



## Certificate of Recognition

The COR program trains companies to maintain safety practices that meet industry standards

**Companies that are serious about success are serious about safety. They're COR-certified.**

Are you dedicated to promoting a strong health and safety culture, reducing injuries, and saving lives? Prove your commitment to safety. Get a COR.

### **Certificate of Recognition (COR)**

A Certificate of Recognition (COR) is a government-approved safety program that awards employers who develop health and safety management safety systems that meet established provincial standards. Through the Partnerships in Injury Reduction (PIR) program, certificates are issued by Alberta Human Services and are co-signed by Certifying Partners.

The elements of a system include:

- Management commitment
- Hazard identification and assessment
- Hazard control
- Worker competency and training
- Inspections
- Emergency response planning
- Incident investigation

Prove your commitment to safety, and join others that are seeing lower fatality rates, reduced lost-time claim rates, decreased disability rates and a more competitive position in industry. Get a COR.

### **The Facts**

- Between 2009 and 2010, lost time rates for COR-certified companies fell by nearly 10.8% compared to 8.6% for non-COR holders across industry sectors (Occupational Injuries and Diseases in Alberta, 2011).
- “Employers who hold valid CORs achieve greater reduction in injury rates, on average, than non-COR employers” (Report of the Auditor General of Alberta, 2010, p. 42).
- COR employers comply with OHS orders faster and need fewer re-inspections than non-COR employers (Report of the Auditor General of Alberta, 2010, p. 42).

### **Potential Financial Gains**

Employers with a COR can generate potential solid returns on their investment in health and safety. Achieving and maintaining a valid COR is required for earning a financial incentive through the WCB Partnerships in Injury Reduction (PIR) program. Through this program, the Alberta Workers' Compensation Board (WCB) works with Alberta Human Services, industry partners, safety associations, employers and labour groups to offer WCB premium incentives.



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When calculating the potential rebate, employers are measured in following three ways:

(The measurement which achieves the greatest industry rate rebate will be used)

1. **Certificate of Recognition (COR)**

- Alberta Human Services and MHSA awards a COR to those employers who have a health and safety management system that meets a standard set by MHSA.
- To achieve a COR, employer's audits must obtain a score of a least 50% on each element of their audit, and an overall score of 80%.
- Once an employer is eligible for earning a COR, they are eligible for a 10% industry rate rebate for the first year and then 5% every year they maintain their COR.

2. **Improving your Performance**

- Employers' performance will be compared to their own historical record. Employers can earn industry rate rebates if they improve their claim cost performance
- Employers will receive a 1% refund for every 1% they improve their performance—up to a maximum of 20%.
- Employers have a one-year grace period to achieve their COR and be eligible for rebate under the measure.

3. **Maintaining Industry Leadership**

- Employers' performance will be compared to their industry average. Employers who perform significantly better than their industry average over two consecutive years in claim costs can earn larger refunds
- Employers can earn from 10% (for performing 50% better than industry average) to the maximum 20% (for performing 90% better than industry average) with graduated refunds in between

### **Recognition by Industry**

Many Alberta businesses now expect contractors to hold a valid COR when bidding on any job. COR is fast becoming an expectation in the industry. By achieving a COR, employers are able to demonstrate that their health and safety management system has been developed, implemented, and evaluated on an annual basis through comprehensive internal and external audits. You will receive recognition in the industry from other employers, contractors and trades people for your health and safety standards.

### **Attract Employees**

Having a COR, a corporate culture of safety and a record of fewer injuries shows your employees, potential employees and their families that you care about their well-being. Employers with a more desirable work environment are considered employers-of-choice. New hires are looking for a safe place to work with companies that are committed to safety. Having a COR means that management cares for staff.



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### **PIR**

The Partnerships in Injury Reduction (PIR) program promotes health and safety through partnerships with safety associations, industry groups, employers, educational institutions and labour organizations. In order to recognize employers who have developed a health and safety management system and met established standards, a Certificate of Recognition (COR) is awarded. Certificates are issued by Alberta Human Services and co-signed by Certifying Partners. Achieving and maintaining a valid COR is required to earn a financial incentive through the WCB's Partnerships in Injury Reduction program.

### **What is PIR?**

PIR is a voluntary program that can help reduce your premiums by up to 20 per cent while creating a safer workplace.