

Poor Performance Surcharge (PPS)

Your performance matters—if you maintain a solid health and safety plan at your company and manage work-related injuries effectively, you will likely pay less in WCB premiums compared to an employer who does not manage their performance.

What is PPS?

The Poor Performance Surcharge (PPS) is an additional surcharge levied to employers with consistently higher than industry average claim costs.

PPS applies to employers that have reached the maximum surcharge for their size for two or more consecutive years in the large employer experience rating plan (i.e., pay \$15,000 or more in industry-rated premiums over a three-year period). The additional surcharge is designed to encourage employers to take immediate action to improve disability management and prevention.

Large employers who meet **both** of the following criteria receive the PPS:

- Have the maximum experience rating surcharge for their size for two or more consecutive years. This means that their performance is 80 per cent* or more, worse than their rate group average, and
- Have four or more claims used in experience rating for at least two consecutive experience periods.

**This threshold for PPS may change when the employer is in Industry Custom Pricing.*

PPS model

The chart below shows you how the surcharge is applied:

Number of consecutive years at maximum surcharge	Maximum PPS amounts
1	0
2	25%
3	50%
4	100%
5 or more	200%

We are here to help

In order to avoid or minimize a PPS, your performance must improve. We are committed to working with you to improve your organization's health and safety through prevention and disability management efforts. This will help you to reduce injuries, better manage claims and avoid or reduce further surcharges.

WCB offers the following tools and services to assist you:

- **Partnerships In Injury Reduction (PIR) program**—WCB, in partnership with the Government of Alberta, and certifying partners, provides assistance and financial incentives to employers who implement health, safety and disability management systems. As you improve your claims performance, you can earn a refund of up to 20 per cent of your premiums based on the industry rate. In order to qualify for this refund, a Certificate of Recognition (COR) is required.
- **Online services**—You can access your current information online to help monitor your WCB claims. Account specific information can be obtained online by reviewing your Employer Report Card. This includes your organization's claims costs, frequency and severity rates, and your ranking within your industry. Additional reports are also available.

WCB-Alberta is moving towards a paperless environment. If you have not already set up your online account, please visit [myWCB](#).

You can also download the myWCB mobile app for employers, now available in [Google Play](#) or the [App Store](#).

- **Claims audit services**—Having an effective disability management process in place allows for timely injury management and early return to work. This in turn assists with lowering claim costs. The [disability management self-assessment](#) helps you understand your legislative responsibilities and evaluates how well you manage return to work.

- **Employer claim notification**—For those employers with access to their claims information through myWCB, providing an email address when you register a claim allows you to be automatically notified when your worker's fitness for work changes. This enables you to manage your claims effectively which can lead to reduced claims costs.
- **Return-to-work (modified work) seminar**—Available at no cost to you, this half-day seminar explains the relationship between claims costs and WCB premiums. Employers are provided with a step-by-step process to assist them with building and implementing their own successful modified work programs. It is designed for management, supervisors and individuals involved in the health and safety coordination as well as claims and disability management within your organization.

