

The Health & Safety Index

A measure of the health and safety system



Background

- In Ontario, prevention system partners have long recognized a need for a more sophisticated and holistic approach to assess system performance.
- Internationally, many global agencies use indices to assess the changes in complex social concerns, such as the UN Human Development Index and the Organization of Economic Co-Operation and Development's (OECD) Better Life Index.
- The WSIB began investigating whether the methodologies used in these types of indices could be leveraged to address the need to assess health and safety system performance.
- As a result, the WSIB has developed a 'Health and Safety Index' that measures change in system performance over time.

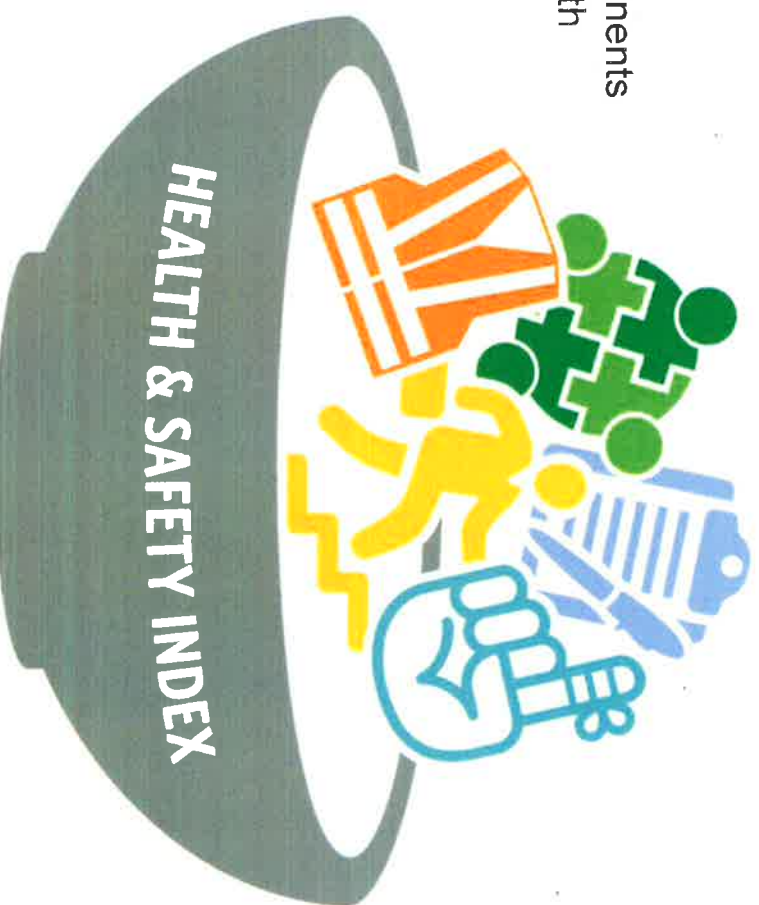
What is the Health & Safety Index?

- The Health and Safety Index is an innovative tool used to capture key system performance information in a single metric.
- The goals of the Index is to:
 - Assess the health and safety system's success at improving outcomes for workers and employers;
 - Act as a call to action for system partners to improve performance;
 - Support crucial health and safety conversations between partners;
 - Help define and manage system priorities; and
 - Potentially allow for pan-Canadian comparison.



Defining Components of the Index

- In developing the Index, the WSIB followed best practices and guidelines from various sources, including the OECD's "Handbook for Constructing Composite Indicators".
- Research from the World Health Organization, the United Nations and the Institute for Work and Health (IWH) identified eight elements as leading indicators of a strong health and safety system.
- These elements were aligned to components that represented Canada's mature health and safety system.



The Index Components

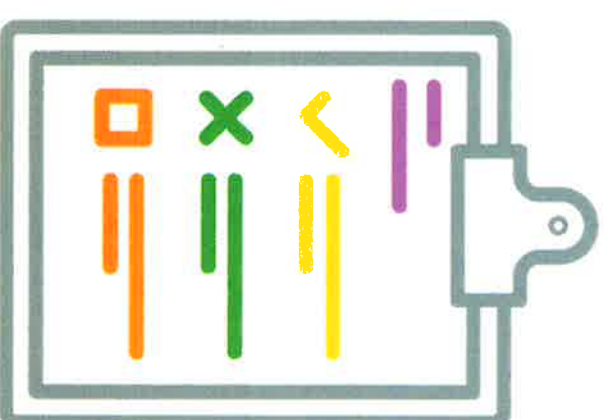
HEALTH & SAFETY INDEX COMPONENTS



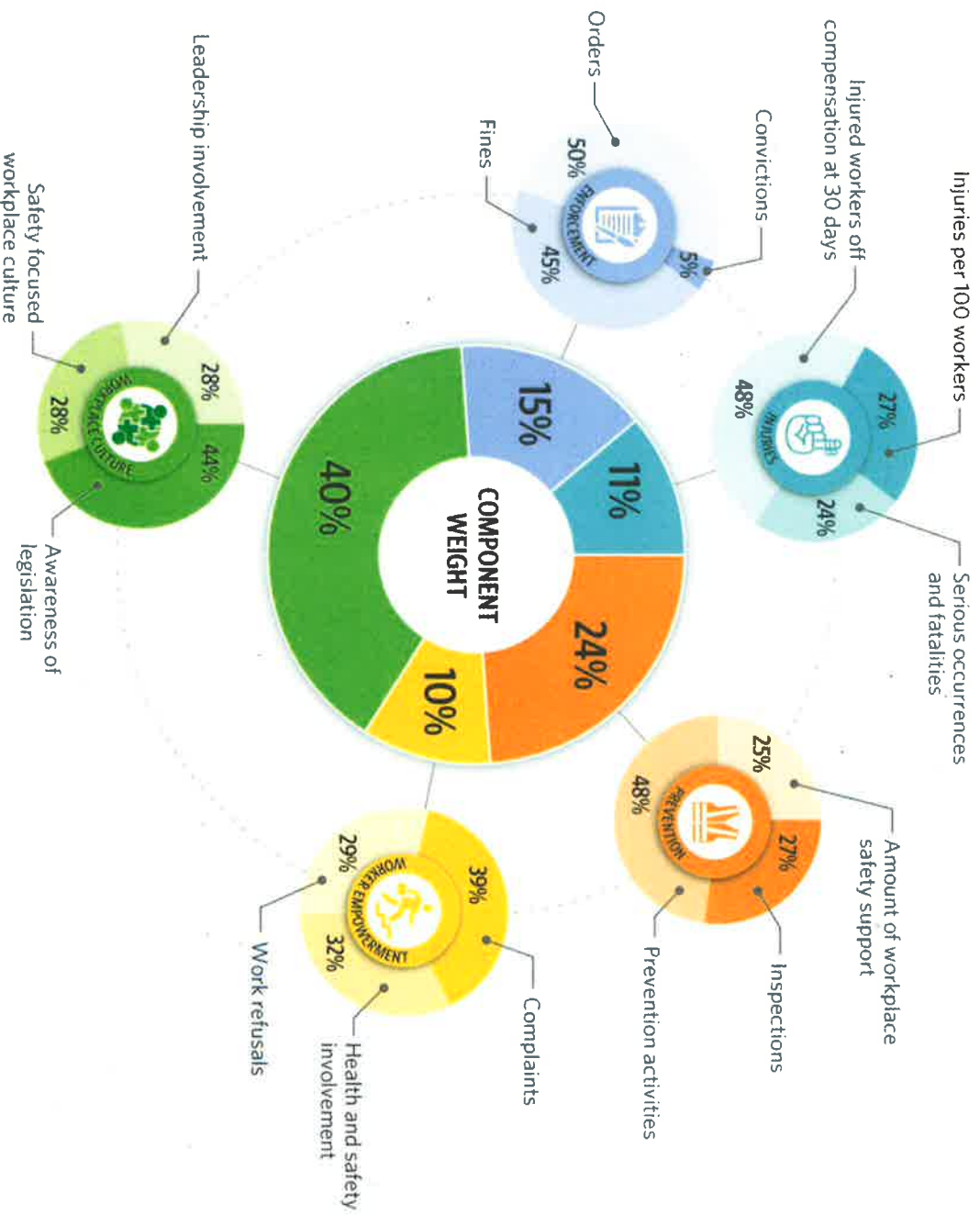
ELEMENTS OF A HEALTHY WORKPLACE		Prevention	Worker Empowerment	Workplace Culture	Enforcement	Injuries
Enforcement	✓	✓	✓	✓	✓	✓
Fair treatment in employment			✓			
Leadership engagement				✓		
Worker involvement			✓	✓		
Follow occupational health and safety rules		✓		✓	✓	
Support and take responsibility for workers and their families				✓		
Avoid undue risk	✓					✓
Existence of legal framework			NOT MEASURED, BUT EXISTS IN ONTARIO			

Defining the Index Metrics

- A series of metrics were assigned to each component.
- Appropriate measures for all elements were not readily available so a survey was created to capture leading qualitative indicators of workplace safety to support the Index.
- The survey addresses workplace culture, worker empowerment and prevention measures.
- To allow the comparison of the Index year over years and across jurisdictions, measures were normalized.

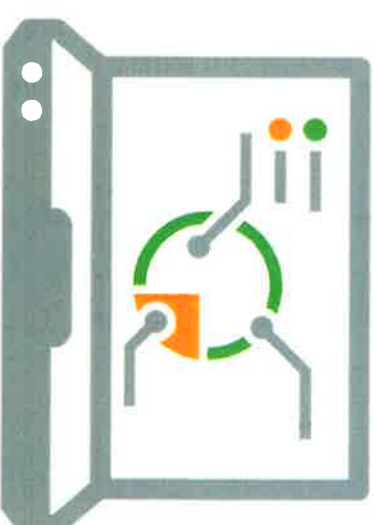


The Components and Their Metrics



Interpreting the Index

- Each metric of the Index is calculated as the percentage change of the current year from the average of the previous four years to account for possible spikes in the data (smoothing).
- The exception is survey data, which is taken as the change from the previous year as no historical data exists.
- Each metric has its individual and group weight applied and then the total is presented as the Index's value for the year.
- The methodology allows the correlation among metrics, which explains why some measures may seem to be weighted low.
- The index has been designed such that analysis can be taken down one level to individual sector performance.
- Annual results for the Index will be reported as a change from the prior year.



Moving Forward

- The WSIB's Health & Safety Index will be launched in 2017.
- Weights for each component will be refined as additional survey data is collected.
- One of the main guiding principals in the design of the Index was to enable cross-jurisdictional adoption by using metrics generally available to all compensation Boards.
- We are interested in and would welcome the opportunity to work with you should you want to understand more about the model or want to consider application in your jurisdiction.

