

WORKSAFENB'S 2019 ASSESSMENT RATE

Workplace injuries and diseases impact people's lives. WorkSafeNB aims to both prevent these injuries and also protect the financial sustainability of the compensation system to ensure workers and employers have long-term, affordable protection.

Simply put, workers must be assured their benefits are protected for as long as they need them, and employers must have rate stability to ensure they are able to continue to fund the system.

The 2019 average assessment rate will increase to \$2.65 from an average rate of \$1.70 collected in 2018. The average rate is increasing because of rising claim costs primarily related to longer claim duration and a steep increase in hearing loss claims.

1. In October 2018, WorkSafeNB announced a 2019 average assessment rate of \$2.92, but in December reduced the 2019 average rate to \$2.65. Why?

The reduced rate is a result of legislative amendments enacted on December 12, 2018. WorkSafeNB reviewed the impact of the legislation and determined an immediate \$94 million reduction in liabilities, resulting in the revised, lower rate for 2019. The legislative changes are expected to continue to reduce liabilities further in the coming years.

While the rate was lowered, WorkSafeNB recognizes that the 2019 rate is still a substantial increase over recent years and presents financial challenges for New Brunswick's employers. We continue to take action to find efficiencies and review all policies and internal practices. We take this situation very seriously and are committed to doing everything we can to stabilize the rates paid by New Brunswick employers and ensure the system's long-term sustainability.

2. In 2019, will all employers pay the average assessment rate of \$2.65?

WorkSafeNB's goal in setting assessment rates is to promote fairness and accountability. An individual employer's rate is a reflection of their own performance as well the performance and risk of their industry and can include an experience rating surcharge or reduction.

To that end, very few employers will actually pay the average assessment rate of \$2.65 per \$100 of payroll. The industry assessment rates in 2019 will range from \$0.53 to \$8.51 per \$100 of payroll.

To learn more about how assessment rates are set or for 2019 assessment rates by industry, visit worksafenb.ca.

3. How can I reduce my assessment rate?

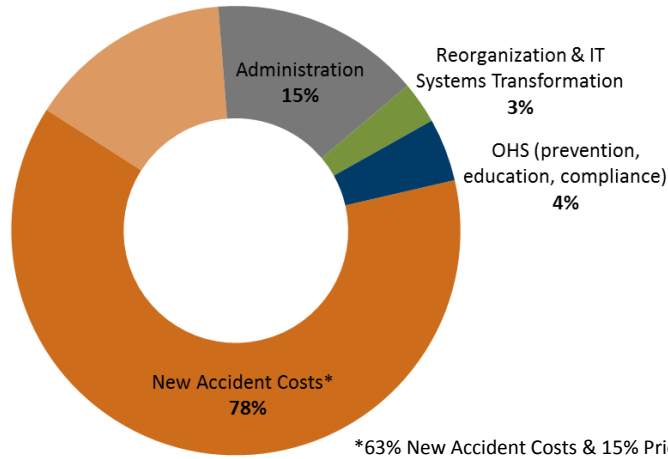
A good first step is to develop a comprehensive workplace health and safety program which includes ensuring all employees have proper safety training, access to proper personal protective equipment such as ear protection in noisy workplaces, and ensuring your joint health and safety committee is operating effectively.

When an injury does occur, helping injured workers recover and return to work as soon and as safely as possible, through options like modified duties and gradual return to work options, will lower your injury costs and, over time, will have a positive impact on your experience rating. However, the best way to reduce your assessment rate remains preventing injuries in the workplace.

4. What does WorkSafeNB do with the assessments collected?

The large majority of assessments collected in a given year go directly towards paying claim costs, with the rest allocated to occupational health and safety efforts, and administration costs.

The breakdown of the 2019 assessment rate is as follows:



5. I understand my payroll is necessary to calculate the total assessments I must pay in 2019. Can I report my payroll online?

Yes, MyServices, an online portal, which can be accessed through worksafenb.ca, lets employers access account information conveniently and securely. On MyServices you can file your Form 100 (employer payroll report) view your current employer balances, communicate directly with WorkSafeNB, and access your cost of claim statements and so much more.

6. Do I have to pay my assessment rate invoice all at once?

We realize paying assessment rates in one lump sum can be difficult. That’s why we offer the Monthly Assessments on Actual Payroll (MAAP) program. MAAP provides employers the option of monthly reporting and monthly payments. The online program can help employers improve cash flow and reduce risks associated with underestimating assessable earnings. Employers can also pay bi-annually (twice a year) or annually.

MyServices

MyServices makes it easy for you to work with us, giving you convenient online access to the services you need most.

Beginning next year, we're going paperless and you'll need to log into your MyServices account, hosted on our secure online portal, to view your rate notice calculation.

Here are just a few of the reasons to register today...

<p>1</p> <p>NEW! Keep your account up-to-date with our new notification service. We'll send you a text or email when your statements become available, when it's time to file your reports, or to remind you of any upcoming deadlines.</p>	<p>3</p> <p>View your account balances, annual rate and assessment notices any time.</p>
<p>2</p> <p>File your Form 100 – Employer Payroll Report. Save time as some information fields are already populated.</p>	<p>4</p> <p>Monitor claims and their costs in real time. Download the information in Excel format so you can identify injury trends and costs. This can help you improve your prevention and return-to-work programs.</p>

For more information on how to register for MyServices, pay your assessment rates or any other information related to understanding your coverage, email assessment.cotisations@ws-ts.nb.ca