



PSHSA and Schedule 2 Firms – Working Together

Your Partner in Health & Safety

The Public Services Health & Safety Association (PSHSA) is a not-for-profit association created by the amalgamation of three respected health and safety leaders - Education Safety Association of Ontario (ESAO), the Municipal Health and Safety Association (MHSA), and the Ontario Safety Association for Community and Healthcare (OSACH). A Health & Safety Ontario partner, PSHSA works with Ontario public service sector employers and workers to reduce workplace risks and prevent occupational injuries, illness and disease.

Located across the province, our consulting teams provide prevention and safety advice, information and training based on best practices and ongoing research. Together they serve more than 9,000 organizations and 1.2 million workers in municipalities, universities and colleges, hospitals, long-term care homes, school boards, police and emergency services, and community care providers.

What is the difference between Schedule 1 and Schedule 2?

In Ontario, employers covered by the Workplace Safety and Insurance Act are categorized as either Schedule 1 or Schedule 2 employers. Schedule 2 employers are recognized as separate and distinct from all other employers (who fall under Schedule 1) as they are individually responsible for the full cost of the injury and illness claims filed by their workers. The Workplace Safety and Insurance Board (WSIB) maintains full authority over the Schedule 2 claims entitlement process and bills actual benefit costs plus a 25% annual administration fee to Schedule 2 employers. Schedule 1 employers operate under the collective liability insurance principle, where Schedule 1 employers pay premiums into an insurance fund administered by the WSIB.

Who falls into Schedule 2?

Schedule 2 employers include government and other public and privately held organizations funded by public funds from federal, provincial and/or municipal governments. Diverse work environments are represented from the education, municipal and healthcare sectors as well as government and agencies, including:

- Provincial Government & Provincial Agencies
- Municipal Government
- School boards
- Police, fire and paramedics
- Long-term care
- Colleges
- Housing

PSHSA serves 98% of the Schedule 2 firms across the province.

Uniqueness of Schedule 2 Firms

PSHSA recognizes the different needs of Schedule 2 employers and is motivated to work collaboratively to achieve our common goals.

Schedule 2 firms can be quite large organizations with complex infrastructures. For example, employers such as municipalities and school boards have multiple sites and many different departments. With the large number of employees and the broad range of potential hazards in these workplaces, many Schedule 2 employers have established internal occupational health and safety departments, staffed by health and safety professionals.

These organizations usually require a different level of service from PSHSA, than smaller employers might require. For example, a smaller firm may contract PSHSA to provide health and safety training to staff. Most Schedule 2 firms have corporate health and safety resources who provide leadership in ensuring their organizations are meeting health and safety requirements. Further, they often have the capacity to provide training/education and assist in the development and implementation of safety initiatives. Leveraging this internal expertise, PSHSA can provide a customized delivery of training and educational programs through a knowledge transfer model such as a Train-the-Trainer program.

PSHSA Customized Services for Schedule 2 Firms

Schedule 2 firms often tend to have robust and complex health and safety programs. For these firms, PSHSA offers specialized services, including:

- Specialized expertise in ergonomics, infection prevention and control, occupational hygiene, public health and occupational illness prevention.
- Unique selection of hands-on training, from confined space to trench safety, and from asbestos management to respiratory protection fit testing.
- Detailed assessments and reports on individual health and safety program components such as safe driving, workplace violence prevention, or infection prevention and control.
- Customized auditing of the health and safety program as a whole, resulting in a report that summarizes program strengths and identifies gaps at the time of the audit.
- Various specialized courses for emergency services.

Although WSIB incentive programs such as Safety Group and Workwell are not available to Schedule 2 firms, PSHSA offers a customized approach to enhancing your health and safety program that:

- Involves the senior management of your organization, and
- Considers your health and safety program in its entirety or at a specific level.

PSHSA also offers French Language Services across the province, and can act as a link to a broad range of services across the Ontario Prevention System.

There are many opportunities for Schedule 2 firms and PSHSA to work together to ensure worker health and safety. Working with PSHSA consultants offers the opportunity for input from a third party observer as well as a chance to benchmark your organization's health and safety program performance. Please feel free to contact the Regional Director serving your area for further information.

For further information on Schedule 2, view the Schedule 2 Employer Guide, available free to download from the WSIB website at www.wsib.on.ca Home > Employers > Employer Reference > Schedule 2 Employer Guide.