



SYMPOSIUM

Emerging Trends & Hot Topics

in Occupational Health, Safety & Wellness



Introductions

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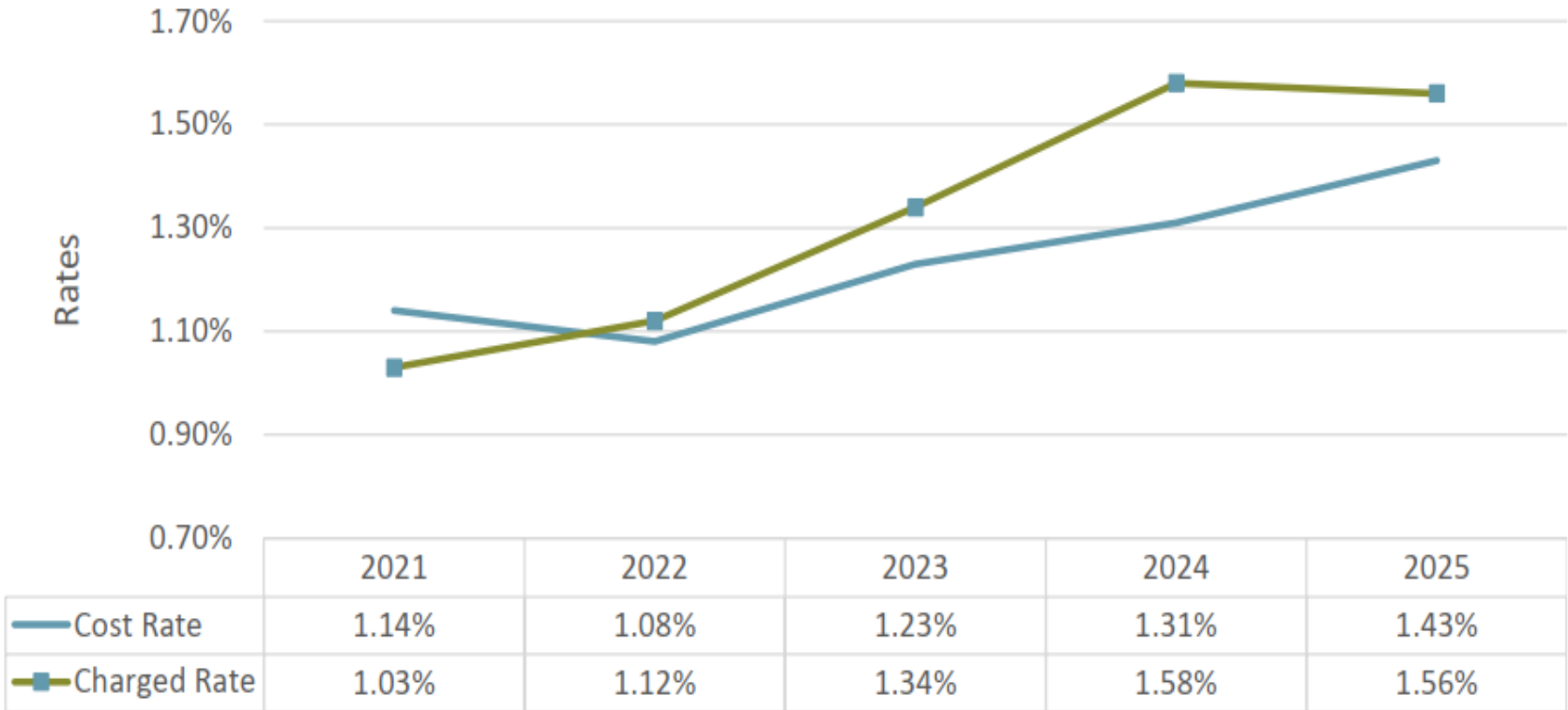


Surrena Craig

President

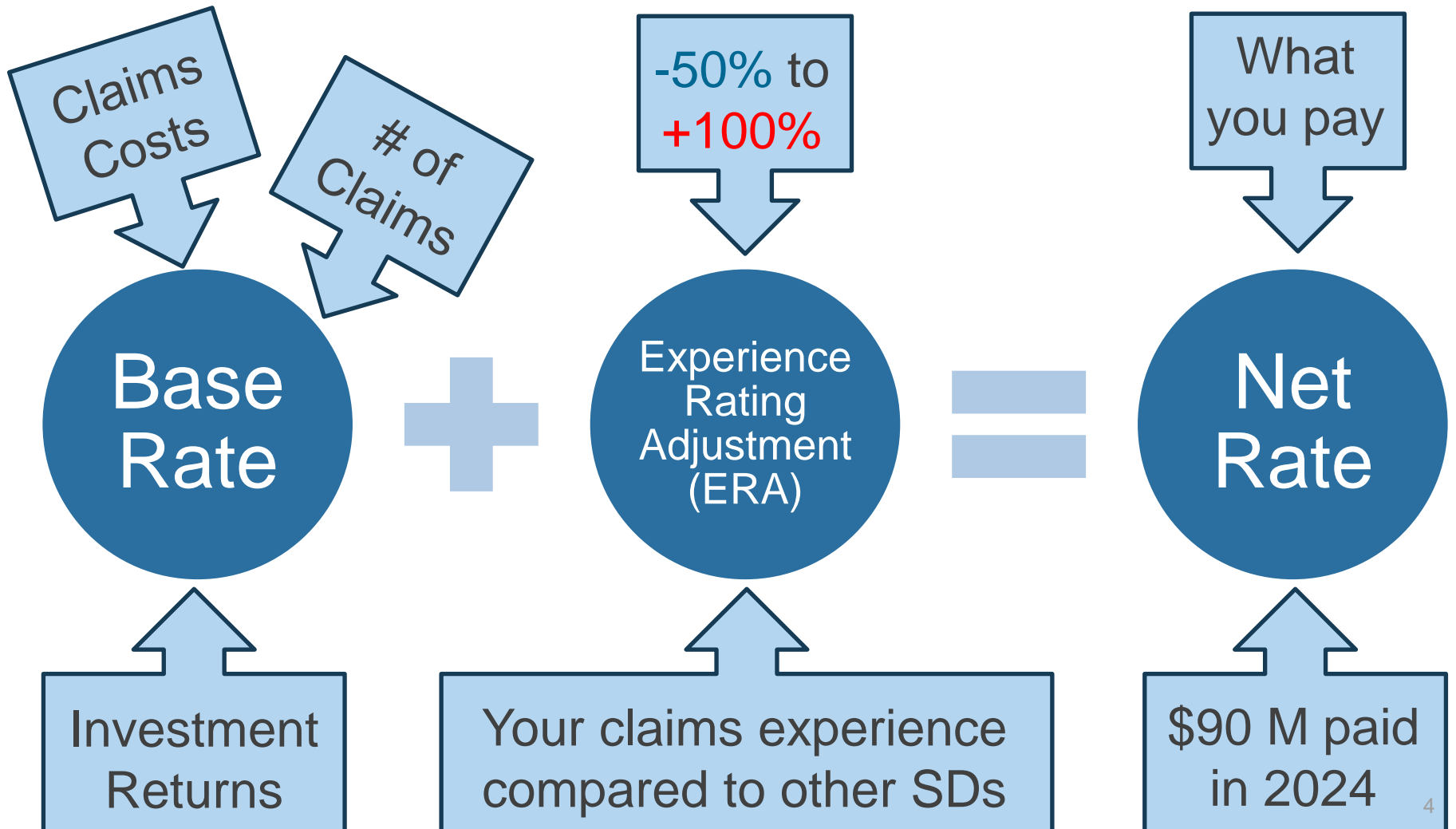


Public school district base rates 2021-2025

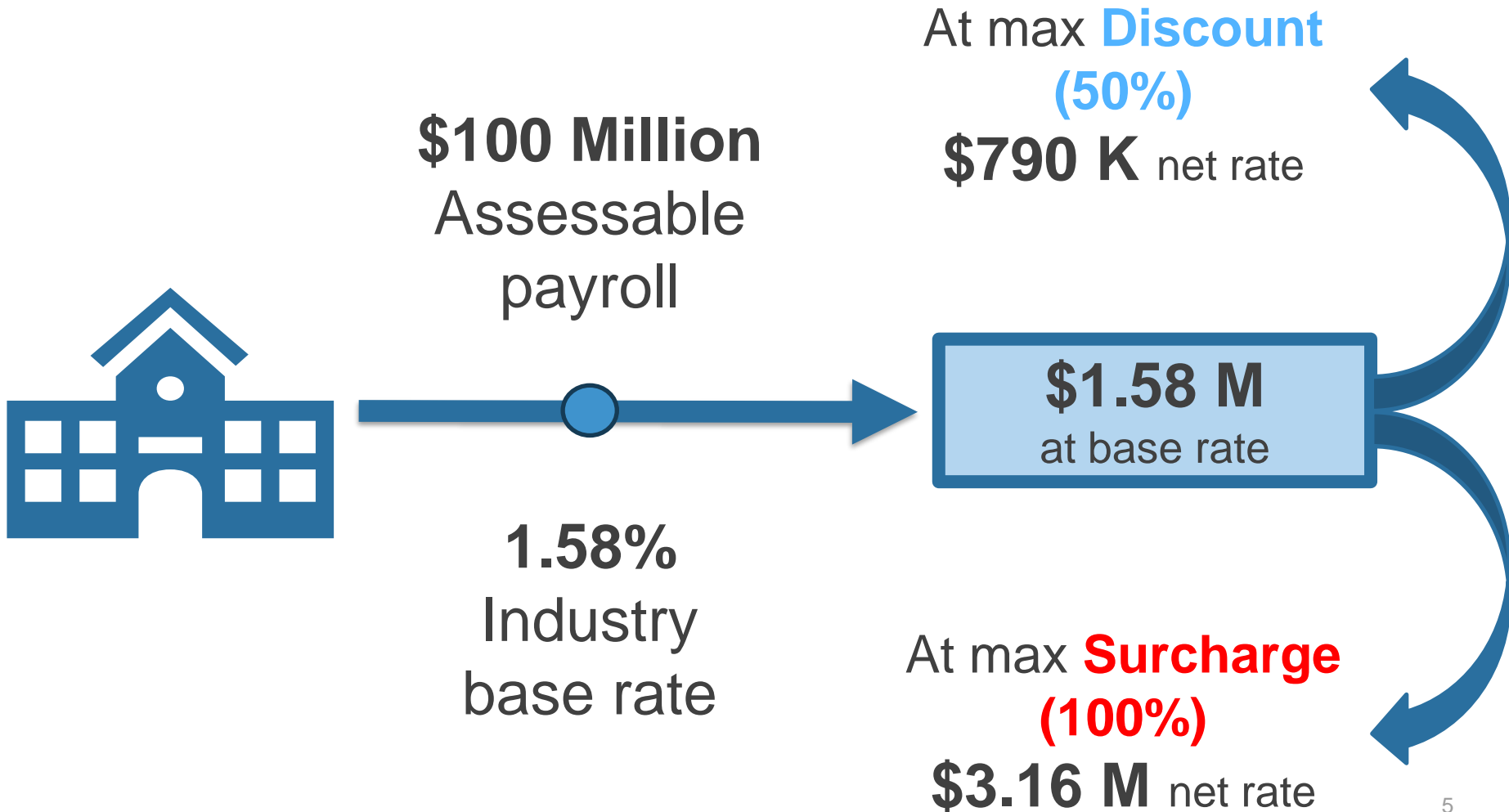


Public School District remains its own rate group. The industry saw a consistent increase in cost rate until 2022 when the cost rate decreased. However, the cost rate has increased again since 2023, and the base rate exceeds the cost rate for the fourth year in a row due to rate group deficit.

WorkSafeBC insurance premiums



Experience rating adjustment example





Key 2023 statistics

2,707 Claims

103,050 Days lost

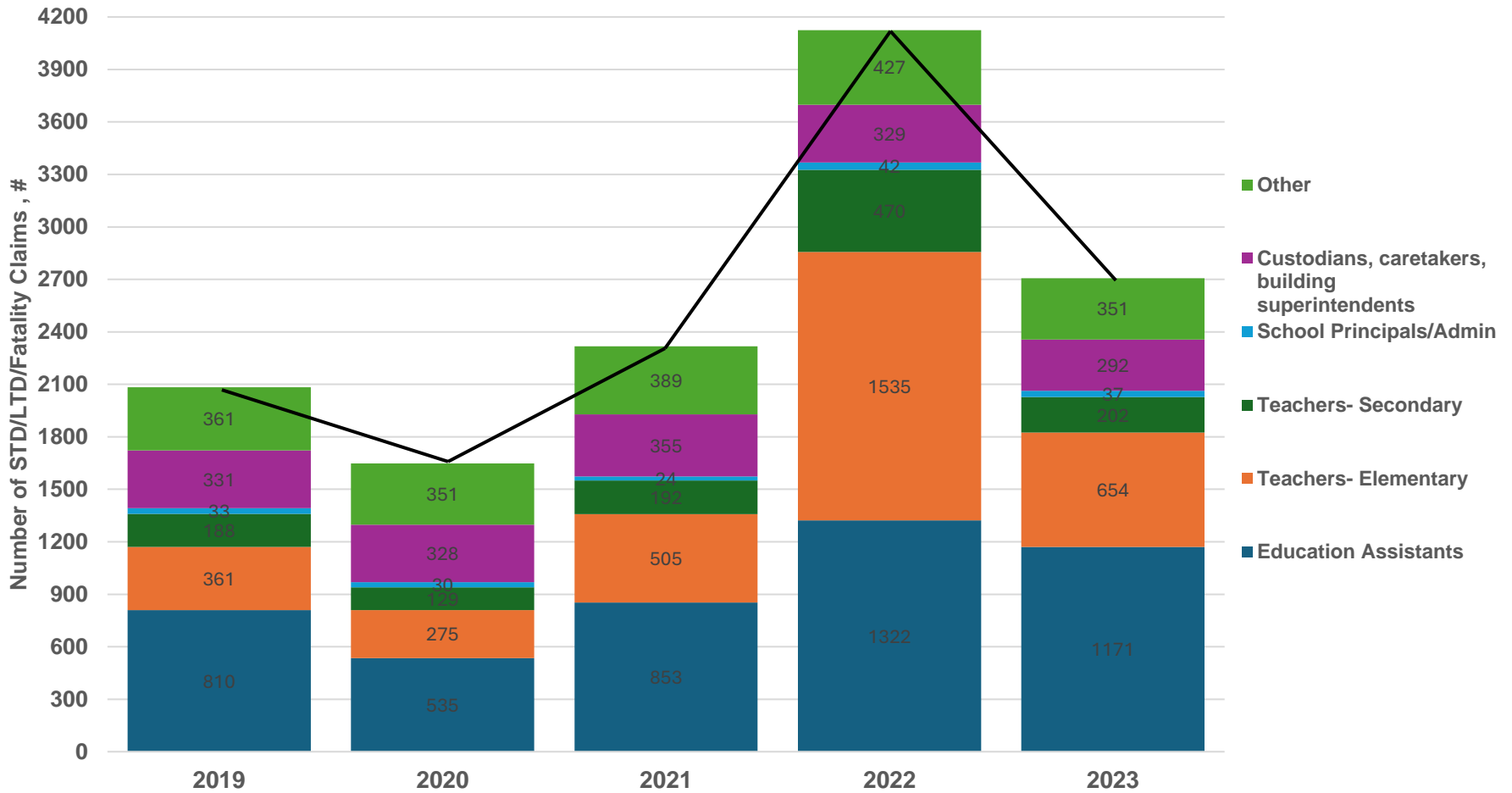
51 Days average complete duration

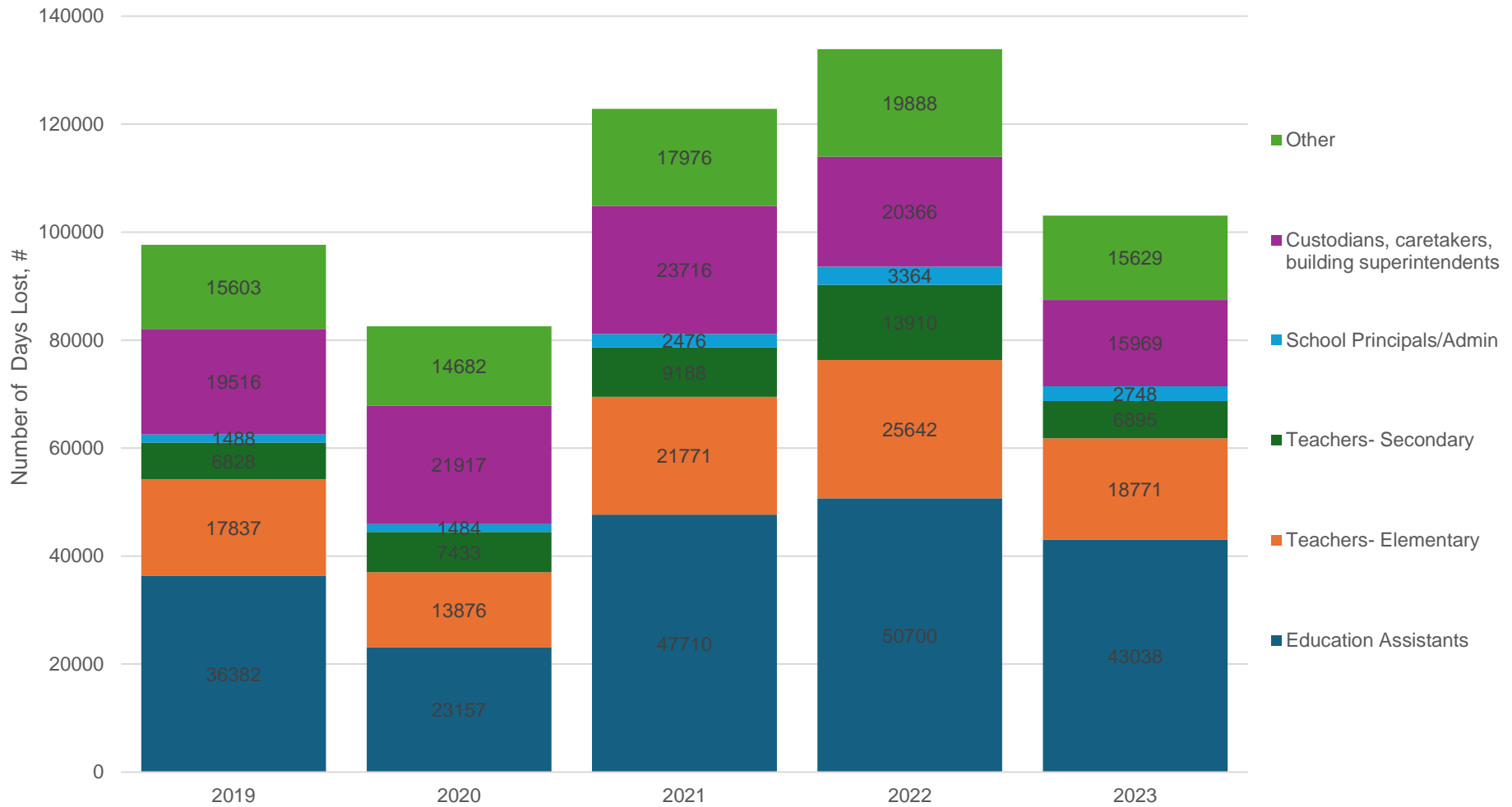
3.7 Time-loss claim rate

11% serious injury

15% MSI claims

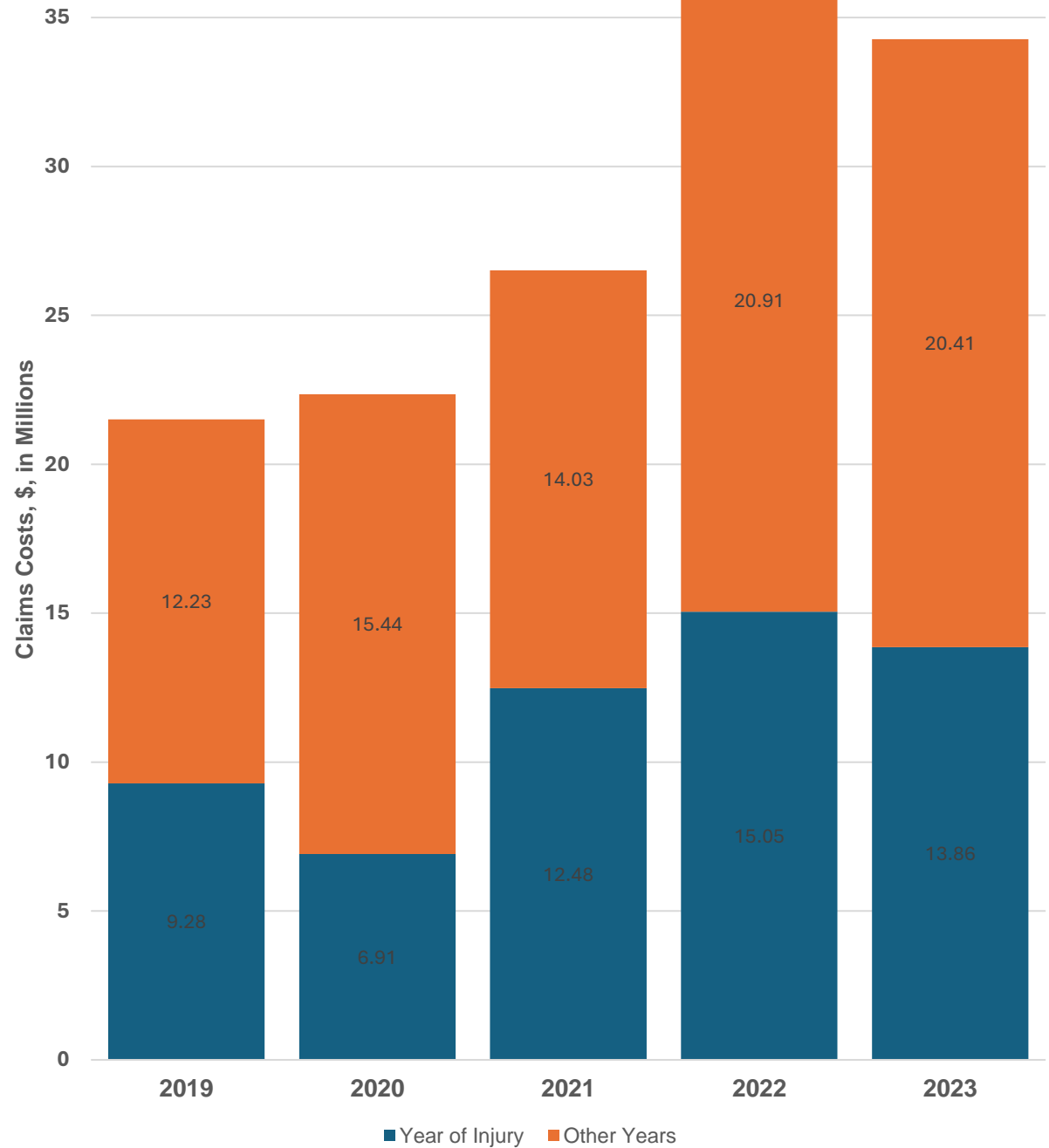
Claim counts 2019-2023



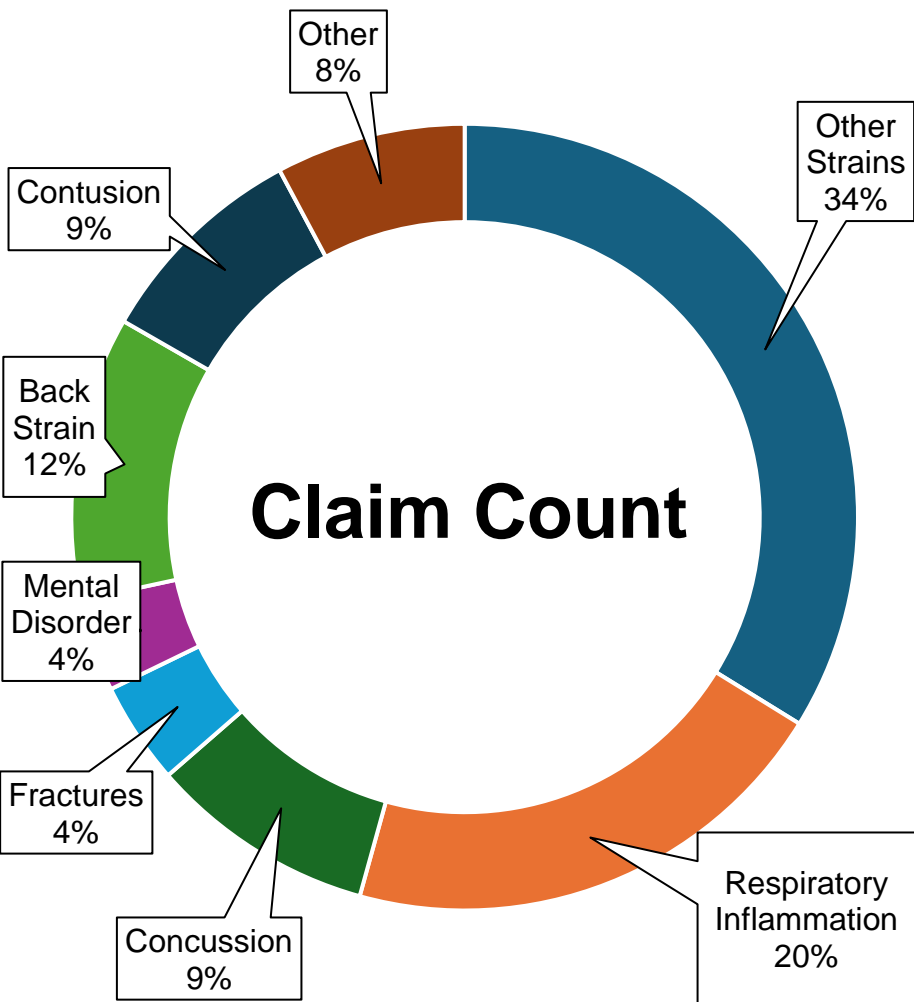


Work days lost 2019-2023

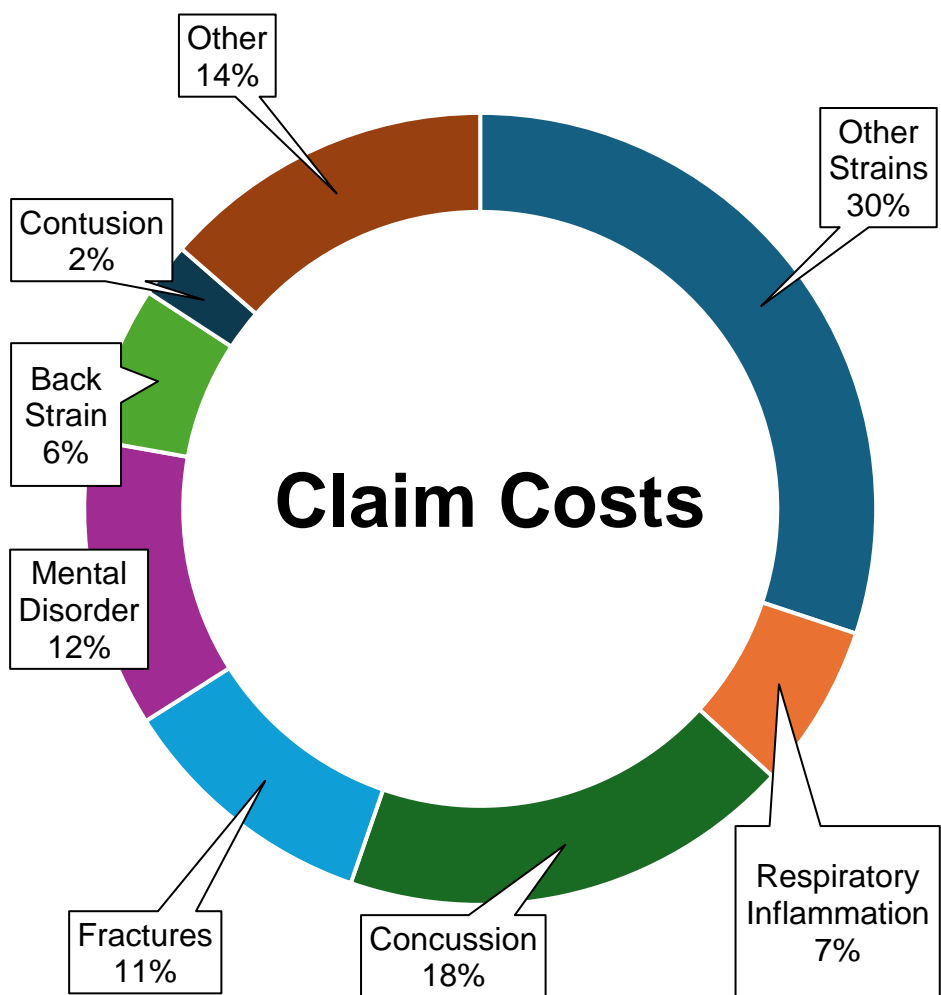
Claims costs 2019-2023



Claim Count

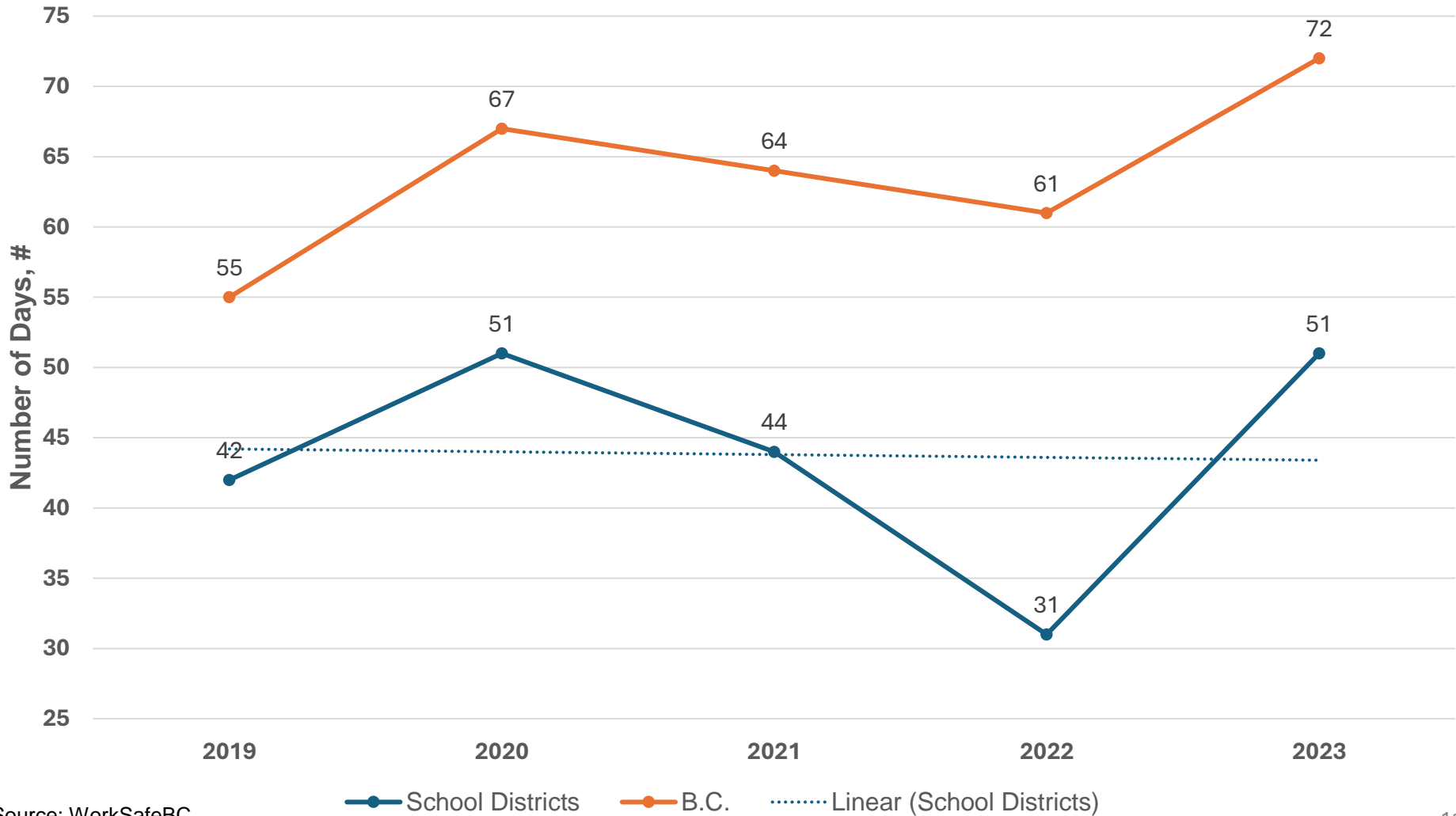


Claim Costs

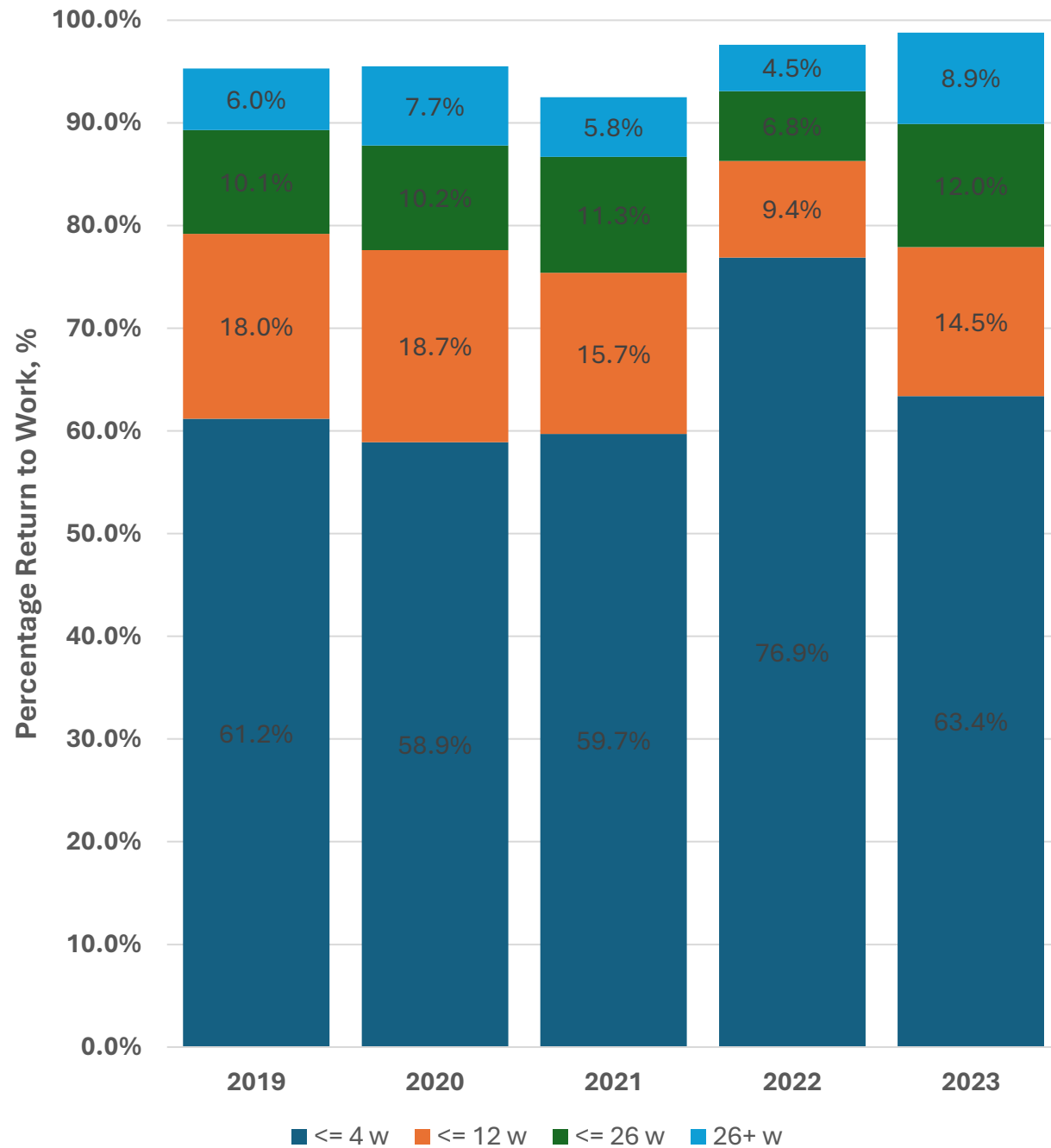


2019-2023 nature of injury

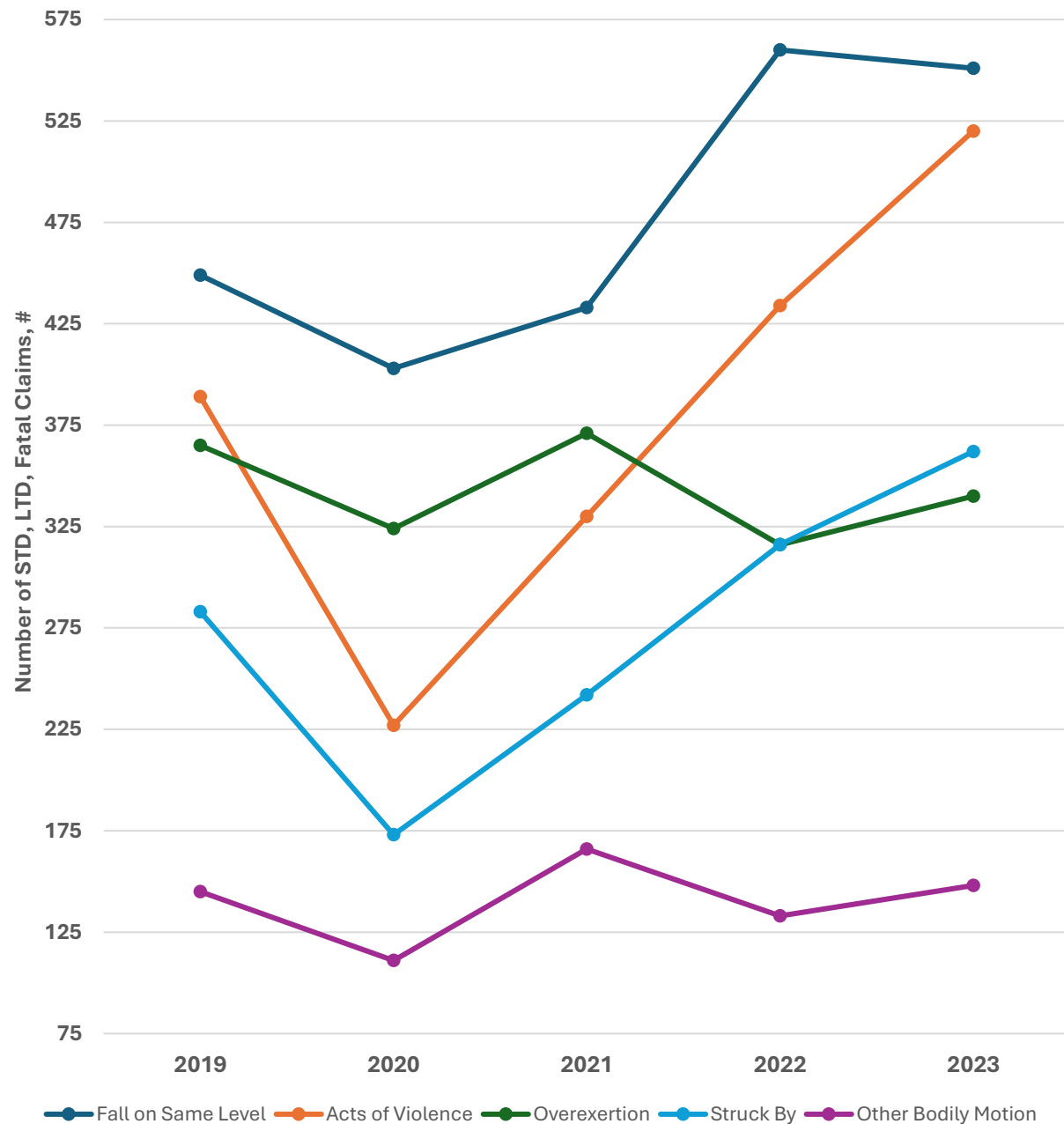
Average completed duration 2019-2023



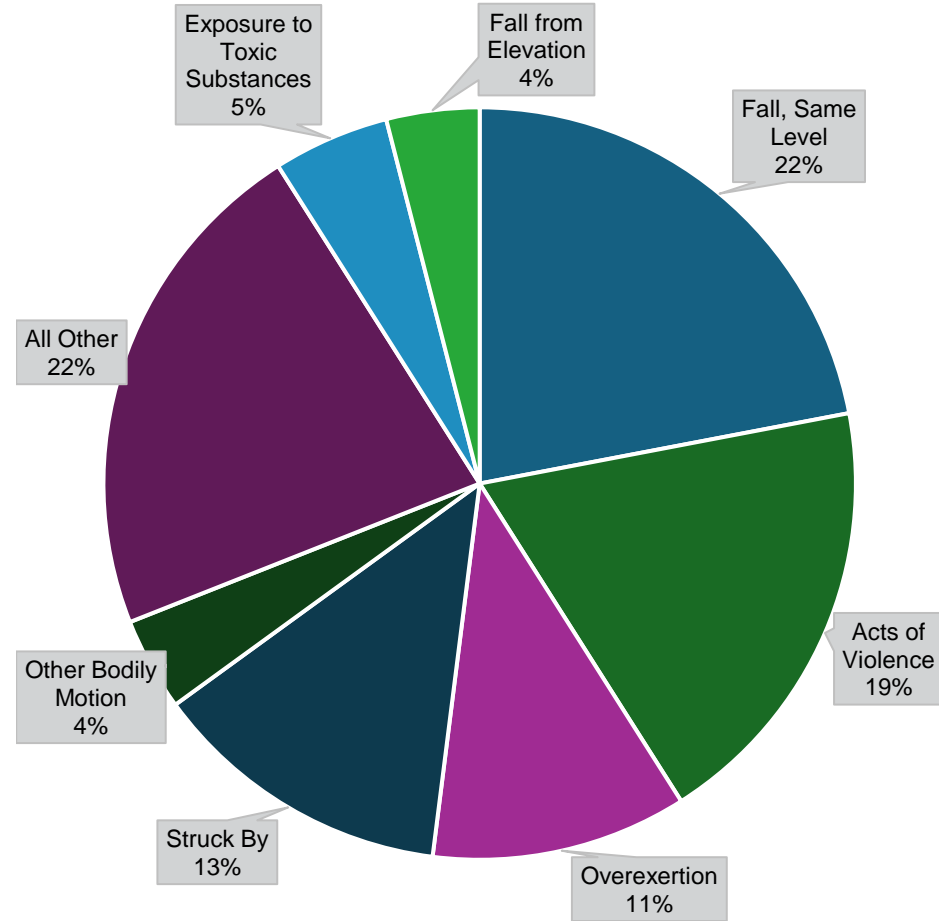
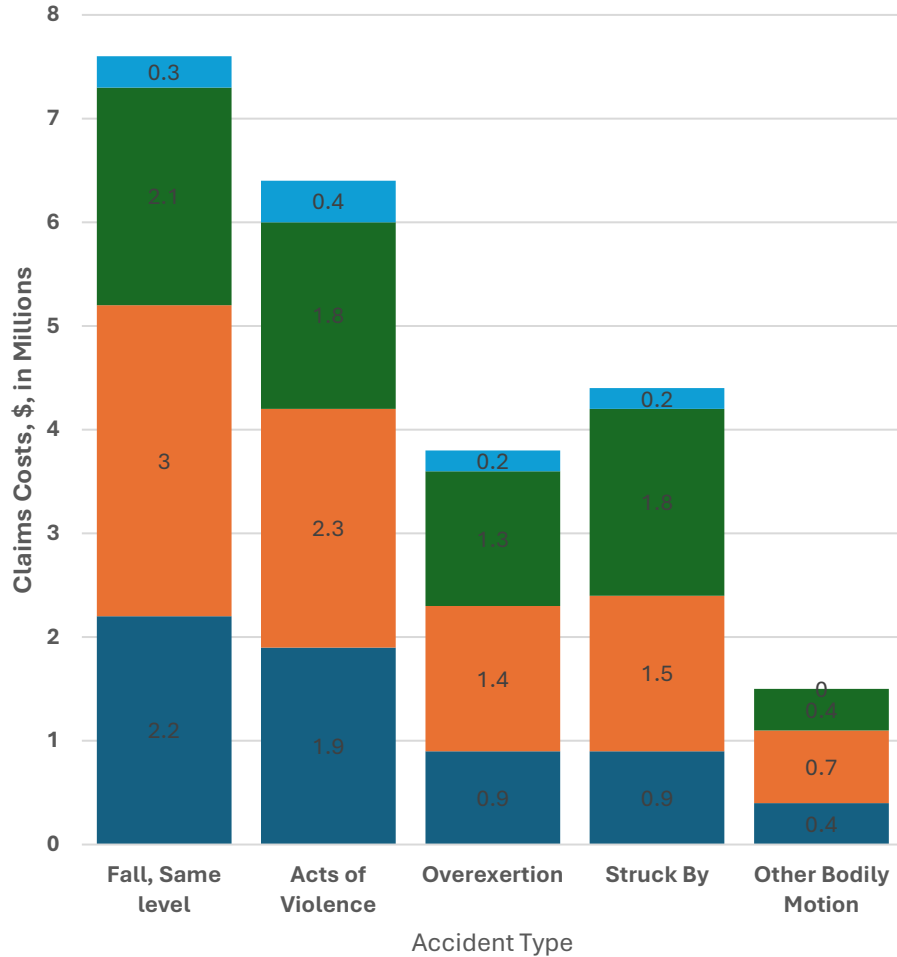
2019-2023 return to work outcomes



2019-2023 top 5 accident types



2023 top claims costs, by accident type



Falls, same level 2019-2023

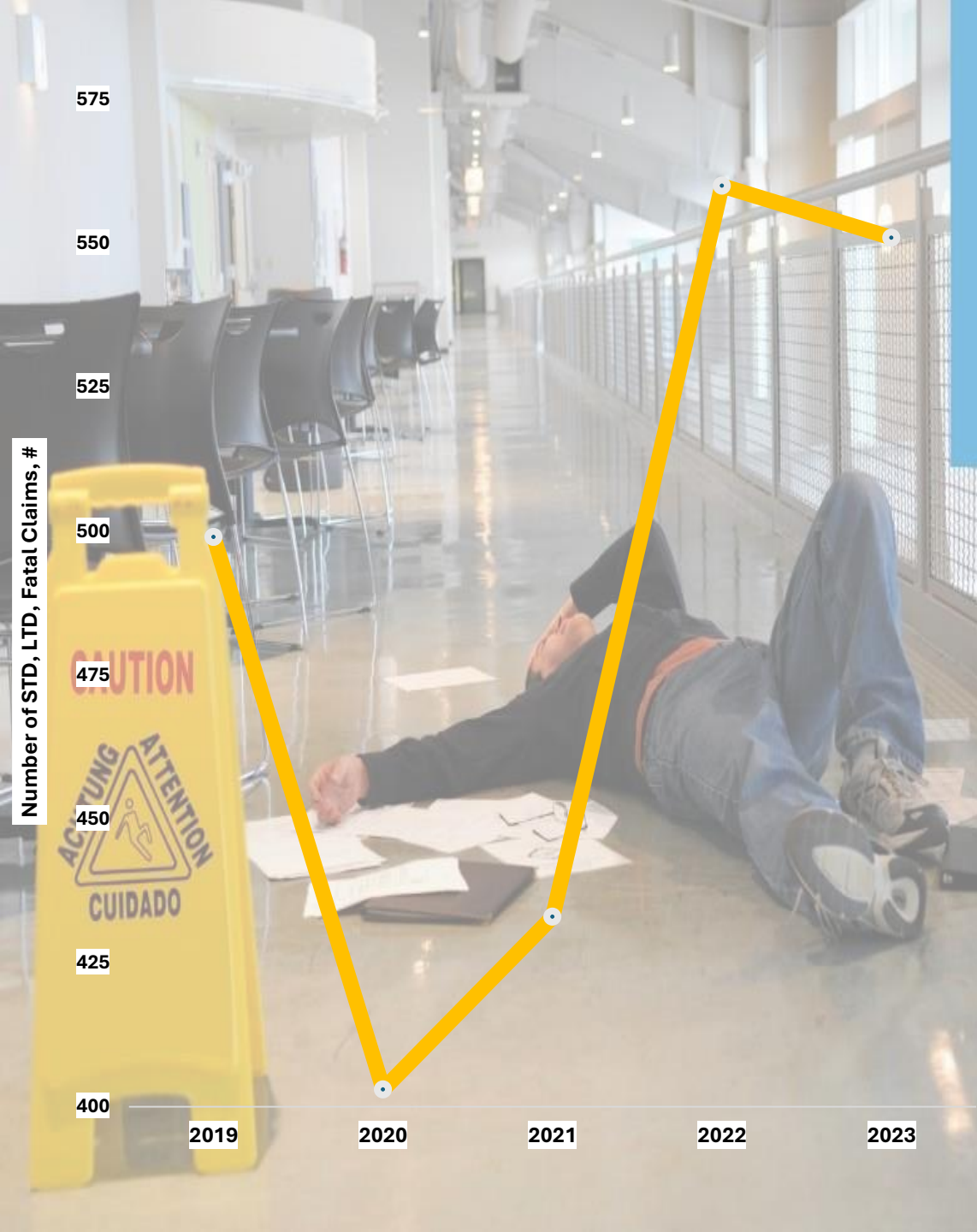
2396 Claims (18.6%)

\$29.3 Million in
claims costs (20.9%)

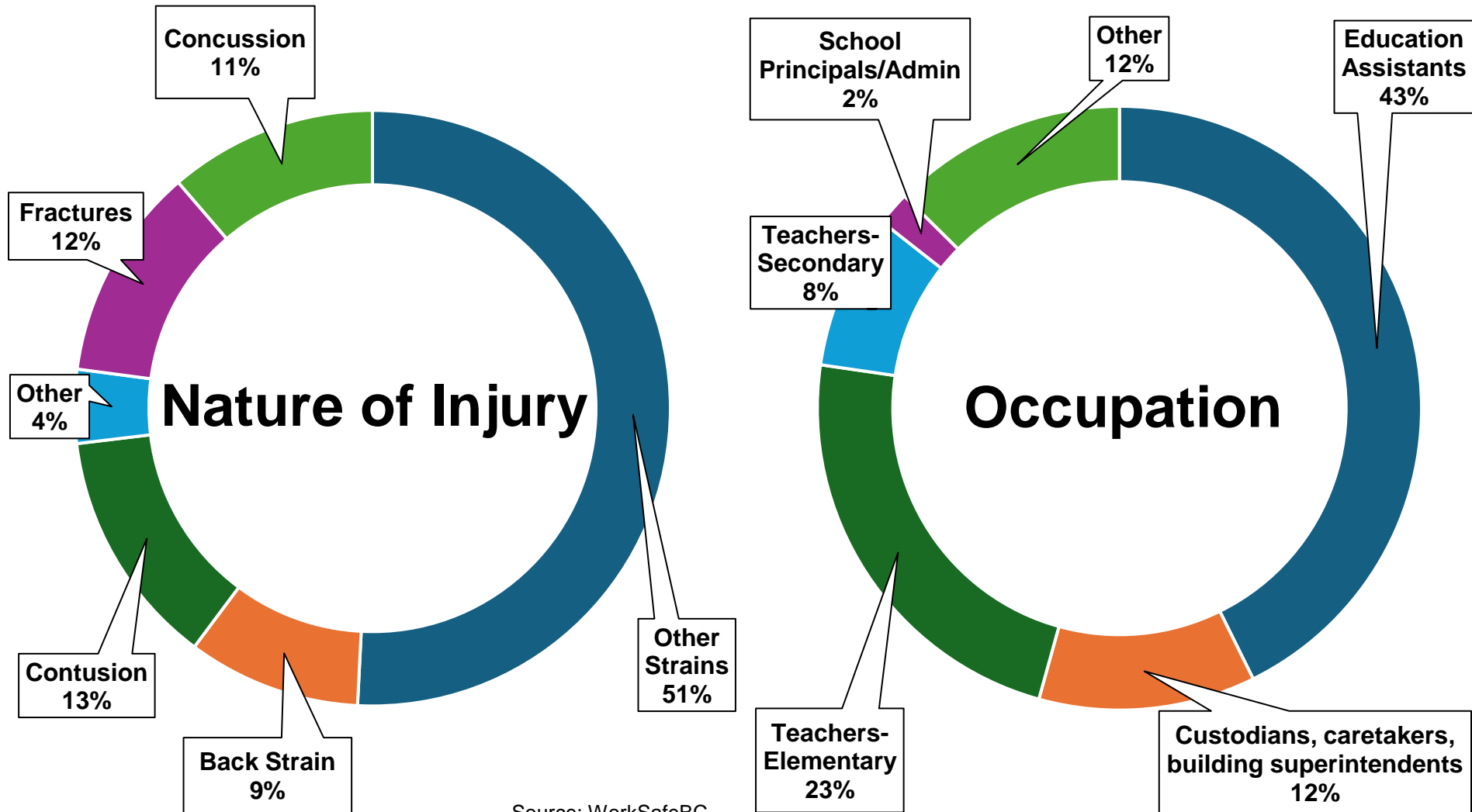
89.4% of claims
caused by floors,
walkways, ground
surfaces

\$12,283 average
cost/claim (mean)

50.8% of injuries are
sprains



2019- 2023 falls, same level claims counts



Source: WorkSafeBC

Workplace violence 2019-2023

1901 Claims (14.8%)

\$26 Million in claims costs (18.5%)

\$13,693 average cost/claim (mean)

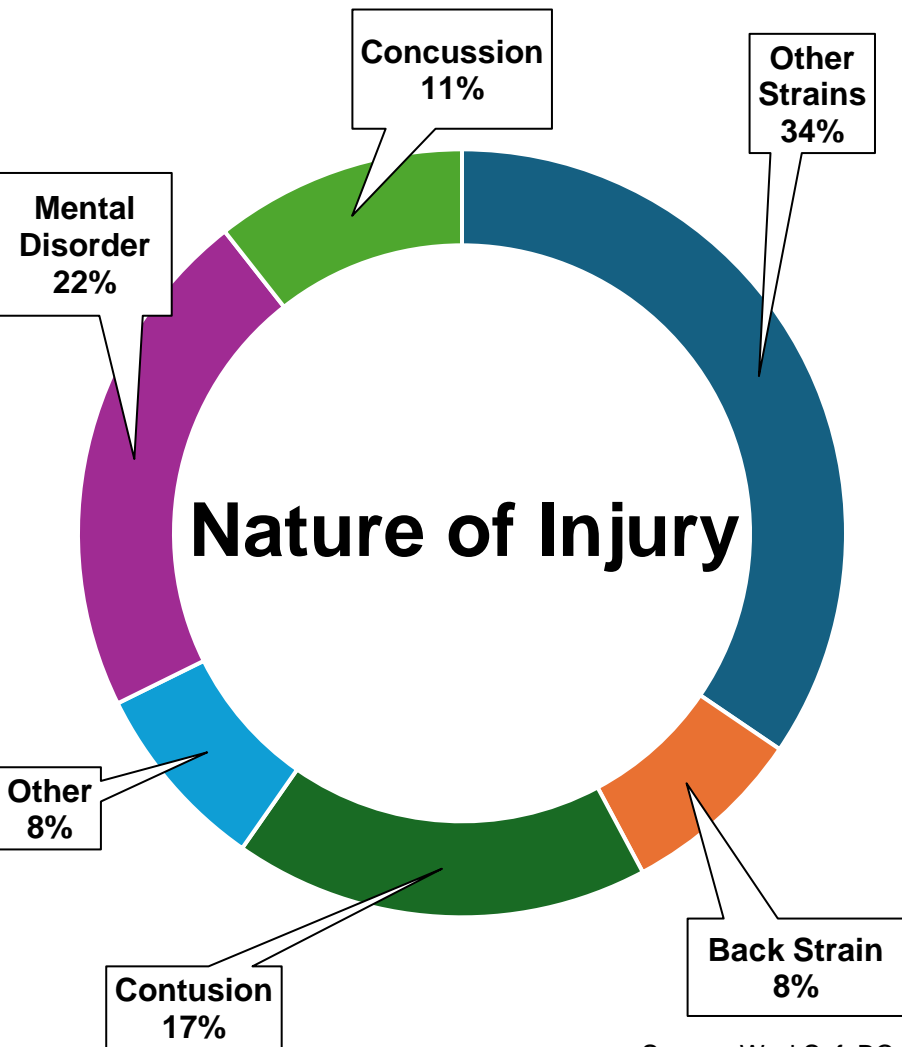
88.6% of claims caused by people

51.0% of claims costs are related to Mental Health

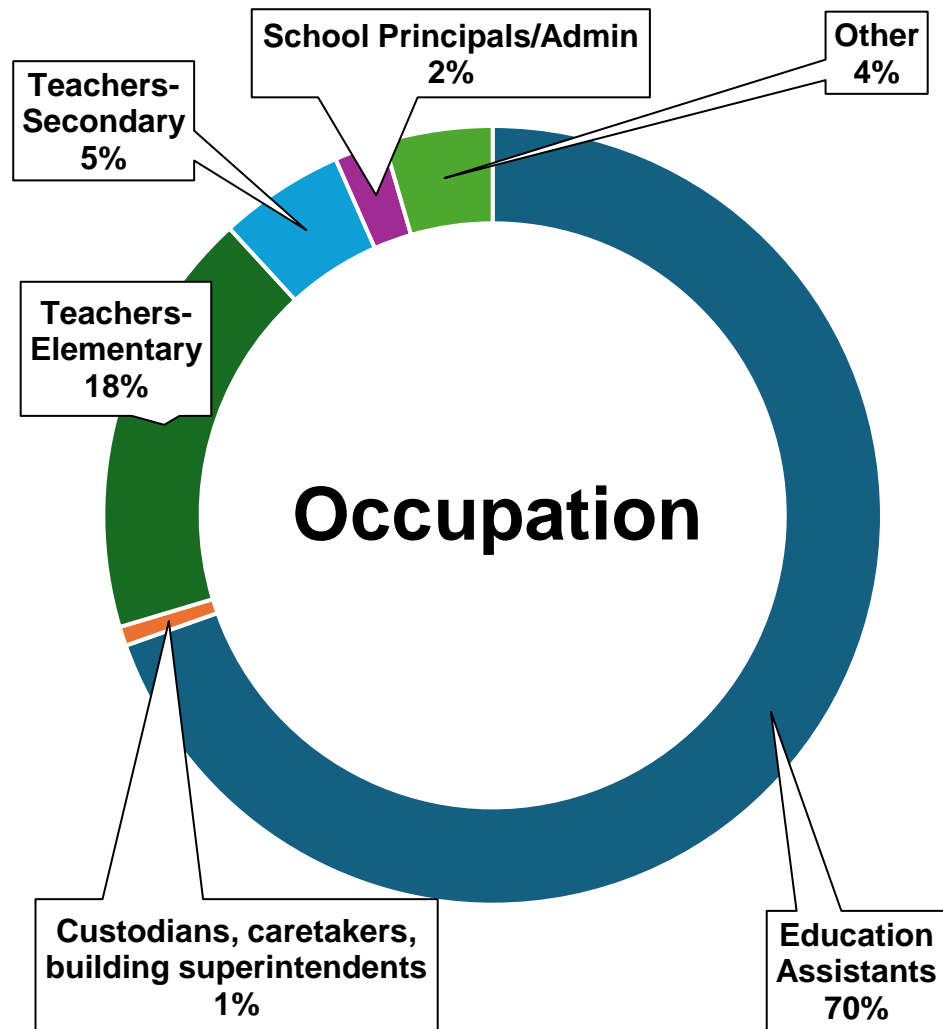


2019- 2023 workplace violence claims counts

Nature of Injury



Occupation



Source: WorkSafeBC

Psychological injury only 2019-2023

495 Claims (3.8%)

\$16.7 Million in
claims costs (11.8%)

83.4% of claims and
79.7% of costs related
to Acts of Violence

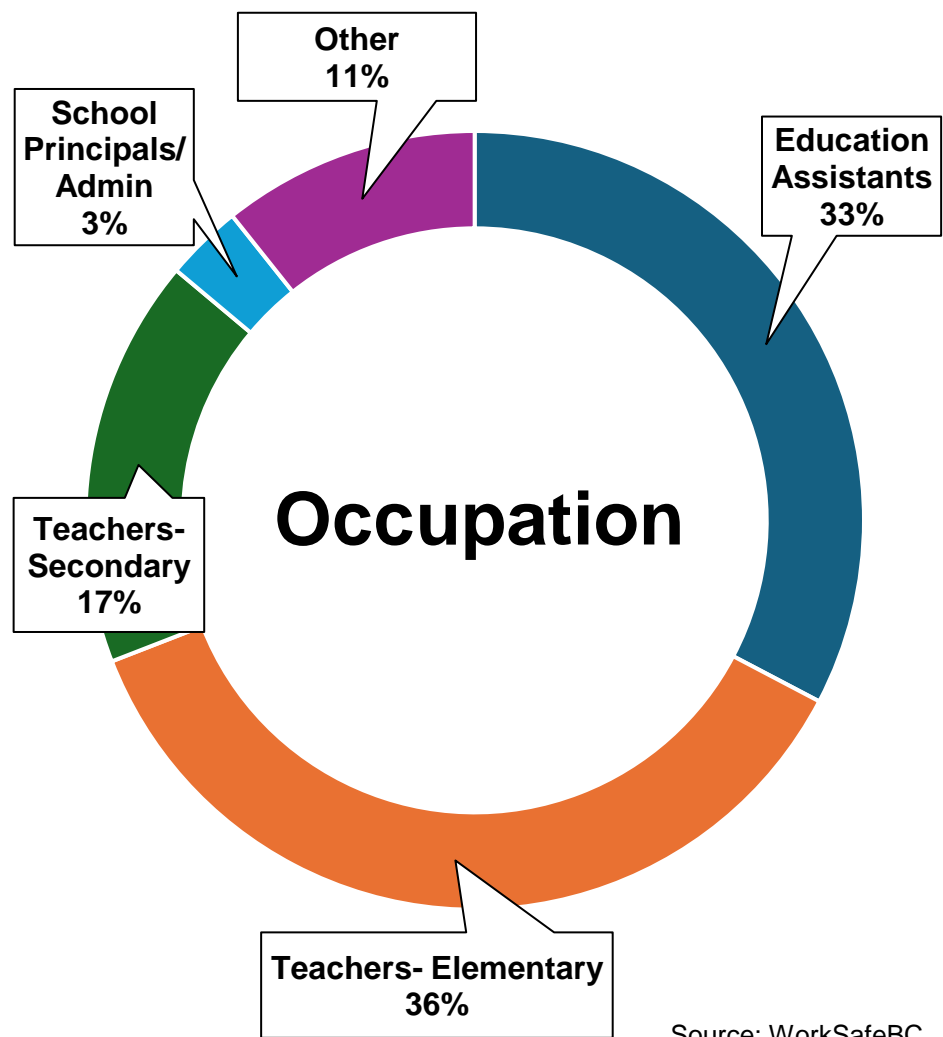
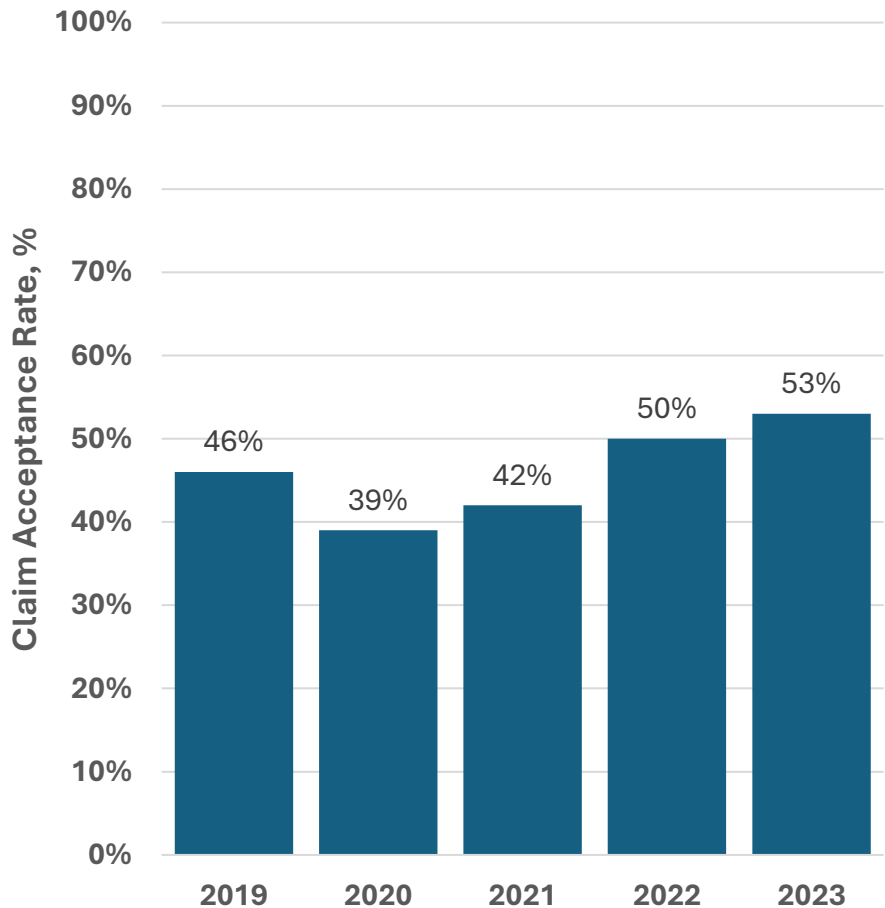
\$33,653 average
cost/claim (mean)

People are the source
of **87.9%** of injuries



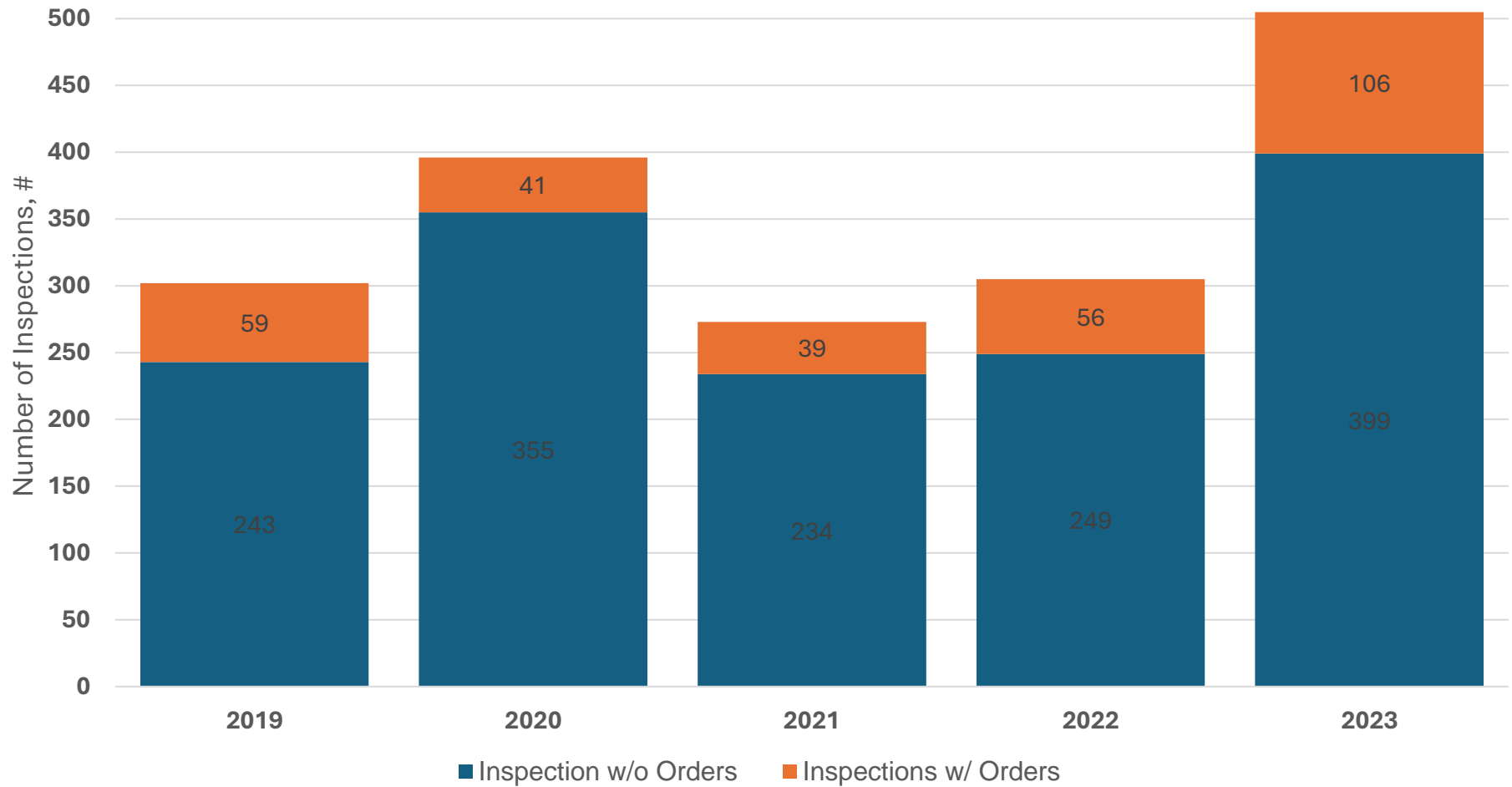
2019- 2023 psychological injury claims

Public Education Claim Acceptance Rate

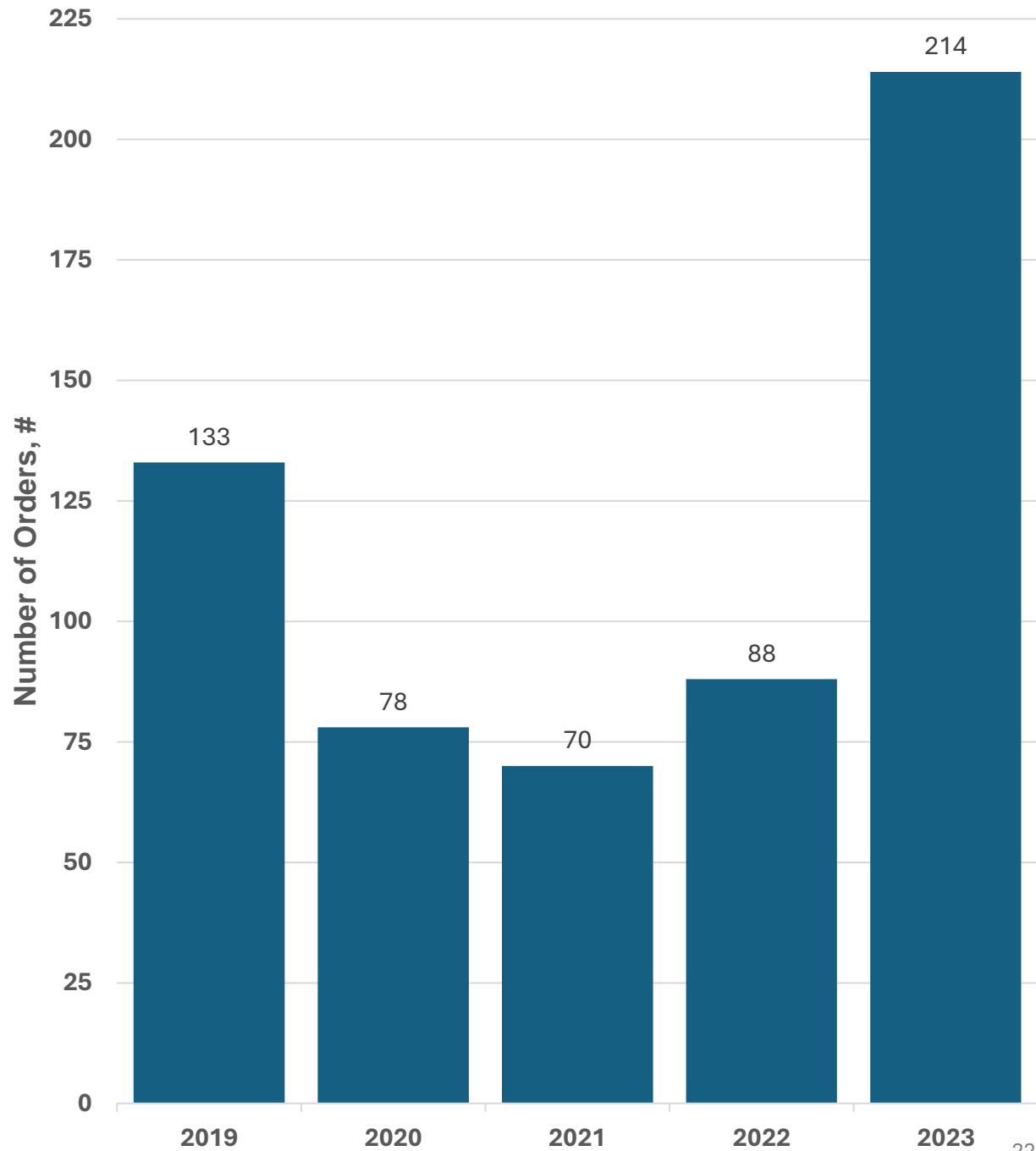


Source: WorkSafeBC

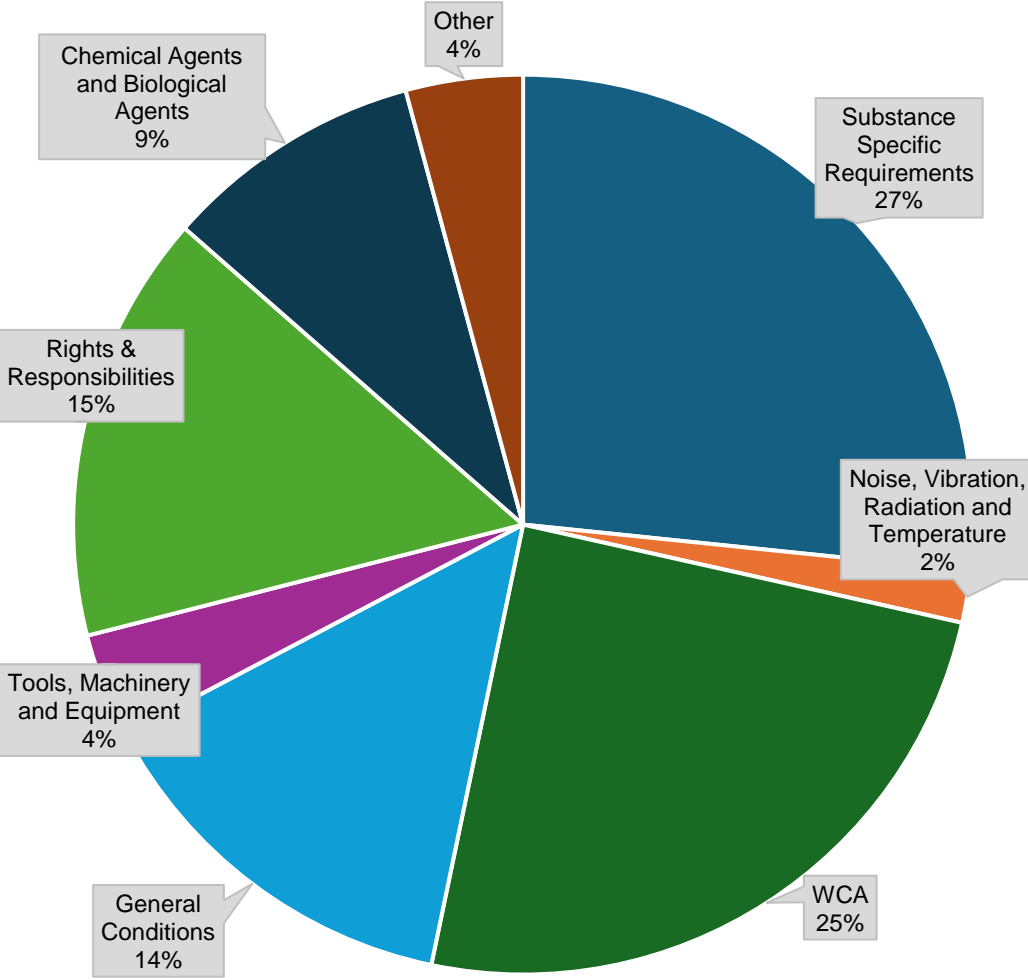
Inspection reports 2019-2023



Prevention orders 2019-2023



2023 Act and Regulation violations



- #1 Worker Information, Instruction, Training & Supervision [WCA 21(2)(e)]
- #2 Reviewing/updating of Exposure Control Plans [OHSR 5.54(3)]
- #3 Annual JHSC Evaluations [OHSR 3.26(2)]
- #4 Asbestos Exposure Control Plans [OHSR 6.3(1)]
- #5 Workplace Violence Risk Assessments [OHSR 4.28(1)]

WorkSafeBC 2024-2026 workplan

The logo for WorkSafeBC is displayed in a horizontal bar. The word "WORK" is in white on a black background, "SAFE" is in black on an orange background, and "BC" is in white on an orange background.

WORK SAFE BC

Hot topics:

- First Aid
- Emergency Planning for Hazardous Substances
- Harassment & Violence
- Combustible Dusts
- General Risk Assessments
- Psychological H&S

Hot topics: First Aid

Came into effect
November 1, 2024

Key Changes:

- Introduction of workplace classes, Schedule 3-A updated
- 2-Part written assessments
- Procedures
- Annual drills
- Attendant levels, credentialing and training
- Equipment and kits
- Emergency transportation





Hot topics: Hazardous substance emergencies

Coming into effect
February 3, 2025

Key Changes:

- Plans must consider hazardous substance emergencies that could arise at a distance
- Worker participation is required throughout process, including JHSCs
- Expanded requirements and details around risk assessments, inventories, procedures, drills, and notifications

Hot topics: Harassment & Violence

Anticipated to go to Public
Hearing
Quarter 1, 2025

Proposed Amendments aim to create a single, comprehensive regulatory structure that addresses:

- **Workplace conduct**
- **Violence**
- **Bullying and harassment**





Hot topics: Combustible dusts

Anticipated to go to BOD
Quarter 4, 2024

Key changes proposed:

- New definitions and Terms
- Specific risk assessments, testing, & control measure requirements
- Worker consultation & training for all workers
- Updated system & equipment Requirements

Hot topics: General risk assessments

Public consultation ended
February 9, 2024

Proposed Amendments
will require employers to:

- **Identify & assess workplace hazards**
- **Eliminate or (if not possible) mitigate identified hazards**
- **Prepare, keep and make available records**






Hot topics: Psychological H&S

Regulation in development

Current Initiatives:

- Education, consultation, and enforcement
- Research and best practices
- Provide support and materials to worker and employers

A close-up photograph of several people's hands clasped together in a circle, symbolizing unity and teamwork. The hands are of various skin tones and are positioned in a way that suggests a group effort or support. The background is dark and out of focus.

Provincial Joint Health & Safety Taskforce Update

Attendance Support Update



Developing an Attendance Support Program Toolkit



Updating the 2016 Attendance Support Program Guide



Developing Education & Training resources

Questions?