

**Minutes of AWCBC Safety and Prevention Committee Meeting  
May 17-19, 2016  
Royal York Hotel, Toronto, Ontario**

**Attendees**

<b>British Columbia</b>	Dale Walker
<b>Alberta Ministry of Labour</b>	Lisa Chen
<b>Saskatchewan</b>	Shelley McFadden
<b>Manitoba</b>	Jamie Hall
<b>Ontario</b>	Matt Wilson
<b>Quebec</b>	Serge Trudel
<b>New Brunswick</b>	Anne Lise Albert
<b>Nova Scotia</b>	Andrea Vardy
<b>Prince Edward Island</b>	Janice Whalen
<b>Newfoundland</b>	Charles Coady (not in attendance)
<b>Northwest Territories / Nunavut</b>	Bert Hausauer (not in attendance)
<b>Yukon</b>	Bruce Milligan
<b>Ministry of Labour (Ontario)</b>	Bill Roy
<b>CCOHS</b>	Fred Leduc
<b>AWCBC</b>	Cheryl Tucker (day one)
<b>External Presenters/Speakers</b>	Sophie Genest, CSST and AWCBC Learning Symposium
	Trudi Rondou, Senior Manager, Industry and Labour Services, WorkSafe BC
	Camille Quenneville, Canadian Mental Health Association, Ontario
	Adrian Cook, Employer Consultant, WorkSafeBC
	Dr. Peter Smith, Institute for Work and Health
	Dr. Ben Amick, Institute for Work and Health

## TUESDAY, MAY 17, 2016

### WELCOME

- The meeting was opened with welcoming remarks from Dale Walker, Committee Chair
- Stuart McLean, Committee Sponsor, was not able to attend and sent his regrets

### INTRODUCTION OF NEW COMMITTEE MEMBERS

- Andrea Vardy, Nova Scotia, Director, Workplace Services
- Bill Roy, Ministry of Labour, Ontario, Director, Strategy and Integration, Office of the Chief Prevention Officer
- Bert Hausauer, Northwest Territories and Nunavut (regrets)
- Frank Leduc, CCOHS, Vice President, Finance and CFO

### JURISDICTIONAL UPDATES

#### **Ontario (Matt Wilson)**

(See presentation deck on AWCBC website for full details)

#### Highlights:

- 2016 WSIB Strategic Plan has health and safety as the first pillar
- Review of the Recommendations of the Provincial Prevention Program Review
- Small business is an Ontario health and safety system priority
- Expecting that Ontario's health and safety system will be transitioned over the next few years
- Working with Executive Director responsible for Rate Framework on voluntary program redesigns to ensure alignment to new rate framework
- The WSIB remains the funder for the health and safety system in Ontario
- Health and Safety Index – leading indicators and lagging indicators using LTI injury rates
  - Not specific to individual workplaces – more as a barometer of health and safety in Ontario workplaces as a whole
- Employer Dashboard Tool Kit development –proposed model similar to BC to allow employers direct access to their data
- Rate Framework Modernization overview
- Will be looking at new methods of training delivery, i.e. webinars, partnering with HSAs
- Haven't traditionally done a reasonably good job at engaging with small business – how do we maintain the relationships after training – Manager, SBHSP is starting to develop and enhance relationships with HSAs and other organizations/associations that may be able to help

#### Action Items:

- None

## **Ontario Ministry of Labour, Office of the Chief Prevention Officer (Bill Roy)**

(See presentation deck on AWCBC website for full details)

### Highlights

- Provided an update on recent health and safety initiatives led by the Ontario Ministry of Labour
- Mandatory Awareness Training – came into effect July 1, 2014
  - o Available in 13 languages
  - o Have noticed a steady decline in allowed lost time injuries and critical injuries but hard to pin to the prevention activities
  - o Everybody should be trained by now
- Working at Heights Training – came into effect April 1, 2016
  - o One more year available for companies to be certified with new training
  - o Two year recertification
- Inspectors will ask for proof of certification when they are on the work sites
- Have full time audit of the program delivery as well
- Joint Health and Safety Committee Certification Training – came into effect March 1, 2016
- Construction Hazard Awareness Training (CHAT) – Currently under development
  - o Will be required before working on a construction site
- Don't expect any more mandatory standards to be rolled out any time soon, except for Health and Safety representatives for small businesses
- Intent is that training is transportable if the worker has proof of training so that retraining isn't required on each new job
- Recent Regulatory Amendments
  - o Construction Project Regulations
  - o Mining Regulation
- Occupational Health Regulation 833 amendments – consultation closes June 6, 2016 S 21 of the OHS Act allows for the establishment of Employer and Labour Committees and sub committees to bring recommendations to the Ministry for legislative changes
- Mining Prevention Review
- Construction Health and Safety Action Plan (CHSAP) deliverables
- Other Prevention Initiatives
  - o Business Registration Online Portal – April 2016
  - o Health & Safety Checklist – April 2016
  - o Accreditation Program – in development
- Ontario's Health and Safety Strategy
- Proposed Areas of Focus
  - o MVA
  - o Falls from Heights
  - o Exposure Resulting in Occupational Disease
  - o Vulnerability in the Workplace
    - Young Workers
    - Migrant Workers and Newcomers
  - o Mental Health

- Harassment
- Health and Safety Associations

Action Items:

None

**New Brunswick (Anne Lise Albert)**

See presentation deck on AWCBC website for full details

- All Injury Frequency statistics 2010-2015
  - Seeing more of a decline in NLT; flat in LT
  - Do not currently code by exposure type, severity
- OHS/WC Act Changes – July 1, 2015
  - OHS Notification changes in reporting
  - Receiving a lot more calls from employers regarding incidents
  - Public relations campaign on what needs to be reported
  - OHS website – launched May 2015
- Have developed an OHS App – launched February 2016
  - Lots of positive feedback from New Brunswick employers
- Investigations
  - Numbers greatly increased after changes to legislation came into effect
  - Created an investigations unit and number of investigators have increased
  - Serious investigations and causal investigations
- Focus on High Risk Injuries
  - Nursing Homes
    - Nursing Homes Employer Association hired a disability management specialist
      - 3<sup>rd</sup> party gatekeeper hired by the industry and they are the communicator with WorkSafeNB
      - Not much evidence of prevention or causation
      - Has been in effect since mid-2012
    - Working with HSA on a violence initiative
  - Waste Collection
    - Public awareness campaign for homes on how to protect your waste collector launched a few weeks ago – social media, CBC, videos
    - Campaign is posted on the AWCBC web page
- Long Term Youth Strategy
  - For under 25 age group
- Partnerships with Stakeholders
- Investment in OHS approved by Board of Directors for 2015
- Have had a lot of negative press in the past so created a video “Let’s Talk About WorkSafeNB”
- Investment in OHS Leadership
  - S.A.F.E.R. Leadership in partnership with St. Mary’s and Mount Allison universities
  - Safety Leadership Model - using OCDI survey

- Investment in OHS Compliance
  - o OHS/WC Act Changes
  - o Expanded Reach Workplaces
  - o After-hours Workplaces
  - o Residential Construction - hired 2 people to be residential construction specialists
- Investment in OHS Decisions
  - o Predictive Modeling

Action Items:

None

**Nova Scotia (Andrea Vardy)**

See presentation deck on AWCBC website for full details

Highlights

- Prevention Highlights (2015)
  - o Registered claims down
  - o Compensable claims up
  - o Duration index up
  - o Injury rate up
- Nova Scotia Workplace Safety Strategy
- Workplace Strategy Progress – YouTube video – <https://www.youtube.com/watch?v=4jdQhTJev5A>
- Social media and websites targeting community
- Mainstay Awards 2016 focused on recognition – accepts nominations and applications that are evaluated on set criteria – Dept. of Labour, WCB Nova Scotia and some larger organizations who are safety champions determine the winners; recognition of excellence is key to developing partnerships in health and safety and will motivate others to focus on health and safety
- Also have awards where the CEO, Workers Compensation Board of Nova Scotia motivates employees at smaller businesses
- What Matters Most social marketing campaign
- Leaders video <https://www.youtube.com/watch?v=pc73X8so3i8> “A Call to Lead” for Nova Scotia Safety Charter
  - o Peer to peer influence
  - o Not WSIB or Ministry of Labour telling companies what to do
  - o Started with 10 large employers who came together to discuss regulations and has moved to be a group of leaders that lead and own the Safety Charter
  - o Workers compensation board has provided some seed money for meetings, etc.
  - o Will be supporting an annual conference of leaders in health and safety in 2016
  - o [Worksafeforlife.ca/leaders](http://Worksafeforlife.ca/leaders)
- Health Care Action Plan
- Operational Support & Tactics for Injury Prevention Improvement

- Focus on musculoskeletal injuries; slips, trips and falls; psychological impact of injuries/psychologically healthy workplaces; increased focus on partnerships – biggest injury and cost drivers in Nova Scotia
- Practice Leadership Team – established in 2016
  - Coaches and consultants that go into workplaces; focused mainly on poor performing communities
  - Offered to any employer covered by the Workers' Compensation Board
  - Have different types of service offerings depending on the payroll, trends of injuries and costs – length of intervention duration will vary from 1-2 days to months or a year – determined by assessment tools

Action Items:

None

**Prince Edward Island (Janice Whalen)**

See presentation deck on AWCBC website for full details

Highlights

- WCB Act now allows for Safety Associations
- Mandatory farm employee coverage – passed in February 2016; effective January 1, 2017; had been optional in the past – will affect mostly smaller employers, as most of the larger employers have opted to be covered already; self-employed would likely be exempt
- The size of PEI allows for a more self-regulated process – 6 inspection officers in the province
- Regulations – WHMIS and Asbestos
- Prosecutions – Meadowbank Farm and Island Wide Roofing
- Promotional Material
- Officer Activity
- Education – no education staff for the last 6 months

Action Items:

If anyone has any terminology of what to call sessions that provide information to stakeholders on WHMIS, please send it to Janice – i.e. information sessions, etc. Don't want to call it public consultation

Janice to work with AWCBC for a jurisdictional scan for research re Asbestos

**Yukon (Bruce Milligan)**

(See presentation deck on AWCBC for details)

Highlights

- WHMIS Legislation – Regulation is now in system so they can write orders to it; still has a grace period

- Based on a fatality in 2015, have been working with Highways and Public Works to remove horses from the highways
- Contractor management protocol is being established – templates on how they are going to take care of health and safety if they are awarded the job
- Started focused audit program in 2014 and continued working with it in 2015
- In April 2015, had a workplace solutions workshop – employer workshops and school visits
- Statistically issued fines of \$80,000 in fines; no prosecutions; no fatalities in 2015
- Education programs – social marketing “I Question” – competition for students to produce a health and safety video; “Safety IQ” registered players with clues from SMS and resulted in a treasure hunt to win an iPad or MacBook computer
- Improvements in digital file systems – in test phase
- Leading and lagging indicators didn’t exist in the Yukon – have now developed a lagging indicator tool that will be used to communicate with poor performers
- Health and Safety Association began in 2005 – in 2015, there was a scope of work completed to evaluate the HSA – to be completed in July 2016
- Sa Denas Hes Joint Venture (see slide deck for details)

#### Action Items

None

#### **Quebec (Serge Trudel)**

(See presentation deck on AWCBC for details)

#### Highlights

- Integration 3 organizations into one – ongoing work on inspections best processes going forward
- Hosting of the AWCBC Learning Symposium in September 2016
- Legislation Review – Working Committees on OSH Act and the Workers’ Compensation Act
- OHS Act Will be putting my structure and oversight to criteria for grants
- Medical assistance costs are higher than other jurisdictions – looking to add controls
- Regulations Review – OSH Regulation and the OSH Construction Regulation Standards Updates
- Priorities –
  - o Lockout/Tag out
  - o OSH management
  - o Immigrants and new workers – front page issue; education on workers’ rights
  - o E-learning – haven’t done much in the past, but have produced more for students, teachers, management <http://www.csst.qc.ca/prevention>

#### Action Items

None

### **Manitoba (Jamie Hall)**

(See presentation deck on AWCBC website for full details)

#### **Highlights:**

- Injuries in Manitoba – 3.1 LTI rate is highest in Canada (2014)
- Strategic Initiatives
  - o Enhance and expand the network of industry-based safety programs – target is 60% of payroll by 2020
  - o SAFE Work Certified
  - o Prevention incentives – will have a 10 year cap on participation and receipt of incentive
- Manitoba WCB has a surplus of 36-37% - will be using some towards the Prevention incentive program
- Building an evaluation process for the certification; use of the OPM – are they seeing a change in performance organizationally and at the industry level
- Emphasising that Safety Associations must have a small business strategy
- Health Care industry remains an issue
- Safety Culture – more information in presentation deck “Measuring Social Change” – joint presentation by Manitoba, Ontario, Alberta – May 18, 2016
  - o Leadership network
  - o Partner relationships
  - o Social marketing
  - o Measurement
- Other initiatives
  - o Young Worker Injury Prevention Strategy
  - o Referral Project - referrals to HSAs
  - o Training Standards
    - Fall protection

#### **Action Items:**

None

### **Newfoundland (Charles Coady)**

(See presentation deck on AWCBC website for full details)

- Presenter not in attendance

### **Northwest Territories and Nunavut (Bert Hausauer)**

See presentation deck on AWCBC website for full details

- Presenter not in attendance



## **Saskatchewan (Shelley McFadden)**

(No presentation deck)

### **Highlights**

- Saskatchewan is working toward mission zero – strong reach that is growing – 87% of all employers achieved mission zero in 2015
- Saskatchewan Board has moved from 2<sup>nd</sup> worst to 4<sup>th</sup> worst LTI record in Canada
- Priority Employer Initiative – took 52 employers and as of last November added another 100, and will be adding another 50 this year – inspections and interventions with employers on the list; meeting with employer account manager and review of health and safety culture – when they see a 25% reduction in injury rate, is then transitioned over to Prevention; works with the employer for 6 months to do a gap analysis and helps to focus on where improvements are required and then will have an audit completed

### **Action Items:**

None

## **Alberta (Lisa Chen)**

(See presentation deck on AWCBC website for full details)

### **Highlights:**

- Has been a year of change in Alberta
  - o Focus on fiscal restraint
  - o New government
  - o New ministry structure
  - o New legislation
- A lot of labour initiatives on the government agenda over the last year
- OHS Policy and Program Development
  - o Policy and Legislation
  - o Innovation and Strategic Priorities
  - o Occupational Disease and Injury Prevention
  - o Medical Unit
- Policy Updates
  - o OHS Code Update
  - o Labour Package
  - o New West Partnership
  - o Bill 6
- Key Activities – OHS & WSIB
- WCB Review being conducted in 2016 should be completed by Spring 2017
- Alberta OHS Structure
  - o Policy and Program Development Branch
  - o Delivery Branch
- Strategic Approach
  - o Vision, Mission, Goal

- Prevention Mandate – to champion safe and healthy workplaces by transforming information into actions
- Key Approaches and Activities slide
- Strategic Programs – select industry sectors, e.g. Ski hills a few years back
- OHS Prevention Tools
- Innovation and Engagement Grants Program – new in 2015 – grants must align with Ministry objectives; grant program to be evaluated before 2016/17 launch – has been successful to date
- OHS Futures – funds solid research proposals – priorities set by an advisory committee – in 2016 the priorities are behavioural change; hazard investigation; surveillance, data, metrics
- Education and Awareness Strategy
- Resource development – looking at the resources from the users perspective; understanding of target audience on the worker side
- Resources
  - o Hazard Assessment and Control handbook
  - o Leading Indicators for Workplace Health and Safety user guide
  - o Supervisor Roles and Responsibilities – occupational health and safety handbook
- Education and Awareness Draft Strategy
- Key Priorities
  - o Public Awareness Campaigns
  - o Strategic Communications Plan for OHS program
- Awards Programs
  - o Student video awards
  - o Work Safe Alberta awards
- Road Safety at Work partnership
- Tools & Projects Under Development
  - o Retail employers, worker and ES resource
  - o Health care worker guide
  - o Truss tie off for fall protection resource
  - o Post- secondary initiative – engineering and business school focus
- Issues Management
  - o Farm and ranch (biggest initiative – 6 technical working groups)
  - o Medical marijuana / marijuana legislation
  - o Mental health in the workplace
  - o Retail fuel sales and convenience store safety – working alone and workplace violence
  - o Wildfire Recovery Task Force

#### Action Items

None

#### **British Columbia (Dale Walker)**

(See presentation deck on AWCBC website for full details)

#### Highlights

- WorkSafe BC is a one-stop shop; is a large organization

- Detailed review completed about a year ago – decided that prevention should not go back to government
- Website is being completed revamped and available at the end of June 2016, perhaps July
  - o Did a lot of consultation over the last while
  - o Reviewed heat maps of users of the site
- Certificate of recognition program is going through a significant review; program had been frozen for six months while interim policies were developed. Many questions were raised about the program – continuous improvement, quality of the audit, auditors, tools; currently going through a full on policy review with stakeholder engagement; suggestions will then be taken for formal consultation – will hopefully have a year of interim policy for change of standards and guidelines; big issue is that while companies can be certified, they can be decertified
- Forestry tree falling certification program has no decertification procedure – Forestry HSA does not want to be involved in the decertification
- Redesign of certification program will hopefully result in a “passport” of what you are certified to do
- Creating a generic certified partner – right now all are industry based in one of 9 partners – want to create a CORE audit and then each industry can do add ons
- Harmonization across the western provinces is an issue
- Doing a lot of work with First Nations – young workers and elders – tell their stories – extremely impactful and tremendously engaging; difficulty in determining best way to approach the First Nations bands; attempting to create the equivalent of a HSA for First Nations
- New prevention tools as a result of new legislation
  - o Now have ability to enter into compliance agreements
  - o Stop work orders for high risk violations – can be issued in much greater frequency
  - o Stop Operations orders – can shut down entire province wide work for a company – has to be signed off by the Vice President, Prevention in order for it to be effective
  - o Override work orders
  - o Citation tickets / fines on the spot
- New law on reporting investigations – all employers must investigate and report within 48 hours; a worker on the JOHSC committee must be on that investigation; final must be completed in 30 days and WorkSafeBC is to be copied on the reports; have created a standardized report forms – can be audited for compliance
- Have developed a health and safety training program for Syrian refugees – more expansive than just health and safety
- Employer consulting has grown – 8 consultants and 5 support workers for a team of 21 at the end of the 2016 – targets most challenged and largest employers in BC. Each consultant will take on 8-10 companies a year, sign a contract with WorkSafeBC and can work with them for up to a few years; has shown great success
- Residential Construction – extensive program on falls from ladders
- A lot of work done on Risk Analysis and a Risk Analysis Unit was developed – information on the work of this unit is on the WorkSafeBC website – 62 identified workplace risks; top 28 were

narrowed down and risk advisories were sent out to those industries – will be followed up by forwarding tools for prevention

### **CCOHS (Frank Leduc)**

(See presentation deck on AWCBC website for full details)

- Presentation did not take place

### **AWCBC LEARNING SYMPOSIUM DISCUSSION (Sophie Genest)**

No presentation slides

#### Highlights

- Next Symposium is being held in September 2016 in Quebec City
- Focus on OHS – breakout session on successes in OHS – Sophie was looking for ideas of successes that can be transported elsewhere Matt suggested the Ontario Occupational Health & Safety Index and Terrance D’Souza
- Dale can send one of his managers for the Employer Health and Safety Toolkit
- New Brunswick – OHS Guide App in conjunction with CCOHS
- Dale has a program on assembling resources / tool kits for first responders traumatic event PTSD prevention for mental health issues
- Ontario has a first responders tool kit with a self-assessment tool
- Suggestion that there may be an interest in preparing workers for dealing with violence in the workplace
- University of Alberta has an active shooter video that has been adopted by post-secondary institutions in North America – 8 minute awareness video – Lisa Chen will attempt to find contact

#### Action Items

Let Sophie or Serge know if there are any OHS successes that you can share and can speak to at the Symposium or any other subject you think may be of interest at the Symposium

**WEDNESDAY, MAY 18, 2016**

**PRESENTATIONS**

*These notes only reflect information provided in addition to the presentations decks. Presentation decks will be available on the AWCBC website.*

**SUPPORTING MENTAL HEALTH IN FIRST RESPONDERS**

Presentation by Trudi Rondou, Senior Manager, Industry and Labour Services, WorkSafeBC

(See presentation deck on AWCBC website for full details)

Highlights

- Legislation changed in BC in 2013 re acceptance of mental health claims
- Police, fire and paramedics were considered in stakeholder consultation
- By casting the net wide for stakeholder consultation, it was determined that there were first responder groups that had an interest in the topic that hadn't been considered
- Important to set the tone as to what the scope of the Steering Committee was so that members were aware before committing to participation
- Referenced Ontario's work with first responders – materials available on PHSA website
- Survey Monkey showed excellent results from the stakeholder meeting
- Facilitation skills important to maneuverer and deal with the diverse stakeholders who are at stakeholder meetings
- Committees make the decisions even though the Steering Committee was facilitated by WorkSafeBC
- Landing on language of the Mission of the Steering Committee was difficult because people had different ideas on the meaning of some terms
- Paramedic claims are high because they spend the longest period of time with victims
- So many resources out there, it's difficult to determine which are better than others
- So that the focus of the conversation didn't turn to claims issues, a separate meeting was established to discuss claims adjudication; meeting included the Vice President, Claims
- All organizations took the draft best practices document back to their respective workplaces for feedback – received 105 lines of feedback
- Found that there isn't a lot of evidence based information
- Steering Committee membership was determined by the participating organizations who were asked who they would like to put forward
  - They weren't necessarily the people who had attended the initial forum
  - Had to build relationships with some of the organizations to get them to provide someone to sit on the Steering Committee
  - Criteria was to be a leader within the organization who had experience working with mental health and who had the ability to influence and implement any programs that might be put forward
  - Alternates have also been established, but for the most part they haven't needed to attend

- Committee meets once a month
- Haven't had much uptake on the CSA Mental Health Standard in British Columbia
- Have a draft app that was produced at WorkSafeBC for mental health for fire, police and paramedics – what is your reaction, what are some coping skills, tracking of coping scores; was shown to the Committee won't continue for now
- WorkSafeBC may host a session on training mental health practitioners to be culturally competent

Action Items:

- Bill Roy, Ministry of Labour, Ontario will provide updates on work being completed in Ontario on first responder mental health best practices as they become available

**OCCUPATIONAL MENTAL HEALTH ISSUES**

Presentation by Camille Quenneville, CEO, Canadian Mental Health Association, Ontario

(See presentation deck on AWCBC website for full details)

Highlights

- Such a difference now on the amount of attention being paid to mental health discussions
- Every Canadian will need to address a mental health issue at some point in their life time
- CMHA encourages conversations about mental health in the same way as they would discuss their physical health
- Each CMHA division operates differently and provides services based on community needs and partners with other organizations to provide supports as well
- Seeing a huge increase in the mental health in the workplace conversation
- Mental Health Works – has a program with four modules for employers and unions – awareness and introduction to the idea of mental health as a spectrum; emotions and stressors and building empathy; technical skills (counseling not therapy skills); and a module on the CSA National Health Mental Health Standard and workplace accommodation with sample return to work plans and breaking down stigma in asking for accommodation – less about treatment and more about performance management re mental health concerns; are accessible and generic enough that they can be used for different audiences by changing case studies, language used and presentation; CMHA identifies where they see stigma within a company and make recommendations on how to address organizational cultural change
- Expanding on the east coast in PEI and New Brunswick and then up to the Yukon; still missing Alberta and are actively engaging with Manitoba; haven't made much of an entry into Quebec yet but there are some bilingual trainers in Ottawa and Vancouver
- CSA National Mental Health Standard – is extremely difficult and complicated framework; the Mental Health Works program helps employers to meet and implement the standard
- CMHA continues to see breakdowns in workplace systems in dealing with mental health accommodation and with benefits providers

Action Items:

- None

## **EMPLOYER SAFETY PLANNING TOOLKIT**

Presentation by Adrian Cook, Employer Consultant, WorkSafeBC

(See presentation deck on AWCBC website for full details)

### Highlights

- Demonstration of the Toolkit
- Information Visualization for employers was critically important – lets them determine the What If Scenario and use for business planning
- Data includes claims that have been coded
- 2015 data was available for inclusion in the tool at the end of March 2016
- Data is updated monthly
- Only reflects LTIs at this time; may be able to marry in other data, i.e. health care in the future
- Moving from just lagging indicators towards active safety management perspective – piloting at the moment

### Action Items:

- Anyone interested in learning more about the tool and implementation in their jurisdiction should contact Dale Walker, WorkSafeBC

## **CAALL-OSH – UPDATE**

Presentation by Serge Trudel, CSST Quebec and Bruce Milligan, Yukon

(See presentation deck for CCWYS Subcommittee – Young Worker Safety on AWCBC website for full details)

(No presentation deck available for the CAALSH Update by Bruce Milligan)

### Highlights

- CCYWS Subcommittee – Young Worker Safety (Serge)
  - Meeting in April 2016 prior to main CAALL-OSH meeting in May
  - CAALL-OSH determines the terms of reference for the Committee
  - Stella the Skunk concept came from this Committee and used in different provinces
  - Compare initiatives in jurisdictions across the country via inter-jurisdictional inventory which is available on the CAALL-OSH website in the Resources tab
  - This year there were a lot of updates on new initiatives, in particular on social media
- CAALHS Update (Bruce)
  - Winding down work on WHMIS
  - Discussion on harmonization and breaking down barriers – tasked CAALSH to develop a discussion paper – draft paper now available on what has worked in the past, how it may look in the future, where has this failed in the past
  - Spending a lot of time with the CSA and advising on direction; participated in a stakeholder meeting on April 14 to discuss the current structure of CSA technical sub-committees; research paper is expected soon

Action Items:

None

**VULNERABLE WORKERS: CURRENT RESEARCH & JURISDICTIONAL ACTIVITY**

Presentation by Dr. Peter Smith, Institute for Work and Health (IWH)

Accompanied by Dr. Cam Mustard (did not present)

(See presentation deck on AWCBC website for full details)

Highlights

- Distributed *OHS Vulnerability Measures* information sheet
- For more information on the development of the tool visit [www.sciencedirect.com/science/article/pii/S00014575002286](http://www.sciencedirect.com/science/article/pii/S00014575002286)
- Tool can be downloaded at [www.iwh.on.ca/ohs-vulnerability-measure](http://www.iwh.on.ca/ohs-vulnerability-measure)
- Not all workers are vulnerable in the same ways – there are demographic, occupational and workplace variables that increase the risk
- Ontario and BC based information

Action Items:

None

**MEASURING SOCIAL CHANGE**

Jamie Hall, Matt Wilson and Lisa Chen

(See presentation decks on AWCBC website for full details)

Highlights

Jamie Hall

- Over the years things that were considered acceptable are no longer socially acceptable
- Workplaces have changed
- How can WCBs be the catalyst for social change?
- SafeWork survey is a phone survey that has been done for 13 years
- Theme of *Safety is a Language We All Speak* resonated with Manitobans
- Leader survey has been done for 3 years
- Ontario uses Microsoft Analytics to determine the way the questions are asked

Lisa Chen

- Alberta OHS Index
- Always receive a lot of feedback from those employers who are targeted in the metric
- Important that the measures be robust
- To be selected to the program, the employer has to be doing 100% worse than others in their industry
- Cycle is about 18 months and if continues to be bad results, there is an escalation process
- Don't feel they can measure employers with smaller than 30 person years (similar to an FTE) and obtain reliable data



- If a COR holder and the employer is not doing well on the index, they are automatically required to do an audit program
- Andrea Vardy explained their program in conjunction with the Dept. of Labour, the federal government and the WCB Nova Scotia to audit companies

Action Items:

- Lisa to share media report with members of the Committee

**THE 8 QUESTION SAFETY CULTURE SURVEY, V. 2 – ORGANIZATIONAL PERFORMANCE METRIC (OPM)**

Presentation by Dr. Ben Amick, Institute for Work and Health (IWH)

See presentation deck on AWCBC website for full details

Highlights

- [www.iwh.on.ca](http://www.iwh.on.ca)
- Foundational problem is that even though companies have policies and often programs and procedures, it doesn't necessarily relate to practice
- What you should really measure is policies, programs and procedures and practices all at once
- No such thing as one main indicator – there are a portfolio of leading indicators
- Vulnerability measure is a deeper dive
- Links to the OPM, the OLIP and scorecards are available on the IWH website
- Clear scientific criteria were set – 17 in total, with 4 being critical
- Professional staff is determined as the most knowledgeable about health and safety in the workplace
- Went into 6 workplaces and had 8 or 9 people take the OPM at the same time; had the HSAs do an audit; IWH went in and looked at their data and created a story for each organization – high performers looked like high performers when you go into the workforce; low performers show as low performers; the answers to the questions does reflect what is happening in the workplace
- Have now worked to develop follow up questions to help get a conversation to support change
- Does the IWH OPM predict future claims? – YES
- Do answers to the OPM reflect what is going on in the workplace? – YES
- Is it okay to ask one person? – Answer for that is still to be determined
- Are there problems with any questions or the % time response category – IWH does not think so
- Need to start connecting the jurisdictions to carry on the conversation
- Created a Leading Indicators report with Alberta – on the Alberta Ministry of Labour website
- Currently in discussions with Manitoba
- Being used in New Brunswick and Nova Scotia
- OPM is available in French – however, no work being done in Quebec at this time
- IWH is determining what tools would be helpful, i.e. apps
- Small business segmentation is less than 20 and less than 5 for construction

Action Items:

- Shelley McFadden, Saskatchewan to connect with Dr. Amick to discuss work of Dr. Sean Tucker

- Dale Walker to connect with Anne Lise Albert re tools they are using in BC and make a connection with the BC employer consultants

## **EVALUATION OF THE DAY'S PRESENTATIONS AND PLANNING FOR NEXT DAY**

(All Committee Members)

### What Could Be Changed?

- Not to fill the agenda so much so there was more discretion in increasing some of the discussions

### What Went Well?

- Sharing information to take back to their jurisdictions and incorporate what was learned was the most valuable to all of the attendees
- Every session provided information that was useful
- Time well spent on the jurisdictional updates

### What Can We Do In Addition?

- Consensus: Do a review of the status of the Action Plan whenever the Committee meets – in person or by teleconference
- Suggestion: If everyone can bring their biggest issue or concern to get cross-jurisdictional perspective but preceded by an AWCBC cross jurisdictional scan on the topic (may do this instead of having guest speakers)
- Suggestion: Orientation on the AWCBC for new members and how to use the website
- Suggestion: Breakout session based on different governance structures – what do the structures look like in each jurisdiction
- Suggestion: Interesting to have an overview of the jurisdictions
- Suggestion: Have a discussion on jurisdictional issues and then spend the next portion of the day discussing solutions

## **CHANGES IN COMMITTEE CHAIR**

- Dale Walker will not be chairing or being a member of this Committee going forward, as a result of changing positions at WorkSafeBC
- Matt Wilson will take over position of Chair of the Committee – consensus was reached
- Anne Lise Albert will take over as Vice Chair – consensus was reached
- Next meeting will be at the fall AWCBC Learning Symposium – attendance is encouraged but not mandatory as it is understood that not all jurisdictions allow for that much travel

## **THURSDAY, MAY 19, 2016**

Annual Safety and Prevention Committee Work Plan prepared and presented to the AWCBC All Committees Group