

TO: The Board of Trustees

FROM: Christine Merner and Colin Roberts

DATE: June 13, 2016

RE: WorkSafeBC Claims Cost Savings Due To Increased Graduated Return to Work (GRTW) Offers

This purpose of this memo is to update the board regarding the projected premium savings due to early and safe Return to Work offers for staff who have lost time from work due to a workplace injury.

Background

In the past, the school district would only bring workers back to work when they were able to perform full duties. This kept workers off work for a longer period even if they were able to contribute to the workplace. Bringing workers back to work on modified duties after an injury allows them to remain connected with the workplace, recover more quickly and lower our WorkSafeBC premiums.

In late 2015, \$27,000 was set aside to allow for workers, who lost time from work due to a workplace injury, to return on a GRTW (as an extra worker) progressing to working on their own. This allowed the District to decrease the number of days lost from work due to workplace injuries.

Data

In comparing the number of days lost due to workplace injuries, during January - May of 2015 vs 2016, we are down 325 lost days in 2016. The decrease in lost days decreases our claims costs which correlates to a decrease in premiums paid to WorkSafeBC by the District.

Claims Costs for Lost Days				
Employee Group	% of Claims for 2016	# of Days Saved Based on % of Claims	Average Daily Salary	Cost Savings (\$)
GVTA	33.33	108	385.92	41,808.00
947	44.00	143	144.60	20,677.80
382	20.00	65	169.52	11,018.80
P/VP	2.67	9	394.05	3,415.10
Total lost time claims savings				76,919.70

Claims costs for 2014	336,095
Claims costs for 2015 (estimated)	336,095
Percent claims costs savings (Jan-May 2016)	23%

Premium Savings Due to 20% Claims Cost Decrease *	
2017	33,261
2018	72,345
2019	86,246
Total savings over 3 years	191,852

***The above calculations are based on projected savings if we maintain our current claims cost reduction percentage (approximately 20%). For example, if we see the same number of lost days (325) for the next 3 years, we will reach the projected total savings.**

According to WorkSafeBC's claims calculator, decreasing our claims costs by 20% will save us \$191,852 over three years (2017-19). Our decrease in claims costs, due to the 325 less lost days, is around 23%.

If we continue to offer GRTW to workers we will hope to see greater savings in the future.