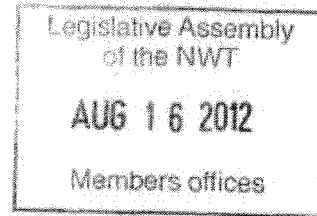




Northwest Territories Minister of Human Resources



AUG 16 2012

MR. BOB BROMLEY, MLA
WELEDEH

GNWT's Safe Advantage Program Results

In the last session of the Legislative Assembly, I committed to providing you with information, once the Government of the Northwest Territories (GNWT) received the results of the Workers' Safety and Compensation Commission (WSCC) 2011-2012 Safe Advantage program. The 2011-2012 Safe Advantage results were received on July 9, 2012.

The GNWT received a financial penalty of \$508,625.23 due to claims experience costs and a site verification of the management practices questionnaire.

The breakdown of the above penalty is as follows:

Claims experience penalty:

	2011
Adjusted Claims experience	\$951,133.07
Claims experience range upper limit	\$590,405.95
Claims experience penalty	\$339,083.49

Management practices penalty:

	2011
Management Practices Score: Prevention	33%
Management Practices Score: Return to Work	90%
Management Practices Penalty	\$169,541.74

For your information, the management practices penalty was the result of a random site verification that took place with the Department of Education Culture and Employment's Sahtu Regional Office in March 2012. The WSCC was unable to attend in person and so this was completed via teleconference. The two components of the Management Practices Questionnaire were assessed as follows:

.../2



- The Return to Work component was assessed based on a response provided by a Department of Human Resources (DHR) representative on site in Norman Wells on policies and practices that the GNWT is implementing corporately to strengthen the Governments' ability to have staff return to work as soon as possible after a workplace accident/incident. The Duty to Accommodate Policy is a key factor in ensuring corporate practices around this.
- The Prevention component was assessed based on responses by a regional Education, Culture and Employment employee on preventative safety practices in the Sahtu Regional office.

The Department of Human Resources is taking the lead on the coordination of corporate initiatives to promote and assist with the reduction of claims costs and to improve health and safety practices across the GNWT Departments, Boards and Agencies. The following initiatives are currently underway:

- An aggressive work plan is being developed to assist Departments, Boards and Agencies to improve health and safety practices.
- The establishment of a joint Union/Management GNWT Occupational Health and Safety (OHS) Advisory Committee that will provide recommendations on the development and implementation of the GNWT OHS Program.
- The overall coordination of the GNWT OHS Program with departments, boards and agencies.
- The provision of specific health and safety workshops and training for GNWT managers on employees on the GNWT Training Calendar.

In addition, arrangements have been made with WSCC to provide monthly claims breakdown and cost summary reports directly to Deputy Heads given that they are aware and ultimately responsible for ensuring that health and safety programs are implemented in their workplaces.

The Department of Human Resources will continue to provide coordination, guidance and advice to GNWT Departments, Boards and Agencies in improving health and safety practices within GNWT workplaces.



Glen Abernethy