

Presentation to the
AWCBC Prevention Committee

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Our Mission

- We inform and inspire Nova Scotians in the prevention of workplace injury, but if it occurs, we support those whose lives it touches by championing a timely return to safe and healthy work.



Prevention Highlights (2015)

• Total Claims Registered	23,933	↓
• Number of compensable time loss claims:	6,014	↑
• Duration Index:	108	↑
• Injury Rate:	1.84	↑
• Number of covered employers:	18,800	
• Percentage of Labour Force covered:	73	
• Actual Average Assessment Rate:	\$2.67	



Nova Scotia's Workplace Safety Strategy

Launched on March 20, 2013

Six Strategic Themes

- Education and Training
- Inspection and Enforcement
- Leadership
- Safety Culture and Climate
- Safety System Performance Management and Measurement
- Small and Medium Business



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Strategy Progress

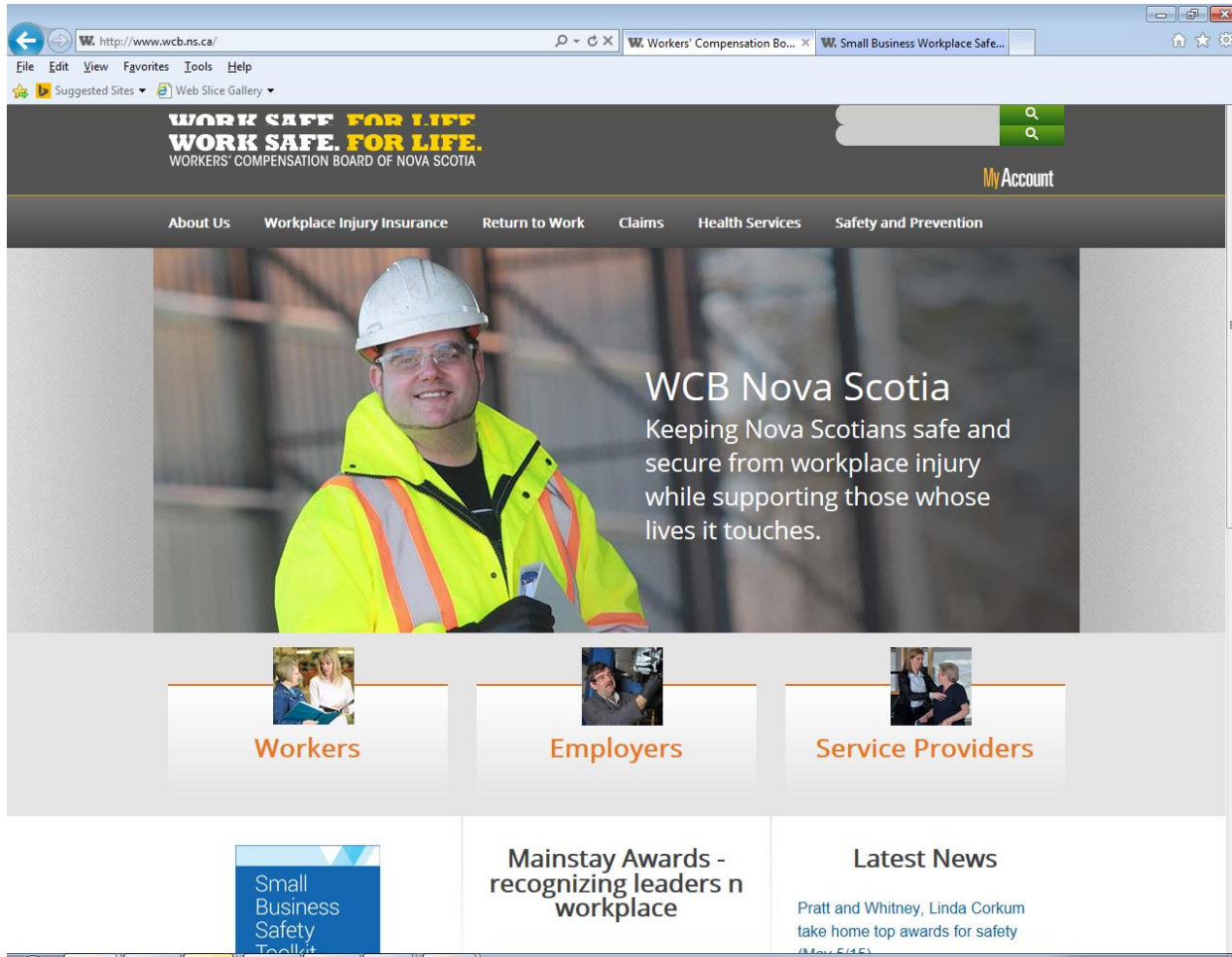
- Video Update:

<https://www.youtube.com/watch?v=4jdQhTJeV5A>

- Overall relationship between Government and WCB Nova Scotia is the greatest legacy of the Strategy
- Goal is to be Canada's safest place to work: Currently, we are fourth, as measured by delta in injury rate



Social Media and Websites



Mainstay Awards 2016



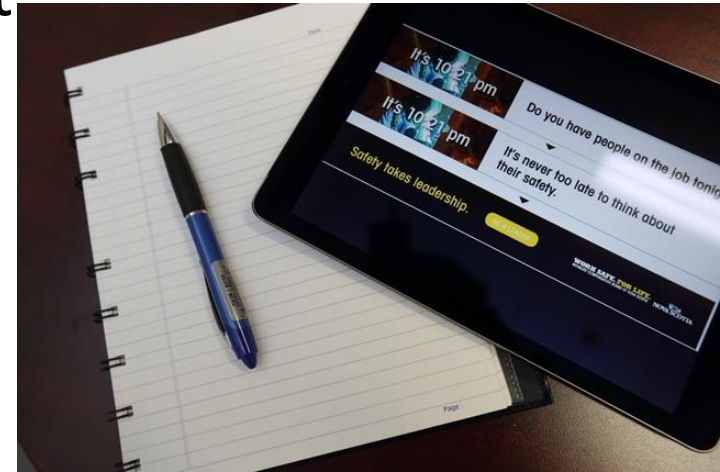
Nova Scotia's Department of Transportation and Infrastructure Renewal (TIR) received the 2016 Mainstay Safety Award of Excellence for an organization

- TIR recognized for being an OHS leader in Government, with other departments using their framework to form their own health and safety programs
- Total of 11 Mainstay Awards were presented in eight categories



Social Marketing

- The What Matters Most campaign continued with workplace outreach and community level engagement
- Campaign extended to target organizational leaders through an inspirational video, business magazine print ads and real-time online banner



A Call to Lead: <https://www.youtube.com/watch?v=pc73X8so3i8>



Health Care Action Plan

- Culture challenges within healthcare are deep and compounded by a complicated stakeholder landscape
- We're beginning a focused, multi-stakeholder approach with the healthcare industry, particularly home care and long-term care
- Goal is to develop an industry-led, five year, strategic plan that, once implemented, will result in significant and sustainable improvements in occupational health and safety outcomes
- Build on existing and ongoing work with the sector: safe resident handling, violence prevention and S.A.F.E.R leadership

HEALTH AND SOCIAL SERVICES ACCOUNTS FOR THE **HIGHEST VOLUME OF TIME-LOSS INJURIES** AT **1,680** IN 2015 – MORE THAN **2.5 TIMES** AS MANY AS THE NEXT CLOSEST SECTOR.

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Operational Support & Tactics for Injury Prevention Improvement



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Background

- In 2010 the Integrated Service Teams (ISTs) began developing Strategic Portfolio Plans (SPP)
 - Initiatives to address the key drivers of injuries, weeks and costs in each IST
 - At sector and workplace levels
- Many initiatives in the individual SPPs were targeted at issues that were common to all teams
- A revised approach was suggested for 2015
 - To focus on the drivers that were common to all sectors / workplaces
 - Based on a review of data provided by Business Intelligence



Background

- 4 shared strategic areas identified:
 - Musculoskeletal Injuries
 - Key drivers for injuries, costs, days paid
 - Slips, Trips and Falls
 - Key drivers for injuries, costs, days paid
 - Psychological Impact of Injuries / Psychologically Healthy Workplaces
 - Growing area of concern / added burden for injured workers and their employers
 - Increased focus on partnerships
 - What, why & how including assessment of the benefits for us and our partners
- Develop a common understanding of and approach for addressing issues
- Develop tools and resources for use by all sectors / workplaces to support injury prevention in these strategic areas



Shared IST Goals

- Target Top workplaces IST & WST
- Specific internal team dedicated. Develop plan, create tools, resources & best practice & share
- Partnership with Communications & Stakeholders
- Shared external initiatives to promote education

MSI
(↓5%)

- Target Top workplaces IST & WST
- Specific internal team dedicated. Evolve plan, created tools, resources & best practice and share.
- Develop a standardized approach to identify, assess and control hazards that contribute to STFs
- Partner with Communications & Stakeholders Promote and educate.

STF
(↓3-5%)

- Explore the impact of psychological factors influencing workplace safety – improve understanding
- Align to best practice - nationally
- Create tools and resources, coaching model and communication plan

**Psychologically
Healthy
Workplaces**

- Clearly define roles
- Leverage partners influence – including CEO charter
- Customize programs for partners to expand influence on MSIs, STFs & Psych

**Partnerships &
Networks**

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Practice Leadership Team

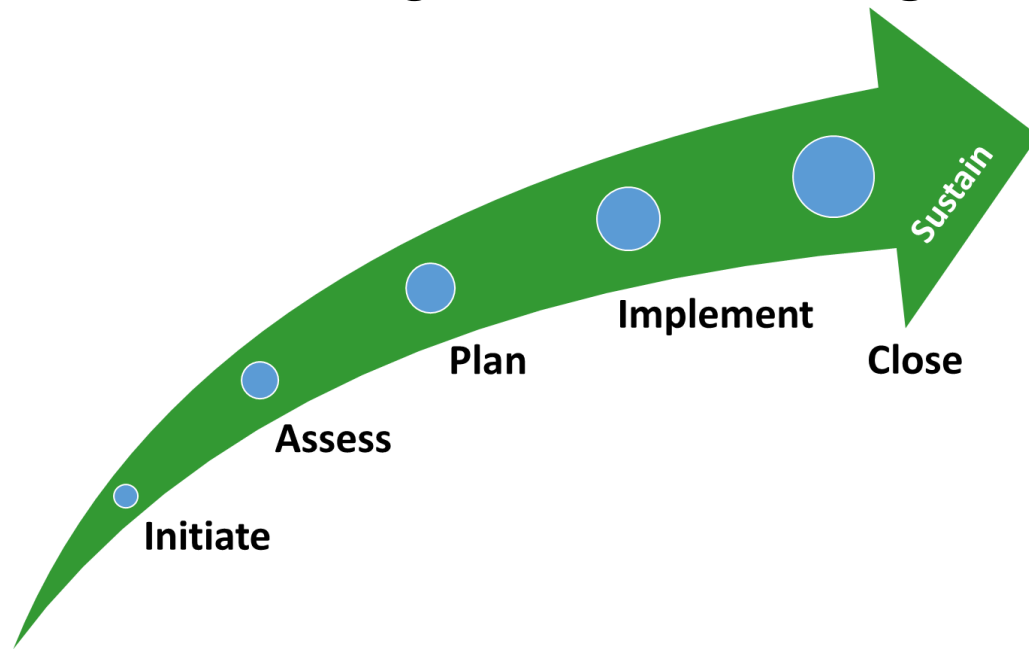
- Established in 2016 – this reorganization required focus on role clarity for our key prevention resources.
- Intended to enhance and support key initiatives & priorities and offer workplace coaching to all size businesses in NS
- 3 Buckets of Work:
 - Prevention
 - Return to Work program/process improvements
 - Health Services program integration
- Define new service map for Relationship Managers, Workplace Consultants - including Ergonomists, Prevention Information Officer and Prevention Education Consultant
- Deep dive on data, analysis of industry & workplace trends, targeted approach to impact performance and IP



How do we get the 'win' with employers?

Our guiding approach is to *foster sustainable influence*

Our Goal is *Sustainable Improvement in RTW & Injury Prevention through Our Consulting Framework*



Criteria

Mark 1

Mark 2

Mark 3

PAYROLL (\$
MILLIONS)

< \$1.7

\$1.7 - \$3

>\$3

EMPLOYERS (#)

140
60 New
80 Existing

30

Approx.300

INTERVENTION
DURATION

1-2 Days

Days – Months

Months – Years

FOCUS

STOP LOSS
RTW Management

STOP LOSS /
START GAIN
RTW Management
> Injury Prevention

STOP LOSS /
START GAIN
RTW Management
> Injury Prevention

NO

RI
S'C

At Year End 2015: What went well...

- 2015 Strategic Portfolio Plans Complete
- Home Care Leading Practice Working Groups (HCLPWG)
- Safe Lift and Transfer Pilot Program initiated in Acute Care
- Workplace Violence Prevention – Steps for Safety
- Joint Workplace Initiatives – Provincial and Federal
- Union Partnership on Preventing Workplace Injuries Series
- Launch of ‘Fishing Safety Now’
- Safety Associations linkages – Trucking, Health, Construction, Automobile, Fishing
- Canadian Manufacturers & Exporters partnership
- Fall Federal Forum
- Warehousing Summit – warehouses and supply chain management
- Retail Council of Canada partnership
- Integrated Service Team Specific Symposiums

Where are we now: 2016 progress

- Translating ideas into actions – Slips, Trips & Falls toolkit
- Engaging small & medium sized workplaces in new ways
- Operationalizing the Workplace Safety Strategy
- CEO Safety Charter & Leadership Matters Conference being led by industry
- Improved penetration in workplaces as a result of Practices Leadership Team structure and approach

