

Employee**Safe** Case Study

EmployeeSafe helped reduce staff injuries and associated costs and provided a comprehensive risk management program, which helped the division earn a Certificate of Recognition.

Acquisition of Certificate of Recognition Chinook’s Edge School Division No. 73

The Challenge

Earning a Certificate of Recognition (COR) for workplace safety was a major goal for Chinook’s Edge School Division 73 in central Alberta, Canada. Meeting the safety standards required for certification would not only significantly reduce injury rates it would also earn the division premium rebates through the Workers Compensation Board’s (WCB) Partnerships in Injury Reduction (PIR) program.

As the sole safety officer for the rural division’s 38 campuses, Linden Lonsberry was too busy traveling the 5,500 miles per year necessary to conduct investigations, train or re-train workers, make safety recommendations, and address hazard and near-miss reports. He needed more time to develop a health and safety program that met the rigorous standards put forth by the WCB.

The Solution

Lonsberry tested the EmployeeSafe Suite in 2007 and realized that the program was what he needed to help implement the school divisions’ safety program and control worker compensation and liability-related costs. Lonsberry uses the system to schedule, manage, and sustain his safety program, including staff training, incident management, compliance tasks (inspections, drills and other tasks), and more.

- Staff training includes course content and management. Courses are scheduled and employees are automatically notified to take training. After course due dates are passed, the system sends reports to supervisors letting them know who has not completed training.
- The compliance manager addresses non-training requirements by notifying appropriate individuals when drills, inspections and other tasks need to take place and tracks them to ensure completion.
- Incident management and staff safety reporting automates the process to ensure that investigations are completed and that hazards are dealt with in order to reduce risk.

The system frees up Lonsberry to focus on risk reduction initiatives and safety inspections are now done at each school at least five times per year, which was not thought possible prior to implementing the program.

Division Overview

Buildings:	45
Staff:	1,200
Students:	13,000

“A safety audit is very difficult to pass, especially the first time. I was thrilled that we passed on the first try.”

*Linden Lonsberry,
Safety Officer,
Chinook’s Edge School Division
No. 73*



By late 2009, Lonsberry felt Chinook's Edge was ready for the external audit that would determine whether or not they would be awarded the COR. Independent auditors spent a week reviewing documents and interviewing staff at specific school sites. In all, they conducted 109 interviews with school staff at all levels, from custodians to principals. With the help of EmployeeSafe Suite, Lonsberry knew the required tasks had been completed and he was able to easily provide the division's inspection documents for the auditors' review. He was also able to provide its orientation and safety training information for their appraisal.

The Benefits

In order to be eligible for a COR audit, a health and safety program has to consist of the following eight elements:

- Management, leadership and organizational commitment
- Hazard identification and assessment
- Hazard Control
- Ongoing Inspections
- Emergency response
- Qualification, orientation and training
- Accident and incident investigation
- Program administration

"PublicSchoolWORKS helped us meet the COR requirements, with four out of the eight elements being completely automated making them hands-off for administration," said Lonsberry. EmployeeSafe automates emergency response, qualification, orientation and training, accident and incident investigation and program administration.

The Results

Chinook's Edge received the COR in early 2010. Of the 78 divisions in Alberta, only a handful has earned certification.

Receiving the COR has earned the division a 20 percent reduction in WCB premiums – a savings of approximately \$43,000 per year. Even before Chinook's Edge started the audit process, the improvements from implementing EmployeeSafe resulted in fewer injuries and a reduction in injury-related costs, and the dollar amount of workers' compensation claims has dropped each year. The division's WCB claims totaled nearly \$250,000 in 2003; they are now approximately \$20,000, putting Chinook's Edge 51.69 percent below the industry average for WCB claims.

For more information: 1.877.77WORKS or sales@publicschoolworks.com

T 513 631 6111

F 513 631 6888

www.publicschoolworks.com

