From Start to Success
Your COR/OSSE Certification Questions Answered

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What is the COR program?

A **voluntary** employer certification initiative introduced by WorkSafeBC

2002: The program was piloted in the construction sector

October 2008: COR Program Standards and Guidelines was published

2019: An update of the COR program occurred supported by research showing **significant reductions in firm injury rates after certification**

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AgSafe	**AgSafe** ↗	
	Industry: Agriculture	
BCCSA △ BC Construction Safety Alliance	**BC Construction Safety Alliance** ↗	
	Industry: Construction	
(logo)	**BC Forest Safety Council** ↗	
	Industry: Forestry	
BCMSA	**BC Municipal Safety Association** ↗	
	Industry: Local government employers	
ENERGY SAFETY CANADA	**Energy Safety Canada** ↗	
	Industry: Upstream oil and gas	
go2HR	**go2HR** ↗	
	Industry: Tourism and hospitality	
MMM manufacturing Safety Alliance of BC	**Manufacturing Safety Alliance of BC** ↗	
	Industries: Manufacturing, food processing	
SafetyDriven Trucking Safety Council of BC	**SafetyDriven** ↗	
	Industries: Trucking, transportation, warehousing, shipping, logistics	

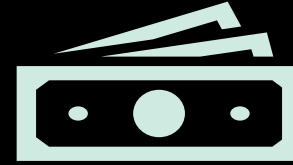## Certifying partners - WorkSafeBC

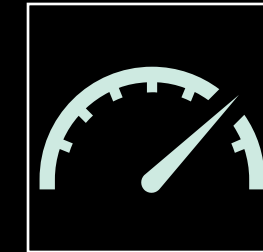COR/OSSE ROI

Lower injury rates

10% WCB Rebate

15% Property Insurance Rebate

Effective connections with contractors

Protections against negligence claims

Reliable performance

The Certification Process

Employer category

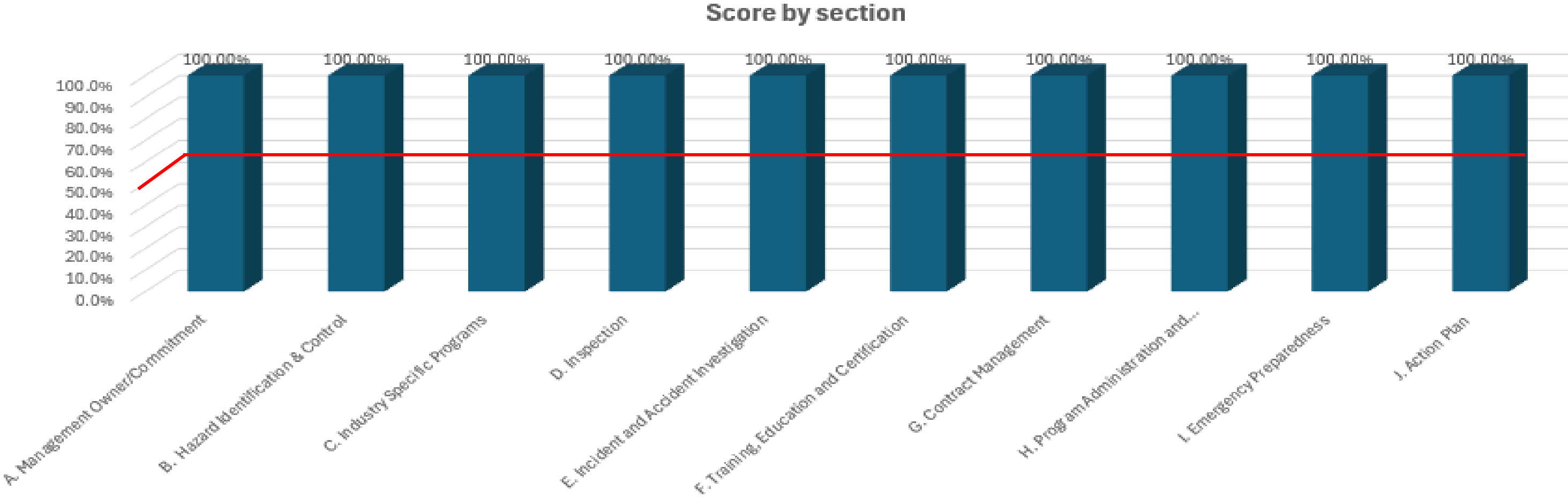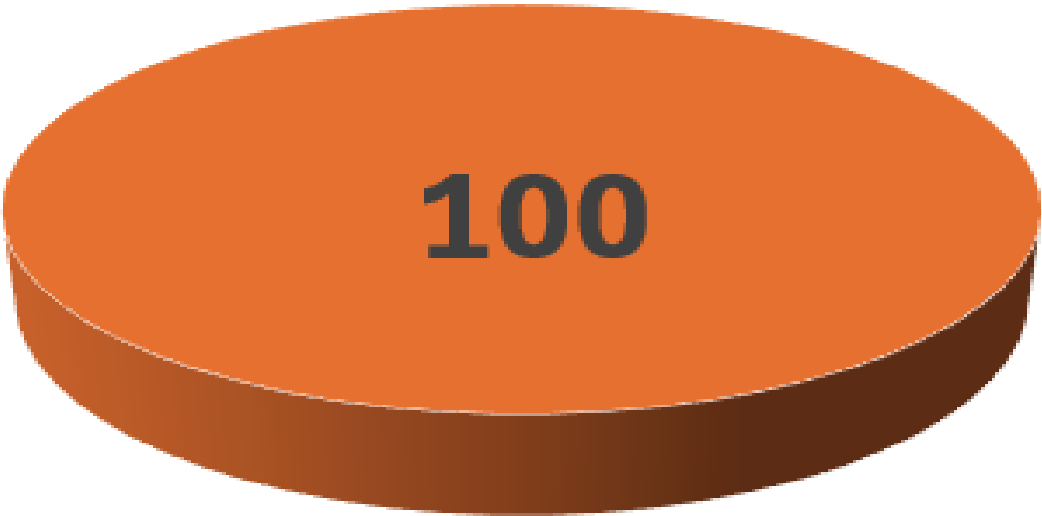**Large**

[20 and more]

Small

[10-19]

Micro

[9 and less]

Micro/Small Employers [1-9] / [10-19] employees

Score by section

100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%

A. Management Owner/Commitment
B. Hazard Identification & Control
C. Industry Specific Programs
D. Inspection
E. Incident and Accident Investigation
F. Training, Education and Certification
G. Contract Management
H. Program Administration and...
I. Emergency Preparedness
J. Action Plan

Total COR/OSSE Audit Score

100

80 PLUS™

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Micro/Small Employers [1-9] / [10-19] employees

Question A.1.1

Does the organization have a health and safety policy?

Does the health and safety policy contain all the key elements?

Scoring Instructions

DOCUMENT REVIEW

A.1.1.1 Safety policy statement (0, 5)	Point awarded	5
A.1.1.2 Includes a statement of responsibilities for all parties - (Managers, Supervisors and Workers) (0, 5)	Point awarded	5
A.1.1.3 Includes safety goal (0, 5)	Point awarded	5
States a commitment to:		
A.1.1.4 Legislative compliance (0, 1)	Point awarded	1
A.1.1.5 Improving the organization safety culture (0, 1)	Point awarded	1
A.1.1.6 Work in a spirit of consultation and cooperation with workers (0, 1)	Point awarded	1
A.1.1.7 Is the policy signed and currently dated (<1 year) by the owner or upper/senior management? (0, 2)	Point awarded	2

OBSERVATION/SURVEY

A.1.1.8 Posted policy or policy made available to staff? (0, 2)	Point awarded	2
A.1.1.9 [S] Is management committed to safety (0, 5)	Point awarded	5
A.1.1.10 [S] Is Communication effective at all levels of the program? (0, 3)	Point awarded	3
	Total points	30

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Tailored COR/OSSE Certification Process-Micro/Small

1) Workshop Introduction
Free 1-hour workshop to go over audit tool

2) Readiness Review [Score estimate]
Free readiness review by audit department

3) Safety advice by Alliance service team to fill the gaps if necessary
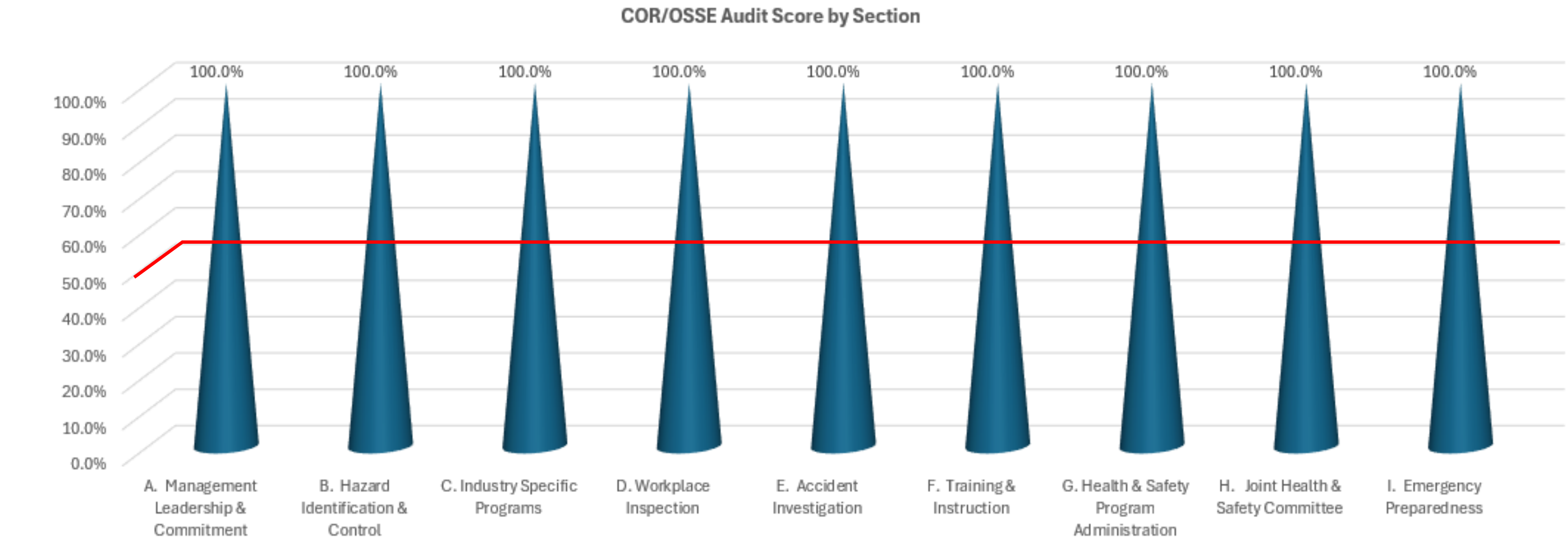
4) Audit

Become a certified auditor by participating in the internal audit course [$349]

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Large Employers [more than 20 employees]

COR/OSSE Audit Score by Section

Total COR/OSSE Audit Score

Large Employers [more than 20 employees]

Question A.1.5
Is the policy readily available and well communicated to all employees?

Links to other Tabs	Go to Audit Summary

DOCUMENT REVIEW

A.1.5.1 Review new-hire documentation, reference documentation given to workers, and safety meeting records. Look for evidence that the policy has been reviewed with workers. If documentation is present, award 5 points. (0, 5)

Point awarded	5

OBSERVATION

A.1.5.2 Review the site to determine if the policy is posted in areas accessible to workers (for example, lunchrooms, coffee rooms or bulletin boards. If yes, award 5 points. (0, 5)

Point awarded	5

INTERVIEW

A.1.5.3 Interview a representative number of workers to determine if the policy has been communicated. Award a maximum of 10 points based on the percentage of positive responses (1-20% = 2 point, 21-40% = 4 points, 41-60% = 6 points, 61-80% = 8 points, 81-100% = 10 points. (0-10)

No. of Workers Interviewed:	1
No. of Positive Responses:	1
% of positive responses	100
Workers interview point	10

Points awarded	10

Auditor's comments	Total points	20

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Tailored COR/OSSE Certification Process-Large

1) Workshop Introduction
Free 1-hour workshop to go over audit tool

2) Free Readiness Review/Gap Analysis Initiation

3) Using Advisory Services mostly free for members

4) Certification Completion
An external auditor evaluates the organization to conduct the audit

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Q&A and Closing

Would you like to arrange a free workshop?

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