



IHSA advances health and safety management in Ontario

The Certificate of Recognition (COR™) is a well-established Canada-wide program that assesses and develops a company's health and safety management system. The most important benefit you get from COR™ is that it helps you protect your workers and make sure everyone goes home safely at the end of each shift. However, being COR™ certified also gives your company a competitive advantage.

Although the COR™ program is new to Ontario, it's already thriving in other provinces across the country. It began in Alberta more than 20 years ago, and now every province and territory has it except Quebec and Prince Edward Island. The Infrastructure Health & Safety Association (IHSA) brought COR™ to Ontario because of its record of improving the health and safety performance of companies that complete the program. "Within three years, we expect to see a positive change in the performance records of a certified company," says Carlos Figueira, Acting Manager for COR™ at IHSA. "The program can have an even greater result when larger companies require their subcontractors to follow the COR™ principles and become certified as well. In many provinces and territories, it's a pre-qualification requirement for contractors."

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The goal of COR™, which is endorsed by the Canadian Federation of Construction Safety Associations, is to promote workplace behaviour and practices that will lead to a reduction in injury and illness. Originally, it was created for the construction industry, but it has moved into other sectors. More than 170 firms, representing each of the sectors that IHSA serves, have already registered for COR™ and more are coming on board each month. Approximately one third of those registered are general contractors.

Gain a competitive advantage

When you go through the process and achieve COR™ certification, you will identify the problems in your health and safety program and develop ways to fix them. One of the elements of the COR™ program is Management Review. To complete this element, a company must have a formal management policy that requires an annual written evaluation of their entire health and safety management system. This means that you will evaluate and improve your health and safety management system on an ongoing basis, and as a result, fewer workers will get hurt.

The audit system that COR™ uses is recognized by industries throughout Canada. Therefore, COR™ is ideal for showing your potential clients that your company has an active and up-to-date health and safety management system—something many clients require. In fact, you could qualify ahead of others for certain jobs because you are COR™ certified.

COR™ can also help your company attract and keep the best talent. When prospective employees learn



that your company is COR™ certified, they know that you are looking continuously for better and more innovative ways to create a safe work environment. Employees will feel comfortable in your workplace and will be proud to work for you.

How to achieve COR™

COR™ is an ongoing process of implementing health and safety strategies, evaluating their effectiveness, and revising them for improvements. You will need to take the following steps to achieve COR™.

STEP 1 Fill out the application form.

Visit ihsa.ca, complete the one-page COR™ application form, and submit it to IHSA. By doing this, you demonstrate your company's commitment to maintaining a safe workplace.

STEP 2 Take the necessary training.

The next step is to complete the necessary IHSA training. A representative from senior management must take IHSA's *COR™ Essentials* course. This is a half-day course that describes management's role and responsibilities in health and safety and explains how health and safety management systems work. It also covers ways of improving the company's bottom line and reducing liabilities. In addition to this course for senior managers, one full-time permanent employee must take the following three IHSA programs:

- *COR™ Essentials*
- *Basic Auditing Principles*
- *COR™ Internal Auditor*.

The person who takes those courses will become the company's **internal auditor**.

STEP 3 Complete an internal audit.

Once the training is complete, the employee who was designated to be the company's internal auditor uses IHSA's **COR™ Audit Tool** to conduct an internal audit of the company's health and safety management system.

STEP 4 Complete an external audit.

An IHSA auditor will review the documentation from the internal audit. Then he or she will complete an external, third-party audit of your company's health and safety management system. Upon successful completion of the internal and external audits, IHSA will issue your company the **Certificate of Recognition**, which is valid for three years. IHSA will also issue your company a **Letter of Good Standing**, which is valid for one year.

Once you receive the Certificate of Recognition and Letter of Good Standing, the designated employee must complete an annual internal audit for the following two years in order to receive a Letter of Good Standing for years two and three. At the end of year three, after the designated employee completes the annual internal audit, an IHSA auditor will conduct another external audit. Once again, if both the internal and external audits are successful, IHSA will issue the company another Certificate of Recognition that will be good for three years.

Get started today

For details about the program, training, audit tool, and application process, visit ihsa.ca. If you have questions, call IHSA customer service at 1-800-263-5024 or contact your local IHSA consultant. To find out who is serving your area, simply visit the Consulting section of our website.