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## COR Changes New ACSA Audit Tool

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## Outline

- 1.) Studies on COR
- 2.) Summary of Changes
- 3.) Discussion, Q&A

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## Summary of Changes

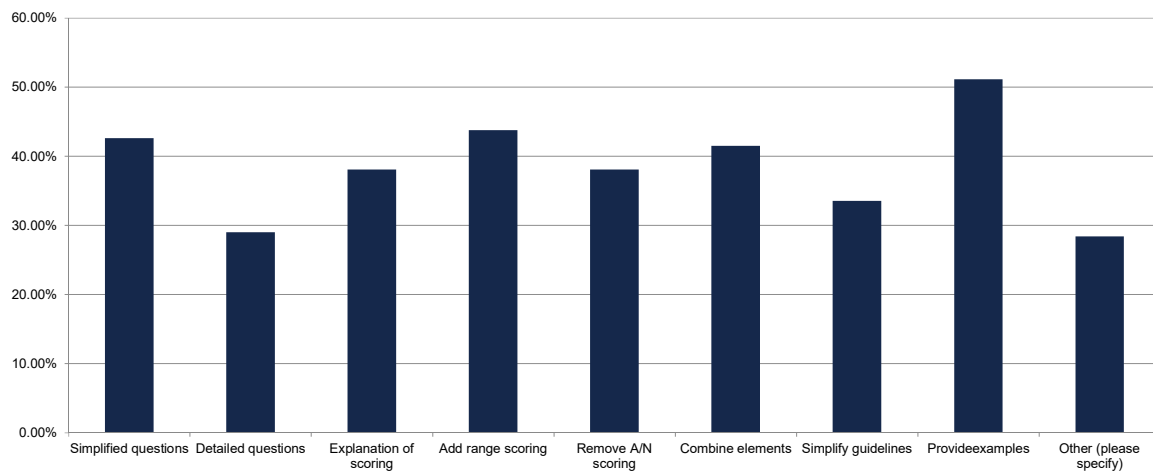
- Elements
- Scoring
- Instructions
- Scoring Methods
- New content
- COR Audit Cycles

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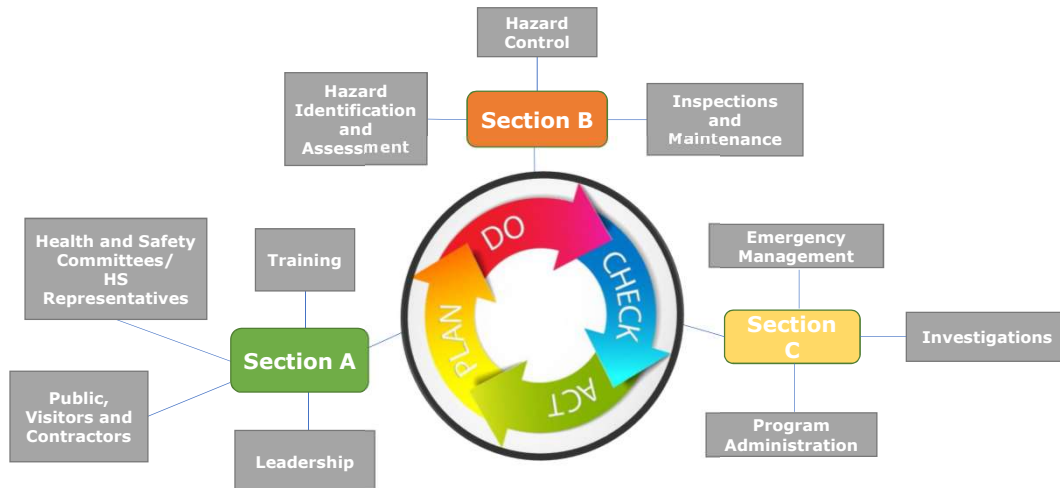
## How could we improve Audit Tool?



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## OUT

- Safe Work Practices
- Safe Job Procedures
- Rules
- PPE

## IN

- Visitors and Contractors
- Health and Safety Committees / Health and Safety Representatives
- Questions regarding Harassment and Workplace Violence

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## 2019 ACSA Audit Tool

1	Leadership
2	Public, Visitors, and Contractors
3	Health and Safety Committees/ HS Representatives
4	Training
5	Hazard Identification and Assessment
6	Hazard Control
7	Inspections and Maintenance
8	Emergency Management
9	Investigations
10	Program Administration

## 2014 ACSA Audit Tool

1	Company Health & Safety Policy
2	Workplace Hazard Assessment and Control
3	Safe Work Practices
4	Safe Job Procedures
5	Company Rules
6	Personal Protective Equipment (PPE)
7	Preventative Maintenance
8	Training and Communication
9	Inspections
10	Investigations and Reporting
11	Emergency Preparedness
12	Records and Statistics
13	Legislation
14	Appendix – Substance Abuse Program

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## COR Auditing - Verification



50%



35%



15%



## Element Weighting

### ACSA Tool

#	Element Name	Possible Score	Element %
1	Leadership	100	10%
2	Public, Visitors & Contractors	50	5%
3	Health and Safety Committees/ HS Representatives	50	5%
4	Training	150	15%
5	Hazard Identification & Assessment	150	15%
6	Hazard Control	150	15%
7	Inspections & Maintenance	100	10%
8	Emergency Management	100	10%
9	Investigations	100	10%
10	Program Administration	50	5%
	<b>Total</b>	<b>1000</b>	<b>100%</b>

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## Audit Questions

	Current ACSA	2018 ACSA	2018 PIR
Section 1	10	12	15
Section 2	14	10	18
Section 3	8	8	18
Section 4	8	17	15
Section 5	5	15	12
Section 6	7	12	12
Section 7	5	10	9
Section 8	17	11	13
Section 9	10	11	15
Section 10	12	6	9
Section 11	15		
Section 12	6		
Section 13	4		
<b>Total</b>	<b>121</b>	<b>113</b>	<b>136</b>

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## Scoring Methods

- All or Nothing:
  - 70% Positive Indicators required, unless otherwise stated
- Range:
  - Adding Range scoring for quantifiable verification
  - Based on an allowable range of scores and the percentage of positive indicators
    - (e.g. records, interviews)
- Cascading Questions:
  - The score is limited by the score on a previous related question
  - The question and scoring instructions will indicate this

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## Benefits of the ACSA tool

- Range (0-10) scoring versus, All or Nothing (0,10)
- Clearer instructions
- Fewer questions, combined elements
- 1000 total points, section totals 50-100-150
- 4 interview levels
  - senior management, management, supervisor, and worker

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Each question includes:

1. How to evaluate
2. How to score
3. How to write note

ID	Question	Instructions	Scoring	Validation Note	Validation Method / Scoring
1.7	Does senior management communicate to employees, at least annually, the organization's commitment to health and safety?	Interviewees must be able to explain how senior management demonstrates their commitment to health and safety (e.g. site tours, participate in inspections or committees, using hazard controls, etc.).	<p>Points are awarded based on the percentage of the auditor's positive and negative findings.</p> <p>For example, if the interview sample includes 52 employees, and 46 responded positively by providing examples of how management demonstrates commitment, divide <math>46/52 = 0.88 \times 100 = 88\%</math>. <math>0.88 \times 10</math> (available points) = 8.8 = 9 points out of 10 points scored.</p>	<p>The note must include:</p> <ul style="list-style-type: none"> <li>• Percentage or tally of interviewees that verified senior management participation.</li> <li>• An example comment of how senior managers demonstrate their commitment to health and safety.</li> </ul>	Int (0-10)

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ACSA 2014 Tool

2.1	Have formal written hazard assessments been created?		
a)	Project Start-up or Work Types	4	
b)	Job, Task or Position	4	

2.1 Formal hazard assessments must be developed for all jobs or tasks that are performed by company personnel.

Formal hazard assessments must:

- Identify and prioritize hazards and allow for control measures to be developed **before** work is started
- Include the **office, shop and any activities at the project start-up phase**

Scoring must be based on the development of formal hazard assessments for all jobs/tasks/work types/projects that are carried out under the company's WCB account, including the office and shop.

Some of this process may have been completed when the company was carrying out the Job Hazard Assessments for the development of Safe Job Procedures and Safe Work Practices for the program.

Any site-specific hazard assessment process (E.g. Field Level Hazard Assessments, Field Level Risk Assessments, etc) **cannot** be used to award points for questions 2.1, 2.2 & 2.3.

To assist auditors in further enhancing their understanding of these concepts the ACSA has developed a video "Formal Hazard Assessment, Inspections, and Site-Specific Hazard Assessments." This video is available on the ACSA website and can be accessed by clicking on the YouTube icon.

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## PIR 2018 Tool

Questions		Score	Instructions
2.1	Have jobs been inventoried for the purpose of formal hazard assessments? <b>(0-10 points)</b>		<p><b>Verified by reviewing documentation.</b></p> <p>Notes must include examples of the jobs/positions identified, and any that were missed.</p> <p>Points are awarded based on the percentage of jobs and occupations inventoried compared to the number required as identified on staff listings or organizational charts. Sampling is not acceptable for this question.</p>

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## ACSA 2019 Tool

ID	Question	Instructions
<b>Formal Hazard Assessments</b>		
5.1	Is there an inventory of all jobs and/or positions within the company?	<p>Review available documents such as organizational charts or employee lists to determine all possible positions/jobs within the company. Compare this list of company positions with the positions or jobs addressed in the formal hazard assessment system.</p> <p>Note that within a formal hazard assessment system, individual positions or roles may be grouped such as "administrative staff", "office workers", "shop" / "shop workers", "field staff", etc.</p>

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ID	Question	Scoring	Validation Method / Scoring
<b>Formal Hazard Assessments</b>			
5.1	Is there an inventory of all jobs and/or positions within the company?	<p>Divide the number of jobs/positions captured in formal hazard assessments by the total number of jobs/positions evident within the company.</p> <p>For example, if records confirm the company has 10 jobs/work types, but only 6 are listed in the formal hazard assessment process, the auditor would score 60% (6/10).</p>	Doc (0-10)

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ID	Question	Validation Note
<b>Formal Hazard Assessments</b>		
5.1	Is there an inventory of all jobs and/or positions within the company?	<p>The note must include:</p> <ul style="list-style-type: none"> <li>• The number of jobs/positions the company has as evident in company documentation.</li> <li>• The number of jobs/positions captured in the formal hazard assessments sampled.</li> <li>• Examples of the jobs/positions captured, and any missing.</li> </ul>

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## Updated Audit Content – OHS Act 2018

6.9	Is there a Violence Prevention Plan in place as per legislative requirements?	2.1	Does the company have a process in place to address the protection of people, not under the employer's direction?
3.4	Do the HSC members and/or HS representative(s) understand their duties and responsibilities?		

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## Note Requirements

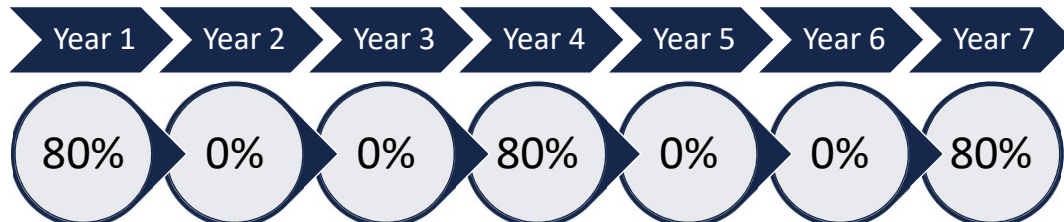
- Complete justification including **'positive indicators'** for all questions.
- Reference the sample if applicable.
- Examples:
 

*"20/25 (80%) of the site specific hazard assessments reviewed identified health hazards in the assessments. Examples included exposure to fumes while welding..."*

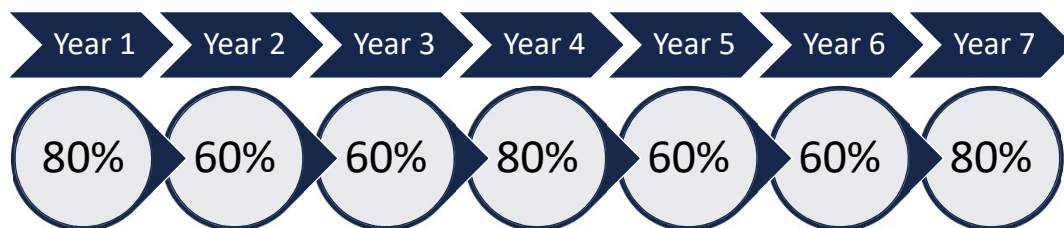
*"Meeting minutes reviewed confirmed that 9/12 (75%) of the required monthly safety meetings took place per the ABC Construction Inc. policy."*

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## COR Audit Cycle - Old



## COR Audit Cycle - Current





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## Studies on COR



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### Partnership for Work, Health and Safety

Research BRIEF

#### An audit-based occupational health and safety recognition program: Is certification associated with lower firm work-injury rates?

##### Background

The Partners in Injury and Disability Prevention Program, established by WorkSafeBC (the workers' compensation system in BC, Canada), is a voluntary program that recognizes and rewards employers who exceed legislative and regulatory requirements in implementing occupational health and safety (OHS) and return-to-work programs. The intent is to reduce workplace injuries and assist injured workers in making an early, safe return to meaningful work. WorkSafeBC first piloted the program in 2002 in the construction sector, then expanded to the oil and gas sector in 2004 and to all industry sectors in 2006. Employers who pass an audit of their OHS practices receive a Certificate of Recognition (COR) and are eligible for a rebate of 10% of their WorkSafeBC premium.

Voluntary audit-based certification as a way of recognizing or encouraging effective OHS practices is a common approach of regulators in Canada and internationally. However, there has been little research examining whether these programs lead to improved OHS outcomes. We evaluated whether COR certification was associated with lower firm-level injury rates in BC by comparing certified firms to non-certified, but eligible, firms from 2002 to 2012.

##### Based on research presented in:

McLeod C, Quirke W, Koehoorn M. (2015). Evaluation of the effect of an audit-based occupational health and safety recognition program on firm work-injury rates in British Columbia, Canada. Final Report to WorkSafeBC. Vancouver: Partnership for Work, Health and Safety, University of BC.

##### Approach

We used an observational research design. Certification is voluntary and firms self-select into the program. Participating firms, by the very nature of choosing to become certified, are different than non-participating firms. Self-selection into voluntary programs is a central challenge in assessing whether program participation has a "causal" effect (i.e., that any changes in injury rate are due to participation in the program and not due to other factors). We used a difference-in-difference evaluation methodology that can identify change attributed to an intervention (the COR program). This approach utilizes a control group (the non-certified firms) and identifies two differences: (1) the difference between the certified and non-certified firms pre-intervention and (2) the difference between the certified and non-certified firms post-intervention. The impact of the intervention is the sum of these two differences.



a place of mind



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## Overall

Certified firms had, on average, a 12% lower short-term disability, long-term disability and fatality (STD, LTD, and fatality) injury rate between 2005 and 2012 compared to non-certified firms, and a 17% lower serious injury rate. We found no difference in the health care only claim rate.



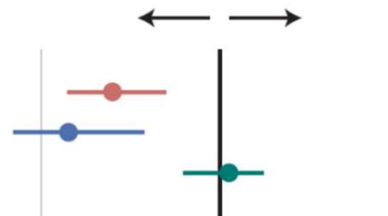
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**Figure |** Effect of COR certification on injury rates, by type of injury rate, over time, and across sectors

## Overall

STD, LTD & fatalities  
Serious injuries  
Health care only

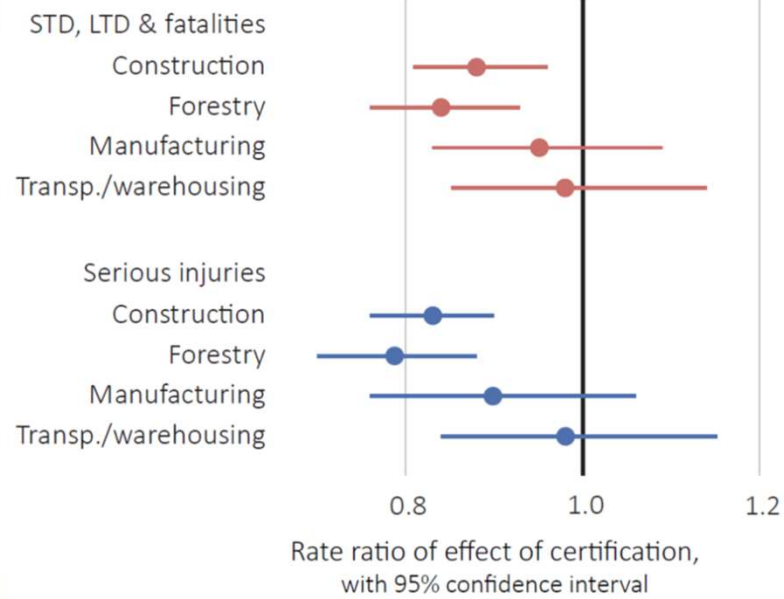
A certified firm has a lower injury risk than a non-certified firm      A certified firm has a higher injury risk than a non-certified firm





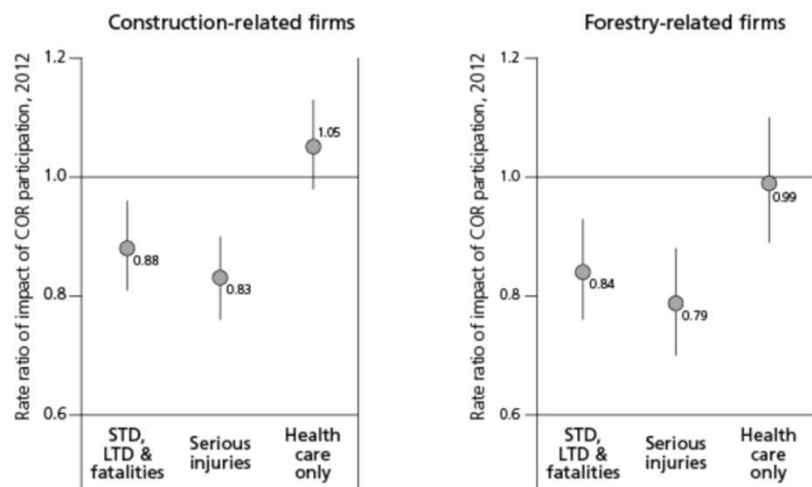
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### Across sectors



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Figure 5: Summary of impact of COR on selected injury rates, by industrial sector





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Thank you