



Summary Discussion Paper – *Safe Workplace Program*

The Safe Workplace Program aims to advance the safety culture in the North by providing incentives for businesses and organizations to strengthen their health and safety programs and by sharing good approaches for injury and accident prevention.

The Workers' Safety and Compensation Commission (WSCC) is launching this new program in 2022 and currently seeking feedback from all employers registered in Nunavut and the Northwest Territories. We would like to hear directly what you think of the Safe Workplace Program and how it should develop in the future.

This summary outlines the basics of the program. A [full-length Discussion Paper](#) is also available, which includes background on program development, as well as information about different safety incentive programs across Canada.

What is this engagement about?

The Vision of the WSCC is to eliminate workplace injuries and occupational diseases. We believe that all work-related accidents and workplace injuries are preventable. Part of our work focuses on raising awareness with employers, workers and all northerners about the importance of workplace health and safety. We work to ensure employers understand and meet their legal responsibilities and we provide educational resources and support to employers as they work to improve how they manage safety for their businesses.

Injury prevention starts with compliance with the *Safety Acts and Regulations*, but managing health and safety in a workplace becomes even more effective when the leaders of an organization commit to safety as a core value.

As we build the Safe Workplace Program, we want to hear directly from employers about how we can best support you in making workplace safety a priority in all aspects of business operations, including incentives we can offer to recognize you for your efforts.

What is the **Safe Workplace Program**?

Starting next year (2022), WSCC will recognize businesses and employers that demonstrate a commitment to workplace health and safety through the Safe Workplace Program.

Employers who meet a set of criteria (listed below) will be automatically designated as a **Safe Workplace**. Employers who meet those criteria and are accredited by a third party OHS program (example: Certificate of Recognition COR) will be designated as an **Advanced Safe Workplace**, and be considered leaders in their field for safety.

All eligible employers will receive a printable certificate and digital badge to display at their worksite and website. Their business will also appear on a publically accessible and searchable Safe Workplace database.

WSCC will support those who are not eligible by identifying areas to address and providing information and resources that will help them to work to improve their Occupational Health and Safety (OHS) program.

Criteria	Safe Workplace	Advanced Safe Workplace
Employer has an active safety program (documented through the self-assessment provided in the WSCC Annual Payroll Reporting OHS questionnaire).	✓	✓
Employer is in good standing with WSCC accounts and assessment payments.	✓	✓
Employer is in compliance with WSCC prevention orders.	✓	✓
Time loss claims are less than employer's class average.	✓	✓
Employer has no convictions under the <i>Safety Acts</i> , or workplace fatalities in past 12 months.	✓	✓
Employer's safety program is accredited through a third-party OHS program, such as Certificate of Recognition (COR) and Small Employer Certificate of Recognition (SeCOR). *		✓

**The accreditation must be based on NT or NU legislation.*

What are the benefits?

At the heart of the Safe Workplace Program are the incentives it offers to encourage employer participation and a greater commitment to workplace health and safety. This is where WSCC wants employer/stakeholder feedback to ensure the incentives proposed are as timely and relevant as they can be. As an employer, please review this next section carefully.

▪ Recognition

The baseline incentive of the Safe Workplace Program is recognition of employers who are doing the work to ensure the health and safety of their employees is a priority to their business operations. Recognition of certified Safe and Advanced Safe Workplaces will be provided in three ways:

1. A certificate which can be printed and displayed at qualifying businesses.
2. A digital badge that can be placed on websites and email signatures.
3. Listing on WSCC's Connect platform online, where contractors and interested parties can search to see which businesses in the NT and NU are Safe Workplaces.

▪ Networking & Training Opportunities

Businesses and employers who qualify as Safe or Advanced Safe Workplaces will have access to training opportunities, tradeshows, and meetings.

• Health and Safety Tradeshows, Expos, and Special Meetings

Safe Workplace employers will be invited to participate in health and safety networking events to exchange ideas and build skills in health and safety. Through partnerships, WSCC can facilitate virtual leadership conferences featuring OHS industry leaders to showcase best practices and model effective safety culture.

• Training Offered by WSCC Partners

The Northern Safety Association (NSA) has developed training specifically for the NWT and NU to support employers in developing their OHS programs. Sessions of focused training can address the specific needs of individual Safe Workplace employers.

• Roundtable Discussions with Leaders in Health and Safety

Facilitated through WSCC Partners, Safe Workplace leaders can participate in industry-specific round table discussions for health and safety leaders.

Discussions would focus on best practices and how to overcome challenges in implementing health and safety processes and procedures in the workplace.

Next Steps

WSSC has laid the foundation for the Safe Workplace Program and we are now asking employers and stakeholders to tell us if it is relevant and timely, as well as to provide suggestions for future incentives. We are very appreciative of your time and effort in helping to make this program successful.

[Tell us what you think.](#)