

# Partnerships in Injury Reduction (PIR)

Partnerships in Injury Reduction (PIR) is a voluntary pricing program that operates through the combined efforts of the Workers' Compensation Board – Alberta (WCB), Alberta Employment and Immigration, industry partners, safety associations, employers and labour groups.

PIR is designed to encourage injury prevention and the development of effective workplace health, safety and disability management systems. All employers can participate in the PIR program and be eligible for refunds by maintaining a Certificate of Recognition (COR).

## Measuring Performance

Employers will be measured in three ways. The measurement which achieves the greatest industry rate refund will be used.

### 1. Certificate of Recognition (COR)

- Alberta Employment and Immigration and a Certifying Partner (safety/industry association) awards a COR to those employers who have a health and safety management system that meets a standard set by Alberta Employment and Immigration.
- To achieve the COR, employers must obtain a score of at least 50 per cent on each element of an audit, and an overall score of 80 per cent. Upon earning a COR, an employer is eligible for a 10 per cent industry rate refund for the first year, and then five per cent every year they maintain their COR.
- There are no surcharges in the PIR program. Employers must have a valid COR to receive a refund.

### 2. Improving performance

- Employers' performance will be compared to their own historical record. Employers can earn industry rate refunds if they improve their claim cost performance.
- Employers will receive a one per cent refund for every one per cent that they improve their performance by, up to a maximum of 20 per cent.
- To recognize that it takes time to build effective health and safety programs, employers have a one year grace period to achieve their COR and still be eligible for the refund under this measure.

### 3. Maintaining industry leadership

- Employers' performance will be compared to their industry average. Employers who perform significantly better than their industry average over two consecutive years in claim costs can earn larger refunds.
- Employers can earn from 10 per cent (for performing 50 per cent better than industry average) to the maximum 20 per cent (for performing 90 per cent better than industry average) with graduated refunds in between.
- To earn industry rate refunds under this measure, employers must have a valid COR.

Employer groups wishing to set more aggressive targets for performance may negotiate the development of a customized program by contacting WCB-Alberta's Underwriting department at 780-498-7936. For more information on PIR or to register visit [www.wcb.ab.ca/employers/pir.asp](http://www.wcb.ab.ca/employers/pir.asp).