

Certificate of Recognition TERMS OF PARTICIPATION

AgSafe is a Certifying Partner for the WorkSafeBC (WSBC) Certificate of Recognition (COR) program.

A company participating voluntarily must be registered and in “good standing” with WSBC as an employer prior to application and have reported assessable payroll from the previous year in the agricultural industry or be approved for services by AgSafe.

By registering with AgSafe to act as certifying partner in the WSBC Partners in Injury and Disability and Prevention Program, the information provided to WSBC and AgSafe may be shared between WSBC and AgSafe in order to determine the company’s eligibility to receive COR. This information may include details of the account registration(s), industry classification(s), operating location(s), number of workers, the value of the payment, and if denied an incentive payment, the reason(s) why. AgSafe uses the information solely for the purpose noted above. Confidential information will not be disclosed to third parties. We recognize that your privacy is valuable, and all reasonable measures will be made to protect it.

Companies are obligated to keep AgSafe updated if their company name, company ownership, WSBC account number, WSBC CU number(s) and/or change of address. Program requirements differ depending on the company size. The company must immediately inform AgSafe if their company size changes (under/over 20 employees). WSBC incentive payments may not be issued if this information is not kept current or other WSBC requirements are not met. Inform AgSafe immediately of any changes.

The Occupational Health and Safety Management System must meet AgSafe’s COR standards to be recommended to WSBC to receive consideration for the WSBC incentive payment and COR certification. COR participants are not exempted from compliance with any of the provisions of the Workers Compensation Act and Regulation.

PROGRAM CERTIFICATION

An employer’s COR certificate is valid for three years. Once an employer receives a COR in a given year, annual maintenance audits are required for the following two years to maintain certification.

Audit Schedule

SMALL EMPLOYER (19 OR LESS EMPLOYEES)

Year One	Certification Audit	Internal	Must Pass
Second Year & Third Year	Maintenance Audit	Internal	*
Fourth Year	Re-Certification Audit	Internal	Must Pass

LARGE EMPLOYER (20 OR MORE EMPLOYEES)

Year One	Certification Audit	External	Must Pass
Second Year & Third Year	Maintenance Audit	Internal or External	*
Fourth Year	Re-Certification Audit	External	Must Pass



All companies have the option of engaging External auditors in place of their internal auditors. All external auditor costs are paid for by the company being audited.

WSBC will issue a COR to an employer at its account level. An employer who is assigned multiple classification units may include one or more of its classification units in its certification audit. The same classification units are included in the employer's maintenance audit.

COR FINANCIAL INCENTIVE

An employer with a valid COR is eligible to receive a financial incentive credited to their assessments account for each year they hold a COR, and where none of the exceptions to COR financial incentive eligibility apply. Financial incentives are calculated using 10% of the employer's base assessment premiums for each classification unit included in the employer's COR.

Example: $CU \text{ Base Rate} * \text{Assessable Payroll of Previous Year} / 1000$

Minimum annual financial incentive is the lesser of \$1,000 or 75% of the premiums paid by the employer for the financial incentive year being calculated. Click [here](#) for AgSafe's online estimate calculator.

If an employer has an outstanding balance of more than 30 days related to its account, the financial incentive will be applied to the amount owed to WSBC and any remaining balance will be paid to the employer if applicable.

EXCEPTIONS TO COR FINANCIAL INCENTIVE ELIGIBILITY

Failure to report payroll

WSBC will notify the employer of the deadline to submit payroll for the purpose of the annual COR financial incentive. An employer will lose its financial incentive for an eligibility year if it fails to report payroll by this deadline.

Convictions and administrative penalties

An employer will not receive a financial incentive for any year in which a violation occurs that results in:

- the employer being convicted by a Court of a violation of the Act and/or OHSR; or
- the employer receiving an administrative penalty under section 196 of the Act.

By participating in this program, the company agrees to be subject to verification audits related to the participating accounts. Verification of the audit may be triggered randomly, by internal AgSafe review, or if there is an indicator where there has been a failure of an OHSMS. Failure of an OHSMS determined by way of a WorkSafeBC initiated verification audit ("WIVA") may result in a decertification.

TERMS OF PARTICIPATION ARE SUBJECT TO CHANGE