

# THE INCONVENIENT TRUTH

UNDERSTANDING THE REAL COST OF WORKPLACE INJURY

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# THE INCONVENIENT TRUTH

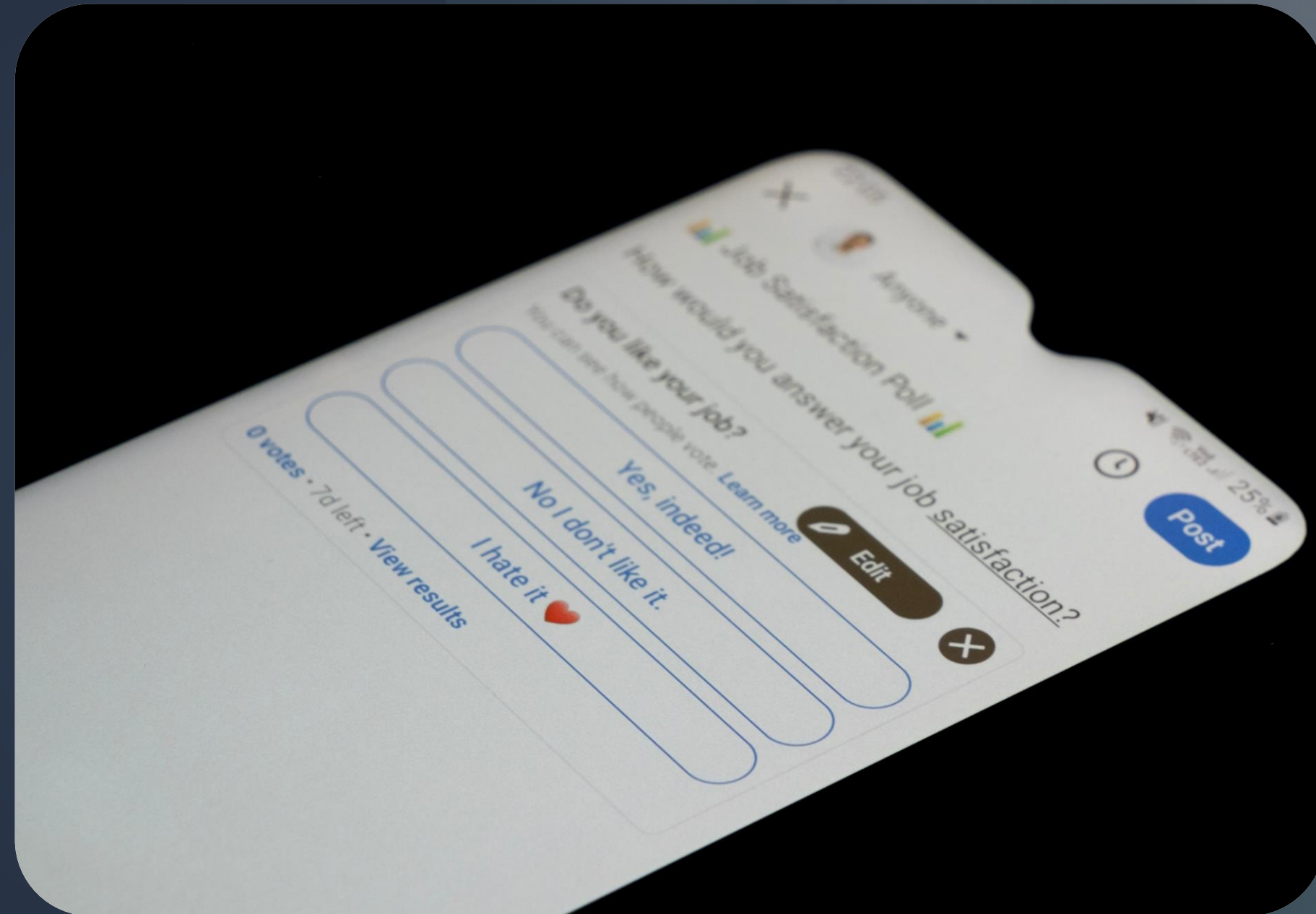
UNDERSTANDING THE REAL COST OF  
WORKPLACE INJURY

The long-term care injury rate is almost **EIGHT times** the provincial average across **ALL occupations**.

The home and community injury rate is more than **DOUBLE** the provincial average across **ALL occupations**.

# Time for a poll

WHAT IS YOUR  
BIGGEST  
OPERATIONAL  
CHALLENGE?



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What is your biggest operational challenge?





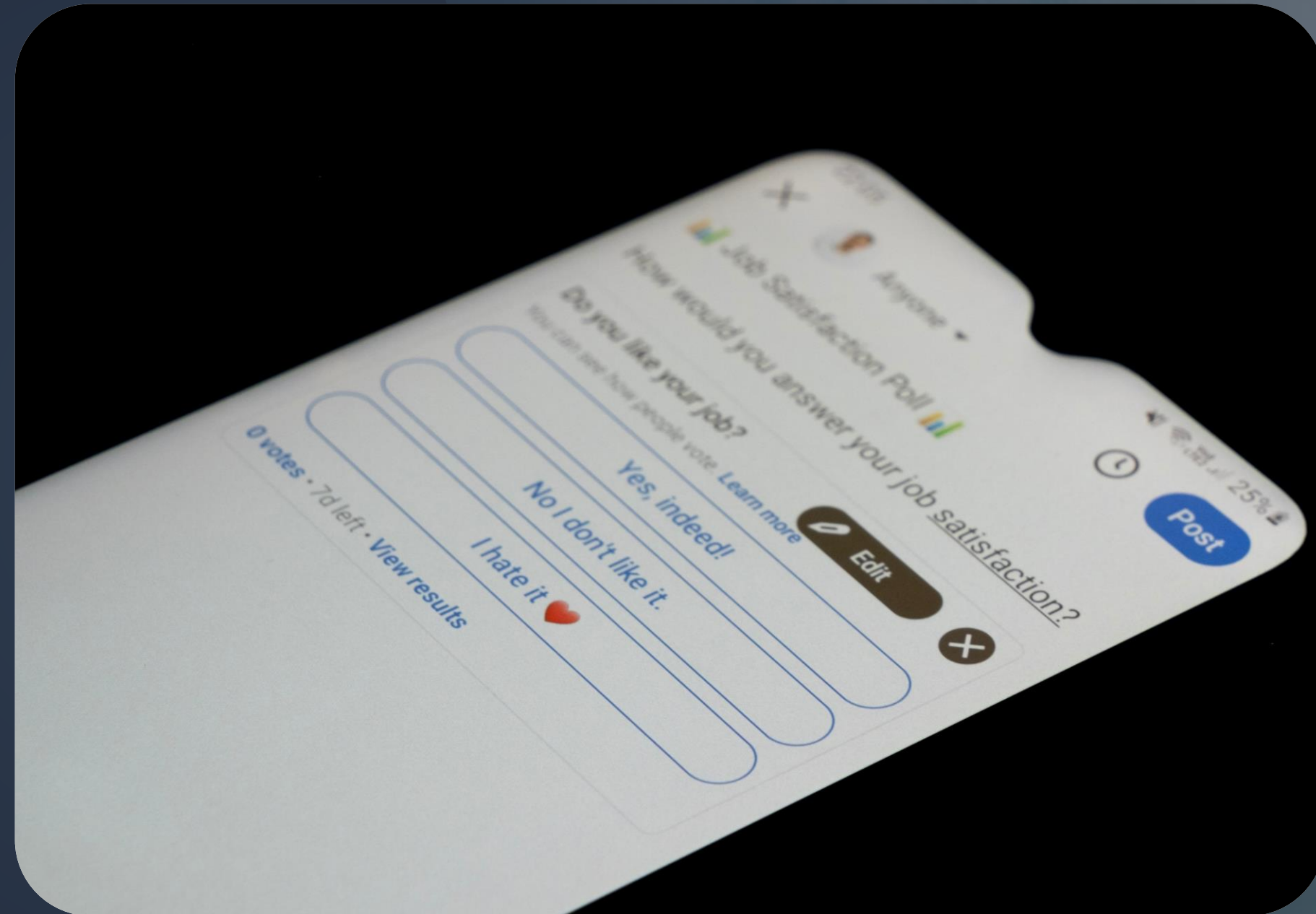
“ We cannot change what we are not aware of, and once we are aware, we cannot help but change. ”

Sheryl Sandberg



## Time for a poll

DO YOU KNOW  
WHAT YOUR  
WORKSAFEBBC  
PREMIUMS ARE?



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Do you know what your WorkSafeBC premiums are?

\$409,000  
\$527,000  
\$936,000





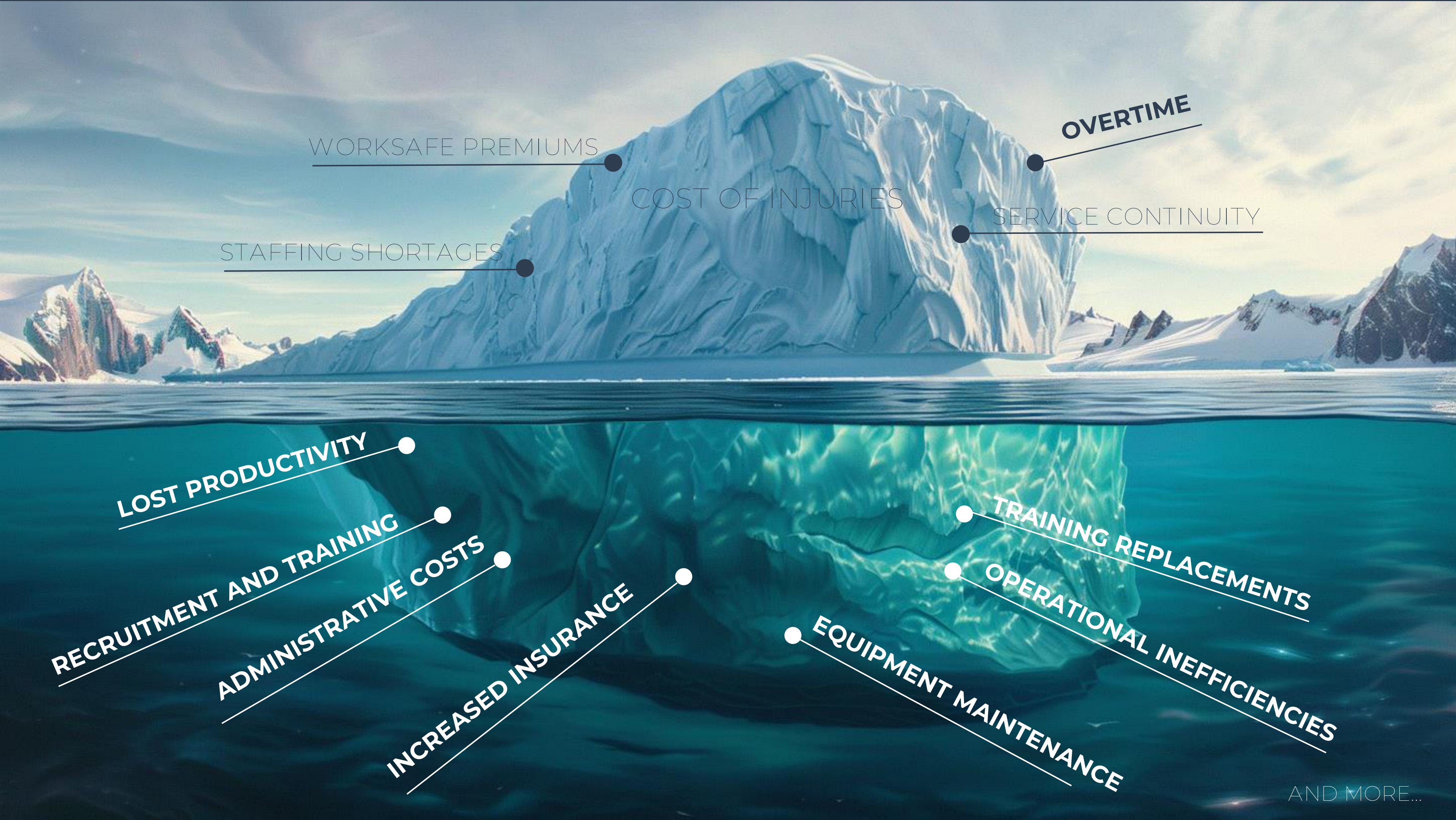
# Why workplace safety matters.



# THE HIDDEN COST OF INJURIES

WWW.SAFCAREBC.CA





WORKSAFE PREMIUMS

OVERTIME

COST OF INJURIES

SERVICE CONTINUITY

STAFFING SHORTAGES

LOST PRODUCTIVITY

RECRUITMENT AND TRAINING

ADMINISTRATIVE COSTS

INCREASED INSURANCE

EQUIPMENT MAINTENANCE

TRAINING REPLACEMENTS

OPERATIONAL INEFFICIENCIES

AND MORE...



# OTHER COSTS



ADMINISTRATIVE COSTS



PSYCHOLOGICAL IMPACT



REPUTATION DAMAGE



PAIN AND SUFFERING



EMPLOYEE TURNOVER



TRAUMA AND EMOTIONAL DISTRESS



RECRUITMENT AND TRAINING



OPERATIONAL INEFFICIENCIES



Mink<sup>®</sup>  
CHOCOLATES

SAFETY FIRST.

JUST KIDDING.

CHOCOLATE AND  
COFFEE'S FIRST.

SAFETY IS LIKE  
THIRD OR FOURTH.



“

Everyday work provides the best basis for learning, while accidents provide the worst.

”

Erik Hollnagel



# REALIZING THE COST OF HEALTH AND SAFETY

EXPERIENCE RATING AND INJURY RATE

116,370 TOTAL WORKDAYS LOST IN  
LONG-TERM CARE TO INJURIES.  
EQUIVALENT TO LOSING 465  
FULL-TIME STAFF

16,307 TOTAL WORKDAYS LOST IN  
HOME AND COMMUNITY TO  
INJURIES. EQUIVALENT TO LOSING 65  
FULL-TIME STAFF



# ORGANIZATION A

POSITIVE EXPERIENCE RATING WITH  
A 30% DISCOUNT ON THE BASE RATE

- Annual WorkSafeBC premiums \$409,000
- Assessable payroll: \$15M

THE COST OF  
HEALTH AND SAFETY

EXPERIENCE  
RATING

# ORGANIZATION B

NEGATIVE EXPERIENCE RATING WITH  
A 49% SURCHARGE ON THE BASE  
RATE

- Annual WorkSafeBC premiums \$936,000
- Assessable payroll: \$16M





# UNDERSTANDING THE DRIVERS OF WORKPLACE INJURIES

# TYPES OF INJURIES



**782** | **822**  
(2022) | (2021)

▼ 5%

**Overexertion**



**2288** | **487**  
(2022) | (2021)

▲ 370%

**Exposure to  
toxic substances**



**279** | **300**  
(2022) | (2021)

▼ 7%

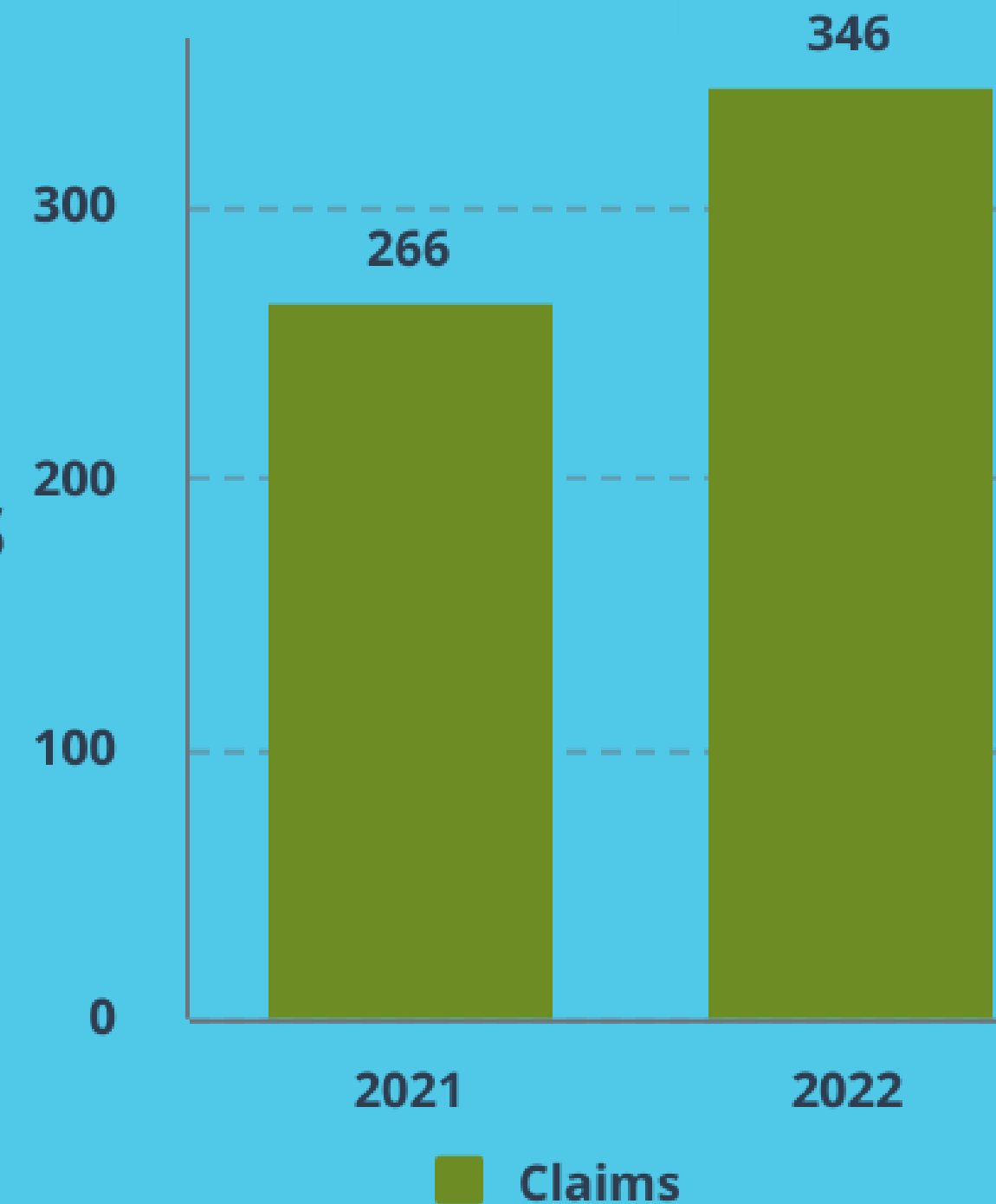
**Acts of  
violence**



**225** | **206**  
(2022) | (2021)

▲ 9%

**Fall on  
same level**





# TYPES OF INJURIES



**80** | **88**  
(2022) | (2021)

▼ 9%

**Overexertion**



**118** | **24**  
(2022) | (2021)

▲ 391%

**Exposure to toxic substances**



**29** | **35**  
(2022) | (2021)

▼ 17%

**Acts of violence**



**36** | **32**  
(2022) | (2021)

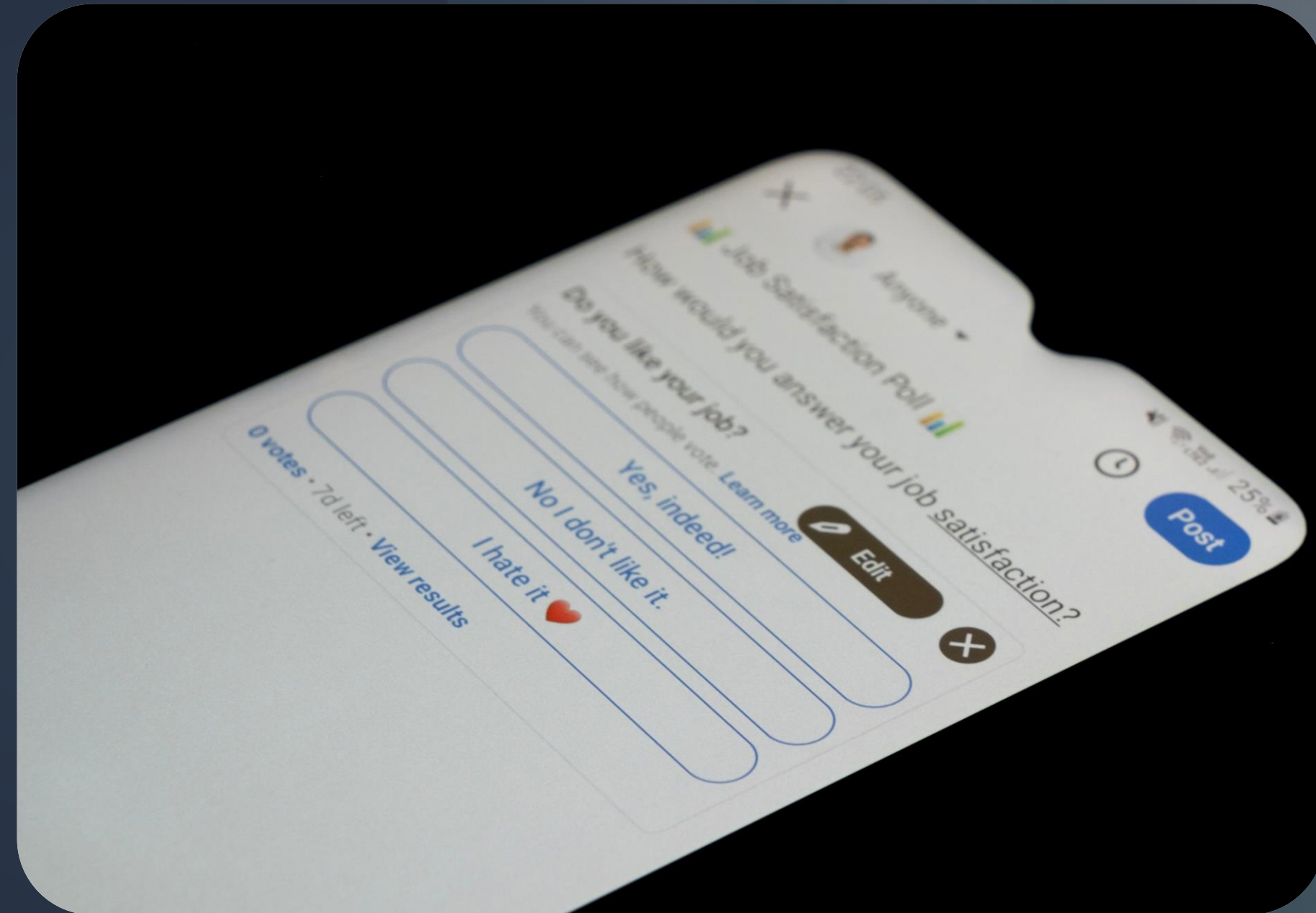
▲ 12%

**Fall on same level**



## Time for a poll

HOW MUCH  
IMPACT DO YOU  
THINK YOU HAVE  
ON HEALTH AND  
SAFETY IN YOUR  
ORGANIZATION?





# slido



How much impact do you think you have on health and safety in your organization?

# CULTURE VS. CLIMATE



## ORGANIZATIONAL CULTURE

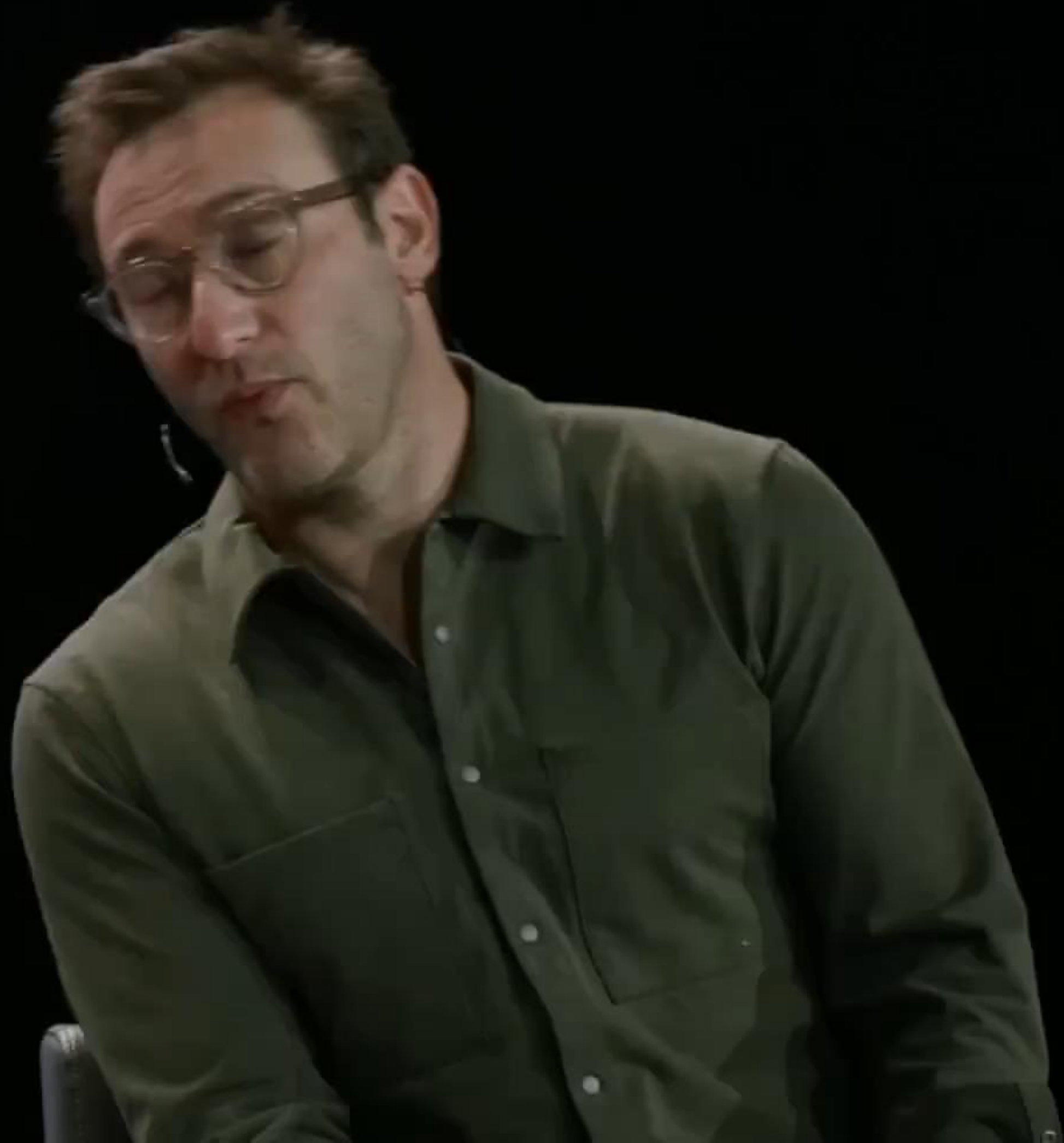
- Organization mission and values
- Size and structure of the organization
- Behaviour of leadership and management.



## SAFETY CLIMATE

- Perceptions and attitudes of employees towards safety
- Collective feelings about safety







*The journey of a  
thousand miles  
begins with the first  
step*

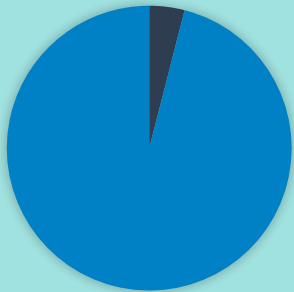
Lao Tzu





# ICEBERG OF IGNORANCE

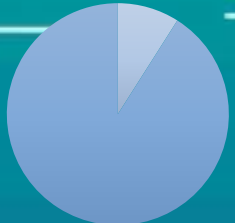
*\* Based on the work of Dr. Kathy Allen*



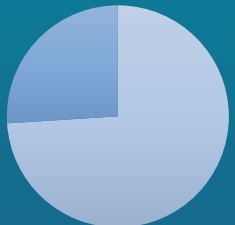
4%  
Problems known to executive



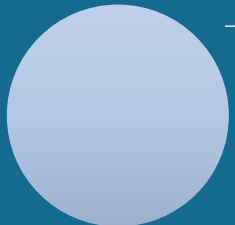
96%  
Problems hidden from senior managers



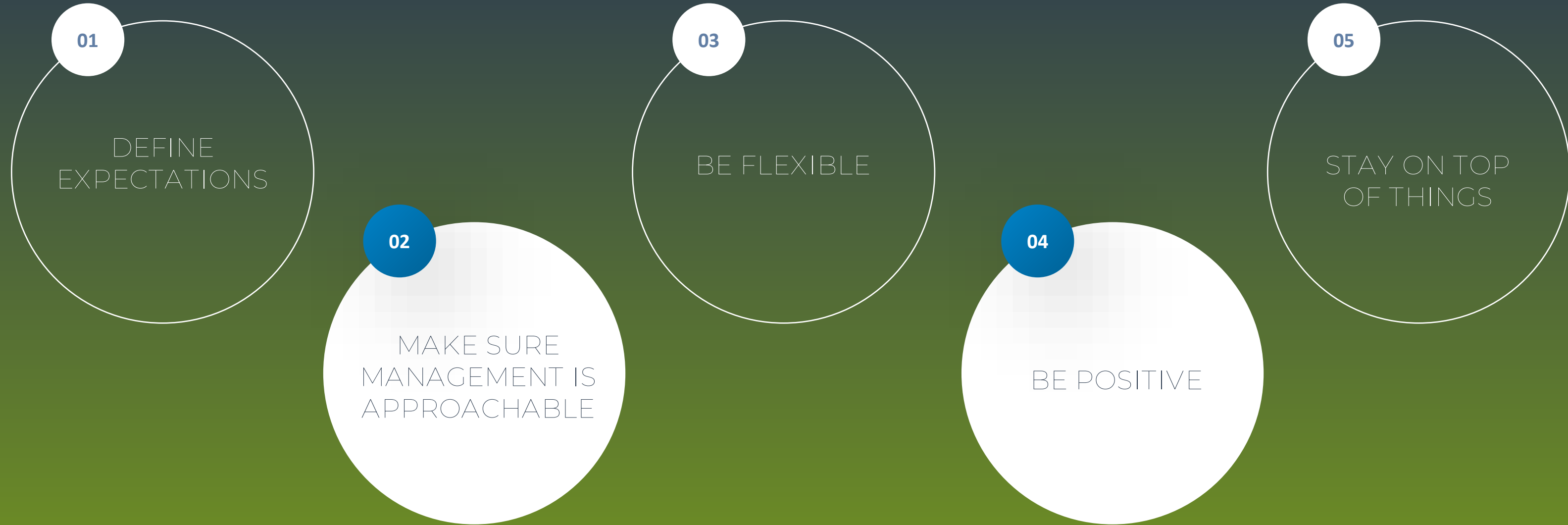
9%  
Problems known to middle managers



74%  
Problems known to supervisors



100%  
Problems known to staff



# FIVE STEPS TO GIVE WORKERS A SENSE OF ACCOUNTABILITY





# HOW CAN YOU REDUCE YOUR PREMIUMS

WWW.SAFCAREBC.CA

## 12 Months of Safety | May 2024 Mental Health

Taking care of your mental health is just as important as your physical health. We have resources to support you.

[LEARN MORE ›](#)

**Learn more about workplace health and safety**



# Get In Touch

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## Social Media



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