 Yukon Workers' Compensation Health and Safety Board	Part:	CHOICES		
	Board Approval:	Original signed by Chair	Effective Date:	January 1, 2010
	Number:	CH - 03	Last Revised:	
	Board Order:		Review Date:	

[CHOICES - REWARDS](#)

GENERAL INFORMATION

CHOICES is a voluntary program that recognizes and rewards Yukon employers with financial incentives in recognition of their efforts in the areas of occupational health and safety (OH&S) and return to work (RTW). It is designed as a cafeteria-style program, where differently-sized employers determine their level of participation and type of rewards based on the needs of their individual business.

PURPOSE

This policy provides further information on CHOICES rewards.

PREVENTION

Preventing workplace injuries is the responsibility of everyone in the workplace. The YWCHSB encourages employers, health care providers, workers and other parties to work co-operatively in the prevention of work-related injuries. When an injury does occur, workers, employers and the YWCHSB must work together to return the worker to safe, suitable and available work as soon as medically possible. CHOICES, as a cultural change program, facilitates this co-operation by providing incentives to develop and participate in OH&S and RTW initiatives. These initiatives will contribute to making Yukon workplaces safe, ultimately leading to lower assessment rates.

POLICY STATEMENT

Section 73 of the *Workers' Compensation Act* S.Y. 2008 (the "Act") allows the Board of Directors to establish a Board of Directors' Order to introduce incentive programs to encourage employers to prevent workplace injuries or develop return to work programs. The development of this policy is pursuant to Board of Directors' Order 2008-01.

CHOICES rewards employers who take steps to improve workplace safety or implement return to work programs.

1. Types of Rewards

a) Cash Rebates

Based on their CHOICES' performance, an employer may choose their reward in the form of a percentage reduction of their current or next year's assessments. This reduction is in the form of a credit against the employer's assessment account.

The rebate amount will be calculated based on the Choices Rewards Chart set out in section 2. The maximum cash reward an employer is eligible to receive in a year is the lesser of the total amount of assessment fees paid by the employer in the current year and the calculated cash reward.

Cash rebates are 50 percent lower than rebates in the form of reinvestment rewards.

b) Reinvestment Rewards

Instead of a cash rebate, an employer may choose to 'reinvest' their assessment credit in additional safety and return-to-work initiatives. The amount of the reward is calculated based on the Choices Rewards Chart set out in section 2.

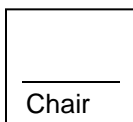
Reinvestment rewards, which are twice the value of the cash rebates reflect employer expenditure on items such as:

- safety training
- purchase of personal protective equipment (see Safe Work Practice guideline for a list of items),
- purchase of ergonomically-designed equipment,
- worksite modifications to accommodate an injured worker; and
- the cost of safety audits.

Employers must submit receipts for eligible expenditures prior to December 31 in order to receive their reinvestment reward. If the employer does not provide receipts or does not claim a reinvestment reward by December 31, they will automatically be credited the cash reward amount.

Two Intakes Per Year

Under CHOICES, an employer has the opportunity to apply for reinvestment rewards twice in one year. This opportunity is available to those employers who:



- a) selected reinvestment rewards for the January application process;
- b) submitted receipts for eligible expenditures to the YWCHSB by June 30; and
- c) have progressed to at least one higher level in either the OH&S area or the RTW areas.

2. Reward Amounts

- a) The following chart highlights the reward percentages:

[CHOICES Rewards Chart](#)

Occupational Health & Safety			Return to Work		
	Reinvest	Cash		Reinvest	Cash
Audited Excellence	5%	5%	Audited Excellence	5%	5%
↑			↑		
Programs	3% min \$500	1.5% min \$50	Programs	3% min \$500	1.5% min \$50
↑			↑		
Foundations	2% min \$250	1% min \$25	Foundations	2% min \$250	1% min \$25
↑			↑		
Basics	1% min \$75	.5% min \$25	Basics	1% min \$75	.5% min \$25

- b) An employer must be in good standing with the YWCHSB (that is, in full compliance with the *Act*, with no outstanding OH&S charges or assessment monies owed) in order for any rewards to be provided. If an employer is not in good standing, the YWCHSB will inform the employer, in writing, why they are not eligible to receive rewards and suggest actions that they may take to be reconsidered.

APPLICATION

This policy applies to the Board of Directors, President/CEO and staff of the YWCHSB, the Workers' Compensation Appeal Tribunal, and all workers and employers covered by the *Act*.

Chair

EXCEPTIONAL CIRCUMSTANCES

In situations where the individual circumstances of a case are such that the provisions of this policy cannot be applied or to do so would result in an unfair or an unintended result, the YWCHSB will decide the case based on its individual merits and justice in accordance with YWCHSB's policy "Merits & Justice of the Case". Such a decision will be considered for that specific case only and will not be precedent setting.

APPEALS

Decisions made by the YWCHSB under this policy can be appealed directly in writing to the YWCHSB Board of Directors in accordance with subsection 85(1) of the *Workers' Compensation Act*.

ACT REFERENCES

Section 73

POLICY REFERENCES

EN-02, "Merits and Justice of the Case"

HISTORY

New

Chair