

IMPORTANT INFORMATION

about Your Experience Rating Program

June 2008

As a part of our ongoing review of the Experience Rating program, the WSIB has taken a number of steps to lay the groundwork for long-term system improvements.

Fatal Claim Premium Adjustment Policy

A new operational policy, Fatal Claim Premium Adjustment, was endorsed by the Board of Directors. Effective March 10, 2008, the policy's implementation date, the WSIB can apply a premium increase to an employer that experiences a work-related traumatic fatality. This adjustment would be equivalent to the NEER or CAD 7 refund an employer would have been entitled to receive in the year of the fatal claim.

Exceptions to the policy will be deferred to the merits and justice of each case, and there will be a right of appeal to all decisions made under the policy.

This policy is not about finding fault or laying blame — it simply reflects the fact that, under the internal responsibility system, the onus is on an employer to protect its workers. If a work-related traumatic fatality occurs, an employer should not receive a rebate unless there are exceptional circumstances. (An example where an exceptional circumstance may exist is a third-party motor vehicle accident.)

Validation Unit

The WSIB is establishing a Validation Unit to immediately begin to review workplaces to ensure the link between experience rating rebates and real performance in health and safety.

Advisory Committee

A Special Advisory Committee of the Board of Directors has been established to oversee the Experience Rating review and the recommendations that stem from it. This committee will be co-chaired by BOD members Pat Dillon and Loretta Henderson.

Request for Proposal and independent expert

On April 25, 2008, the WSIB released a Request for Proposal (RFP) for a third-party expert to lead the Experience Rating review. The RFP process is complete and Morneau Sobeco is the successful candidate.

As stated previously, the focus of the third-party expert's work will be two areas: looking at short- and medium-term improvements to incentive programs, and scoping the work required to research best-practice incentive programs in Canada and internationally.

The Experience Rating review is underway now, and its goal is to modernize and strengthen the program in areas such as: accounting for legislative noncompliance, creating a process to validate workplace health and safety performance, and directly tying all incentive programs to proactive health and safety initiatives. The review will focus on substantive experience rating design issues with recommendations for the future.

If you have any questions about program changes to date, or about the Experience Rating review, please contact the **Prevention Contact Centre at (416) 344-1016**.