

## What's New in PRIME?

PRIME is WorkplaceNL's employer incentive program. Through PRIME, employers can lower their assessment rates by meeting the PRIME practice requirements and managing claim costs through early and safe return-to-work programs.

Under PRIME, employers can receive two types of financial incentives:

- **PRIME Practice Incentive:** Employers may receive a five per cent **practice refund** on their average annual assessments by having good OHS and return-to-work programs in place.
- **PRIME Experience Incentive:** Employers who manage their claims costs through early and safe return-to-work programs can receive an **experience refund**, while employers with high claim costs may receive an **experience charge**. You must first qualify for a practice refund to be considered for an experience refund. However, employers will always be subject to experience charges if applicable.

Submit your annual employer statements to WorkplaceNL online through **connect** by the end of February each year to be eligible for a PRIME refund.

### 2024 PRIME Requirements

To qualify for a PRIME practice refund, your requirements are:

Practice Requirement	Employer Category		
	Path 1	Medium	Large
OHS and RTW Education (two courses)	X		
OHS Committee, WHS Representative or Designate	X	X	X
OHS and RTW Policy Statements		X	X
Injury Reporting		X	X
OHS Program		X	X
RTW Program			X

Your PRIME requirements are based on your Employer Category. For 2024, there are three Employer Categories and Path 1 includes more employers (see below):

- **Path 1: OHS Education:**
  - **UPDATED for 2024:** You pay less than \$10,000 in average base assessments and have less than 20 workers at each worksite (updated from 10 to 20 workers in 2024 due to an amendment to the OHS Act on the required number of workers for an OHS Committee),
  - **NEW for 2024:** You pay less than \$10,000 in average base assessments and have 20 or more workers at any one worksite (with added committee and minutes check), or
  - **NEW for 2024:** You pay \$10,000 or more in average base assessments and less than 20 workers at every worksite
- **Medium Employer:** At one or more worksites, you employ 20 or more workers and you pay greater than or equal to \$10,000 and less than \$48,000 in average assessments.
- **Large Employer:** At one or more worksites, you employ 20 or more workers and you pay \$48,000 or more in average assessments.

The number of workers at each site includes all managers, non-managers and owners or operators.

Employers in the construction industry must be COR™ certified with a valid Letter of Good Standing from the Newfoundland and Labrador Construction Safety Association to be considered for PRIME refund.