

# CSSEA HR Group

Stephen Symon

ILS Manager, Health Care and Social Services

September 29, 2016

# Quick facts

## Prevention

- Occupational health and safety regulator and inspectorate
- Education & Consultation
- 500,000+ workplaces
- ~ 40,000 inspections
- ~140 investigations
- ~ 60,000 safety orders
- 400+ penalties

## Claims

- 146,000 workplace injuries reported
- Income replacement benefits
- Clinical, return to work, and emotional support
- Long term pensions
- Exempt from the Canada Health Act

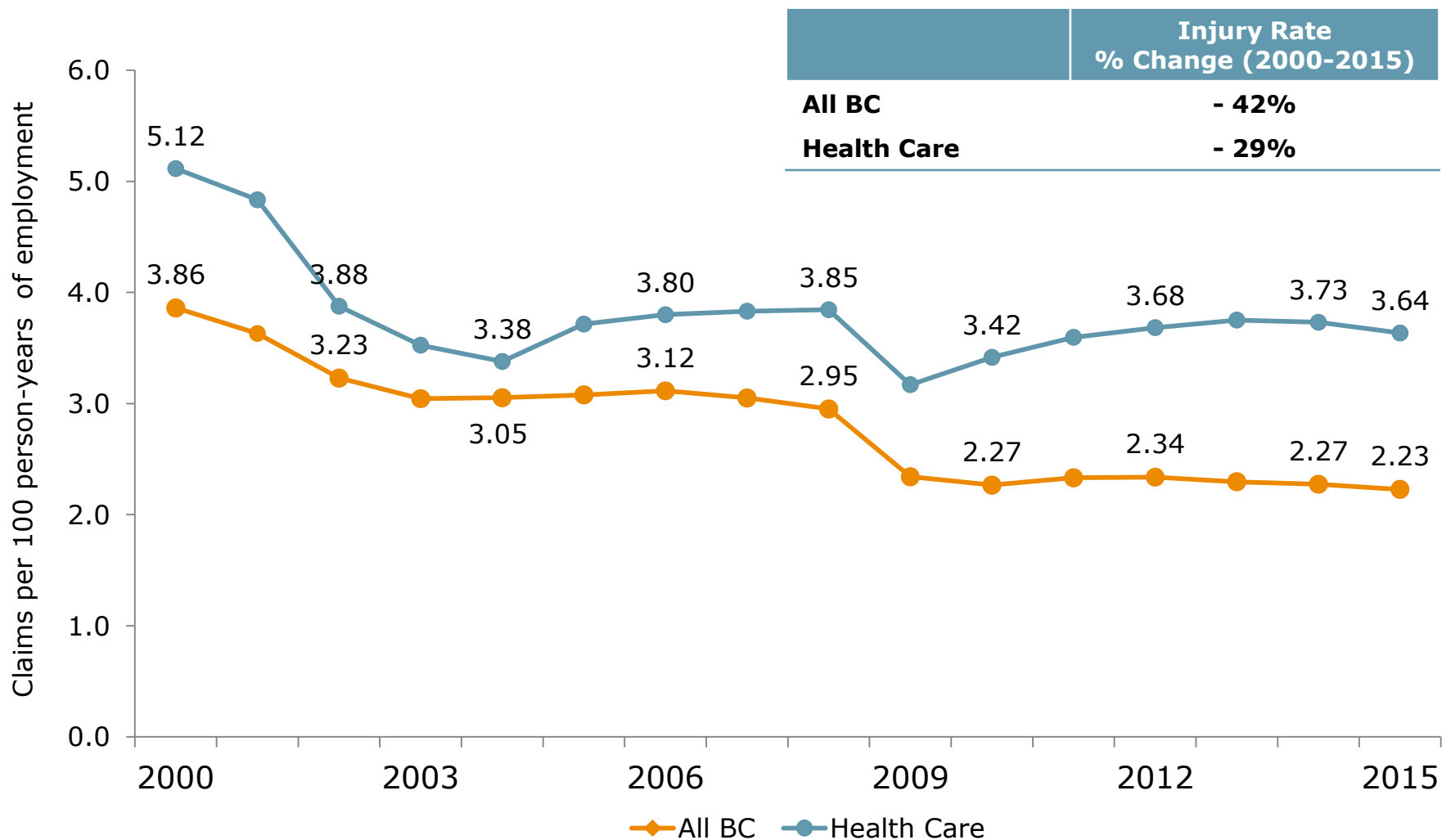
## Insurance

- Sole insurer of workers' compensation in British Columbia
- Employer funded
- 225,000+ registered employers
- ~ 2.2 million workers covered
- Premium rates set annually
- Annual premiums around \$1.4 billion

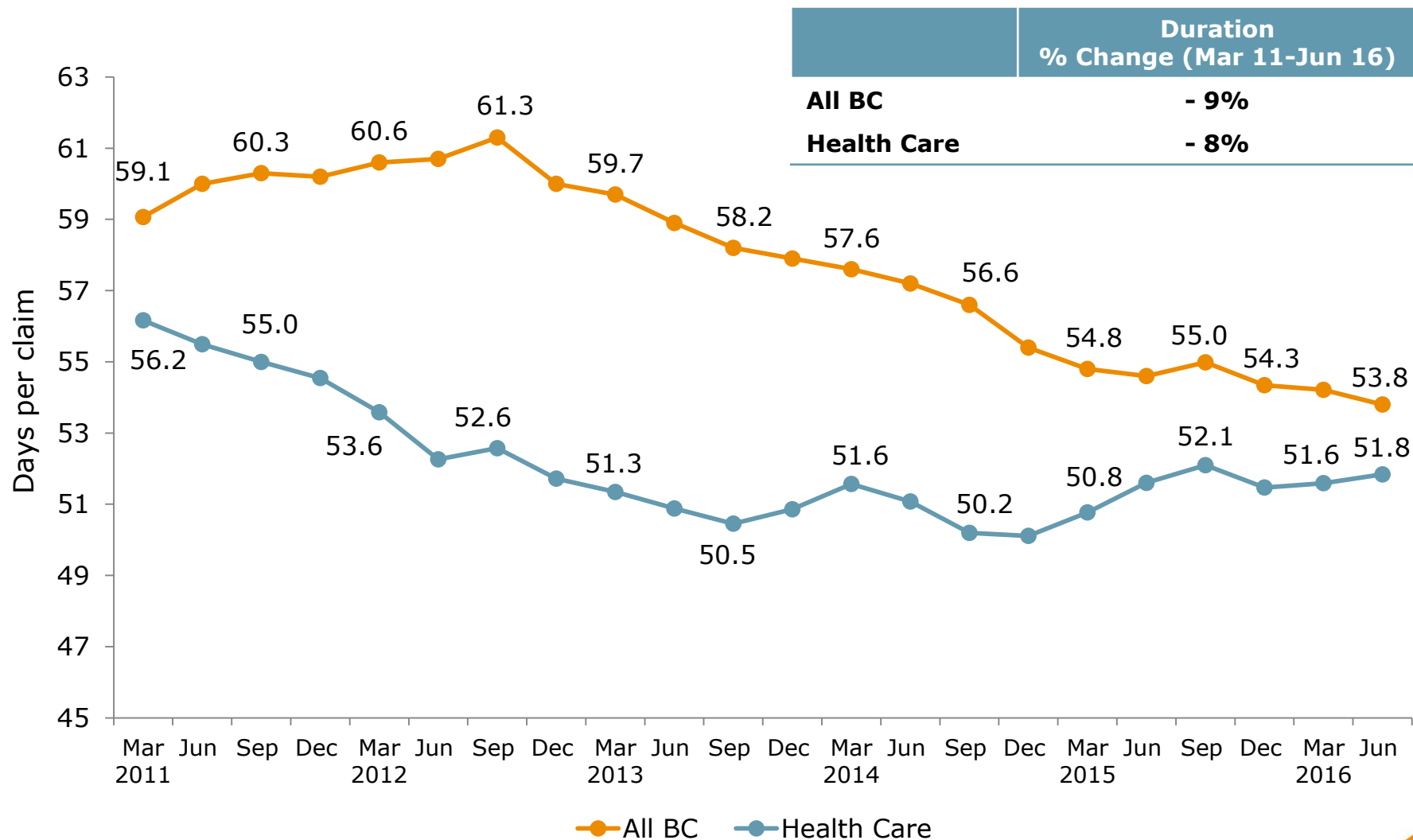
# Health Care & Social Services - 2015

- 8,710 time loss claims
  - 72% strains & sprains
  - 12% claims due to patient violence/aggression
- 51 days average duration
- 351,894 days lost
- \$83.9 million claims costs

# Injury rate – HC/SS vs. All BC



# Duration – HC/SS vs. All BC



# 2015 Injury Rates

Industry	Injury Rate
Acute care	3.9
Long term care	8.9
Community Health Support	4.4
Counseling / Social Services	1.8
Life and Job Skills	2.9
Residential Social Services	4.5
Short Term Care	3.3
Healthcare & Social Services Subsector	3.6
<b>All BC</b>	<b>2.2</b>
Construction	4.1
Manufacturing	3.1
Forestry	4.8
Oil and Gas	1.2

# High Risk Strategy

## Health Care Social Services



Industry engagement and targeted inspections focused on violence prevention

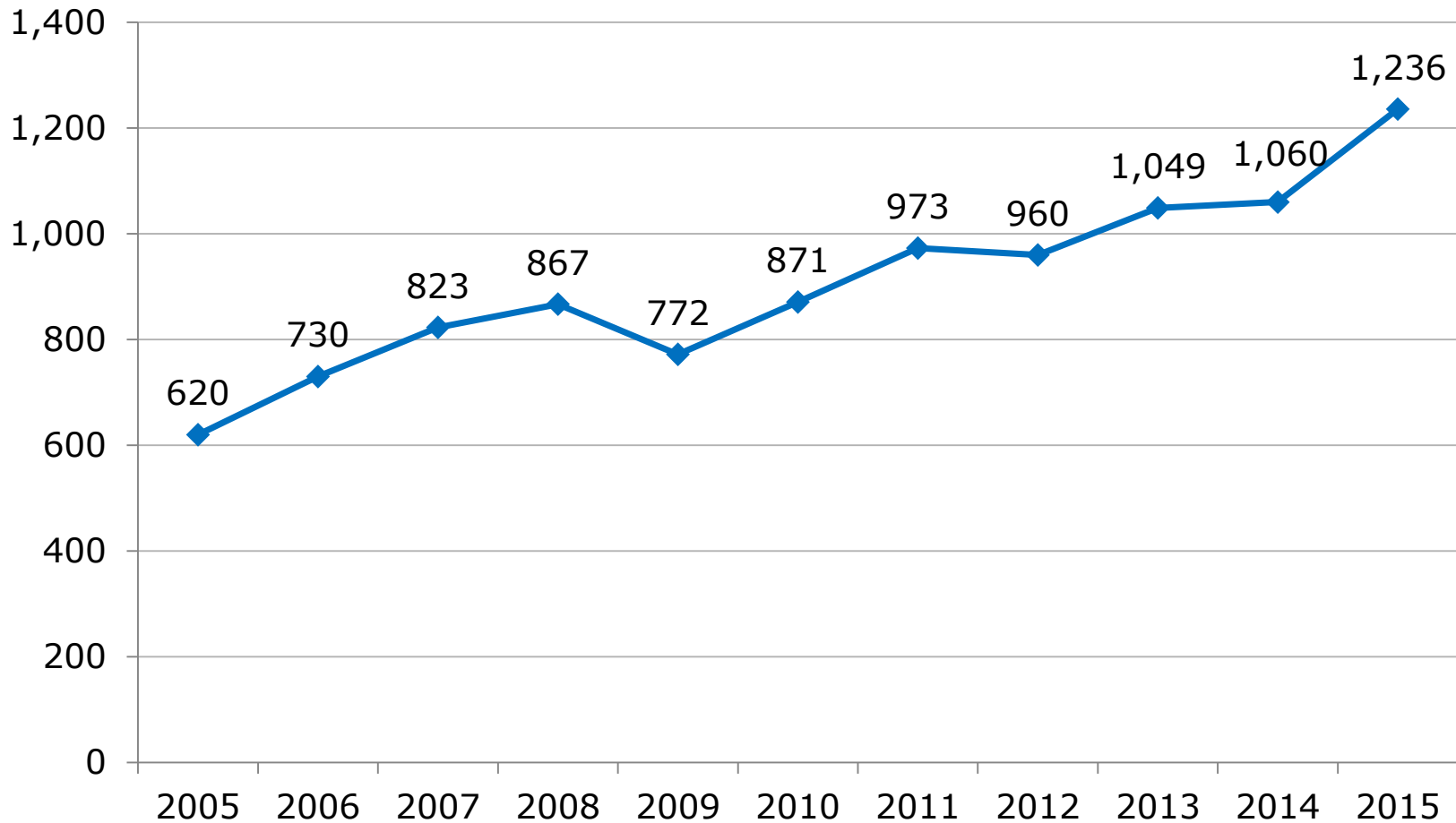
- The Health Care / Social Services High Risk Strategy focuses WorkSafeBC resources on identified high risk work practices within the health care and social services subsector. Three focus areas are:
  - Preventing acts of violence toward HC/SS workers
  - Prevention of musculoskeletal injuries
  - Employer Internal Responsibility Systems
- The 4 primary CU for the HC/SS HRS are:
  - Acute Care
  - Long Term Care
  - Community Health Support Services
  - Residential Social Services

# Violence in Health Care & Social Services

- From 2011 to 2015, there were 5,280 injuries due to acts of violence or force resulting in time-loss claims in Health Care and Social Services
- Of these 5,280 time-loss claims, 218 were serious injuries
- Over the past 5 year time loss claims due to workplace violence in the health care and social services sector represent 63% of all violence related time loss claims in BC
- The volume of workplace violence claims in the health care and social services sector has increased approximately 68% over the past 10 years
- Workers in occupations that provide direct patient/client care (health care assistants, registered nurses, licensed practical nurses, and community social workers) are at greatest risk of injury due to workplace violence



# Acts of Violence, Force in Health Care & Social Services Subsector



# Mental Disorder Claims, Bullying & Harassment (Bill 14)

- Effective July 1, 2012, the Workers Compensation Act was revised to allow coverage for work related mental disorders that are predominantly caused by significant work related stressors, including bullying and harassment, and mental disorders that are a reaction to one or more work related traumatic events.
- 10,617 claims registered since July 2012
- 3,044 or 29% were from health care

Health Care Social Services	Transportation	Retail	Accommodation, Food & Leisure	Public Administration	Education	All other sectors
3,044	1,171	885	852	679	617	3,369
29%	11%	8%	8%	6%	6%	32%