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CSAO Accreditation Discussions  
 Questionnaire

Name: \_\_\_\_\_ Position/Title: \_\_\_\_\_

Company: \_\_\_\_\_ City: \_\_\_\_\_

# of Employees \_\_\_\_\_ Member of a Safety Group \_\_\_\_\_ years

	Question	Yes	No
1	Do you support the idea of WSIB Accreditation?		
2	Do you believe that accreditation will add value to your business?		
3	Do you believe that accreditation will be perceived with value by your clients?		
4	Do you believe that accreditation will have a beneficial effect on overall competitiveness of Ontario businesses?		
5	Do you believe that accreditation will have a detrimental effect on overall competitiveness of Ontario businesses?		
6	Would you require your subcontractors to become accredited?		
7	The WSIB should offer a financial incentive for accredited companies		
8	The incentive should be a REBATE based on prior years' experience		
9	The incentive should be a RATE REDUCTION on future work		
10	The incentive should be 2 % of WSIB Premiums		
11	The incentive should be 3 % of WSIB Premiums		
12	The incentive should be 5 % of WSIB Premiums		
13	The incentive should be 7 % of WSIB Premiums		
14	The incentive should be pro-rated based on audit scoring ( e.g. 80% score on Audit = 80% of available incentive)		
15	The incentive should be based on a simple pass/fail criteria ( e.g. if you pass, you get the full incentive)		

	Question	Yes	No
16	An independent audit must be performed		
17	Site conditions must be assessed as part of the audit		
18	Candidate firms should be required to complete a self-assessment audit with external validation		
19	Candidate firms should be required to have an independent 3rd party comprehensive audit		
20	The audits should be conducted by WSIB staff		
21	Audits should be conducted by CSAO staff		
22	Audits should be conducted by independent consultants		
23	A single version of the audit should be used in all sectors		
24	Audits for construction should be designed to address construction issues and practices		
25	Should there be an eligibility requirement ( e.g. must have completed X years in the Safety Group program)		
26	Are the proposed elements appropriate ( indicate which are not) ( See attached list)		
27	What else should be included ( please identify)		
28	Should the WSIB be allowed to accept audits from other sources to be used in construction		
29	Should there be a different program with different requirements for Small Employers		
30	Would your firm be willing to become Accredited if there was <u>no</u> WSIB financial incentive?		
31	Would your firm be willing to become Accredited if there was a WSIB financial incentive?		

Additional Comments:

## H&S System Elements

Element	Content/Processes/Comments	Agree	Disagree & Comment
<p style="text-align: center;"><b>Leadership</b></p>	<ul style="list-style-type: none"> <li>◦ Policy statement</li> <li>◦ Management commitment to H&amp;S</li> <li>◦ Active Role in H&amp;S Activities</li> <li>◦ Lead by Example</li> </ul>		
<p style="text-align: center;"><b>Responsibilities and Accountabilities</b></p>	<ul style="list-style-type: none"> <li>◦ General and specific responsibilities should be set out for all levels including CEO, Managers, Supervisors and Workers</li> <li>◦ Include H&amp;S performance measures in general performance reviews for all supervisors/managers</li> </ul>		
<p style="text-align: center;"><b>Hazard/Risk Assessment</b></p>	<ul style="list-style-type: none"> <li>◦ Review the hazards/risks that may be encountered in the scope of work performed by the company</li> <li>◦ Ensure that major fatality, injury or occupational illness risk factors that are prevalent in the business sector served by the firm are addressed</li> <li>◦ Establish effective controls for common risks</li> <li>◦ Establish effective control strategy for dealing with unexpected risks</li> <li>◦ Link H&amp;S practices with other company practices</li> </ul>		
<p style="text-align: center;"><b>Safe Work Practices/Procedures</b></p>	<ul style="list-style-type: none"> <li>◦ Develop and implement effective practices and procedures to address risk factors</li> <li>◦ Ensure practices and procedures are communicated effectively to all affected employees</li> <li>◦ Establish Company Rules to address common H&amp;S risks/controls and ensure that these are communicated effectively to all employees</li> </ul>		

Element	Content/Processes/Comments	Agree	Disagree & Comment
<p align="center"><b>Emergency Preparedness</b></p>	<ul style="list-style-type: none"> <li>◦ Develop and implement effective measures to deal with emergencies that may arise within the company's scope of work</li> <li>◦ Complexity of preparedness plans may range from addressing first Aid requirements to more sophisticated requirements depending on the scope of work normally performed, site conditions, work location and the availability of external emergency services</li> </ul>		
<p align="center"><b>Training and Communications</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that managers, supervisors and workers are trained in accordance with the requirements of the company's H&amp;S program as well as applicable legislated requirements</li> <li>◦ Ensure that H&amp;S information is communicated effectively throughout the company ( including but not limited to safe work procedures, MSDS's, H&amp;S bulletins)</li> </ul>		
<p align="center"><b>Workplace Inspections</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that H&amp;S Inspections are conducted regularly by competent persons and that any deficiencies are recorded as well as the corrective action taken</li> </ul>		
<p align="center"><b>Accident/Incident Investigation</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that there is an effective system in place to report and investigate accidents/incidents</li> <li>◦ Ensure that persons investigating these events have been trained in accident/incident investigation</li> <li>◦ Ensure that the results of the investigation and any corrective actions are recorded and communicated to all appropriate parts of the company</li> </ul>		

Element	Content/Processes/Comments	Agree	Disagree & Comment
<p style="text-align: center;"><b>Contracting</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that contractors are qualified to perform the work safely and that contractors have taken appropriate measures to perform to your company's H&amp;S requirements</li> <li>◦ Establish H&amp;S performance expectations for contractors</li> </ul>		
<p style="text-align: center;"><b>Performance Measurement</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that there are measures to evaluate the company's H&amp;S performance and internal compliance with its H&amp;S program requirements</li> <li>◦ Provide for periodic external validation of internal audits</li> </ul>		
<p style="text-align: center;"><b>Return to Work</b></p>	<ul style="list-style-type: none"> <li>◦ Ensure that the company had policies and practices ( e.g. modified work, early medical intervention and regular communications) in place to assist with safe return to work for injured workers</li> </ul>		

**Additional Elements to include:**