

2024 assessment rates available

WorkplaceNL's 2024 average assessment rate is \$1.73 per \$100 payroll. This includes a temporary discount of \$0.21, which will remain in effect until the funded ratio reaches 110%. As of December 31, 2022, it was 116.2%.

You can view your rate notification letter by logging into your MyWorkplaceNL account.

The rate discount varies depending on your Newfoundland Industrial Classification (NIC) code. The examples below show the effect of the discount for employers classified in NIC codes 4241- Plumbing and 6011- Supermarket.

NIC 4241 - Plumbing

Actual Assessment Rate	\$1.55
Effect of Rate Discount	<u>-\$0.16</u>
Net Assessment Rate	<u>\$1.39</u>

NIC 6011 - Supermarket

Actual Assessment Rate	\$2.13
Effect of Rate Discount	<u>-\$0.23</u>
Net Assessment Rate	<u>\$1.90</u>

PRIME is changing in 2024

A safe and healthy workplace makes good business sense. To help employers better understand their Occupational Health and Safety (OHS) requirements, changes to the PRIME incentive program are continuing.

Beginning March 2024, Path 1 OHS Education employers will include those who:

- Pay <\$10,000 in average base assessments.
- Pay ≥\$10,000 in average base assessments and have <20 workers at each worksite.

Path 1 OHS Education will provide education on OHS responsibilities and the importance of effective return-to-work programs. This knowledge should help small employers improve their safety performance and effectively manage an injury and illness should one occur in their workplace.

Construction industry employers must be COR® certified with the Newfoundland and Labrador Construction Safety Association (NLCSA) to be eligible for PRIME refunds.



2024 maximum assessable earnings

The maximum compensable and assessable earnings (MCAE) used to calculate the maximum assessment employers pay per worker will increase by 5.6 per cent, from \$72,870 to \$76,955 for 2024. Wage-loss benefits for injured workers submitting a new claim whose pre-injury earnings are at or above \$76,955 will also be calculated using this new limit.

WorkplaceNL adjusts the MCAE each year based on the average Consumer Price Index.





Manage your account online with MyWorkplaceNL

Using MyWorkplaceNL, employers can:

- Complete OHS and RTW training courses
- Submit Employer's Report of Injury (Form 7).
- Submit Early and Safe Return to Work (ESRTW) plans for your injured workers.
- Submit Annual Employer Statements.
- Request clearance as a principal or contractor.
- Create a list of hired contractors and automatically receive a notification when a contractor's status changes with WorkplaceNL.
- View monthly Assessment Statements.
- Update 2023 payroll estimates.
- Submit OH&S minutes and manage worksites and committee members.
- View account info, reports and statistics.

MyWorkplaceNL Online Services



Workers



Employers



Health Care Providers



Training



Vendors

Request clearance

All employers, including fish harvesters, wood harvesters and independent operators can request clearance for contract work through MyWorkplaceNL.

Clearance confirms if a contractor has coverage and is in good standing. It clears you of responsibility if the contractor has unpaid assessments.

You can also create a list of hired contractors and receive notification when a contractor's status changes.

OHS legislative changes

In May 2023, requirements for OHS Committees and documented OHS Programs were amended in the Occupational Health and Safety Act. Beginning March 1, 2024, an Occupational Health and Safety Committee will be required in workplaces where there are 20 or more workers instead of 10 or more workers. Where there are less than 20 workers, a Worker Health and Safety Representative or Designate will be required. In addition, employers with 20 or more workers will be required to have a documented OHS program as outlined in the Occupational Health and Safety Regulations.

Early and safe return to work and accommodation

Return to Work (RTW) Facilitators are available free of charge to employers and injured workers to:

- Provide guidance, education and support to assist workplace parties in developing effective RTW plans.
- Educate workplace parties regarding their roles and responsibilities for ESRTW and permanent accommodation.
- Contact health care providers to obtain functional information for the purpose of identifying RTW options.
- Provide feedback and assist workplace parties in identifying creative solutions to barriers impeding the RTW process.
- Educate employers on the benefits of a RTW program and how this will reduce their PRIME costs.
- Education is also available through webinars and an online RTW course.