

IMPORTANT INFORMATION

about Your Experience Rating Program

March 10, 2008

The WSIB has announced a review of the Experience Rating Program, and a change to how traumatic fatalities are accounted for in the experience rating system.

Program Change for Traumatic Fatalities

Effective March 10, 2008, if a company is responsible for a workplace fatality, they won't be eligible for a rebate from the WSIB in that year.

The WSIB's five-year plan, *The Road to Zero*, clearly states that the only acceptable number of workplace fatalities is zero. As such, where a fatality has occurred it is inappropriate to reward an employer who is participating in a prevention incentive program.

This new design feature for experience rating is an initial step by the WSIB to better align with our five-year strategic plan as outlined in *The Road to Zero*. Given the WSIB's zero tolerance for workplace fatalities, eliminating the financial incentive in the year the event occurred is the only acceptable response. This outcome-based philosophy is consistent with the WSIB's other prevention incentive programs like Safety Groups and the Safe Communities Incentive Program. The costs associated with the workplace fatalities will continue to impact the different experience rating programs as before.

Employers are considered responsible for the health and safety of their employees, including in the event of a fatality. Exceptions may be considered on an individual basis. All decisions made by the WSIB are appealable.

Experience Rating Review

The Experience Rating review is looking to find areas of improvement in the system and better align the program to the WSIB's strategic plan *The Road to Zero*.

The review will make recommendations to modernize and strengthen the program, in areas such as: accounting for legislative non-compliance, creating a process to validate workplace health and safety performance, and a long-term plan to directly tie all incentive programs to proactive health and safety initiatives.

The review is underway and necessary changes will be made over the next 12 months. The review will focus on substantive experience rating design issues with recommendations for the future.

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