

2 of 3 yrs (2015-2017)

**Sec 20.112 Review and Appeals**

Data Source: Review



**2015 Discussion:**

This change further details the sequence of work within the regulation, providing consistency and clarity for both the employers and owners as well as WorkSafeBC officers. Additionally, this amendment also included best practices provided through our guidelines to allow our officers to work with appropriate, enforceable regulations.

In doing so, we will enhance worker safety and reduce potential challenges to the regulation.

**2016 Discussion:**

The number of legal challenges or reviews for orders under section 20.112 remained consistent with the prior year.

**2015 Conclusion:**

Next reporting Q4-2016.

**2016 Conclusion:**

Next reporting Q4-2017.



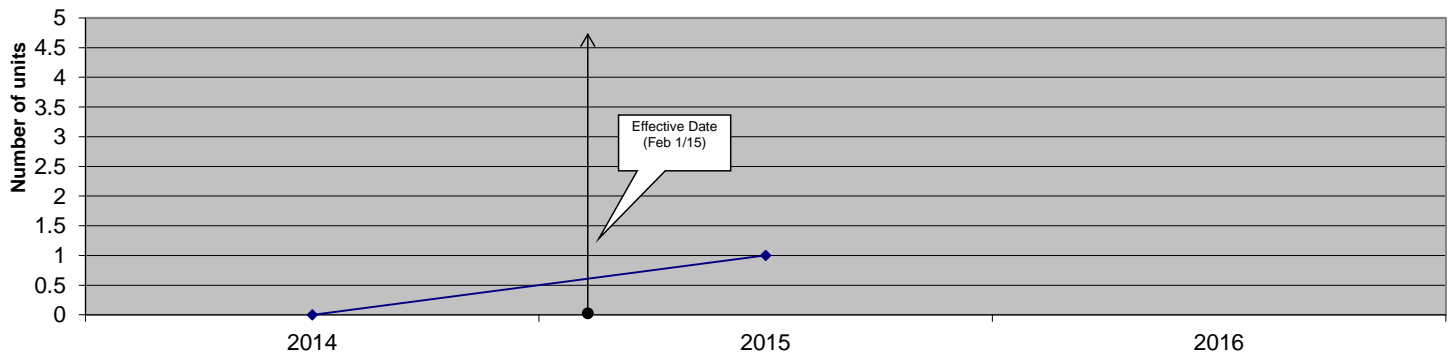
**Bullboards**

Part 26	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>The amendments will require a bullboard to be constructed and designed so that distortion and vibration generated by the use of the logging truck cannot damage the cab guard. This will prevent the use of bullboards with aluminum main supporting structures and allow employers to consider different light weight designs that are not susceptible to the failures found in the current all-aluminum bullboards. Aluminum would still be an acceptable material for the backboard component of a bullboard assembly.</p>	<p>February 1, 2015</p>	<p>There will be a reduction in worker injuries and fatalities resulting from the failure of a bullboard that is designed and used in compliance with OHSR 26.65.</p>

**Reporting:**

One Time Report
  Multiple Reporting Years: 2 of 3 yrs (2015-2017)

**Bullboards - Fatalities**  
Data Source: BIA



Note: The data was manually reviewed to indicate any serious injuries or fatalities for bullboards in compliance with OHSR 26.65.

**2015 Discussion:**

It is too early to establish the effectiveness of the regulation change.

**2016 Discussion:**

There was no serious injuries or fatalities in 2014. There was no serious injuries and 1 fatality in 2015.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**OHS - Wood Dust Policies**

Topic	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>At its July 2014 meeting, WorkSafeBC's Board of Directors approved three new Occupational Health and Safety policies:</p> <p>D3-115-3, Employer Duties — Wood Dust Mitigation and Control                      D3-116-2, Worker Duties — Wood Dust Mitigation and Control                      D3-117-3, Supervisor Duties — Wood Dust Mitigation and Control</p> <p>The new policies have been developed to identify what WorkSafeBC considers reasonable steps for employers, workers, and supervisors to take in relation to the hazards of combustible wood dust.</p> <p>The employer policy applies to specific classification units for sawmills and wood products manufacturing listed in that policy.</p>	<p>September 1, 2014</p>	<p>WorkSafeBC has developed policies to provide a consistent legal framework to identify what WorkSafeBC considers reasonable steps for employers, workers, and supervisors to meet their duties with respect to combustible wood dust hazards.</p>

**Reporting:**

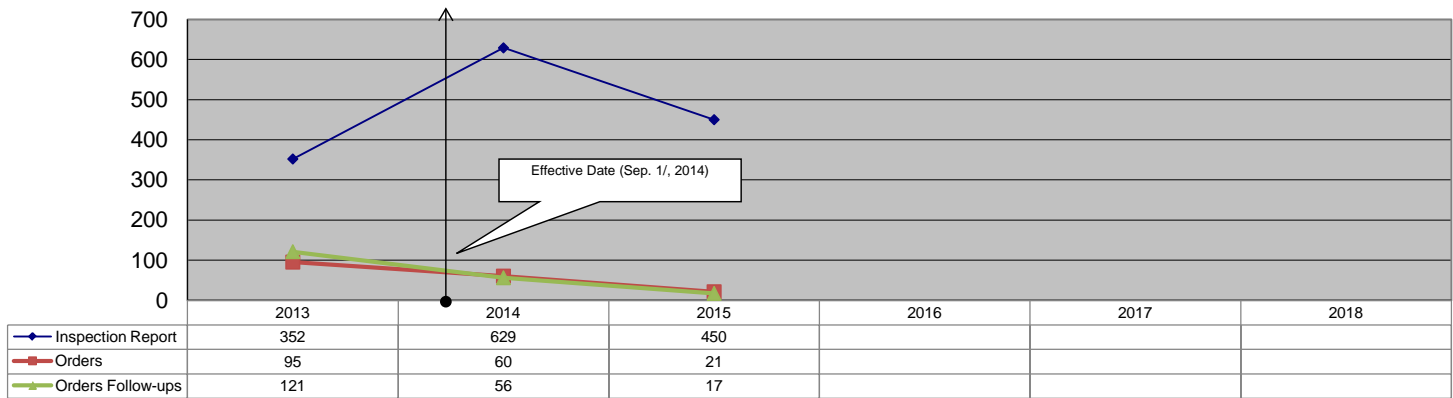
One Time Report

Multiple Reporting Years:

2 of 5 yrs (2015-2019)

**Combustible Dust - Inspections, Orders, Follow-up Orders**

Data Source: BIA



Note: This data set is based on the employers that are part of the combustible dust inspection initiative.

Note (2016): Previously, data was only shown as per section 5.18. An adjustment was made to include section 115(1)(a) reflecting current and prior years above.

**2015 Discussion:**

It is relatively early to establish effectiveness. Next reporting will encompass an additional year (2015) of data and will help us understand further the effectiveness of the change.

**2016 Discussion:**

As per the Prevention department, there has been a significant improvement in compliance relating to combustible wood dust hazards, thereby resulting in a decreased amount of orders being given out over the past 2 years. The focus has been on ensuring employers meet their obligation to control combustible dust hazards through compliant and sustainable combustible dust management programs.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Next reporting Q2-2017.

**Lower Maximum Administrative Penalties Regulations and OHS Citations Policy**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>The policy sets out that WorkSafeBC may impose an OHS citation on an employer for failure to comply with an order or failure to comply with requirements for compliance reports.</p> <p>Further details are also provided such as when an OHS citation may be imposed, the amount of an OHS citation and circumstances under which a repeat OHS citation can be issued.</p>	<p>February 1, 2016</p>	<p>The overall goal of OHS Citations is to increase compliance with non-high risk orders. Counting the overall number of findings of continued non-compliance over time will provide some indication of whether the overall level of compliance with orders is improving.</p> <p>However, the count will include all orders, not limited to those for which OHS citations can be given, and the overall count of non-compliance may initially increase due to increased enforcement focus.</p> <p>Counting citations and warnings over time will give an idea of how much the tool is being used and how effective the warnings are. Ideally citation warnings should result in compliance and make the citations themselves unnecessary.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

1 of 3 yrs (2016-2018)

**2016 Discussion:**

It is too early to establish the effectiveness of this regulation change.

**2016 Conclusion:**

Next reporting Q2-2017.

**Amendment to Employer Incident Investigations**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The BOD approved the deletion of section 3.4 and consequential amendment to section 24.34 of the Occupational Health and Safety Regulation (OHSR) as a result of changes to the Workers Compensation Act regarding employers' reports of incident investigations.	February 1, 2016	These were consequential changes that were necessary to reflect the changes to the Act in Bill 9 and remove requirements that no longer have legal effect. This is a one time report. Effectiveness measures for the related policy changes are in next quarter's report under "Preliminary Incident and Full Incident Investigations Policies".

**Reporting:**

One Time Report

Multiple Reporting Years:

**2016 Discussion:**

These changes provide consistency with Bill 9.

**2016 Conclusion:**

Last reporting.

**OHS Compliance Agreements**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>Instead of issuing an order, WorkSafeBC may, in certain circumstances, enter into a compliance agreement in which an employer voluntarily agrees to correct OHS violations and report back to WorkSafeBC by a certain date. Compliance agreements are offered at WorkSafeBC's discretion, within the limits of the Act and policy. WorkSafeBC will only enter into a compliance agreement if WorkSafeBC believes that the employer will likely fulfill its obligations under the agreement.</p> <p>The finalized OHS Compliance Agreements policy provides additional guidance regarding the compliance agreement provisions in the Workers Compensation Act.</p>	<p>January 1, 2016</p>	<p>The OHS Compliance Agreement policy will be effective if it provides WorkSafeBC staff and stakeholders with clear guidance regarding how OHS Compliance Agreements are implemented and helps officers promote compliance with OHS obligations.</p> <p>One measurement of effectiveness for this policy is anecdotal feedback about the policy from WorkSafeBC staff and stakeholders. Effectiveness may also be measured by tracking what percentage of OHS Compliance Agreements result in an outcome of employer compliance.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

1 of 3 yrs (2016-2018)

**2016 Discussion:**

It is too early to establish the effectiveness of this change.

**2016 Conclusion:**

Next reporting Q2-2017.

**Long-Term Average Earnings for GECA Workers**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>Amendments to policy item #66.00 (General Rule for Determining Long-Term Average Earnings) of the Rehabilitation Services and Claims Manual are approved.</p> <p>WorkSafeBC administers the claims of Federal Government employees covered by the Government Employees Compensation Act (GECA workers). Previous policy provided that long-term average earnings were not calculated for GECA workers who were maintained on full salary by their employer while injured. Under the revised policy, long-term average earnings will be calculated for all GECA workers.</p>	<p>January 1, 2016</p>	<p>This revision has ensured that policy treats all workers consistently in relation to the calculation of long-term average earnings.</p> <p>This change will be considered effective based on anecdotal feedback from internal and external stakeholders.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

1 of 2 yrs (2016-2017)

**2016 Discussion:**

It is too early to establish the effectiveness of this change.

**2016 Conclusion:**

Next reporting Q2-2017.

**Revising Application Statement for Interest on Retroactive Benefits**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The BOD approved amendments to the previously approved policy so that changes apply to all decisions made on or after January 1, 2014 except where retroactive benefits under sections 17, 22, 23, 29 or 30 of the Workers Compensation Act have already been awarded and the initial adjudication on the question of entitlement to interest had been deferred prior to January 1, 2014.	January 1, 2014	The policy changes will be considered effective if they operate as intended. In other words, workers who had their entitlement to the payment of interest on their retroactive benefit deferred and then the decision was not made before January 1, 2014 would have the former policy apply to them.

**Reporting:**

One Time Report

Multiple Reporting Years:

**2016 Discussion:**

The changes ensure that the policy operates as it was intended and it displays a consistency in how claims are being adjudicated.

**2016 Conclusion:**

Last reporting.

**Plantar Fasciitis**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
The BOD approved the addition of policy item #27.36 (Plantar Fasciitis) to the Rehabilitation Services and Claims Manual. The policy does not name any non-occupation risk factors or recognize plantar fasciitis as an occupational disease connected to any particular process or industry. Work causation will be assessed on a case-by-case basis, taking into consideration all relevant risk factors.	December 1, 2015	The addition of policy item #27.36 addresses concerns raised by the stakeholder community. This policy will be considered effective based on feedback from external stakeholders.

**Reporting:**

One Time Report

Multiple Reporting Years:

1 of 2 yrs (2016-2017)

**2016 Discussion:**

It is too early to establish the effectiveness of this change.

**2016 Conclusion:**

Next reporting Q2-2017.



**Conclusion of Construction Experience Rating (“ER”) Program**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>This policy change seeks to accomplish two main goals. The first is to ensure that claims costs are fairly and equitably distributed among construction firms thereby preventing firms with sustained high costs from being subsidized. The second is to provide sufficient motivation for construction firms with high costs to improve their occupational health and safety and return to work performance and their compliance with the Occupational Health and Safety Regulation</p>	<p>October 12, 2011</p>	<ul style="list-style-type: none"> <li>• Concerns regarding the lack of equity in construction employers’ rates would be addressed as employers’ ER would more closely reflect their actual claims cost experience.</li> <li>• Employers in the construction industry with capped surcharges would be provided with sufficient time to prepare for the move into the ER Plan.</li> <li>• Meetings would be held in 2012 with the Chief Executive Officers of the 125 firms with the highest surcharges to discuss the ER changes and to discuss what changes might be taken to reduce their costs.</li> <li>• The construction firms subject to the higher surcharge caps of the ER Plan may improve their health and safety and return to work performance and compliance with the Occupational Health and Safety Regulation, reducing their claim costs.</li> </ul>

**Reporting:**

One Time Report

Multiple Reporting Years:

4 of 4 yrs (2012-2016)

**2013 Discussion:**

*From Assessment:*

The following experience rating discounts and surcharges have been applied to the following years:

	<b>&lt;= 2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Surcharge Maximum	33.3%	45%	60%	80%	100%
Discount Maximum	33.3%	37.5%	42%	47%	50%

There are currently 42,500 firms assigned to Construction CUs.

**In 2013, 276 firms have surcharge capped at 45% of which:**

- 2 have > 90% calculated surcharges
- 11 have > 80% < 90% calculated surcharges
- 19 have > 70% < 80% calculated surcharges
- 34 have > 60% < 70% calculated surcharges
- 52 have > 50% < 60% calculated surcharges
- 42 have > 45% < 50% calculated surcharges
- 116 have > 33.3% < 45% calculated surcharges

**In 2013, 4410 firms have discounts capped at 37.5% of which:**

- 69 have > 45% calculated discounts
- 154 have > 40% < 45% calculated discounts
- 2200 have > 37.5% < 40% calculated discounts
- 1987 have > 33.3% discount < 37.5% discounts

As a result of the increase to the discount and surcharge limits, 116 firms have had the full extent of their calculated surcharges applied, while 160 continue to receive a limited surcharge. Similarly 1987 firms have had the full extent of their discount applied, while 2423 continue to receive a limited discount.

**2014 Discussion:**

- Concerns regarding the lack of equity in construction employers' rates would be addressed as employers' ER would more closely reflect their actual claims cost experience.
- Employers in the construction industry with capped surcharges have been informed what their experience rating would have been otherwise.
- Meetings were held in 2012 with the Chief Executive Officers of the 125 firms with the highest surcharges to discuss the ER changes and to discuss what changes might be taken to reduce their costs.
- The construction firms subject to the higher surcharge caps of the ER Plan are being more financially incentivized to improve their health and safety and return to work performance and compliance with the Occupational Health and Safety Regulation, reducing their claim costs.
- This change has been instrumental in the establishment of a construction task force with WorkSafeBC with the goal of reducing injury rates and achieving earlier Return to Work outcomes.

**2015 Discussion:**

In 2015 the Construction ER Limits are: 80% surcharge and 47% discount.

In 2015, 67 firms have their discount or surcharge limited of which:  
53 have their discounts limited to 47% and 14 have their surcharges limited to 80%

**Surcharges:**

- 5 have > 90% calculated surcharges
- 9 have > 80% < 90% calculated surcharges
- 21 have > 70% < 80% calculated surcharges
- 31 have > 60% < 70% calculated surcharges
- 45 have > 50% < 60% calculated surcharges
- 89 have > 40% < 50% calculated surcharges
- 75 have > 33.3% < 47% calculated surcharges

**Discounts:**

- 53 have > 47% calculated discounts
- 1,850 have > 40% < 47% calculated discounts
- 3,200 have > 33.3% discount < 37.5% discounts

In short, over 5,000 firms now have higher discounts than was available to them under the previous experience rating plan while 270 have larger surcharges.

**2016 Discussion:**

In 2016 the Construction ER Limits are the same as all other industries: 100% surcharge and 50% discount.

In 2016, no Construction firms have their discount or surcharge limited.

**Surcharges:**

- 5 have > 90% calculated surcharges
- 7 have > 80% < 90% calculated surcharges
- 17 have > 70% < 80% calculated surcharges
- 39 have > 60% < 70% calculated surcharges
- 43 have > 50% < 60% calculated surcharges
- 83 have > 40% < 50% calculated surcharges
- 87 have > 33.3% < 47% calculated surcharges

**Discounts:**

- 60 have > 47% calculated discounts
- 2,124 have > 40% < 47% calculated discounts
- 3,073 have > 33.3% discount < 37.5% discounts

In short, over 5,200 firms now have higher discounts than was available to them under the previous experience rating plan while 281 have larger surcharges.

**2013 Conclusion:**

Next reporting Q2-2014.

**2014 Conclusion:**

Next reporting Q2-2015.

**2015 Conclusion:**

Next reporting Q2-2016.

**2016 Conclusion:**

Last reporting.

**Exemptions from Coverage for Employers in the Trucking Industry**

TOPIC	EFFECTIVE DATE	MEASUREMENT OF EFFECTIVENESS
<p>The BOD approved amendments to Item AP1-2-1, Exemptions from Coverage, in the Assessment Manual. The six-trip limit for hauling goods out of BC per calendar year will be removed from the exemption criteria for non-Canadian employers in the trucking industry. Policy language will also be clarified to better reflect how all of the exemptions work within the larger legal framework.</p>	<p>January 1, 2016</p>	<p>The policy will be effective if US carriers who meet the amended exemption criteria are excluded from coverage as intended under the policy. The effectiveness of changes made to clarify the legal framework of exemptions will be considered effective based on anecdotal feedback from stakeholders.</p>

**Reporting:**

One Time Report

Multiple Reporting Years:

1 of 2 yrs (2016-2017)

**2016 Discussion:**

It is too early to establish the effectiveness of this change.

**2016 Conclusion:**

Next reporting Q2-2017.