

Board of Directors Health & Safety Initiative

Survey Overview Key Themes from Surveys 1, 2 & 3 External Stakeholders

- The majority of respondents indicated having access, primarily through the internet and print, to the *Workers Compensation Act*, the *Occupational Health and Safety Regulation*, policies, and guidelines. A lower proportion of respondents (58%) reported having access to other standards referenced in the *Regulation* (i.e., CSA Standards, ANSI standards), with “cost prohibitive” being the most common reason identified for lack of access.
- The majority (78%) of respondents affirmed (strongly agree/agree/somewhat agree) that the *Regulation* is kept current to meet the changing needs of workplaces. Approximately half of the respondents affirmed (strongly agree/agree/somewhat agree) the following:
 - The process used to update the *Regulation* is timely and effective (54%).
 - The process used to identify regulatory issues for review allows for sufficient input from stakeholders (50%).
 - The process used to revise existing regulations and develop new requirements allows for sufficient input from stakeholders (50%).
- The vast majority (93%) indicated that they would like to be notified and consulted on proposed changes to the *Regulation* or the WCB’s guidelines and policies. The most popular mode identified for notification or consultation is “through e-mail”.
- The majority (79%) indicated that the WCB should adopt a mix of prescriptive, performance based and tiered regulations (i.e., different types of standards depending on the issue being addressed).
- The majority indicated that the variance process is an effective means of protecting worker health and safety and providing flexibility to accommodate the needs of specific workplaces. However, a significant portion indicated not knowing (25%), or only being somewhat familiar (23%) about the variance process.
- Opinion was split almost 50-50 as to whether WCB inspection officers are visible enough or have enough presence in the field.
- Lack of knowledge, industry practice or culture and financial constraints were chosen as the top three factors to explain why some workplace

parties are prevented from complying with the WCB's workplace health and safety standards or focusing on health and safety.

- The vast majority (95%) felt that the WCB should continue to educate and consult with workplace parties to help them comply with health and safety standards. Furthermore, the majority (65%) felt that the WCB should not focus solely on enforcement responsibilities.
- The majority (87%) felt that the WCB should be able to impose penalties such as fines on those who failed to report or misreport work-related injuries or diseases, or those who persuaded such non-compliance. The majority (85%) also indicated that the WCB should be able to impose penalties such as fines on those who fail to register their company with the WCB.
- The majority (58%) indicated that the WCB should adopt more financial incentives.
- The majority felt that an employer's assessment rate should be more closely aligned with the safety record of the individual worksite so that the costs of injuries are borne by the employer rather than being shared across the entire industry rate group (61%); and furthermore, that "mandatory deductibles" should be introduced for employers with consistently poor safety experiences, so that they pay a larger portion of the claim cost before being covered by the collective insurance scheme (68%).
- The majority (69%) of respondents think it is possible to make work-related injuries, diseases and deaths as socially unacceptable as drinking and driving.
- The majority of respondents (81%) indicated that self-employed persons (i.e., one person firms/operations) with no workers should have the same health and safety obligations and protections as employed workers. In regards to responsibility for the health and safety of self-employed persons with no workers, the self-employed person was identified by the most respondents (79%).
- The majority felt that employers should have a legal duty to adapt work duties, worksite or hours when an injured worker wants to return to work (58%), and that workers should have a legal duty to cooperate with the employer's return to work efforts (82%). The majority (72%) felt that these legal requirements should apply to all workplaces, rather than just those with 20 or more workers.

- The majority of respondents indicated that their workplace or industry would benefit from the establishment of Health and Safety Associations. The top three issues identified as the active role that Associations should take in reducing work-related injuries and diseases were “developing industry standards/best practices”, “training workers”, and “providing more consulting services”.
- The majority indicated that joint health and safety committees or worker health and safety representatives should play a greater role in preventing work-related injuries, diseases and deaths (66%), and also that unions should play a greater role (63%).

For detailed information about the survey results, contact the BOD office at 604-276-3055 or FUTUREHS@worksafebc.com.