

PRIME Program - Path 1

Frequently Asked Questions

April 2023

1. What is changing under the revised PRIME program?

There are several things that are changing:

- The PRIME assessment limit, which helps to determine size, will change from \$48,000 to \$10,000.
- How employers are categorized will change from Small, Medium, and Large to Path 1, Path 2 and Path 3. Construction will not change.
- Your workplace's PRIME practice refund requirements will be based on your employer category.
 - **Path 1 – OHS Education:** Employers with less than \$10,000 average assessments and nine workers or less at each worksite (fewer than 20 workers for federal worksites).
 - **Path 2 – OHS Essentials (2024 Roll-out):** Employers with less than \$10,000 average assessments and 10 or more workers at any one worksite (20 or more workers for federal worksites).
 - **Path 3 – OHS Leadership Certification (2025 Roll-out):** Employers with greater than or equal to \$10,000 average assessments.
- All employer categories will require either return-to-work education or incorporation of return-to-work in their OHS program.
- Other safety certifications (i.e. COR™) for non-Construction employers will be recognized.

2. What is staying the same under the revised PRIME program?

- Financial incentives remain the same for practice refunds and experience refunds or charges.
- Employers must still pass their practice requirements to access the experience component.
- The PRIME audit process for Path 2 will stay the same.
- Construction employers will still require COR™ certification.

3. When will the new PRIME requirements change?

The revisions to the PRIME Program will start to roll out as follows:

- 2022: Current PRIME program still in effect for all employers.
- 2023: First year for Path 1 – OHS Education employers
- 2024: First year for Path 2 – OHS Essentials employers
- 2025: First year for Path 3 – OHS Leadership Certification employers (tentative)

4. How do I know if I am Path 1?

If you pay less than \$10,000 in annual average base assessments over the last three years and are a provincial employer who regularly employs nine or less workers (fewer than 20 for federal workplaces) at every worksite location, you are considered a Path 1 employer. When you file your online Annual Employer Statements in 2023, we will calculate your Path. If your calculation indicates you are Path 1, you will be notified via email or mail.

5. How do I know if I am Path 1?

By the end of 2023, Path 1 employers will be required to have a trained Worker Health and Safety Representative or Designate in place and complete the Introduction to Return to Work course. Information about these can be found on the WorkplaceNL Certification Training Registry (CTR) at <https://ctr.bluedrop.io>.

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6. If I already have the worker health and safety representative/designate course completed, do I need to complete it again?

No, if you have a worker who has a valid OHS committee, Worker Health and Safety Representative or Designate Certification, you do not need to complete it again.

7. Does the same worker have to complete all the courses?

No, courses can be completed by different workers. For example, one worker could complete the Worker Health and Safety Representative or Designate Certification and another could complete the Return to Work course.

8. How do I access the courses I need to complete?

All courses will be available in the WorkplaceNL CTR under the PRIME section.

9. Is there a cost for the five courses that need to be completed over the next three years?

There is no cost for the five required PRIME courses offered by WorkplaceNL. The cost of completing the Worker Health and Safety Representative or Designate Certification offered by WorkplaceNL-approved providers is the responsibility of the employer.

10. How will WorkplaceNL know I have met the requirements for Path 1 (i.e. the required courses completed)?

WorkplaceNL will validate the completed course through the WorkplaceNL CTR. Employers will be required to claim their network on the CTR and link their workers to their account. To learn more about claiming your network on the CTR, view our How-to Guide at <https://bit.ly/3GhdsdN>.



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