

AWCBC Safety & Prevention Committee

Jurisdictional Updates

This document is intended to streamline the reporting on new or updated progress on prevention activities in each jurisdiction. This update covers the time period from May 2022 to May 2023.

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Jurisdictional Update: Alberta

May 2023

Certification and Incentive Programs

Alberta's Certificate of Recognition (COR) underwent a department-led evaluation in 2018.

Based on the 2018 evaluation, the department identified seven key recommendations. The department has completed five of the seven recommendations and progress continues on the final two. The status of the recommendations is outlined as follows:

1. Strategic vision/direction for the program to be set by a department-led committee, which includes the larger CPs with representation from the smaller CPs.
 - The Strategic Steering Committee (SSC) was established in March 2019. This eight-member committee is comprised the four largest CPs, one CP elected from the remaining smaller CPs, one labour representative, the WCB, and the department, which chairs the committee. **[Complete]**
2. The department will focus on program policy and ensure the system operates as intended. CPs will focus on program delivery, ensuring that employers and auditors meet provincial standards.
 - COR program decisions are no longer made by consensus at the CP table. Final decisions are now made by the department with input from the CPs and SSC.
 - A new MOU and reporting metrics for CPs was implemented in 2020. **[Complete]**
3. Discontinue the formal Partners Program.
 - The formal Partners Program involved 65 organizations that worked with the department to set goals around promoting and supporting the COR program. **[Complete]**
4. Automatically recognize International Organization for Standardization (ISO) and Canadian Standards Association (CSA) as equivalent to COR. **[Complete in Oct. 2019]**
5. Transition the Employer Review process from being conducted by the department to a new process to be conducted by the CPs.
6. Replace SECOR with a new simpler program. **[Complete]**
7. Introduce a new, enhanced COR that denotes excellence in health and safety.
 - The department is leading an industry working group to develop a new complexity-based and scalable audit (CBSA), which will eventually replace both COR and SECOR audits.

The department established three CP-led working groups to develop the most critical components of the plan. The status of the working groups follows.

- **Complexity-Based and Scalable Audit (CBSA)** – The working group is designing a new provincial audit criteria and an audit instrument, with the intent that they will eventually replace the current COR audit instruments, to improve the effectiveness and efficiency of the audit process.
- **Auditor Qualification, Training and Certification (AQTC)** – The working group is updating standardized requirements for auditor qualifications, training, and certification for all CPs. This will improve consistency by establishing a common set of auditor competencies.
- The working group has developed a competency profile for safety management system auditors.
- **COR Harmonization and Measurement** – The working group is developing standard COR metrics for program measurement and looking beyond Alberta’s borders to work towards COR harmonization between the provinces.

Sectors and HSAs

Alberta Health has entered into discussions with the Continuing Care Safety Association to take on the responsibility as Certifying Partner/Safety Association for sectors that include group homes and facilities, which may be seen as a high-hazard work environment for staff. Progress has been slow to date, however, is moving forward.

Training

Miyo Pimatisiwin Indigenous health and safety tool kit

Miyo Pimatisiwin, an Indigenous health and safety tool kit, provides a comprehensive set of resources to facilitate knowledge by Indigenous employment and training agencies that serve Indigenous clients. The tool kit includes materials for either in-person or virtual delivery of relevant OHS information for workers and employers.

Step-by-step speaking notes cover off the rights and responsibilities of worksite parties, reporting OHS incidents to employers, supports for workers beyond the workplace, and example activities that embed Indigenous teachings to incorporate a story-telling approach to the content. The tool kit was released in July 2022.

Social Marketing

Nothing to report.

Hazard Programming

Heroes' Fund

- The \$1.5 million per year Heroes' Fund recognizes the sacrifices of first responders who die as a result of performing their duties.
- A one-time, tax-free payment of \$100,000 is provided to eligible families of first responders, including police officers, firefighters, paramedics, sheriffs, and provincial correctional officers.
- Payments administered from the Heroes' Fund are separate from regular workers' compensation fatality benefits.
- The Heroes' Fund supported 14 families in 2022-23, compared to 11 families in 2021-22.
- The Fund pays for fatality benefits in they occurred; however, WCB-Alberta's adjudication processes can take time and invoices can be received by the department at a later date. This can result in changes to the previously reported number of families supported.

Supporting Psychological Health in First Responders

- The Supporting Psychological Health in First Responders Grant program provides grants to improve services for first responders who are living with or are at risk of developing post-traumatic stress injuries. Services that the grants support include early intervention and resilience building. The grant program has two streams: Services, which focuses on supporting not-for-profit organizations in the delivery of services to first responders; and Applied Research, which supports research to inform prevention of or interventions for post-traumatic stress injuries. The budget for the program is \$1.5 million per year.
- In its third year, 37 applications were received and 11 projects received funding, totalling \$1,509,900.95. This compared to 33 applications received and nine projects receiving funding, totalling \$1,504,149 in the prior year.
- The program will be reviewed in 2023-24 to ensure that the grant program continues to meet Alberta's needs.

Strategic Initiatives

Occupational Health and Safety – Prevention Initiative

The OHS Prevention Initiative clarifies priorities of the Alberta OHS system based on evidence and consultation with all players. The initiative supports the use of best practices for an effective OHS system through education campaigns based in user-centred design and knowledge translation principles.

The long-term goals of the initiative are:

- workplaces engage in behaviour that supports preventing priority diseases in and outside of their workplace;
- reducing incidents of slips, trips, and falls; musculoskeletal disorders injuries; and psychosocial disease and injuries;

- system partners increase participation in educational opportunities to prevent priority disease and injury; and
- increasing sharing and partnership of system partners' resources for coordination and alignment.

The initiative focuses on three priority injuries and diseases: musculoskeletal disorders due to repetitive use, overexertion, and heavy lifting; slips, trips, and falls; and psychosocial hazards, including workplace violence, harassment, and mental health. It also focuses on priority workforce types, which include small businesses and vulnerable workers.

Three working groups developed campaign materials to support employers, supervisors, and workers to raise awareness of priority areas and provide materials with practical solutions to take action to prevent illness and injury. Campaign materials and information resources include web content, video tutorials and presentations, posters, postcards, and bulletins.

Other jurisdictions have requested information on the initiative. Injury statistics in the three priority areas will be analyzed in the coming years to assess the impact and effectiveness of the initiative.

The Prevention Initiative has taken a step to re-evaluate its approach following the development and release of information materials and resources that focused on the three priority areas with varying success. The evaluation of this new approach and engagement methods is planned to occur in 2023-24. An outline of the resources developed for each priority sector is catalogued below.

The re-launch of updated resources that help prevent workplace musculoskeletal disorders (MSDs) occurred in December 2022. These resources included:

- a poster that identifies common signs and symptoms of MSDs; and
- postcards that raise awareness about the importance of MSDs and where to find more information.

In May 2022, there was a launch of new resources that help prevent workplace slips, trips, and falls. This included the promotion of these resources on GOA social media platforms over a four-week period following release. These resources included:

- four videos promoting slip, trip, and fall awareness and safety and simple steps at the workplace to remove or control these hazards; and
- six bulletins that explain actions workers and employers can take when slips, trips, or falls are present or situations surrounding slip, trip, and fall hazards.

The psychosocial hazards working group developed and released the following resources in September with a similar social media campaign lasting three weeks. Resources included:

- two video presentations to promote awareness of psychosocial hazards in the workplace and how to address them;

- three bulletins that complement the videos and describe in more detail what psychosocial hazards are, outline barriers to dealing with psychosocial hazards in the workplace, and provide more information on hazard assessment and control of psychosocial hazards in the workplace; and
- two posters and one postcard with quick information on psychosocial hazards that can be posted in the workplace or downloaded onto mobile devices.

Engaging new businesses

Contacting newly established businesses provides an opportunity to proactively engage and educate employers on OHS and employment standards requirements and build effective programs. Beginning in 2021-22, the new employer contact program began contacting all newly registered WCB employers by email. The email includes an information package with important OHS and employment standards legislated requirements for new businesses. Employers are invited to contact the OHS Contact Centre if they have questions or need more information. A total of 12,342 emails were delivered to new employers in 2022-23.

New employer contact program		
	2021-22	2022-23
Number of new employers contacted	11,364	12,342

Legislation

Occupational Health and Safety (OHS) Code review

Changes to the OHS Code came into force on March 31, 2023. An updated and easier-to-understand OHS Code helps employers keep workers healthy and safe and supports Alberta’s economy. The changes to the OHS Code align with best practices for health and safety, modern standards and technology, and harmonize Alberta with other Canadian jurisdictions while improving health and safety outcomes. Updates included revisions to improve clarity, reduce duplication, align roles, and adopt responsibilities with those in the *Occupational Health and Safety Act*; harmonize standards with other jurisdictions in Canada; as well as an addition of new requirements to improve health and safety in eight parts of the OHS Code. As part of the changes, 7,995 regulatory requirements were removed from the OHS Code.

Significant effort has been undertaken to communicate the changes with OHS system stakeholders across Alberta, including issuance of publications on the changes, as well as virtual and in-person information sessions with stakeholders. Four editions of OHS eNews were published, including a special edition dedicated exclusively to information newsletter subscribers of upcoming changes to the OHS Code. Additionally, stakeholders can still send questions directly to a special monitored email.

Regularly updating the OHS Code allows it to keep pace with changing work practices, evolving technologies, emerging issues, and interprovincial trade agreements that support harmonization and labour mobility. It also provides an opportunity to clarify worksite party responsibilities and improve health and safety outcomes while enabling innovation, competitiveness, and streamlining requirements. A three-year review plan and process was posted online in December 2022. Publishing this plan helps Albertans anticipate changes and understand how to contribute meaningful input. In 2023-24, Part 27: Violence and Harassment, Part 33: Explosives, and Part 36: Mining are scheduled for review. As well, technical review for occupational exposure limits in the OHS Code will begin.

Other

Searchable legislation

- In July 2022, Alberta launched a new occupational health and safety legislation tool to give employers and workers an easier way to access information.
- The legislation search tool consolidates the OHS Act, regulation, and Code into one interactive, online resource, and has been recently updated to reflect the changes made to the OHS Code March 2023.
- The tool enables employers and workers to more efficiently access and apply the health and safety rules that apply to their workplace. A searchable web-based version of the legislation means people can quickly navigate, download, print, copy, and share individual or many sections from all three components of OHS legislation in one place. It is designed for use on both computers and mobile devices.
- Since the tool launched in July 2022, there have been over 36,000 users with over 642,000 individual contact events (searches, saves, downloads).

Jurisdictional Update: British Columbia

May 2023

Certification and Incentive Programs

Bill 5 (asbestos) certification

As of January 1, 2024, workers will require a certificate if they are conducting asbestos abatement work related to a building. There are four levels of certification, and workers must ensure they are certified at the level appropriate for the work they perform:

- Level 1: Foundational Awareness — for anyone transporting and/or disposing of asbestos-containing waste
- Level 2: Asbestos Safety — for anyone conducting asbestos abatement work
- Level 3: Asbestos Safety Leaders — for supervisors and others responsible for health and safety at asbestos abatement worksites
- Level S: Surveyor — for asbestos surveyors and samplers

Bill 5 (asbestos) licensing

The provincial government has amended the *Workers Compensation Act* requiring employers who carry out asbestos abatement work, as defined by the Act, to be licensed to operate in B.C. WorkSafeBC is operationalizing a licensing program to address this new legislative requirement (effective date TBD, but expected in early 2024). Licensed employers must ensure that any of their workers performing asbestos abatement work are certified at the appropriate level (see above).

Sectors and HSAs

Construction

WorkSafeBC is continuing consultations with construction employers in support of the Bill 5 Implementation. More than 40 construction-related associations have been identified as potentially impacted by Bill 5 and who could benefit from direct outreach.

Agriculture

WorkSafeBC is working with the new Seasonal Agriculture Worker Program Coordinator at the Mexican Consulate, and with the new Consul General of Guatemala. As part of this work, WorkSafeBC is organizing and delivering informative sessions to employers of seasonal agriculture workers. These sessions are in partnership with the Jamaican Liaison Office, Mexican Consulate, Ministry of Labour-Employment Standards Branch, and the Western Agriculture Labour Initiative/BC Agriculture Council.

Mental health

WorkSafeBC held the second BC First Responders Mental Health Conference in January 2023. Additionally, more resources have been created to support first responders, such as “Family Nights,” (all resources can be found [here](#)).

Work continues on developing a WorkSafeBC enterprise-wide mental health strategy, which will encompass the Prevention Psychological Safety Strategy. A decision has been made to identify three steps in the process for building a psychologically safe workplace, and then five groupings of psychological hazards. Communication to internal and external stakeholders will commence in Q3 of 2023.

Training

BCIT new agreement

British Columbia Institute of Technology (BCIT) has created a new agreement that allows safety and hygiene officers up to 30 transfer credits for BCIT's redesigned OHS certificate program. Under this new agreement between WorkSafeBC and BCIT, training received by occupational safety officers and occupational hygiene officers at WorkSafeBC will be recognized as relevant knowledge and experience towards two of BCIT's Occupational Health and Safety certificate programs.

2023 Prevention Services Conference

In May 2023, Prevention Services held a two-day conference for all Prevention Services staff. There were eight breakout sessions and three keynote speakers all focused around the theme of “Shaping the future of health and safety: Reducing risk and protecting workers.”

Social Marketing

Asbestos homeowner awareness

In fall 2022, WorkSafeBC re-launched this campaign, which is aimed at homeowners and contractors to ensure they test for asbestos before a reno or demo.

Listen To Your Gut young worker outreach

WorkSafeBC continues to reach out to young workers to empower them to trust their instincts and talk with their employer if they feel their work activities or workplaces are unsafe.

Health and safety culture outreach campaign

This campaign is the beginning of a multi-year initiative and provides the opportunity to reframe how employers currently think about health and safety culture. WorkSafeBC aims to help workers and employers understand the value that worker participation brings in creating a positive workplace health and safety culture.

Promoting Personal Optional Protection (POP) insurance in the gig economy

Gig workers are usually not employed on a long-term basis by a single firm; instead, they enter into various contracts with firms or individuals to complete a specific task or to work for a specific period of time. Because of this variability in how and when these workers participate in the workforce, it is important that they understand workplace insurance coverage options that are appropriate for their situation. With this campaign, WorkSafeBC worked to create awareness of the coverage options, specifically for ride-hailing participants.

Stay connected: return to work

This outreach campaign is aimed at raising employers' awareness of the benefits of employer connection during recovery and return to work.

Hazard Programming

Fentanyl exposures

The Province of British Columbia declared a public health emergency for street drug poisoning in 2016. In response, the BC Centre for Disease Control is drafting guidance for supervised inhalation sites. Island Health Authority, in partnership with SOLID Outreach, has set up a pilot supervised inhalation site to try to work out the infrastructure challenges. WorkSafeBC is partnering with these stakeholders to conduct an exposure assessment for fentanyl at this site, sampling for exposures to determine the potential range of exposures here and for other work activity scenarios, and to develop risk-based controls to protect workers, first responders, and emergency and healthcare staff.

Heat stress

Health effects associated with exposure to extreme heat include heat cramps, heat exhaustion, heat stroke, and even death. As there is significant evidence that summers in B.C. are getting hotter and longer, WorkSafeBC is developing a heat stress app, a web-based screening tool, and other resources. These resources will provide assistance in quickly assessing whether workers are or may be exposed to thermal conditions that could cause heat stress, help users recognize signs and symptoms of heat-related illnesses, and manage and provide appropriate controls/courses of action.

Mental health

There is no specific regulation regarding psychological health and safety; therefore, the Prevention Officer focus has been on regulatory items that could have an influence on psychological health and safety, such as Bullying and Harassment, Violence, and Working Alone.

Wildfire smoke

In the course of their work, firefighters, including wildland firefighters, are exposed to various compounds, some of which are known to be harmful to human health. While research has been conducted on wildland firefighters, there are still gaps and barriers to interventions. WorkSafeBC is collaborating with BC Wildfire Service to sample/monitor support crew and service workers to determine exposure levels and possible controls, and gain knowledge of the protective qualities of some of the types of masks/respiratory protective equipment.

Tech tools and resources

“My health & safety resources” tool went live in November and was promoted throughout B.C. with the Health & Safety Culture Marketing Campaign. This tool guides employers and workers through a series of questions and topics to help identify hazards and risks that may exist in the industry and/or workplace.

Employers can now view and submit Employer Incident Investigation Reports online.

Strategic Initiatives

- WorkSafeBC continued with its 14 Planned Inspectional Initiatives ([WorkSafeBC Planned Inspectional Initiatives - WorkSafeBC](#)).
- WorkSafeBC continued a prevention consultation initiative with inspections of retail operations in B.C.

Legislation

OHS Regulation

Sections 14.16.1, 14.84.1, and 19.24.1 - Cranes – effective March 1, 2023

The purpose of these amendments is to improve worker safety by requiring a professional engineer to supervise the inspection of equipment and certify the equipment as safe for use after both crane misadventures and contacts, as well as to ensure zone-limiting devices are installed in tower cranes, when practicable, to reduce the likelihood of collisions.

Workers Compensation Act

Bill 41 – effective November 24, 2022

Section 73 of the *Workers Compensation Act* (Act) provides that an employer must not engage in claim suppression, which occurs when an employer discourages a worker from filing a compensation claim or punishes them for doing so. It states that an employer or supervisor must not seek to discourage, impede, or dissuade a worker or their dependents from reporting an injury to WorkSafeBC — be it by agreement, threat, promise, inducement, persuasion, or any other means.

Bill 41 added to this provision that it is a violation of the Act for an employer to persuade or attempt to persuade a worker to give up their right to claim or receive compensation benefits.

OHS Regulation

Section 3.12.1 - Reassignment of refused work – effective August 22, 2022

The purpose of this change is to ensure workers who are requested to perform work that another worker refused to do are aware of any previous unresolved work refusal. Under the amendments, the employer must ensure the subsequent worker is advised in writing of any unresolved work refusal previously made in relation to the assigned work. However, this procedure will only be necessary if the employer requires another worker to perform the refused work because:

- the reported undue hazard or unsafe work condition has been corrected and the first worker refuses to do the work; or
- the reported undue hazard or unsafe work condition is not resolved.

Jurisdictional Update: Manitoba

May 2023

Certification and Incentive Programs

Nothing to report.

Sectors and HSAs

Our new HAS in healthcare is starting to hire staff. Delivery of services is starting to ramp up.

Training

Our new training portal is intended to launch in early May. We will begin with five standards and have 12 in place by the end of 2023. In addition, approved training providers can post their general training.

Social Marketing

Nothing to report.

Hazard Programming

Nothing to report.

Strategic Initiatives

We are working to engage nine system impact employers that represent 25% of all time loss claims. Five are in healthcare, three in public administration, and one school division.

Legislation

Nothing to report.

Jurisdictional Update: New Brunswick

May 2023

Certification and Incentive Programs

Nothing to report.

Sectors and HSAs

The New Brunswick Forest Safety Association is currently working to expand their membership. The current membership is comprised sawmill operations. The expansion effort looks to include logging and forestry, wood manufacturing and preservation, various wood manufacturers, pulp and paper, and door and window manufacturers. The Association is required to demonstrate agreement by the additional employers by the end of June 2023.

Training

Currently working to update our five eCourses with content impacted by recent legislative change. We are also moving to AI-generated voices from recorded voices.

Social Marketing

Nothing to report.

Hazard Programming

Nothing to report.

Strategic Initiatives

We are part of a provincial initiative to improve recruitment and retention outcomes for nurses in health care and affiliated industries. The Government of New Brunswick is leading the initiative with participation from health authorities, nursing associations and unions, emergency response, and paramedic service providers. Projects include:

- Ergonomic Program to Support Safe Patient Handling. Project outcome(s): Creation of blended mandatory education and training that meets the needs of all frontline health care workers within the health authorities and Ambulance New Brunswick
- Workplace Violence Prevention Training. Project outcome(s): Implementation of mandatory training within health authorities and Ambulance New Brunswick
- Recharge Rooms and Wellness Hubs. Project outcome(s): Promotion of EFAP services and creation of recharge rooms including audio/visual technology for use in health authorities and Ambulance New Brunswick

- Respirator Testing Program. Project outcome(s): Creation of Respirator Testing Program and joint policy statement within the following organizations: health authorities and Ambulance New Brunswick

Legislation

The large update to the General Regulation 91-191 continues and is now in phase three.

Amendments now in effect from phases one and two:

- Air quality and ventilation requirements
- Confined space
- Critical lifts
- Electrical safety
- Hoisting apparatus standards updates
- Hot tapping
- Laboratory safety
- Logging and silviculture
- Lockout for piping
- Pedestrian safety (near forklifts) (updated resources coming soon)
- Updating occupational exposure limits to 2016 levels
- Welding
- Working with materials containing asbestos

Phase three includes (autumn 2023 for coming into force):

- Explosives
- Hearing loss prevention
- Laser radiation
- Portable compressed gas containers
- Lighting
- Emergency eyewash and shower requirements
- Ladders
- Personal protective equipment
- X-ray safety
- Demolition
- Scaffolding

A portal has been created for workplaces to ensure they have the latest information available to them as we work through updates to resources, tools, and apps and create new resources where needed: <https://www.worksafenb.ca/safety-topics/general-regulation-91-191-legislative-amendments-and-regulatory-review/>

Jurisdictional Update: Newfoundland and Labrador

May 2023

Certification and Incentive Programs

Certification training:

- Traffic Control Persons Certification Training Standard – under revision
- Mine Rescue Certification Training Standard – under development
- OHS Committee Certification Training Standard (revised)

New Safety Leaders Award Program (July 2022)

Revised PRIME Program – financial incentive system for employers

- Path 1 (small employers) – January 2023

Sectors and HSAs

Safety sector councils:

- Four councils currently operating
- Exploring a new Health Care Safety Council
- Sector Council Program Review – Final Report (April 2023)

Training

Learning resources:

- Workplace Violence and Harassment Prevention Guide (revised)
- Hearing Conservation Guide
- Preventing Serious Injury in Workplaces
- Developing an additional 10 new topics for the OHS Legislation App in partnership with OHS Division and CCOHS

Online learning:

- New Supervisor Safety Recertification Course (June 3, 2022)
- Harassment Prevention Course (January 1, 2023)
- Return-to-Work Course (January 1, 2023)

Social Marketing

Launched new podcast channel – The Signal

- 16 podcasts published to date

OHS Awareness Survey 2023 (in market)

OHS Awareness Survey 2021

- 91.3% of worker have a high rate of OHS awareness in their workplace

Awareness Campaigns

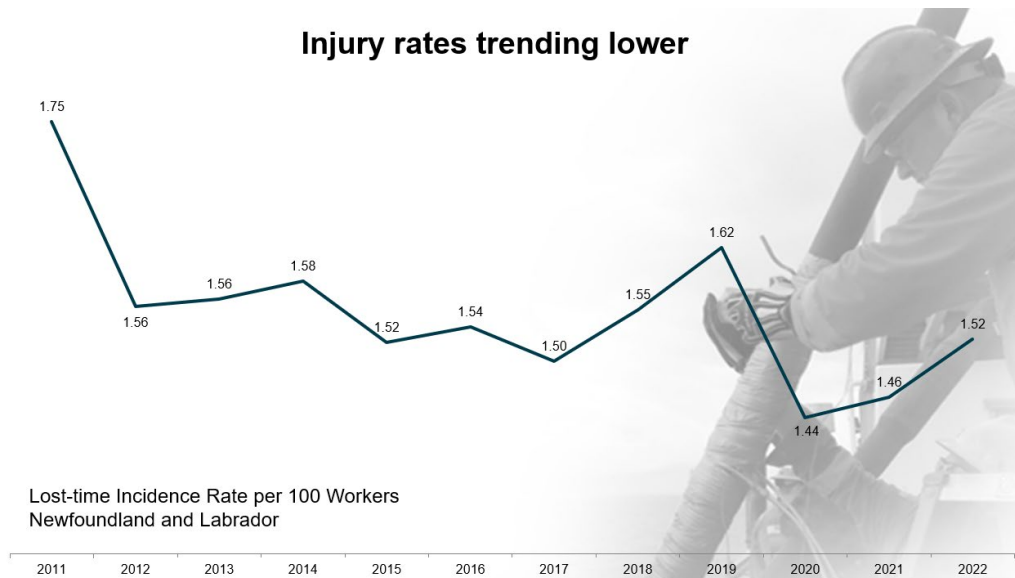
- Getting Back is Getting Better
- STOP: Are You At Risk? Occupational Disease Prevention

Hazard Programming

Nothing to report.

Strategic Initiatives

New Workplace Injury Prevention Strategy 2023-2028 (released April 2023)



Legislation

Legislative amendments:

- Exploring mandatory supervisor safety training
- Exploring moving OHS committee threshold from 10 workers to 20 workers
- Exploring mandatory mental health first aid

Jurisdictional Update: Nova Scotia

May 2023

Certification and Incentive Programs

WCBNS Safety Certified Program:

- Made revisions to audit standard and requirements of our WCB Safety Certified Program to align with CSA 45001 from ISO 9001
- Incorporating RTW as a new element of the Audit Standard, launching January 1, 2024
- Developing evaluation framework to support overall program
- Exploring opportunities for Psychological Health and Safety incorporation into audit
- Developing communication support materials

Sectors and HSAs

Prevention Initiatives in partnership with Safety Associations:

AWARE-NS (health care):

- Safe Handling and Mobility (SHM) training across all health care sectors
- Lifting and Moving Safely (LAMS) training
- SAFER Leadership Training for Leaders

Fishing Safety Nova Scotia (fishing):

- Musculoskeletal Strain Injury (MSI) Prevention through ergonomics in fish processing

Security Sector Working Group focusing on the reduction of Slips, Trips, and Falls (STIs). Group will investigate the utilization of a “traction trailer,” which teaches employees proper form when it comes to walking on slippery surfaces.

Training

Nothing to report.

Social Marketing

- Introduced the [Healthy Workplaces campaign](#) in May 2022, which included a distinct focus on psychological health and wellness at work. This campaign was the framing narrative for Safety and Health Week in 2022 and 2023 and included a media buy (radio and digital). The campaign was also adapted to run through the fall of 2022 as part of injury prevention awareness efforts.

- As part of Safety and Health Week 2023, and our goal to continue to reach employers and safety leaders at an awareness and targeted level, we created a [Safety and Health Week hub](#) for employers.
- Continued to support webinars with service delivery to provide relevant content for employers, including one on [psychological health and safety](#) as part of Safety and Health Week in 2022, and sharing [one on return to work](#) as part of Safety and Health Week in 2023.
- Delivered a major conference on [First Responders Mental Health](#), in partnership with the Nova Scotia Department of Labour, Skills and Immigration in the fall of 2022.
- Marked the National Day of Mourning and used it as an opportunity to raise awareness of the day and to honour those who have died at work or because of their work, and as an opportunity for leaders and employees to renew their commitment to safety. Developed a new [Day of Mourning awareness campaign](#) for 2023, which included a paid media campaign (TV, digital), as well as targeted communication to employers and media coverage of the event.
- Continued our awareness support in the fishing sector in 2022 and 2023, through radio ads, targeted outreach, and ongoing support and partnership with Fish Safe Nova Scotia. The campaign focuses on wearing a PFD.
- Continued our weather-specific campaigns in both fishing safety and slips, trips, and falls prevention – ads served to viewers based upon the weather forecast.
- [Elevated the safety conversation with the introduction of a new podcast](#) in 2022 focused on leadership and workplace safety featuring discussions with NS safety leaders.

Areas of focus 2023

- Continue increased focus on mental health and psych injury prevention, featuring the Healthy Workplaces campaign during Safety and Health Week.
- Continue working closely with the Workplace Safety Initiatives project to support long-term care and home care.
- Continue supporting the fishing sector in safer outcomes.

Hazard Programming

Nothing to report.

Strategic Initiatives

Workplace safety initiatives

Creating healthy and safe workplaces and reducing the number of people hurt at work is a priority for government and WCB. The Workplace Safety Initiatives portfolio of work has been put in place to support the continued development and implementation of initiatives to achieve significant and sustainable improvements in the occupational health and safety outcomes for Nova Scotia's Home Care (HC), Long Term Care (LTC), and Disability Support (DSP) sectors. It is a strategic partnership

of three government departments, WCBNS, and AWARE-NS, the Health Care health and safety association in Nova Scotia.

The areas of focus are:

- Return to Work
- Safety Certification Modernization
- Innovation for Worker Safety
- Behavioural Support Home Care Intervention
- Safety Leadership Playbook
- Learning Management System advancements for AWARE-NS
- Safety Communication
- Psychological Health and Safety

Psychological health and safety

In alignment with work being undertaken by Nova Scotia's Department of Labour, Skills and Immigration (LSI), we are working to define a Psychological Injury Strategic Framework with a focus on psychologically healthy workplace programming.

Proactive audit

In partnership with the LSI; the audit components include:

- IRS (includes JOHSC)
- Safe Handling and Mobility
- Slips, Trips, and Falls
- Infection Control/Pandemic Planning
- Violence Legislation

10th Annual Safety First Symposium

Delivered in partnership with the Cape Breton Partnership, LSI, and WCBNS.

Other

- Exploration of automation and robotics to reduce injuries being explored with FSNS, Canadian Manufacturers and Exporters, and Excellence in Manufacturing Consortium.
- Safety for Schools working group addressing hazards (i.e., workplace violence) in partnership with all Nova Scotia Regional Centres for Education.

- Hospitality Sector – Newcomer Initiative with LSI and Immigrant Services Association of Nova Scotia to support immigrant workers leading them to behaviour change in industry.

Legislation

Currently in Nova Scotia, there is a gap in psychological health and safety legislation under the OHS Act that puts us at risk for increased gradual onset stress claim volume. We are working with our government partners at the LSI to close this gap.

Jurisdictional Update: Northwest Territories and Nunavut

May 2023

Certification and Incentive Programs

Nothing to report.

Sectors and HSAs

Nothing to report.

Training

We do not do training through WSCC in the Territories.

Social Marketing

Looking at alternative methods to increase marketing of our material to the public for more uptake. Our communications group is conducting a review.

Hazard Programming

Nothing to report.

Strategic Initiatives

We have created/changed some of our prevention positions so as to not be regulators; we provide Safety Outreach to stakeholders, offering tools and resources to advance safety programs by employers who need extra help.

Legislation

WSCC is currently reviewing legislation to determine what needs to be changed. This will be an ongoing process.

Jurisdictional Update: Ontario

May 2023

Certification and Incentive Programs

WSIB's Health and Safety Excellence program (HSEp)

HSEp is a voluntary rebate incentive program that provides WSIB paying businesses with the building blocks to develop a health and safety management system. Businesses that successfully implement program topics are eligible to receive a rebate on their WSIB premiums. As of May 12, we have 3,469 businesses enrolled in the program, representing an estimated 881,320 full-time employees.

For a limited time until December 31, 2023, we're offering double rebates and \$1000 enrollment bonus for smaller businesses with 1-99 full-time employees to help recognize offset of their investment in health and safety.

Sectors and HSAs

Nothing to report.

Training

Working from Heights training standard updates

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) embarked on a five-year review of the working-at-heights training standards from 2021 to 2022. The review has formally concluded, and a number of enhancements to the standards will keep them modern and effective. The standards will now require:

- a. an enhanced ladder section
- b. increased participant awareness of the hazards associated with skylights
- c. more participant engagement and interactive learning
- d. demonstration and use of more types of personal protective equipment and damaged equipment
- e. accommodation of different body types
- f. inclusion of anti-racist practices in the learning environment

These enhancements will help keep Ontario workers safe when they work at heights on construction projects. To avoid disruptions to the working-at-heights training system, approved training providers have until April 1, 2024, to update their training programs and prepare their instructors to meet the

revised standards. The ministry will begin accepting updated training programs for approval on August 1, 2023.

Social Marketing

Nothing to report.

Hazard Programming

Communicable illnesses policy consultation

We launched a consultation seeking stakeholder feedback on our draft of communicable illnesses policy. The consultation period started on February 14, 2023, and closed on March 28, 2023. We are currently reviewing the submissions received. The stakeholder submissions and a summary of the consultation results will be posted on our website in the coming months.

Strategic Initiatives

Nothing to report.

Legislation

Ontario's Occupational Health and Safety Act Naloxone Kit requirements come into force June 1, 2023

Ontario's provincially-regulated employers must determine whether they must provide naloxone kits at their workplace by June 1, 2023.

Last year, Ontario's Bill 88, *Working for Workers Act, 2022* introduced significant changes to a number of employment-related statutes. One of those changes was the new obligation under Ontario's *Occupational Health and Safety Act (OHSA)* requiring employers to provide and maintain in good condition at least one naloxone kit in each workplace in which they are aware, or ought reasonably to be aware, of the risk of one of their workers having an opioid overdose.

Training must also be provided. The training shall include how to recognize an opioid overdose, administer naloxone, and acquaint the worker with any hazards related to the administration of naloxone.

Upcoming changes to OHSA, section 21

Upcoming changes to Sections 21 (PPE) and 29 (Hygiene) in the construction Regulation will take effect on July 1, 2023. Personal protective clothing and equipment provided, worn, or used shall be a proper fit, considering all relevant factors, including body types.

Section 29 of the Regulation will be amended to require that, subject to limited exceptions, washroom facilities be located no more than 90 metres from the project work area "where

reasonably possible.” If a distance of 90 metres is not possible, the maximum distance remains 180 metres (the current requirement).

Section 29 will also be amended with a new requirement that the facilities shall be kept in good repair at all times. If a facility is a single-toilet facility, it must be completely enclosed. If the minimum number of toilets required at a project is five or more, at least one facility must (where reasonable) be for the use of female workers only, with a disposal receptacle for sanitary napkins and a sign indicating the facility is for female use only or male use only.

Proposed changes under Bill 79

On March 20, 2023, the Ontario government tabled Bill 79, which, if passed, would provide further protections for remote and precarious employees under various employment statutes, including the *Employment Standards Act, 2000* (ESA) and the OHSA.

Among other proposed changes, Bill 79 would establish the highest maximum fines in Canada for employers convicted of possessing or retaining a foreign national’s passport or work permit. Corporations convicted of withholding passports could be liable to a fine of up to \$1,000,000.

Bill 79 will take effect once it receives royal assent.

Other

WSIB – Research Days – May 4, May 11

The WSIB’s Strategic Research Team and the Prevention Division at the MLITSD partnered to highlight and showcase six funded research projects.

May 4

- Dr. Dwayne Van Eerd – Return to work in policing: Synthesizing current practices and implementation guidance
- Dr. Andrea Furlan – Project ECHO Occupational and Environmental Health (OEH): development, implementation, and evaluation
- Dr. Mieke Koehoorn/Dr. Chris McLeod – Occupational asbestos exposure and gastrointestinal cancers: A systematic review

May 11

- Kara Polson – Remote work and mental well-being: A scoping review
- Dr. Lynda Robson – Prevention of falls from heights in construction: A long-term evaluation of the Ontario Working at Heights (WAH) training standards
- Dr. Jeavana Sritharan/Dr. Nancy Carnide – Opioid-related harms among Ontario workers: leveraging the Occupational Disease Surveillance System as a surveillance tool for working populations

These two events were an opportunity to learn more about our respective current and upcoming research in injury and illness prevention, occupational health and safety, and return to work and recovery, and a chance to offer feedback on future research priorities. The sessions were recorded and will be made available soon.

Recognizing small business health and safety leaders

We are now accepting submissions for our 2023 Small Business Health and Safety Leadership Awards.

The awards recognize independently owned and operated businesses with less than 50 employees that go the extra mile to keep their employees and customers safe.

The top three businesses will receive a monetary prize:

- Gold – \$10,000
- Silver – \$6,000
- Bronze – \$4,000

Jurisdictional Update: Prince Edward Island

May 2023

Certification and Incentive Programs

Nothing to report.

Sectors and HSAs

Nothing to report.

Training

OHS education workshops

- Hosted 15 workshops on various OHS topics including safety committees, supervisor responsibilities, workplace harassment, and young worker safety.
- Hosted two Mental Health at Work virtual workshops with over 75 participants attending.

2023 OHS Conference

- First in-person conference since 2019
- Over 300 participants with 12 breakout sessions on various OHS topics.
- Dr. Linda Duxbury provided a very refreshing, eye-opening keynote presentation.

Silica Workshop

- Special event attended by approximately 100 employers to share the risks of working with concrete, asphalt, and other products that contain silica.

Online course development

- Procured Sandbox Inc. to develop five Online OHS Courses to increase our self-serve education options. Courses to be available in September 2023.

New resources

Created various publications on many different OHS topics. New publications included, but not limited to:

- Hearing Program Guide
- Respirator Program Guide
- Heat Stress Guide
- Updated Farming and Aquaculture Codes of Practice
- Young Worker Guide

- Various Prevention updates, Hazard Alerts, and posters

OHS App

- Ten new topics created in 2022 with work underway to create 10 more in 2023.

Social Marketing

Nothing to report.

Hazard Programming

Nothing to report.

Strategic Initiatives

YW Leadership Program

- Fourteen students participated from various high schools.
- Being safety champions, these students promoted OHS in school by hosting various events throughout the winter.

Engaging the Department of Education

- Our YW Education Consultant collaborated with the Department to guide OHS curriculum development and the implementation of OHS in various programs such as Cooperative Education and Career Exploration.

Occupational Carcinogens and Disease

- Following hurricane Fiona, we took this opportunity to raise awareness of asbestos as there was a significant increase in residential and commercial restoration as a result of the storm.
- Hearing Programs Guide
- Respirator Programs Guide
- In June 2022, WCB PEI promoted Sun Safety through a campaign that included worksite visits promoting the importance of protecting workers from harmful UV rays. This campaign will be re-used in 2023 with an added emphasis on working in heat and the effects of heat stress and heat stroke.

Legislation

Nothing to report.

Other

- In October 2022, we hired two OHS Education Consultants. We had some resignations in the summer that left us short-handed for quite a few months. However, we were successful in our recruitment, and we are now operating at 100% with fresh new ideas and two

consultants who have incredible presentation and facilitation skills. This new energy has created an opportunity to expand our education services, and in 2023, we will continue to provide employers with more self-serve options, so that they can find the information they need when they need it.

- In addition, the OHS department also hired our first ever OHS Hygienist who collaborates with the consultants to expand our education offerings around occupational carcinogens and disease.
- We have started the process of upgrading our website. This project is expected to continue into 2024 with a new website released late in 2024.

Jurisdictional Update: Québec

May 2023

Certification and Incentive Programs

We have submitted our development findings and are awaiting a decision. The OHSA was amended in 2021 to allow for certification programs and financial incentives to be adopted by regulation. Prior to this, the OHSA did not provide for such programs. For this work, we gratefully acknowledge the provinces that generously responded to our May 2022 request for information, in particular B.C., Ontario, Alberta, Nova Scotia, Saskatchewan, and Newfoundland and Labrador.

Sectors and HSAs

No new developments on this front for the time being.

Training

Our Board doesn't provide training to external clientele (this role was given primarily to HSAs, under the OHSA). However, with the OSHA update in 2021, our Board will provide for the training of Health and Safety Coordinators in the Construction industry, effective January 2024.

Social Marketing

In March and April 2023, the societal advertising campaign "Your Health and Safety Matter to Your Loved Ones" was re-launched on television, radio, bus shelters, metro, web, and social media. The campaign had originally aired in November-December 2022. [Votre santé et votre sécurité comptent pour vos proches | Commission des normes de l'équité de la santé et de la sécurité du travail - CNESST \(gouv.qc.ca\)](#).

Hazard Programming

The 2020-2023 Planning is extended for six months to allow for the continuation of activities that were hampered by the COVID-19 pandemic. Work has begun on the development of the next plan.

We are at the beginning of a new project regarding psychosocial risks. Thanks to funding from the Ministry of Health and Social Services as part of the Inter-ministerial Action Plan on Mental Health, the CNESST is hiring 18 psychological health counsellors who will visit workplaces starting this spring to present the CNESST's tools.

The three Prevention Squads are being re-launched again this summer. One is aimed at young workers, the second is aimed at temporary foreign workers, and the third is aimed at new workers (a newly hired person, whether young, experienced, newcomer, or retired from another job, who is performing a task for the first time, even if they have been with the company for a while). The

service offer consists of a one-hour discussion workshop, facilitated free of charge by prevention officers, who discuss occupational health and safety rights and obligations, as well as the prevention approach. The interactive activities of the Squad aim to initiate a culture of dialogue in the workplace.

Strategic Initiatives

No new developments on this front for the time being.

Legislation

Update of the Occupational Exposure limit values for 96 air contaminants, including asbestos, in the Regulation respecting occupational health and safety (chapter S 2.1, r. 13). [77077.pdf \(gouv.qc.ca\)](#)

Jurisdictional Update: Saskatchewan

May 2023

Certification and Incentive Programs

Nothing to report.

Sectors and HSAs

Saskatchewan WCB (SWCB) has concluded a two-year negotiation with our funded safety associations partners, resulting in an agreed upon funding agreement document that will be implemented later this year. The funding agreement outlines the responsibilities of both the seven industry safety associations that receive funding through the WCB levy process as well as the expectations of WCB regarding fiscal and strategic oversight. The agreement will be a five-year document with provisions for amendment if either party deems necessary (such as because of legislative changes).

Training

The Prevention department completed a year-long course revision project in May 2023 with revisions of four WorkSafe courses including: Occupational Health and Safety Committee Level 1 and Level 2 training, Supervision and Safety, as well as a new course refresh of Effective Return to Work. The new material includes instructions for the facilitator to deliver this material either as a virtual instructor-led course or in person. The Saskatchewan WCB has not been offering regularly scheduled in-person training since the COVID pandemic began in 2020 but will resume in July 2023.

In addition to the new material, SWCB is in the process of revising our Certified Trainer process (how we manage external WorkSafe training providers). In January 2023, SWCB launched its first training standard for asbestos workers, and completed accreditation of one employer at the end of May 2023. This process will be applied to the SWCB's WorkSafe courses (those that cover legislated requirements for supervisors and occupational health and safety committees) with hopes of initiating this new process by the end of the year. SWCB will work with current providers in the certification process to transfer into the new program, which like the Asbestos Training Standard, will be managed using the BlueDrop credential software.

In April 2023, SWCB also partnered with a training provider out of Denver, Colorado (as part of their membership in the CSRA), to offer 1000 free seats to provincial employers and workers in Energy-based Hazard recognition. This aligns with the addition of this consultative service from last year, which focused on energy-based hazard recognition techniques.

Social Marketing

Nothing to report.

Hazard Programming

SWCB continues to utilize the Priority Employer Program (PEP) in 2023, with the addition of approximately 20 employers to the program. This process is a collaboration with Labour Relations Workplace Safety (LRWS) and involves additional consultative support and legislative inspections for those employers that have five or more serious injuries over the last two years (2020 and 2021 data used) AND have a greater-than-industry average of total injury rates for at least one of those two years. Currently, the program has approximately 90 employers in different stages of the program, with some graduating in 2023 as others come onto the program. This process is managed by the Account Managers with support from the Prevention Managers and Health and Safety Consultants.

An effectiveness study of the PEP is also underway with Dr. Sean Tucker from the University of Regina. Dr. Tucker will look at key injury and serious injury and fatality (SIF) metrics three years before and after participation in the PEP program for the approximately 170 employers that have graduated from this program in the last 10 years. The goal is to quantify the impact this program has on the safety performance of these firms to ensure that the program is demonstrating a significant reduction in risk for these companies, workers, and the province. Results are expected by the end of 2023.

Strategic Initiatives

Fatality and Serious Injury Strategy 2023-2028

In collaboration with our LRWS colleagues, SWCB launched its second provincial Fatality and Serious Injury Strategy in March. The strategy focuses on three sectors (Healthcare, Transportation, and Construction) as well as seven key hazards (asbestos, machine guarding, falls, industrial ergonomics, psychological injuries, and violence) that result in the majority of the approximately 2400 serious injuries annually in the province. This five-year strategy (2023-2028) will include the development of industry-focused learning collaboratives to find and implement solutions focused on reducing the risk of SIFs, as well as provide education and compliance-driven activities (LRWS), all with the goal of reducing SIFs by 5% each year of the strategy.

Next Generation Prevention

In addition to the launch of the new Fatality and Serious Injury Strategy 2023-2028, the Saskatchewan Prevention department has undergone several changes over the last two years under the strategic initiative of Next Generation Prevention. This included reorganization of the departments of Account Managers and Health and Safety Consultants into four industry portfolios to increase the opportunity for internal collaboration between these two positions, as well as to maintain consistency when supporting these industry employers. In addition to the reorganization that occurred in January 2022, a Senior Health and Safety Consultant position was created to

support mentoring and high-level project implementation. This position is expected to be filled (one in each Regina and Saskatoon) by the end of Q2, or early Q3 2023.

Serious Injury and Fatality Reduction Project

In partnership with the National Safety Council (NSC) and Campbell Institute out of the U.S., as well as Sask Power, SWCB will begin a focused SIF reduction plan development project in June 2023. The goal of this project is to leverage the expertise of the NSC to assess and develop an SIF reduction plan for Sask Power, which will act as a model for future such plans that can be implemented with other Saskatchewan employers. The deliverables are transferable knowledge for Prevention staff, tools, and processes that will be integrated into the WCB's collaborative consulting model. The project is expected to take two to three years to complete.

Legislation

Nothing to report.

Jurisdictional Update: Yukon

May 2023

Certification and Incentive Programs

- We are investigating the board not signing COR certificates as the program has matured.
- In 2022, the CHOICES program returned over \$650,000 to employers.

Sectors and HSAs

Nothing to report.

Training

WSCB Safety Communication Officers continue in their outreach efforts to reach workers, employers, students, and other Yukoners interested in workplace safety and prevention. This outreach includes workplace violence and harassment prevention educational sessions, safety built for elementary school students, and attendance at trade shows and fairs.

Social Marketing

WSCB is waiting for the next iteration of the organization's Strategic Plan before social marketing activities begin in earnest. In the interim, however, WSCB continues to promote prevention activities through our social media channels. Specific ads include Slips, Trips and Falls ("Don't Let Safety Slip"), running club for young girls (see below in "Other" for additional information), workplace violence and harassment prevention, Workplace Solutions, and general workplace safety reminders. This information is likewise included on the website (www.wcb.yukon.ca).

Hazard Programming

We reviewed all public material and updated them with any Act and regulation references, as well as a few minor tweaks to content.

We published new materials on:

- Health and Safety Management Systems
- Mine rescue
- Ladder safety
- Reporting and investigating serious incidents and injuries
- Right to refuse unsafe work
- Eye safety

- Pre-use heavy equipment inspection
- Respiratory protection
- Safety lifting
- Slips, trips, and falls
- Stress management
- Concussion prevention
- Worker shortage

Strategic Initiatives

Nothing to report.

Legislation

On July 1, 2022, the new *Workers' Safety and Compensation Act* came into force, replacing the *Occupational Health and Safety Act* and the *Workers' Compensation Act*.

Other

The annual Workplace Solutions event was held in March 2023 focusing on the current labour shortage and its impact on health and safety in the workplace. This event was open to both workers and employers and was held in person and streamed live.

WSCB continues to run the Ironwomen run club, an after-school running program. Underpinning the program is the notion that physical health is key to the maintenance of psychological health. This program focuses on the prevention of psychological injuries through physical health.