

TERMS OF PARTICIPATION

1. go2HR is a certifying partner for the COR program.
2. Each participating company must have been registered with WorkSafeBC as an employer prior to application and have reported assessable payroll from the previous year in the tourism and hospitality industry or be approved for services by go2HR.
3. Program requirements differ depending on company size, the company must immediately inform go2HR if their company size changes (under/over 20 employees). Companies are also obligated to keep go2HR updated if their company CU, employer ID, or address changes. WorkSafeBC rebates may not be issued if this information is not kept current.
4. Health and safety program must meet go2HR’s COR standards in order to achieve certification, and employers must be in good standing with WorkSafeBC in order to be eligible for their rebates.
5. The Certificate of Recognition is renewed every three years, providing all of go2HR’s COR Standards are met and certification is maintained.

6. Audit Schedule

LESS THAN 20 EMPLOYEES

COR Requirement (First Year)	Certification Audit	Internal	Must Pass
Second Year	Maintenance Audit	Internal	*
Third Year	Maintenance Audit	Internal	*
Fourth Year	Re-Certification Audit	Internal	Must Pass

20 or MORE EMPLOYEES

COR Requirement (First Year)	Certification Audit	External	Must Pass
Second Year	Maintenance Audit	Internal	*
Third Year	Maintenance Audit	Internal	*
Fourth Year	Re-Certification Audit	External	Must Pass

* Maintenance audits should be passed on the same basis as certifying audits, but the most critical element of these audits is generating an action plan to address deficiencies.

7. All companies have the option of opting for External audits in place of their internal audits.

8. All external audit costs are paid for by the company being audited.
9. The company may be eligible to receive a WorkSafeBC rebate if the company successfully maintains their annual audit.
10. In order to receive the rebate, an employer must be in good standing with WorkSafeBC. You must keep go2HR and WorkSafeBC updated on any changes that occur within your company, for example; an increase/decrease in the number of employees, changes in CU(s), employer ID, address, or any other relevant COR program related information. Failure to do so may affect any rebate and/or COR Certification may not be issued.
11. The total annual WorkSafeBC Rebate will be calculated as a percentage of the base assessment rate from the previous year, multiplied by the company's total assessable payroll reported from the previous year for each classification unit in which the participating employer qualifies for a WorkSafeBC Rebate.
12. The minimum rebate for small employers is the lesser of \$1000 or 75% of their annual WorkSafeBC premiums. For example, if an employer pays \$800 in premiums, they would be eligible for a \$600 rebate.
13. For the purpose of companies registered in multiple Classification Units, calculation of the rebate will be based on each registration.
14. Participants are not exempted from compliance with any of the provisions of the Workers Compensation Act and regulations.
15. By registering with go2HR to act as certifying partner in the WorkSafeBC (WSBC) Partners in Injury and Disability and Prevention Program, the information provided to WSBC and go2HR may be shared between WSBC and go2HR in order to determine the company's eligibility to receive a COR and to determine the eligibility to receive a rebate. This information may include details of the account registration(s), industry classification(s), operating locations, number of workers, the value of the rebate, and if denied a rebate, the reason(s) why. go2HR uses the information solely for the purpose noted above. Confidential information will not be disclosed to third parties. We recognize that your privacy is valuable and all reasonable measures will be made to protect it.
16. The company will allow go2HR to conduct on-site audit reviews of your operations when requested to do so by WorkSafeBC to confirm the validity of COR certification.
17. WorkSafeBC has listed the following circumstances in which a company would not be eligible for a rebate or the rebate may be placed on hold until the issues are resolved.
These are:
 - The company has engaged in activity which would cause WorkSafeBC to consider imposing, or has resulted in WorkSafeBC imposing an administrative penalty
 - The company has suppressed claims for compensation or suppressed claims costs

- The company has an outstanding balance related to its WorkSafeBC employer account
- The company has failed to register with WorkSafeBC
- The company has engaged in other misconduct considered by WorkSafeBC to be inconsistent with participation in the COR program

18. Terms of Participation are subject to change.