



## **Staff Report HR2022-043**

**Title of Report:** **WSIB Excellence Program**  
**Department:** **Human Resources**  
**Council Date:** **September 7, 2022**

**Recommendation:**

**Be it resolved that** Council receive Staff Report HR2022-043 for information.

**Background:**

In May 2021, the HR Coordinator worked with our Joint Health & Safety Committee (JHSC) and our Health & Safety provider Public Services Health & Safety Association (PSHSA) to join the WSIB Health & Safety Excellence Program (HSEp).

The HSEp is an incentive program that businesses can voluntarily join to help improve health & safety and provides rewards for doing so. When completing each program topic, it makes for a safer workplace and contributes to a strong health and safety culture in the workplace.

**Staff Comments:**

In 2021 into 2022, Southgate completed 2 topics: First Aid and Health & Safety Communication. The completion of these through all of the steps resulted in a WSIB rebate of \$3,463. The result within the workplace was a safer environment with an official First Aid program in place and included training. The other result was improved Health & Safety Communication within our workplace.

We have also been awarded badges for the program (attachment #1).

Staff have selected another four (4) topics to work on for the remainder of 2022 as part of an additional incentive called "Smaller Business HSEp" which offers double the rebate amounts and reimbursement of our provider fee if completed by December 2022. The four topics that were included in this special initiative are:

1. Health & Safety Leadership & Commitment
2. Health & Safety Responsibilities
3. Health & Safety Participation
4. Incident/Injury/Illness Reporting

**Financial Implications:**

There is no financial implication as the provider fee was included in the 2022 budget. There was a WSIB rebate of \$3,463 which will be put back into Health & Safety programs in our workplace. If/when the other four topics are completed, it would result in another WSIB rebate.

**Communications & Community Action Plan Impact:**

This report has been written and presented to Council to communicate accurate information to the public.

**Concluding Comments:**

1. That Council receive this report as information.

Respectfully Submitted,

**Human Resources:** *Original Signed By*

Kayla Best, HR Coordinator/ Assistant to the CAO

**CAO Approval:** *Original Signed By*

Dave Milliner, CAO

**Attachments:**

None.