

Clock's Ticking



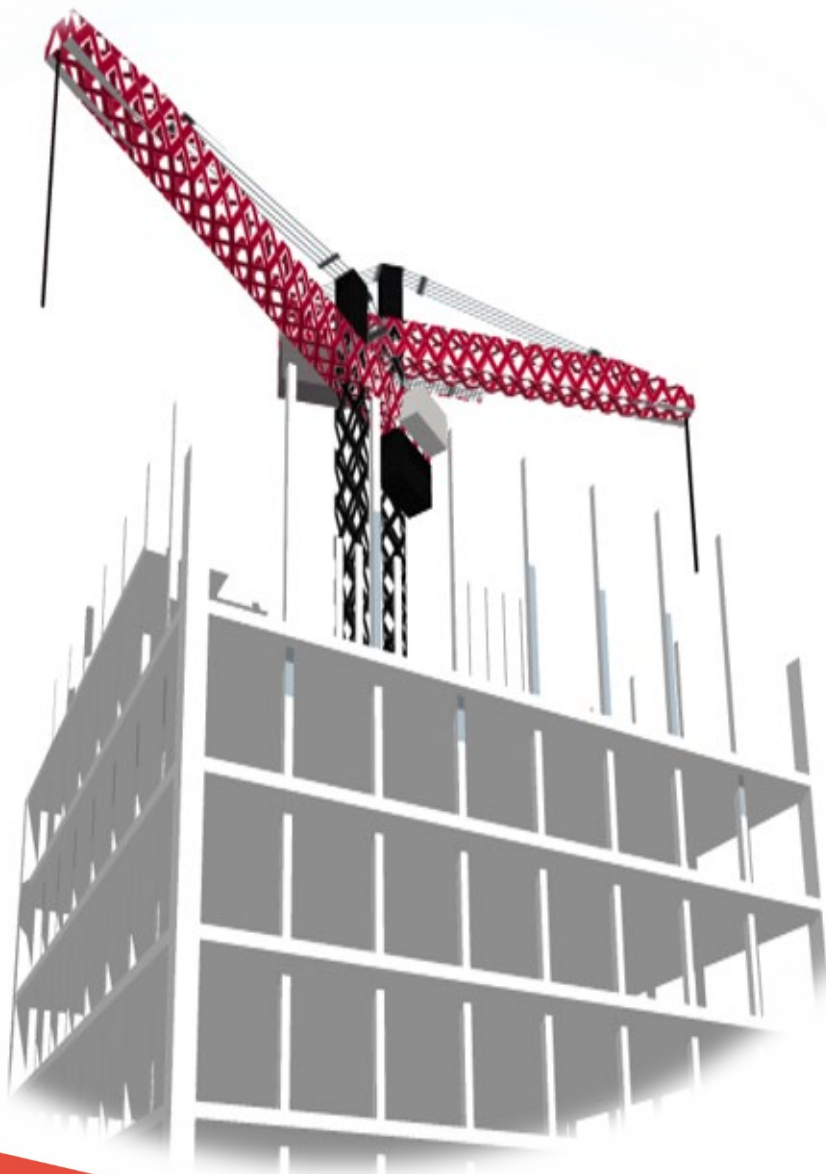
It's Action Time

A Whitepaper on COR™ by:
4S Consulting, August 2019

How to **'achieve'** and **'maintain'**
COR™ easily & effectively?

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Register for our next OGCA
breakfast seminar & find out.



The clock's ticking! Come 2019, for bidding on projects, you'll have to be COR™ certified

In Ontario, COR™ has become a pre-requisite for many organizations such as Metrolinx, GTAA, TTC, Infrastructure Ontario, City of Brampton, City of Milton, and City of Toronto. That's what started the buzz in the early part of 2016.

However, in 2017, the [York Region](#) made COR™ mandatory for bidding for any project in excess of \$150,000. This added to the COR™ impetus, since the small and medium sized companies started joining the race, which was not the case in early 2016. Today, COR™ certification has reached a stage where you just cannot remain registered anymore. The luxury of just remaining registered and bid for projects is soon vanishing. It's time to take action.

[CLICK HERE](#) to check the COR™ requirements of various organizations published by the IHSA.

It's going to be a highly competitive and well-populated space

More companies started realizing that COR™ audits will help them demonstrate how well they evaluate, assess, control, and manage risks for their workers. Companies in Ontario have begun seeing COR™ certification as a serious competitive edge among peers in the project bidding process.

We came across a situation where a company bid for a project at \$750,000. Another company bid for the same project at \$450,000, which turned out to be the lowest bid for that project. However, the buyer decided to go with the first company that bid \$750,000. The reason being the lowest bidding company was not COR™ certified while the higher bidder was. The second company lost the project despite bidding 40% lower.



Being COR™ certified makes the difference



Buyers are increasingly preferring COR certified companies for projects over those who are just registered, irrespective of the bid differences.

Here are 3 points that provide COR certified companies with the competitive edge in the bidding process:

- COR™ ensures that you comply with the legal requirements of the OHSA.
- One of the biggest advantages with COR™ is that it encourages higher worker participation in occupational health and safety process while enhancing your [organizational culture](#).
- COR™ boosts a company's corporate image as one committed towards creating a strong safety culture by attracting safety-conscious buyers.

How does COR™ happen in Ontario?

[IHSA](#) is the only approved provider (registrar) of COR™ in Ontario. IHSA provides the COR™ certification after the successful completion of internal and external audits, which takes approximately 12-18 months. The COR™ certification will be valid for three years from the date of issue. However, IHSA requires the employer to perform and successfully complete internal maintenance audits in year 2 and 3 while complying with the terms and conditions of the COR™ certification. Further, IHSA must approve all the internal audit results. IHSA issues a Letter of Good Standing for year 2 and 3 certifying that the training elements and audit standards were maintained by the employer.

Further, in year 4, the employer must reapply for the COR™ program and kick-start the process again. Key to COR™ certification success lies in an organization's ability to demonstrate consistent application of its OHS program throughout the organization.



COR™ process in Ontario looks at three major aspects:

- Documentation of your policies, processes, and procedures to meet compliance in Ontario.
- Performance of internal and external audits to ensure that whatever is being documented is actually happening.
- Building health and safety culture at the workplace through a health and safety program, which is not dependent on individuals.



COR™ is a part of your Business Strategy

COR™ certification is a process for consistency throughout the organization. You need to start by looking at each element of the COR™ requirements as setting up a process to capture and maintain that information.

That's where it becomes an integral part of your 'business strategy'. Thus, you cannot just perceive COR™ as just another 'business tactic'.

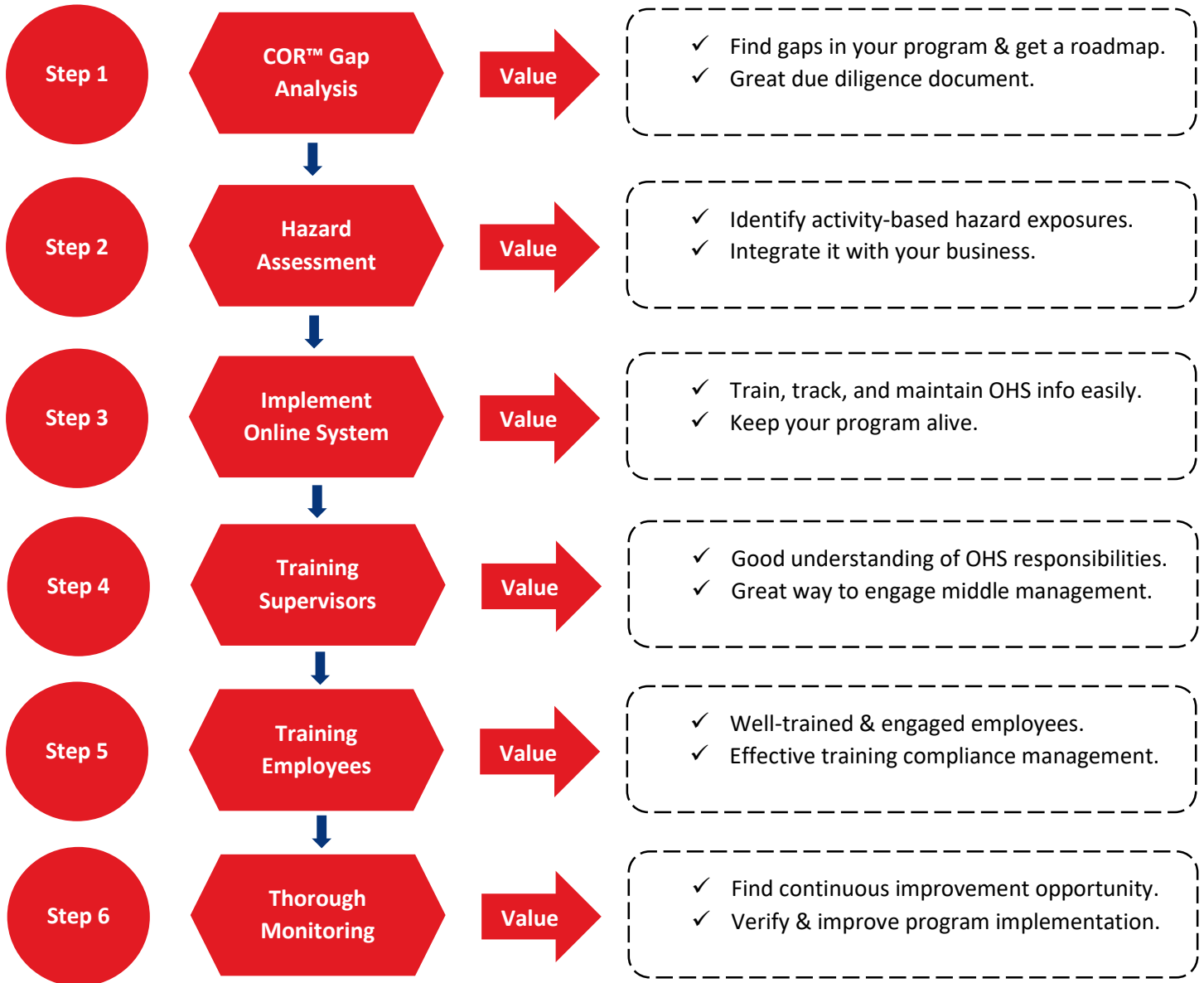
The worst strategy to take for COR™ certification is the act of simply collecting information as one would do during a bidding process.

COR™ looks at a working system and proof of documentation on the activities that happen in an organization.



6 step implementation of the 'COR™ Strategy' with help from a COR™ support partner

Once you have established a process, you must set up resources that you will require to get started with the certification.



4S has created this scientific process for achieving & maintaining COR™ based on its integrated approach of consulting, technological expertise, and training that has helped make the COR™ journey for many GCs easy and effective.

Why have 4S Consulting as your COR™ Support Partner?

An innovative occupational health and safety company, 4S is the only workplace safety services provider that helps its clients in building a strong and sustainable safety culture. Our revolutionary approach of tightly integrating software, consulting, and training from senior management to frontline workers has been making a big difference for its clients with regards to building a sustainable safety culture.

Our strong methodology helps clients not only achieve COR™, but also in maintaining COR™ in Ontario. We help companies protect their employees with a “live” OHS program that keeps their program and training requirements current as regulations are updated, and staff and business needs change. We support clients from start-to-finish for getting COR™ certified in Ontario. We are Associate External COR™ Auditors of the IHSO in Ontario.

COR™ will be aligned to WSIB’s new incentive programs starting 2020. Further, it will also be aligned to WSIB’s accreditation program. You will be able to take advantage of all these incentive programs as you are going through your 4S COR™ support journey.

COR™ Certification involves lot of leg-work:

- Conducting thorough risk assessment and hazard assessment.
- Developing/updating policies, procedures, and SJP/SWPs based on COR™ standards
- Ensuring comprehensive training and record management of employees
- Performing regular site inspections to ensure everything is in compliance
- Interviewing managers and workers to check their levels of understanding of the program
- Preparing H&S manual
- Constant monitoring
- Organizing loads of vital documents
- Setting and following strict project timelines



Your COR™ Support partner



4S breakfast seminar on sustainable tools to achieve & maintain COR™

With more and more companies becoming COR™ certified, buyers are increasingly choosing COR™ certified companies over those who are just registered, irrespective of the bid differences. [READ MORE.](#)

There are many tools in the market to support you with COR™. However, how do you choose the right tool that will assist you in achieving and maintaining COR™? That's the big question. Often, by the time companies realize that they have chosen a tool, which is a complete misfit, they're deep into their COR™ journey by when they would have invested a good sum of money, man hours, and team efforts.

We will provide you with tips and recommendations that will help you choose the right tools that will work for your business.

Learn more from expert COR™ Consultant / Associate External COR™ Auditor of the IHSA about how to choose the right tools that will help you get COR™ certified and maintain the certification:

- Get to know more about sustainable options that can be customized to your company's requirements to support you with COR™.
- How to choose the right online tools to make COR™ compliance quick and easy?
- Understand ways of managing your documentation quick and easy using online tools that integrate with your business flow.
- Learn how integrating your JHA with your system can make a difference.
- Explore how a built-in LMS coupled with record management can make your COR™ process easy, quick, and effective.

[CLICK HERE](#) to book for the next COR™ Seminar.

For more info on our COR™ Assistance Service, help with online systems, or COR™ Gap Analysis:

Write to us at: info@4sconsult.com; Telephone: (905) 532 1488; Website: www.4sconsult.com

