



Occupational Health & Safety Council Annual Best Safety Performer Awards

Award Criteria

Purpose

The *Annual Best Safety Performer Awards* recognize Alberta employers with exceptional performance in workplace health and safety.

Eligibility

All employers holding an account with the Alberta Workers' Compensation Board (WCB) are eligible and automatically considered for the *Annual Best Safety Performer Awards*.

Highlights

Starting 2006, the awards criteria are based on disabling injuries, which is a new broader measure that better reflects overall health and safety performance. Prior to 2006, the awards criteria were based on lost-time claim injuries.

Award Criteria

Based on calendar years, organizations **must** meet the criteria in one of the following categories to be considered for an award.

Annual Best Safety Performer Award for Small Employers:

- Have less than 40 person years of employment during the award year.
- Hold a current Certificate of Recognition or are a Partner in good standing under the Partnerships in Health and Safety program on December 31 of the award year.
- Have achieved 60 consecutive person years of employment with no disabling injuries in the most recent years.
- Have no workplace related fatalities in the previous three years.
- Have no outstanding compliance orders under Alberta's *Occupational Health and Safety (OHS)* Legislation.
- Have no violations of the *OHS Act* in connection with any incident investigated by Alberta Employment, Immigration and Industry during the past two years.
- Are not currently being prosecuted for a violation under Alberta's OHS Legislation.

Annual Best Safety Performer Awards for Large Employers:

- Have 40 or more person years of employment during the award year.
- Hold a current Certificate of Recognition or are a Partner in good standing under the Partnerships in Health and Safety program on December 31 of the award year.
- Have a Disabling Injury (DI) rate 40% lower than the industry's DI rate. *Note: This is different than the Partners in Injury Reduction (PIR) premium discount offered through the WCB.*
- **Employers with 40 to 60 person years:** Have achieved at least 60 consecutive person years of employment with no disabling injuries in the most recent years.
- **Employers with more than 60 person years of employment:** Have no disabling injuries for 60 person years of employment and have no more than one disabling injury per each additional 60 person years of employment. *For example: an employer would need to have a minimum of 60 + 60 = 120 person years of employment before they could have a single disabling injury and still be considered for an award.*
- Have no outstanding compliance orders under Alberta's *Occupational Health and Safety (OHS)* Legislation.
- Have no violations of the *OHS Act* in connection with any incident investigated by Alberta Employment, Immigration and Industry during the past two years.
- Have no workplace related fatalities in the previous three years.
- Are not currently being prosecuted for a violation under Alberta's OHS Legislation.

Selection Process

The process for selection of awards is:

1. Organizations are selected according to the above criteria. *Note: Since the awards criteria is specific to a WCB account, multiple work locations may be considered together.*
2. For organizations that are registered with the WCB as operating in more than one industry, each industry is considered separately.
3. Organizations that merged during the award year will be considered on a case-by-case basis.
4. The Minister and the OHS Council jointly issue the awards.

Award

Awards are distributed annually during the month of July. Recipients receive:

- A letter of congratulations from the Minister and OHS Council.
- Right to use the annual "Best Safety Performer" logo on their company literature, vehicles, clothing, etc., and in workplaces.
- Recognition in a provincial news release and in *Occupational Health and Safety Magazine*.
- Recognition on the Employment, Immigration and Industry (EII) Workplace Health and Safety website.

Information Contact

For further information, please contact:

Workplace Innovation and Continuous Improvement
Labour Standards and Workplace Safety
Alberta Employment Immigration and Industry
Phone: (780) 644-1500
Email: whs@gov.ab.ca

ACTION	ANNUAL TIMELINE
Annual WCB, Partnerships and Compliance data analyzed by EII Staff	June
Names of organizations that meet the award criteria are forwarded to the Occupational Health and Safety Council	July
Award recipients are notified and the information is published on WHS website, OH&S Magazine, and a news release issued.	July

Appendix: Definition

Lost-Time Claim – A lost-time claim (LTC) is a claim for an occupational injury or disease which causes a worker to have any time away from work beyond the day of the injury. Included are claims receiving reimbursement of full or partial lost wages due to occupational illness or injury, or payment for permanent loss of function.

Modified-Work Claim – A modified work claim (MWC) is a claim for an occupational injury or disease where a worker had their normal work duties altered to enable them to remain working without losing time from work. Also included are claims where injured workers are helped back into the workplace with modified duties after time lost due to injury or disease.

Person Years – Person-year estimates are calculated from wage and payroll data provided by account holders to the Alberta WCB. Alberta Employment, Immigration and Industry uses these data to estimate an average industry wage, and employer payroll data to estimate person-years worked for each employer and industry. One person-year is equivalent to one full-time worker working for one-year and can be assumed to equal 2000 hours worked.

Disabling Injury (DI) Claims – DI claims combine both the lost-time and modified work concepts to produce an overall figure where an occupational injury or disease disables the worker causing either lost time from work or for their normal work duties to be modified. In addition, DI Claims include any injury where medical treatment beyond first aid had occurred.

DI Rate – The disabling injury rate is calculated by dividing the number of disabling injuries by the person-year estimate and multiplying the results by 100.

Most recent person years – include the award year plus additional past years until 60 consecutive person years of employment has been achieved. *Note: Disabling injury data is available beginning 2004. Lost-time claim data (going as far back as 1994 if necessary) will be used in place of disabling injury data for years prior to 2004.*



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