

WSIB Policy Agenda 2016

January 1, 2016

OVERVIEW

The Workplace Safety and Insurance Board (WSIB)'s *Framework for Operational Policy Development and Renewal* ("Framework") describes the WSIB's commitment to ensure its benefits and revenue policies are up to date, clear, and provide appropriate guidance to staff and the public as to how they will be applied.

To ensure that the *Framework* supports the WSIB's Strategic Plan and in particular the goal of "Service Excellence", it was recently reviewed and updated. As a result, the *Framework* now reflects the WSIB's updated approach to policy consultation that balances the benefits of consultation with the importance of timely policy development and respect for the finite capacity and resources of both the WSIB and its stakeholders.

It is within the *Framework* that annual Policy Agendas are developed, comprised in part of priority policies requiring substantive revision and stakeholder consultation. In parallel to the substantive initiatives identified in the Policy Agenda, each year a number of policies are identified for "housekeeping"¹ revisions. All policy changes are posted on the WSIB's Policy updates/clarifications page. Unanticipated policy priorities may also need to be addressed as they arise throughout the year.

The 2016 policy priorities are driven by:

- alignment with legislative/regulatory provisions
- strategic directions
- business area requirements
- scientific or medical advances, Appeals Resolution Officer (ARO) / Workplace Safety and Insurance Appeals Tribunal (WSIAT) decisions, court rulings
- external stakeholder input and feedback
- adherence to scheduled policy review dates
- length of time since last substantive review

The 2016 Policy Agenda contains three sections:

- 1) Ongoing Policy Projects
- 2) New Policy Projects requiring substantive revision and stakeholder consultation
- 3) Policies Scheduled for Evaluation and Review

For 2016, Ongoing Policy Projects in **Part 1** is comprised of the Rate Framework Modernization.

For New Policy Projects included in **Part 2**, the appropriate consultation approach to engage stakeholders will be identified. As outlined in the recently updated *Framework*, stakeholders will be engaged through a consultation process commensurate with the impact of the policy issues identified. Regardless of the consultation approach chosen, the WSIB will strive to complete each policy development initiative, including consultation, within 12 months, noting

¹"Housekeeping" revisions are non-substantive changes which include:

- consequential revisions resulting from legislative/regulatory amendments or changes made to other policies;
- correction of outdated or inaccurate information/terminology;
- correction of typographical or grammatical errors; and/or
- updates to legislative references and others.

that in some circumstances there may be exceptions to this. Where circumstances necessitate extending policy development timelines, or where it is known at the outset that a particular policy development initiative will exceed 12 months, the WSIB will communicate this and provide updates as appropriate.

Consistent with the *Framework*, as each policy is substantively updated, or a new policy is created, a scheduled review date is inserted at the end of the policy. This is to ensure policies are regularly evaluated to determine if they are achieving the intended outcomes. Review cycles are a maximum of five years with most new policies and substantive policy revisions evaluated within a shorter timeframe such as three years post-implementation. Policies that are to be reviewed may be formally evaluated either independently or as part of a larger program review. **Part 3** of the Policy Agenda includes policies that will be reviewed in 2016.

POLICY AGENDA 2016 – ONGOING POLICY PROJECTS

Topic	Description	Policy Reference
Rate Framework Modernization	<u>Rate Framework Modernization: Employer Classification, Rate Setting and Experience Rating</u> In 2015, the WSIB undertook stakeholder engagement on a proposed preliminary Rate Framework, considering the recommendations in the <i>Pricing Fairness</i> report released in 2014 by Mr. Douglas Stanley as part of the Rate Framework consultations. As the WSIB moves toward the finalization of a new Rate Framework and a related regulatory framework, a number of policies are being reviewed for potential amendment and removal - new policies may be required.	Reviewing Employer Classification Policies Experience Rating Policies Other OPM policies, as required

POLICY AGENDA 2016 – NEW POLICY PROJECTS

Topic	Description	Policy Reference
Bill 109	Bill 109 amends the <i>Workplace Safety and Insurance Act, 1997</i> (WSIA) by introducing an additional earnings basis that may be used survivor benefits where appropriate, adding provisions to prohibit claim suppression and increasing the maximum corporate penalty for offences under the WSIA. Bill 109 passed in December 2015 and the WSIB will make the necessary policy changes to implement the amendments.	Reviewing TBD

POLICY AGENDA 2016 – POLICIES IN REVIEW CYCLE

Topic	Description	Policy Reference
Loss of Retirement Income Benefits	In 2011, five policies were revised and one deleted to reflect Bill 110 amendments made to the WSIA that impacted the payment of loss of retirement income (LRI) benefits, and non-economic loss (NEL) benefits. The policies contained a requirement to review the policies within five years of the application date which was March 30, 2011 for the policies related to NEL benefits and April 30, 2011 for the policies related to LRI benefits. The three policies relating to NEL benefits have been reviewed since that time as part of the Benefits Policy Consultation and related housekeeping changes. The remaining two LRI benefits policies will be reviewed to ensure they remain consistent with their statutory purpose.	Reviewing 18-03-07, Loss of Retirement Income Benefits (Accidents on or after January 1, 1998) 18-04-17, Loss of Retirement Income Benefits (Accidents from January 2, 1990 to December 31, 1997)