Complexity-Based Scalable Audit (CBSA)
Info Sheet

The Certificate of Recognition (COR) program continues to benefit Alberta employers, as it has since its inception in 1989. The program is designed to help employers prevent occupational injuries and illness with the implementation of effective health and safety management systems (HSMS).

In 2018, an extensive evaluation of the COR program was completed. The evaluation concluded the COR program plays a valuable role in workplace health and safety in Alberta, but needs to evolve, modernize, and promote continual improvement.

The evaluation recommended developing a new, effective and simpler Small Employer Certificate of Recognition (SECOR) program and a newly enhanced COR that denotes excellence in health and safety.

Following the evaluation, a new COR strategic plan was developed in 2019. One of the plan's modernization objectives is making the COR program scalable, expandable, and appropriate for all sizes and levels of risk and employer sophistication.

The Complexity-Based Scalable Audit (CBSA) working group was established in 2020 to create a new audit instrument to eventually replace the current COR and SECOR audit tools. The working group is led by Partnerships in Injury Reduction with representatives from the Certifying Partners (CPs).

To date, the working group is on track to develop a CBSA prototype by **March 2024**. The prototype will be tested and evaluated to ensure the recommendations of the COR program evaluation are met.

When the prototype is ready, the CPs will engage with their members, COR/SECOR holders, and auditors to gather **industry input** into the CBSA's final design.

CBSA Quick Facts

- Improves effectiveness and efficiency of the audit process.
- Adopts a *Plan-Do-Check-Act* model in the audit instrument.
- Incorporates employer complexity and scalability into the audit instrument.
- Incorporates industry-specific content into the audit instrument.
- Design the audit to work for small employers and owner operators.
- Reinforce the integrity and credibility of the COR program.
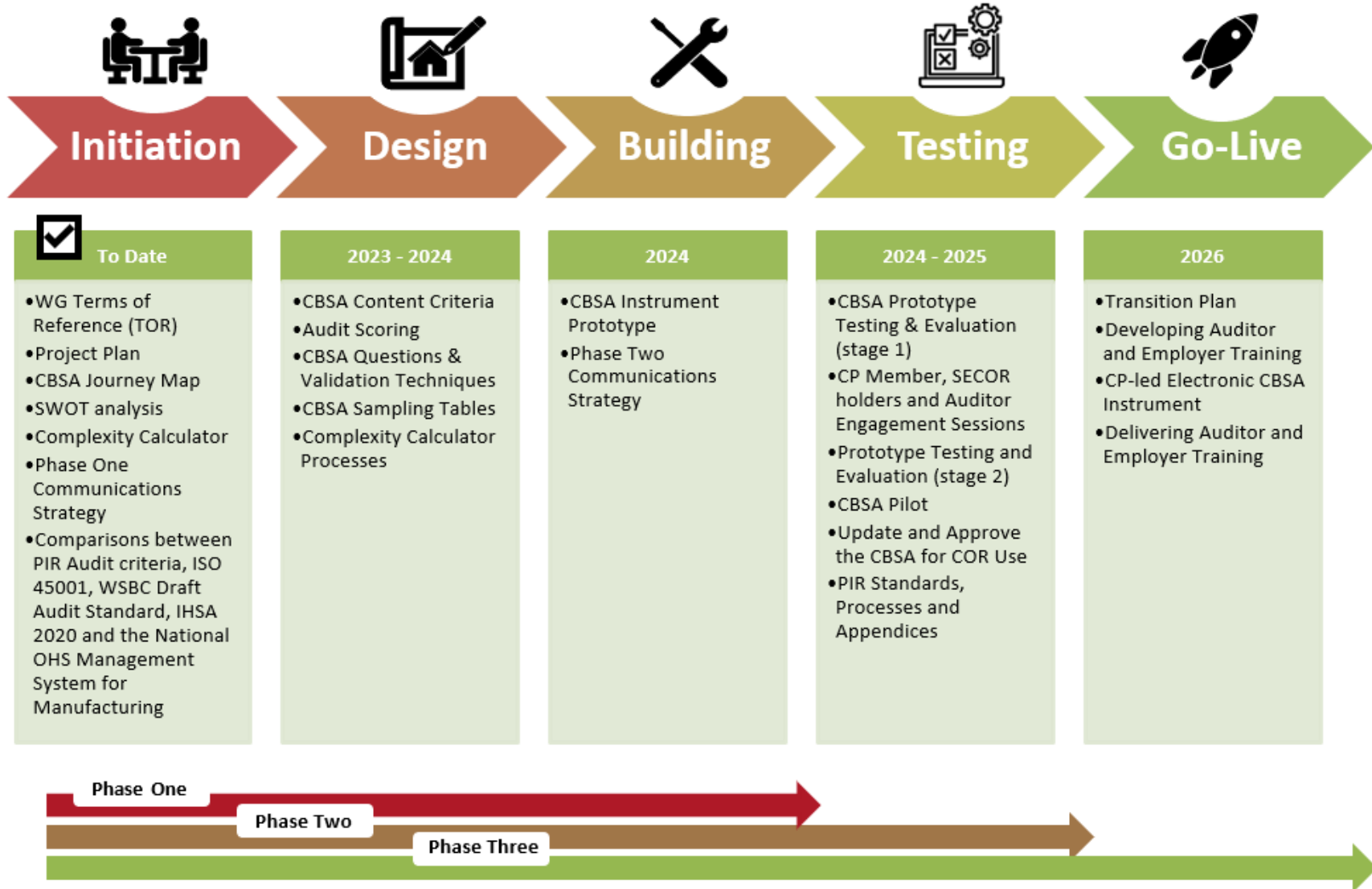- Forms the basis for enhanced COR development.

The CBSA working group recognizes the unique needs of small employers and owner operators. These will be carefully considered into the design of the CBSA.

Visit https://www.alberta.ca/get-certificate-recognition for more information.

The CBSA Working Group (WG) Road Map

Initiation	Design	Building	Testing	Go-Live

☑ To Date	2023 - 2024	2024	2024 - 2025	2026
• WG Terms of Reference (TOR) • Project Plan • CBSA Journey Map • SWOT analysis • Complexity Calculator • Phase One Communications Strategy • Comparisons between PIR Audit criteria, ISO 45001, WSBC Draft Audit Standard, IHSA 2020 and the National OHS Management System for Manufacturing	• CBSA Content Criteria • Audit Scoring • CBSA Questions & Validation Techniques • CBSA Sampling Tables • Complexity Calculator Processes	• CBSA Instrument Prototype • Phase Two Communications Strategy	• CBSA Prototype Testing & Evaluation (stage 1) • CP Member, SECOR holders and Auditor Engagement Sessions • Prototype Testing and Evaluation (stage 2) • CBSA Pilot • Update and Approve the CBSA for COR Use • PIR Standards, Processes and Appendices	• Transition Plan • Developing Auditor and Employer Training • CP-led Electronic CBSA Instrument • Delivering Auditor and Employer Training

Phase One →

Phase Two →

Phase Three →

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