



AASCF

May 9, 2014

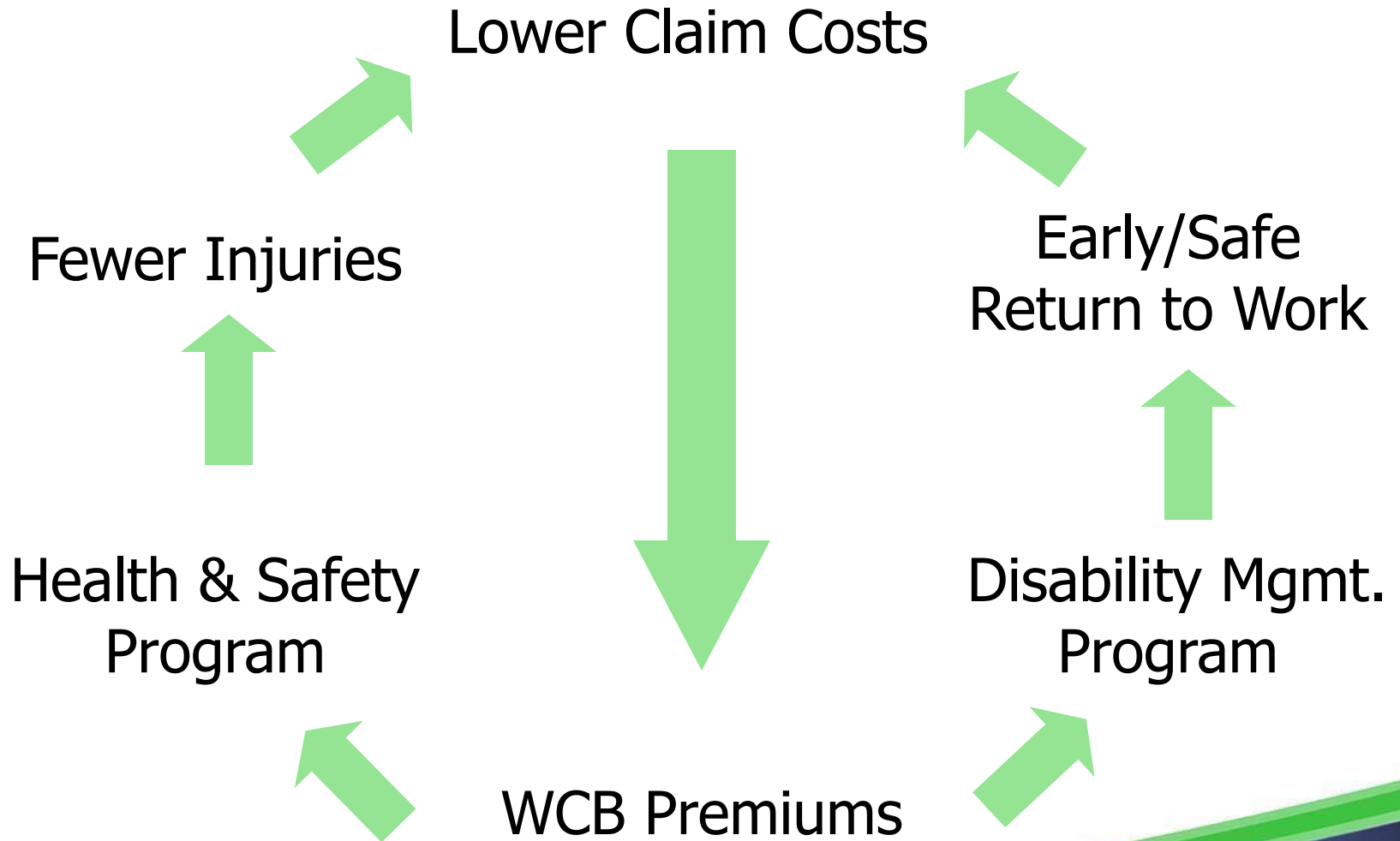
Outline

- What is WCB?
- How claim costs impact premiums
- Disability Management

What is Workers' Compensation?

- A safe and early return to work for individuals who have experienced a workplace injury/illness
- Historic agreement between workers and employers:
 - employers fund the program and in exchange, workers give up the right to sue their employer for work related injury
- It provides:
 - benefits for injured workers
 - liability insurance for employers

Risk Management Strategies



Features of Alberta Workers' Compensation

WCB Key Features

- no-fault coverage
- fair compensation and fair premiums
- protection from lawsuit
- injury prevention and disability management
- benefit of the doubt to the worker
- first payer
- right of review and appeal

How Claims Costs Impact Premiums

Experience Rating Plan – Large Employer

- compares individual employers' claim costs experience to rate group average
- measures first 3 of the past 4 years
- employers can earn up to a 40% discount or be levied up to a 40% surcharge

Poor Performance Surcharge

Criteria Required For PPS to Apply:

- an experience ratio of 80% or greater for at least two consecutive years and,
- four or more claims used in experience rating for at least two consecutive experience period

**# of consecutive years PPS
criteria met**

PPS Amount

1	None
2	up to 25%
3	up to 50%
4	up to 100%
5+	up to 200%

Example of One Employers 2014 Rate Statement

Employer costs (2010-2012 claims)	\$79,833
Industry Average costs	\$40,915

Costs are 95.12% higher = 50.15% Surcharge

**An extra \$34,200 paid
(above industry average costs)**

Did you know?

No time loss, costs < \$1,000 = No impact to employer

No time lost, costs > \$1,000 = Costs charged to employer

Time lost claims = Costs charged to employer

How one claim can impact your premiums

Facts:

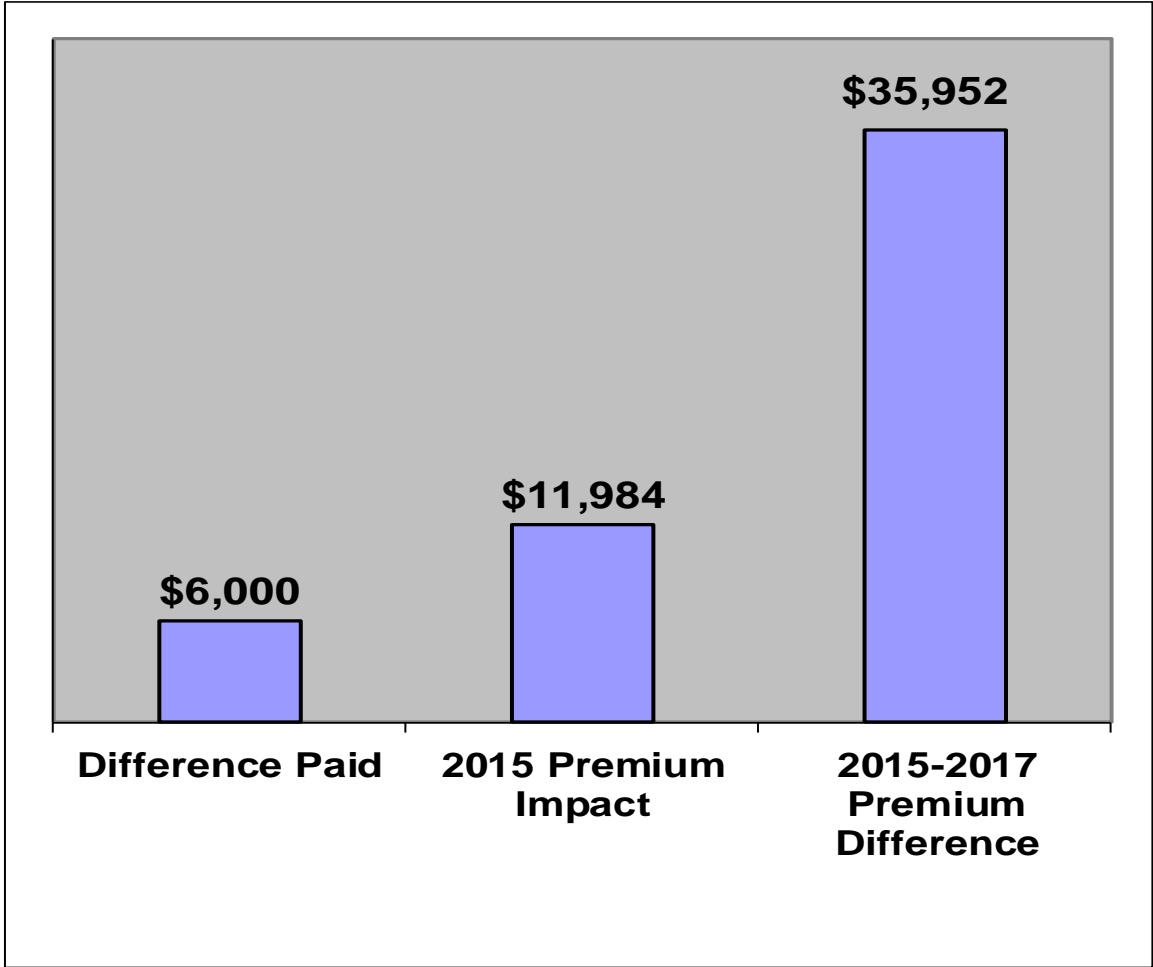
- Job: Care Worker
- Injury: Strain/Sprain
- Duration of restrictions: 6 weeks
- Date of Accident: 2013
- Rate of Pay: \$1000/week

**Fictional claim

How one claim can impact your premiums

Compensation paid:

- Return to work on light duties: **\$0**
- Total compensation paid if no modified offered: **\$6000**



With a proactive approach to Disability Management our example employer will be exiting PPS in 2015.

This will lead to a savings of over \$13,000 in premiums. These savings are expected to build in future years.

Disability Management

Employer Benefits:

Reduced:

- ↓ Time loss from work
- ↓ Claim costs
- ↓ Retraining costs
- ↓ Employee turnover

Improved:

- ↑ Productivity
- ↑ Employee relations
- ↑ Worker morale
- ↑ Positive public image

Employee Benefits:

Improved:

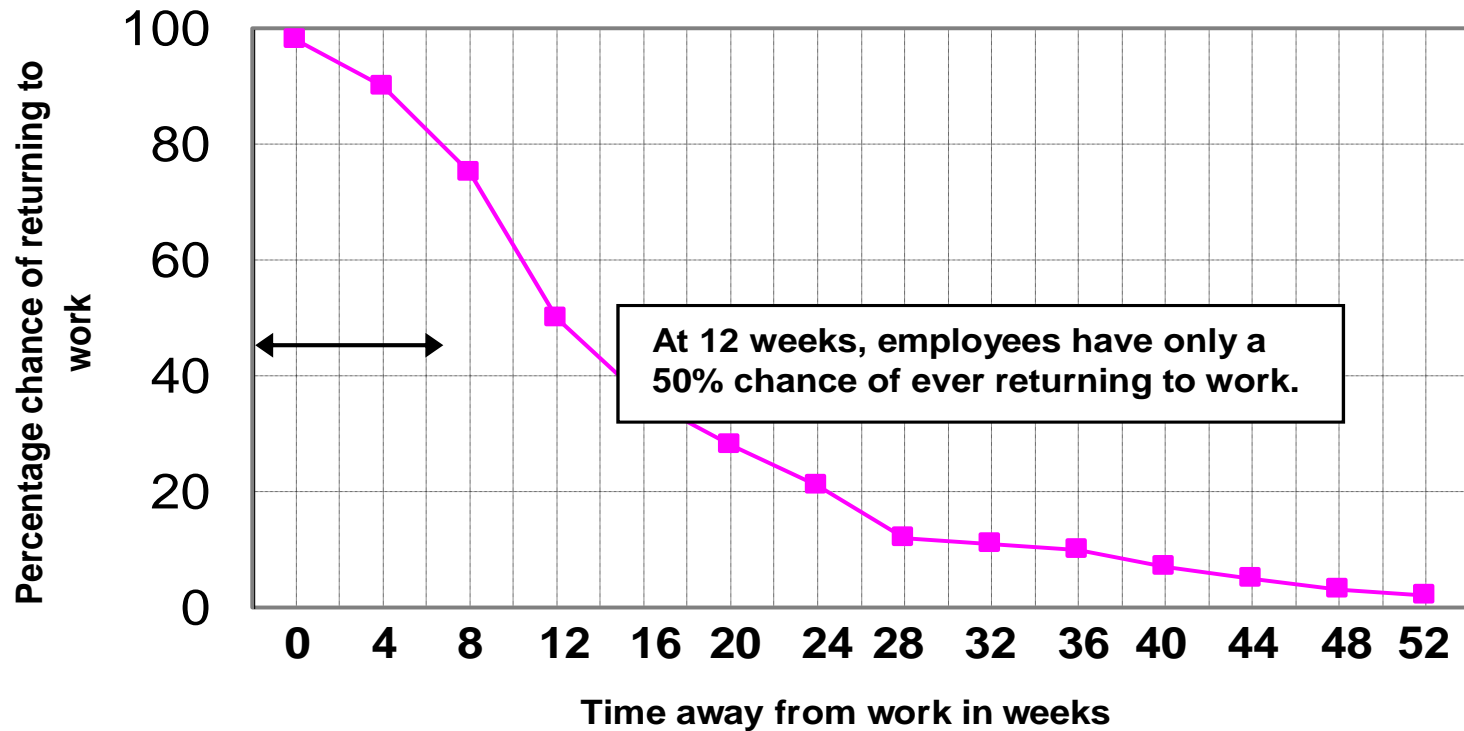
- ↑ Recovery
- ↑ Continuity of earnings
- ↑ Job security
- ↑ Contact with Co-workers
- ↑ Self-worth and independence

Reduced:

- ↓ Risk of re-injury
- ↓ Period of disability
- ↓ Stress

Reducing Disability Days

Figure 6: Time is of the Essence



5 Things You Can Do Today To Enhance Your Current Disability Management Program

**Report within 72 hours
of the date of accident**

Submit a report if...

the accident results in, or is likely to result in:

- lost time or the need to temporarily or permanently modify work beyond the date of accident
- the need for medical treatment beyond first aid (assessment by physician, physiotherapy, chiropractic, etc.)
- a disabling or potentially disabling condition caused by occupational exposure or activity (poisoning, infection, respiratory disease, dermatitis, etc.)

more...

Submit a report if...

the accident results in, or is likely to result in:

- death or permanent disability (amputation, hearing loss)
- incurring medical aid expenses (dental treatment, eyeglass repair or replacement, prescription medications, etc.)

Develop an Employee Injury Package

Employee Injury Package (Worker)

Letter to employee

- company expectations of employee
- what employee can expect from company
- key contacts
- Checklist of responsibilities
- Medical release form

Employee Injury Package (Physician)

Fitness for Work Form

- Letter to doctor, include company goal and contact
- willingness to pay fee
- fitness to RTW - modified, regular
- estimated period of recovery

Physical demands analysis

- description of pre-accident job demands

Modified duties task list

- list of modified duties available, broken down into categories

Sign-up for Occupational Injury Service (OIS)

What is Occupational Injury Service?

- A medical clinic that has been granted OIS status by the WCB, staffed by physicians, nurses and other rehabilitation staff. It is a clinic specifically for people who are hurt at work.
- OIS is about getting the ***right care*** at the ***right time*** for the ***right result***.

www.wcb.ab.ca/employers/partner_ois.asp

Features of OIS

- Expedited access (target within 30 minutes of worker arrival)
- Expert injury assessment
- Access to expedited diagnostic and rehabilitation interventions
- Return to work case conference with OIS physician, worker and employer
- Enhanced injury reporting
- Treatment plan details provided to the worker's family practitioner

Develop a Modified Duties Job Bank

Develop a Modified Duties Job Bank

- List of temporary, meaningful, and productive job tasks
- Categorize in sedentary, light and medium categories
- Within entire workplace, or specific to each department
- Seek input from Supervisors/Staff to assist in development of additional modified tasks
- Review and update job bank regularly

Sign up for Partnerships in Injury Reduction

What is Partnerships In Injury Reduction?

- PIR is ...**
- a partnership of the Alberta WCB, Alberta Employment & Immigration, industry partners, safety associations, employers and labour groups
 - a voluntary program designed to encourage employers to reduce losses caused by workplace injury and illnesses

Partnerships in Injury Reduction

- 5% for Certificate of Recognition (COR) – required to be eligible for any rebate
- 1-20% for Improving Your Performance, or
- 10-20% for Maintaining Industry Leadership

industry company with 20 million in earnings:

- 5% = \$00,000
- 10% = \$00,000
- 15% = \$000,000
- 20% = \$000,000

Additional Resources

- Build your employee injury package using our modified work forms:
<http://www.wcb.ab.ca/employers/forms.asp>
- OIS resources:
http://www.wcb.ab.ca/employers/partner_ois.asp
- Seminars and Workshops offered by WCB:
<http://www.wcb.ab.va/employers/seminars.asp>



Questions