

WSBC – Experience Rating

Calculation is based on:

Injury Year vs Payment Year

Experience rating calculations use specific claim costs. The costs used are associated with claims that occurred in the preceding three year period. For example, the experience calculations for the year:

- 2015 are based on claims that occurred in 2011, 2012 and 2013 and on any payments made on those claims up to June 30, 2014.

2015

Experience rate summary

Base rate: 0.64
ER: 22.3% 0.14
Net rate: 0.78

2014

Experience rate summary

Base rate: 0.60
ER: 28.3% 0.17
Net rate: 0.77

2013

Experience rate summary

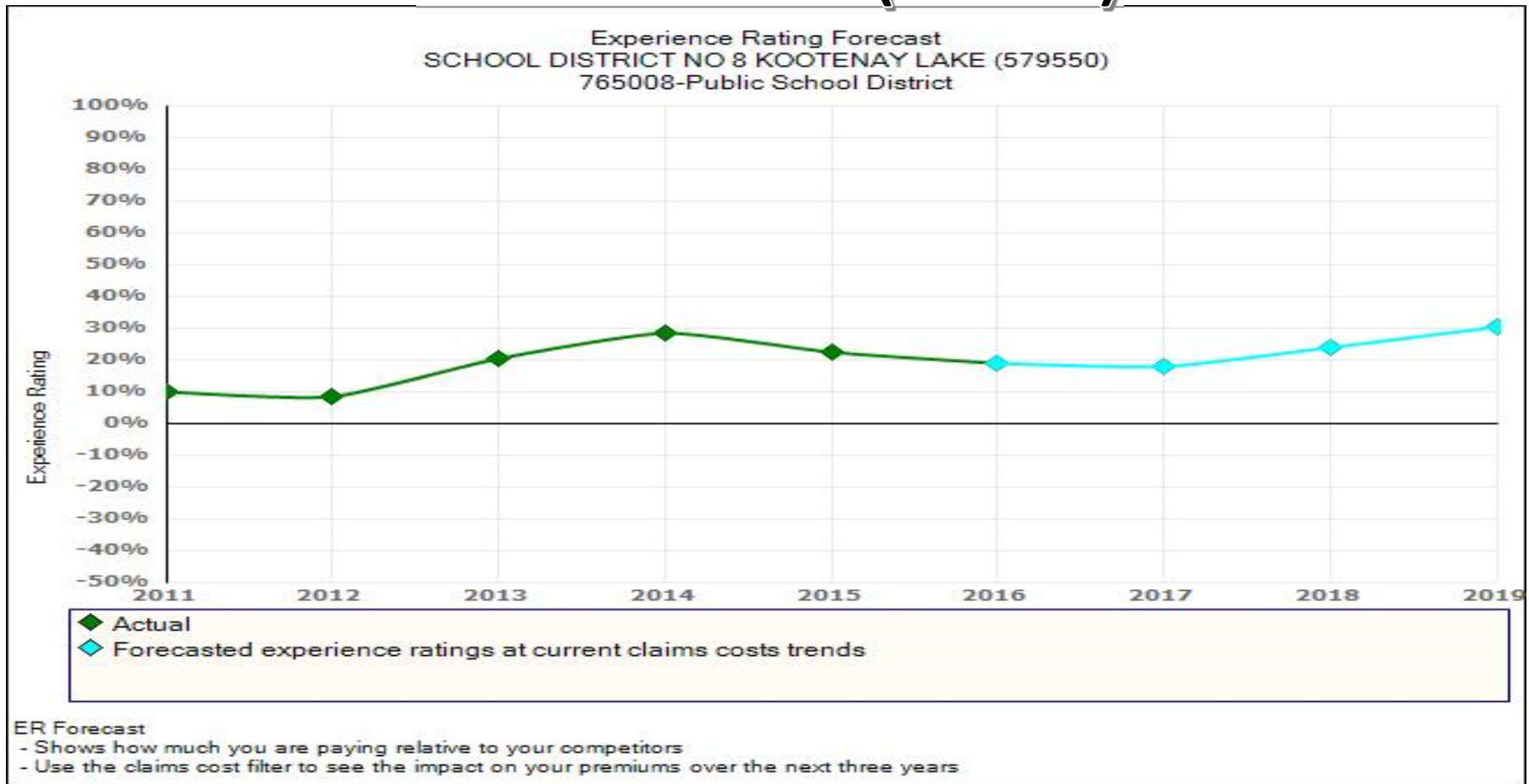
Base rate: 0.55
ER: 20.3% 0.11
Net rate: 0.66

2016

Experience rate summary

Base rate: 0.64
ER: 18.9% 0.12
Net rate: 0.76

WorkSafe BC (WSBC)

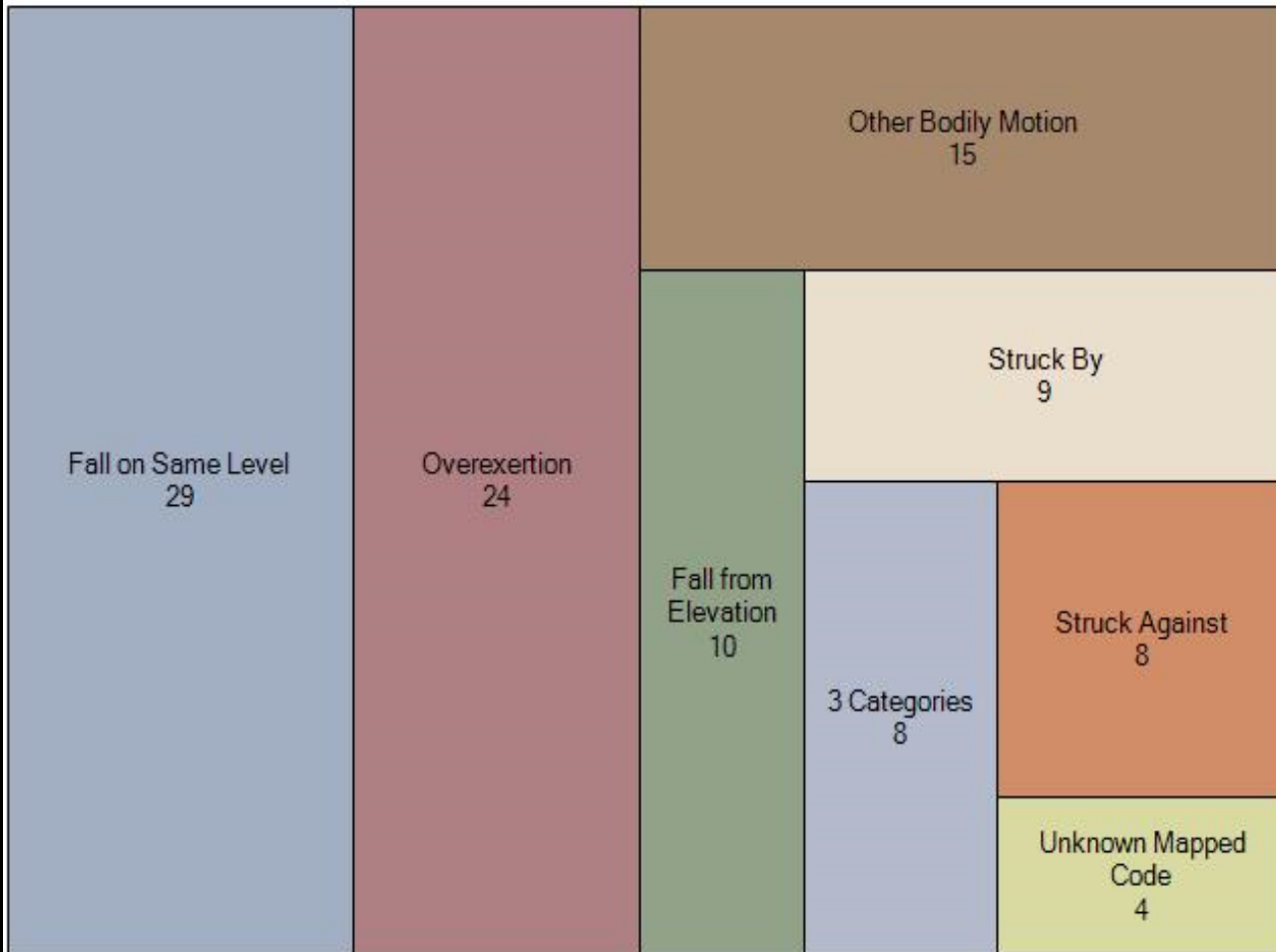


FORECAST DATA

	Data for current Assessment Year 2016			Forecast
	2012	2013	2014	2015
Claim Costs(\$)	243,299	69,406	112,188	112,188
Payroll(\$)	34,647,246	33,755,949	31,475,422	29,194,895

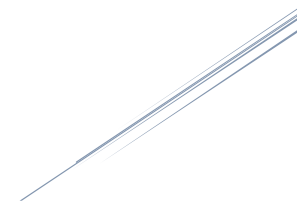
**** Providing supports to employees to return to work earlier = lower experience ratings in the future i.e. GRTW plans, modified duties, etc. ****

Claims Count Map (2011 to 2015 inclusive)
SCHOOL DISTRICT NO 8 KOOTENAY LAKE (#)
Public School District (765008)

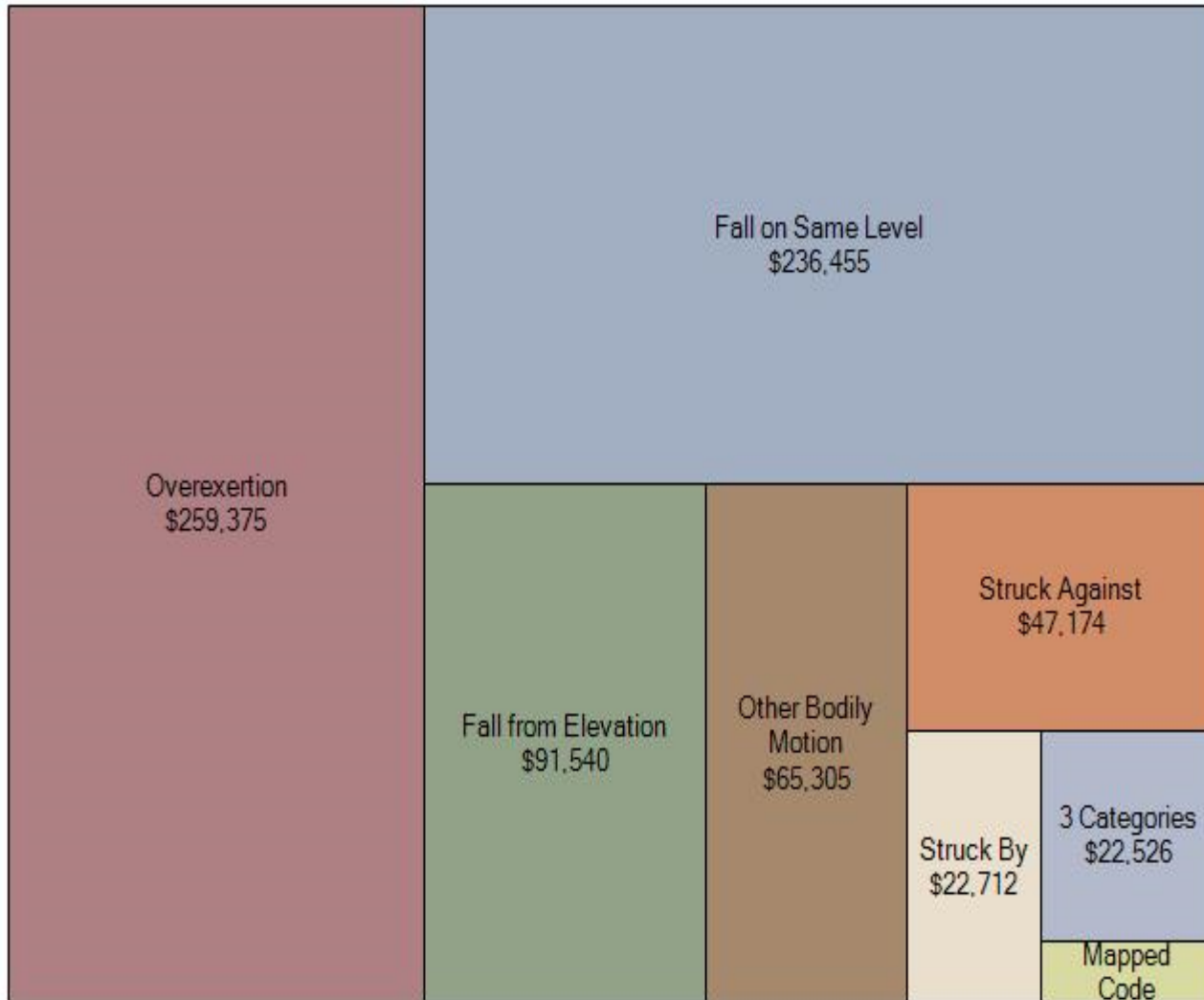


WSBC CLAIMS COUNT 2011 to 2015

- compares the total number of claims to the total cost of claims in various categories
- each colored area represents the appropriate percentage of the total number of claims to total claims costs for that segment of workplace injuries



Claims Costs Map (2011 to 2015 inclusive)
 SCHOOL DISTRICT NO 8 KOOTENAY LAKE (#)
 Public School District (765008)



WSBC CLAIMS COUNT 2011 to 2015

USE OF MAPS:

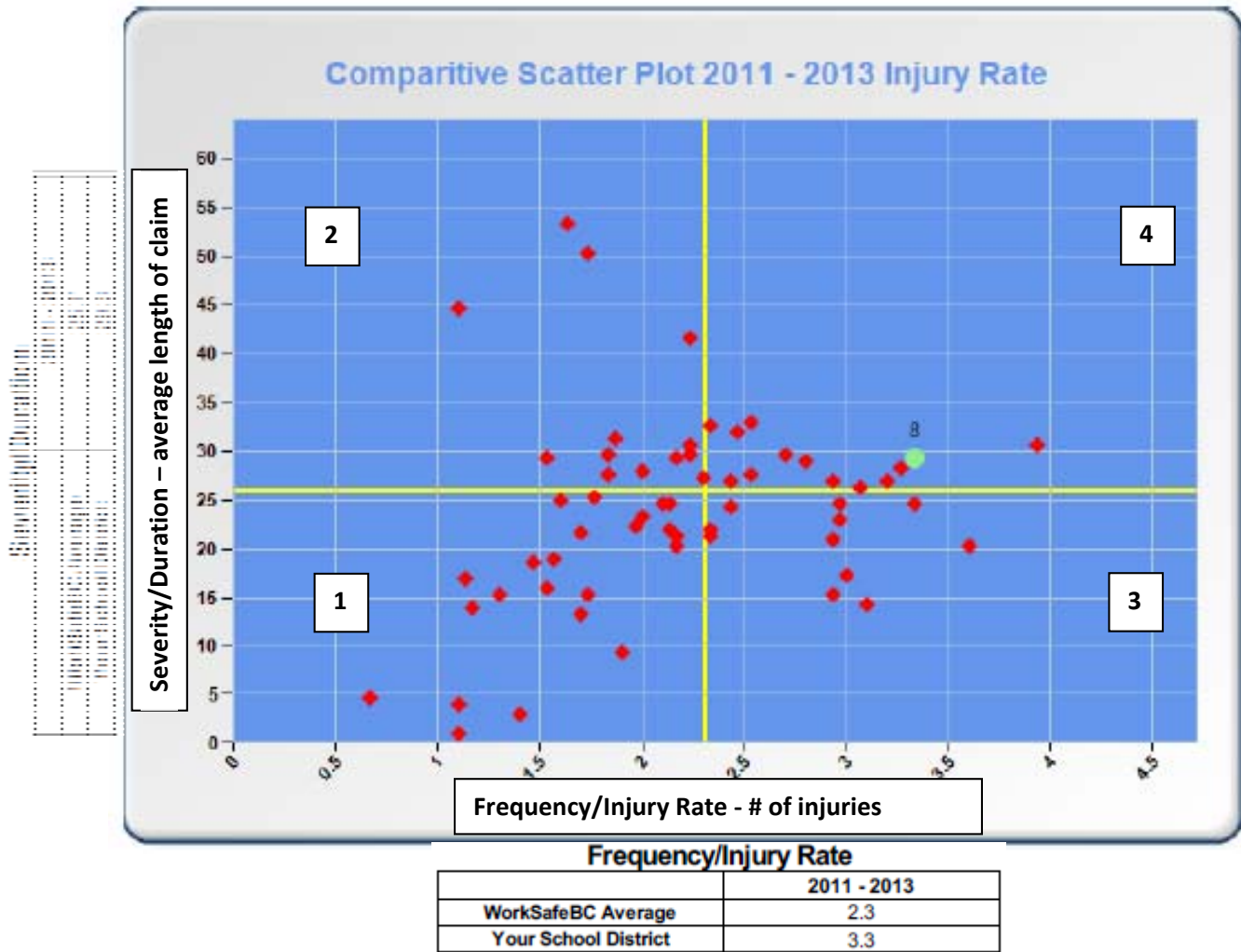
- looking at them individually provides a breakdown of SD8's injuries that can assist in determining areas of focus for us
- comparing the maps (especially when the colored areas are of different sizes) can assist in determining injury prevention versus injury management priorities within each category

WSBC OCCUPATION & AGE RANGE INJURIES

2011-2015

Occupation	Count	Percent	Age Range	Female	Male	Unknown	Total	Age %
Janitors, caretakers and building superintendents	26	24.3%	0 to 14	0	0	0	0	0.0%
Elementary and secondary school teacher assistants	23	21.5%	15 to 24	0	0	0	0	0.0%
Secondary school teachers	15	14.0%	25 to 34	4	0	0	4	3.7%
Elementary school and kindergarten teachers	10	9.3%	35 to 44	11	11	0	22	20.6%
Landscaping and grounds maintenance labourers	8	7.5%	45 to 54	28	12	0	40	37.4%
Bus drivers, subway operators and other transit operators	5	4.7%	55 to 64	24	14	0	38	35.5%
			65+	1	2	0	3	2.8%
Not Applicable	4	3.7%	Unknown Age	0	0	0	0	0.0%
School principals and administrators of elementary and secondary education	3	2.8%	Total	68	39	0	107	100.0%
Specialized cleaners	2	1.9%	Gender %	63.6%	36.4%	0.0%	100.0%	
Other trades helpers and labourers	2	1.9%						
Others	9	8.4%						
Total	107	100.0%						

WSBC – 2015 Annual Report



This scatter plot helps to compare the Injury Rate and Duration performance over a three year period comparing all partner school districts.

Quadrants/Cross Hairs: The scatter plot places school districts in one of four quadrants. The effectiveness of a district's injury prevention and disability management approach determines placement in a particular quadrant. In simple terms,

- The top left quadrant indicates a better than average injury rate (injury prevention) and worse than average duration (disability management).
- The bottom right quadrant indicates a better than average duration (disability management) and worse than average injury rate (injury prevention).
- The top right quadrant indicates worse at both.
- The bottom left quadrant indicates better at both.

Please note both injury prevention and disability management can influence the severity (duration) of the claim.