



The Value of the Certificate of Recognition (COR™)

Over 100,000
workers trained in
Working at Heights



Topics of Discussion

- COR™ Overview
- Value of COR™
 - Priority of Workplace Health and Safety
 - Research into Benefits of Managed H & S Programs through COR™
 - Buyers of Service – Pre-Qualification
 - Accreditation (MOL)/Employer Excellence (WSIB)
- Resources to help your company achieve COR™



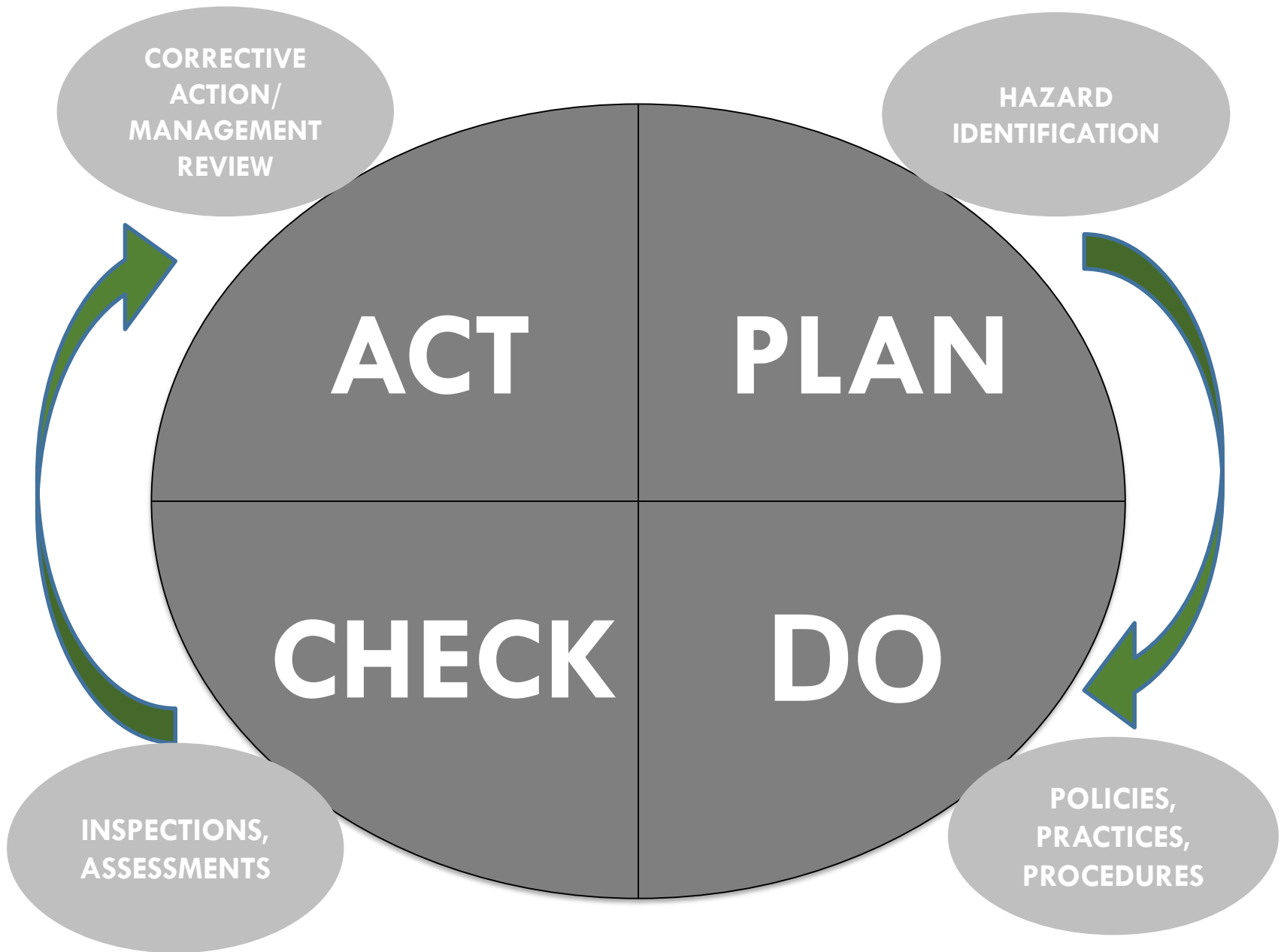
COR™ Overview



COR™ Overview

- **COR™ – Certificate of Recognition:**
 - National standard supported by the Canadian Federation of Construction Safety Associations (CFCSA)
- 19 Elements covering a comprehensive H & S Management System
- Must successfully pass 3rd Party Audit of the H & S Management System
- 3-year cycle of certification with maintenance requirements annually
- Granted by the Infrastructure Health and Safety Association (IHSA)





COR™ Overview

- More than 300 Certified Firms
- Over 1,800 Registered Firms
- IHSA 3rd Party Auditor Model
- IHSA Consulting Service, Training:
 - One on one consultations
 - Scheduled workshops (option to co-ordinate local associations)
 - Training programs to support



Priority for Managed H&S



Priority for Managed H & S

- **Lost-Time Injury Rate:**
 - November 2017 – 2018 has increased by 11% (source WSIB)
- **Priority Hazards – MSD, Falls, Struck By, Critical:**
 - increasing or flat 2015-2017
- **New or Young worker injuries:**
 - increasing since 2015.
- **Traumatic Fatalities:**
 - increased by 25% 2016 to 2017 (32 vs 40)
 - To end of November – 28 (+4 pending)
 - October – 3 fatalities in one week



Priority for Managed H & S

- Stagnant H & S performance
- Social responsibility
- Need to change the status quo – passive to active (and continual improvement) in H & S system
- Reputational risk
- Increasing use of technology
- Improved means of communication



Research into Benefits of Managed H & S Programs through COR™



Research Findings – British Columbia 2015

- 2015: Chris McLeod, Professor with the University of British Columbia, conducted a study workplaces participating in COR™ for 10 years;
 - 12% reduction (year over year) in lost time injuries and fatalities
 - 17% reduction in serious injuries

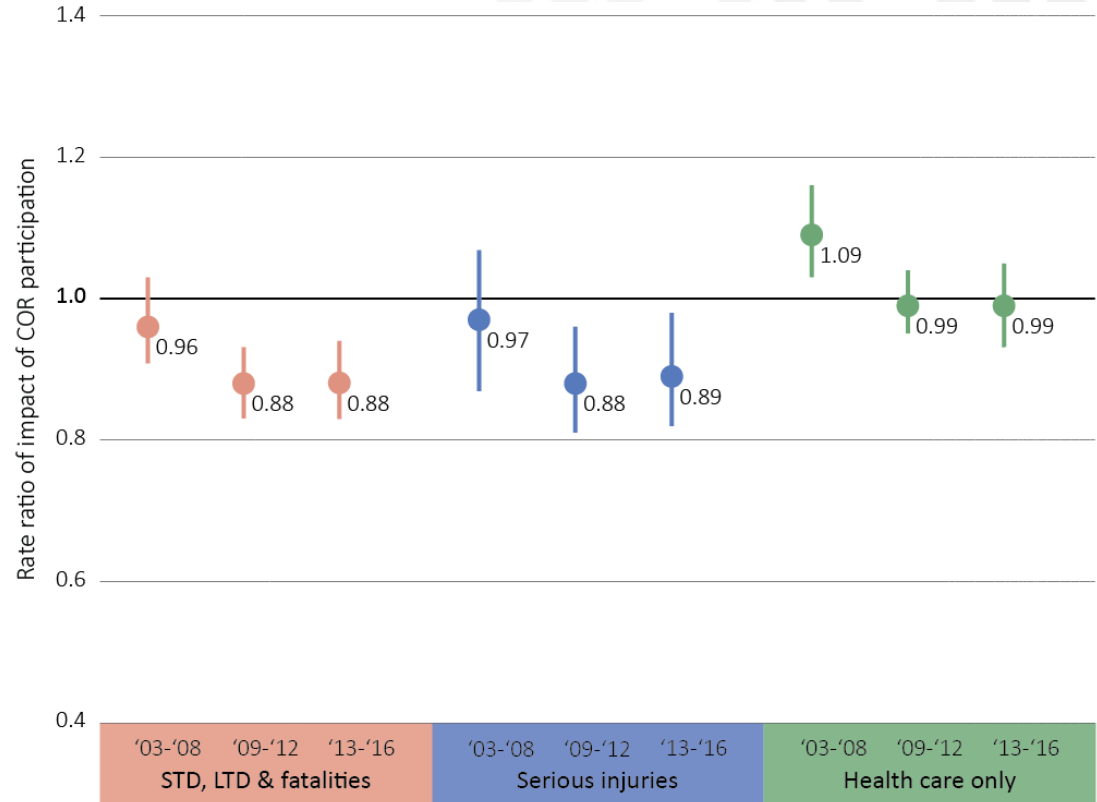
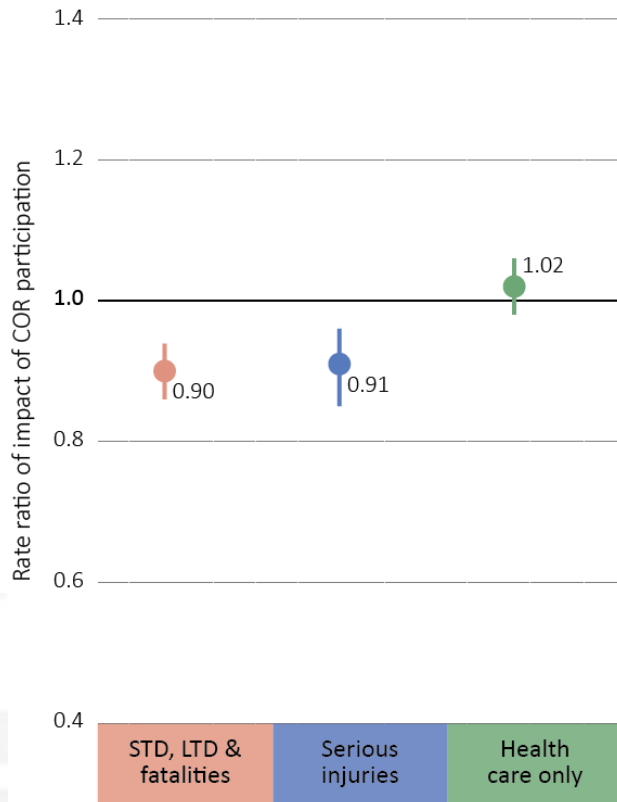


Research Findings – Alberta 2018

- 2018: Chris McLeod, Professor, conducted a similar study of workplaces participating in COR™. During the timeframe of 2011 – 2015. The research found;
 - 21% reduction (year over year) in lost time injuries
 - 13% reduction in disabling injuries(injuries resulting in the need for modified duties)

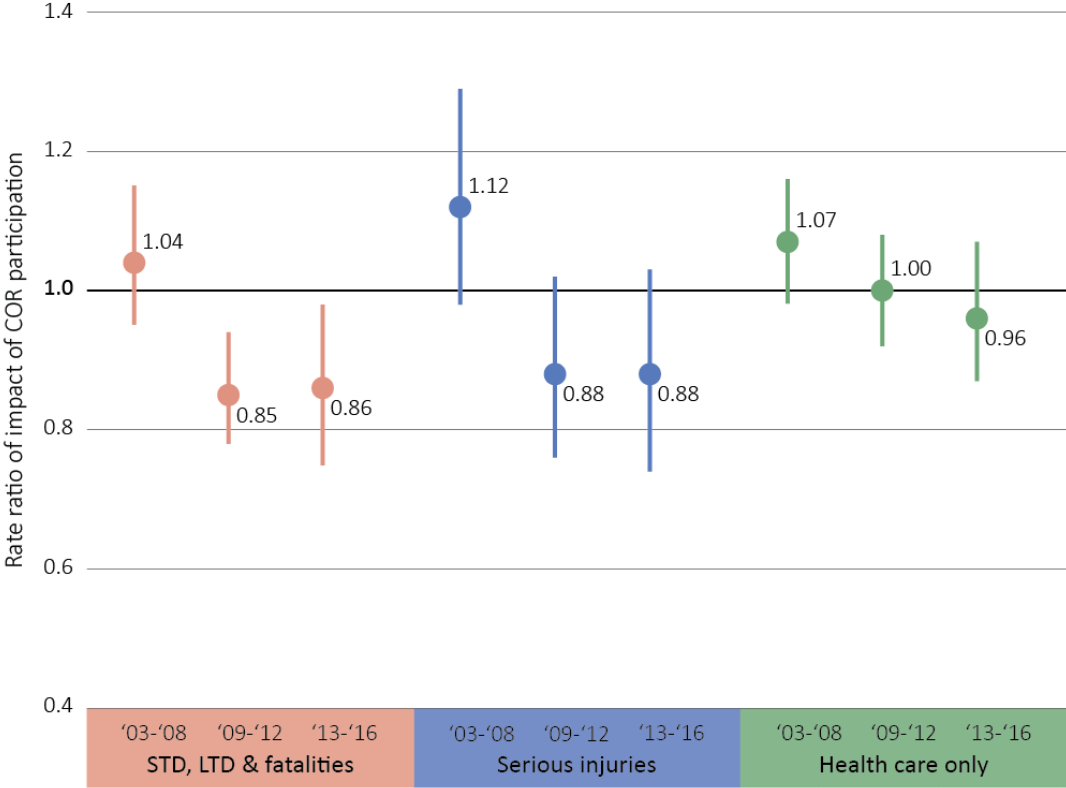


Overall and by time period



By sector and period

Construction



Conclusions and implications

- COR associated with lower injury rates in AB and BC overall and in construction
- Not associated with lower injury rates for SECOR in AB
- Higher COR scores associated with lower injury rates in AB
- Audit scoring not consistent or skewed towards 100% for SECOR (AB), Maintenance or Internal audit (BC)



Buyers of Service



Buyers of Service

- COR™ certified (or sometimes registered) to pre-qualify for bidding
- each Buyer has different bid-value threshold for COR™ (typically threshold lowered over a phase-in period – most 3 years)
- Why?
 - Social and fiscal responsibility
 - Levels bidding field
 - Mitigates reputational risk



Ontario Buyers Supporting COR™



Accreditation (MOL)/Employer Excellence (WSIB)



Upcoming Initiatives

- Ministry of Labour's proposed Accreditation Program
 - COR™ alignment with program
- WSIB's proposed Health and Safety Excellence Program (HSEP)
 - Continuum of safety excellence from Awareness to Accreditation
 - COR™ alignment



Resources to help your company achieve COR™



Resources to help your company achieve COR™

- IHSA' Website <https://www.ihsa.ca/cor-home>
- COR™ Workshops – Learn how to project manage your achievement of COR™
- COR™ Internal Auditor Conferences
- COR™ Consulting services;
 - Internal audit gap analysis
 - External audit preparation

