

**Location:** Omni King Edward Hotel, Toronto, Ontario

<b>Attendees</b>	
<b>AWCBC</b>	Cheryl Tucker
<b>Alberta</b>	Lisa Chen (Regrets)
<b>British Columbia</b>	Chris Back
<b>Manitoba</b>	Jamie Hall, Winston Maharaj
<b>New Brunswick</b>	Anne-Lise Albert
<b>Northwest Territories / Nunavut</b>	Bert Hausauer
<b>Nova Scotia</b>	Andrea Vardy
<b>Ontario MOL</b>	Bill Roy (Regrets)
<b>Ontario WSIB</b>	Matt Wilson
<b>Prince Edward Island</b>	Danny Miller
<b>Quebec</b>	Johanne Prevost
<b>Saskatchewan</b>	Shelley McFadden
<b>Yukon</b>	Paul Smythe
<b>Newfoundland</b>	Charles Coady (Regrets)
<b>External Presenters/Speakers</b>	
<b>Health Care Alliance for Safety and Health</b>	Henrietta van Hulle, Public Services Health and Safety Association
<b>National Work Injury Statistics Program (NWISP)</b>	Diane Baker (New Brunswick) Miriam Bartholomew (Ontario)
<b>AWCBC Communications Committee</b>	Warren Preece (Manitoba)
<b>Institute for Work and Health</b>	Dr. Cameron Mustard (Ontario)
<b>BC Construction Safety Alliance</b>	Mike McKenna (British Columbia)

## TUESDAY, MAY 16, 2017

### OPENING REMARKS

- The meeting was opened with welcoming remarks from Matt Wilson, Committee Chair and Winston Maharaj, President and CEO of WCB Manitoba (who attended as a guest).
- The October AWCBC Committee Meeting will held be in British Columbia (more details to follow).

### ALBERTA JURISDICTIONAL UPDATES (Matt Wilson on behalf of Lisa Chen)

(See presentation deck on AWCBC website for full details)

#### Highlights:

- User engagement project – engaged different types of end-users (1,945 in total) on a solution to better meet their OHS/ES information needs and improve OHS/ES behaviours and compliance
  - Incorporated behavioural insights, evidence-informed decision making, and user-centred design principles.
  - Developed 12 personas representing 7 segments of end-users - capturing needs, values, motivators, and barriers.
  - Identified tactics and entry points for each persona.

#### Discussion:

- Discussed whether the personas could be replicated in other jurisdictions (e.g. are they based on factors unique to Alberta?).
- Nova Scotia can also share journey maps (personas from a claims perspective) – they can be applied to prevention.
- Ontario can share ethnographic research – customer interactions with WSIB.
- Sharing of this information could be a potential AWCBC project.

#### Action Items:

- Lisa Chen to advise if the personas developed by Alberta can be shared, replicated.

### BRITISH COLUMBIA JURISDICTIONAL UPDATES (Chris Back)

(See presentation deck on AWCBC website for full details)

#### Highlights

- Several industry initiatives:
  - Fire hall health and safety – hard to reach group as engaged in emergency services; 1/3 of injuries take place at fire halls; slips and trips campaign; created an awareness video and pushed out to fire halls.
  - First Nations youth awareness on reserves (around 10% may finish high school on reserve) – 600 youth have been reached so far in year 2 of 5.
  - student video content – outreach increased from 10 – 24 schools; over 500 videos submitted
  - young worker research – industry research with a focus on males aged 18 – 24 in certain industries; learnings included an understanding of the need to engage employers in health and safety solutions to better support youth.

- Healthcare violence prevention program – training 29k health care workers in high risk departments by end of 2017; will evaluate effectiveness (e.g. application of learnings on job, work environments most conducive to learning application) after three years
- Transportation – ticketing aggressive cars and trucks.
- Fishing PFD campaign – improving reach to fishers.
- First responder mental health initiative – addressing stigma through a communications campaign; creating an open forum for dialogue; developing a website of resources for first responders.
- Homeowner asbestos awareness - educating owners of homes (built prior to 1990) of the risks of asbestos (videos, radio, ads, door hangers in target communities)
- Syrian refugees – many coming into BC – pilot program to share OHS info in English and Arabic.
- Key account performance consulting program – building relationships with large employers; leveraging partnerships to improve health and safety – seeing a dramatic improvement in performance which spills over to rest of industry.
  - Employers identified through experience rating, injury rates, return to work performance
- Certificate of Recognition (CoR) – seen significant increase in employers obtaining a CoR and the value of incentives paid over the past 10 years; majority of employers are small businesses in Forestry and Construction; ; revamping CoR, will be undertaking policy and practice development and consultation throughout 2017.
- Engaged with UBC to evaluate the effectiveness of CoR - Certified firms had, on average, 12% lower short-term disability, long-term disability and fatality/injury rate between 2005 and 2012 compared to non-certified firms, and a 17% lower serious injury rate.

#### **MANITOBA JURISDICTIONAL UPDATES (Jamie Hall)**

(See presentation deck on AWCBC website for full details)

#### Highlights

- Lowest yet LTI rate – 2.9 per 100 workers; decrease in construction, manufacturing and transportation, but increase in health care.
- New Safe Work Certified Program – five certifying partners; offering certification options for small businesses; greater alignment with supply chain and new processes for third party audit.
  - Three safety essentials: leadership commitment, hazard identification/risk control, and worker participation
- Analysis of data from 2000 to 2015 shows that, compared to industry averages, workplaces that implemented a safety and health certification program, experience:
  - 42% decrease in all injury rates
  - 47% decrease in lost-time injury rates
  - 37% lower injury costs per workers reported to WCB
  - Almost half as many work days taken per worker from claims reported to WCB.
- Just under 32% of Manitoba payroll covered by an Industry Based Safety Program – targeting 60% by 2020.
- Working with IWH and other stakeholders on a workplace H&S culture project; utilizing the Organizational Performance Metric (OPM) to measure growth in health and safety culture maturity of certified firms.
- Young worker initiative, “Worked Up.ca”, utilizing fake recruitment ads targeted to young workers for jobs with multiple hazards – working alone, power tools, hazardous materials. Over 2,000 young

Manitobans applied to the jobs and were caught by hidden cameras caught the interviews on tape. The results indicate young workers are willing to accept health and safety risks to land a high-paying job. Initiative also targets parents, employers and supervisors through campaigns.

**NORTHWEST TERRITORIES/NUNAVUT JURISDICTIONAL UPDATES** (Bert Hausauer)

- See presentation deck on AWCBC website for full details

Highlights

- New Codes of Practice for asbestos, camps, safety management systems.
- Approximately 40,000 workers covered; 3,587 injuries reported in 2016; on average 1.92 claims per day; 20% resulted from slips trips and falls.
- Developed a step-by-step guide to help small businesses build an OHS program.
- Safety talks to small business employers during NAOSH week - info provide by claims process, client service, and inspection staff – very popular and successful.
- New process for reporting unsafe work anonymously – promoted through radio, news, and safety officers.
- Providing subsidies for employers to provide first aid training; providing booklets to employers to help them track their first aid issues.
- Working with CALLOSH, exploring new first aid CSA standards and harmonization across Canada
- Working with school boards to include workplace health and safety in curriculum for youth transitioning from education to the workforce.
- Developed an app for employers in partnership with CCOHS that includes downloadable content, access to legislation info, and resources.
- Communication group working on a “what’s it worth it to you” campaign – mirror stickers that show workers a reflection of a hard hat with bricks falling on it – promoted at airport and schools.

Action Items:

- Complete a jurisdictional scan of Committee member involvement with CCOHS on mobile apps – bring back to next AWCBC conference to identify collaborative opportunities – add to Committee Action Plan. Consider a. CCOHS presentation on capabilities, offerings (include costs), trends across Canada, and opportunities.

**NEW BRUNSWICK JURISDICTIONAL UPDATES** (Anne-Lise Albert)

- See presentation deck on AWCBC website for full details

Highlights

- Perception regarding workplace safety has increased (via perception survey) but so have count of claims
- 5 strategies under safety goal:
  - Advancing safety standards
  - Focusing on high risk industries
  - Engaging in intensive firm-level interventions
  - Using nature of injury to focus prevention efforts
  - Building a workplace culture through youth, education, and social marketing.

- Expanded inspections – hired new staff for residential construction; after hours visits (3% of inspections but 24% of injuries); Expanded Reach - visiting firms that had not had a visit in 5 years.
- New initiatives:
  - Focus on violence in nursing homes – workers did not like posters as they felt it was too aggressive to be seen by visitors in nursing homes
  - Focus on waste collection via employer consultations, awareness sessions, compliance visits, and stakeholder consultations
  - Developing and implementing a three year youth awareness campaign that engages youth, employers, and the community
  - E-learning modules in partnership with CCOHS
  - Self-service access to data for employers (BC and Ontario also doing this).

#### Action Items

- Anne-Lise is interested in hearing about ideas for initiatives to prevent slips and trips.
- Opportunity to explore a collaborative “Preventable” campaign; consider inviting Preventable.ca to AWCBC 2018 Conference.

#### **NOVA SCOTIA JURISDICTIONAL UPDATES** (Andrea Vardy)

- See presentation deck on AWCBC website for full details

#### Highlights

- 1.74 Injuries per 100 covered workers – the lowest injury rate in history for WCBNS.
- 5,847 Time-Loss injuries in 2016 – A 30% decline from a decade ago.
- 88 Nova Scotia Leaders have signed the Health and Safety Leadership Charter (and counting).
- Over the past five years, proactive inspections have increased from 26% to 58% of all inspections.
- Nearly 100,000 views of “A Call to Lead” leadership video.
- 11,000 unique visits to the Small Business Toolkit.
- 32% decrease in fishing assessment rate, due to better industry outcomes.
- 1,373 people from Health Care and Community Services workplaces participated in the Steps for Safety: Workplace Violence Prevention Sessions.
- 330 people from over 70 long-term care facilities participated in Safe Lift and Transfer workshops
- Health and community services sectors:
  - largest industry group with 44k workers, also highest rate of work-related injuries; vital service sector, complex issues and needs
  - Collaborative project that engages senior leadership across partnering organizations focused on home care, long-term care and community services
  - Long-term care & home care make up 30% of the H&CS sector, but have 60% of time loss claims
  - Working groups that develop recommendations based on key areas of 5 year action plan (e.g. mental health and wellness); working groups comprised of industry leaders, unions, employers and government agency representatives (groups are co-chaired by employer and labour representatives)
  - Included extensive research (see enclosed) on best practices, and consultation to better understand issues, gaps, opportunities

- Understanding issues/gaps – developed a research document that includes global practices, challenges, gaps and opportunities; consulted with key stakeholders in communities.
- Workshop, videos, Point of Care Risk Assessment (PACE -Physical, Agitation, Communication, Environment) and resources for Acute Care, Long Term Care and Health Care.
- Partnering with Atlantic Provinces to promote “Working to Well”, return-to-work campaign and supports.
- Employers interested in tool box talks – offering regionally based workshops bringing employers together to talk about ergonomics issues and solutions – very popular with employers.
- Extending What Matters Most campaign to workplaces – using nametags, “Remember, they have another job to go to. Get them home safe to what matters most.”
- IRS campaign including 45 second videos that trace the story back from workplace injury that didn’t happen.

Action Items:

- Andrea to share *Workplace Safety in the Health and Community Services Sectors in Nova Scotia: Consultation Findings and Workplace Health and Safety in the Health and Community Services Sectors: Evidence-based Best Practices and Assessment of Current State in Nova Scotia* (update – added to Online Prevention Forum)

**ONTARIO JURISDICTIONAL UPDATES:**

**Workplace Safety and Insurance Board (Matt Wilson)**

- See presentation deck on AWCBC website for full details.

Highlights

- Developing a continuum of program supports from basic requirements to excellence including increased system integration and program enhancements to Safety Groups, Workwell and Small Business Health and Safety Programs. Goal is to better respond OHS gaps and the needs of various industries/sectors and business sizes.
- Developing a self-assessment tool that evaluates an employer’s OHS maturity and identifies the relevant programs and resources available to help.
- Expanding the reach of health and safety programs with a focus on engaging more small and medium employers and high hazard lines of work.
- Launching Compass Tool for employers (similar to BC employer health and safety planning tool kit) to help employers learn about injuries and claims, compare their performance to their peers, identify trends, and plan health and safety initiatives for their workplaces.
- Launched the Health and Safety Index to measure overall workplace health and safety system performance in Ontario in one integrated, evidence-based metric.
- Redesigned Workwell program:
  - Includes assessment of Return to Work Program
  - Consultants now Certified Disability Management Professionals
  - Development of an App – self-service assessment tool
  - Introduced Workshops to increase footprint by sharing the Workwell Evaluation Tool with large, complex employers.

- Launched the WSIB Small Business Health and Safety Leadership Awards to recognize small businesses that demonstrate excellence in health and safety; provide financial awards with the intent that they would be reinvested in workplace health and safety.

**Ministry of Labour (Regrets: Bill Roy)**

- See presentation deck on AWCBC website for full details

**PRINCE EDWARD ISLAND JURISDICTIONAL UPDATES (Danny Miller)**

- See update (Word document) on AWCBC website for full details

Highlights

- 5404 active firms, 1385 Lost-time injuries.
- Mandatory coverage for farmers under the Workers Compensation Act came into effect on January 1, 2017. Educational material will be made available to farmers.
- OHS Leadership Program which fosters safety champions in PEI High Schools had an increase in participating high schools in 2016, from 7 to 10/15 PEI high schools.
- Annual Workplace Health and Safety Conference held on May 4th featuring Candace Carnahan as the keynote (an injured worker who lost part of her leg in a workplace accident at the age of 21).
- Investigating a heart attack reportedly linked to workplace harassment three years ago in the health care sector.
- The 2017 Student Video contest was completed with 7 entries received. The PEI winner finished 2nd in National contest. There was a lot of media coverage (CBC, Compass, social media).
- Atlantic Premiers have directed their respective workplace health and safety officials to collaborate on “mutual recognition of targeted occupational health and safety equipment and safety training.”
- Approved to begin consultations with the fishing industry (currently not under WCB mandatory coverage) to promote the benefits of workers compensation coverage including an education and awareness initiative.
- Healthcare - an area of significant focus right now.

**QUEBEC JURISDICTIONAL UPDATES (Johanne Prevost)**

- See presentation deck on AWCBC website for full details

Highlights

- 2016 was a year of transition from CSST to the new CNESST.
- 3.8 million workers covered in 270, 118 workplaces; 82,179 work related accidents accepted; 217 work related fatalities.
- In 2016, the Board of Directors adopted:
  - The first Strategic Plan which sets out the organizational priorities for the next three years
  - The Regulatory Work Plan, which sets out necessary amendments to the standards and regulations
  - The 2017-2019 multi-year Prevention-Inspection Plan which sets the course for prevention and inspection activities over the next three years.

- Advertising campaign, “Speak, train, act. Let’s take steps together to ensure that fewer workers get injured”, promoted through televised messages during primetime programming and online invitations to take part in online contest - [parlersst.com](http://parlersst.com).
- Campaign encouraging young workers to request OHS instruction as soon as they are hired, which included dissemination of the following message: “It’s simple: Young people must be given clear instructions about workplace safety”. The campaign also targeted parents and employers.
- A Youth Action Plan was developed which included:
  - Youth Prevention Challenge: more than 250,000 young people from more than 575 schools were reached during the 2015-2016 school year. Grants totalling \$235,400 were awarded for more than 1,000 projects.
  - Workplace Integration - Youth Squad: Youth squads (19 teams of 2 university students) raise prevention awareness among young people, new workers and employers. In 2016, the youth squads met with more than 20,000 young people and 1,123 employers at their workplace.
- Strategy to increase awareness, tools and partnerships to support recent immigrants working in high risk sectors such as agriculture.

#### Action

- Johanne to look into sharing videos from Skills Olympics

#### **SASKATCHEWAN JURISDICTIONAL UPDATES (Shelley McFadden)**

- See presentation deck on AWCBC website for full details

#### Highlights

- Average premium rate dropped for the ninth straight year in 2016 to \$1.34.
- In 2016, 88 percent of employers achieved Mission: Zero - did not report any workplace injuries.
- Transitioning to a new rate model in 2018.
- Lost-time Injury Rate in 2016 was 1.86% (down from 2.07%); 31 work related fatalities (13 were related to asbestos exposure).
- Building a culture of continuous improvement – staff becoming lean certified.
- Administers IWH OPM to employers who sign leadership charter (600 employers) or participate in certain programs – questionnaire is completed by a diverse mix of workplace parties.
- Work2Live Survival Tour - raising awareness amongst youth at Sask Polytech, University, and Sask Indian Institute of Technology campuses.
- Targeted initiatives (involving partnerships, inspections, providing tools and addressing high risk areas) in health care (total injury rate for G22 dropped 6.24 percent from 8.49% in 2015 to 7.96% in 2016), manufacturing, and residential construction (Injury rate in B12 has dropped from 12.89% in 2014 to 8.34% in 2016).
- OHS and WCB identified priority employers based on their total number of injuries and injury rate history compared to industry average. Employers work through a 3-phase plan over 3 – 4 years. Two phases, once employers have a 25% reduction in injuries they move to second phase – excellent success rate.

#### **YUKON JURISDICTIONAL UPDATES (Paul Smythe)**

- See update (PDF document) on AWCBC website for full details



Highlights

- 21,630 workers in Yukon
- In 2016: 1,226 claims 976 accepted 451 Lost-time Injuries, 2.1 Lost-time Injury rate, 3 fatalities – one related to silica, one related to asbestos, and one in the mining sector.
- Refined processes to ensure more consistency of the Focused Audit Program and target the right employers (proactively and reactively).
- Collaborated on a workshop to help homeowners and workplace parties address the issues of the health effects of asbestos exposure.
- Partnered with industry and safety groups during NAOSH week to provide the 2nd Annual Safety BBQ with displays and events for 750 – 800 participants (a significant increase from the previous year). 2016 message: “making safety a habit in all our workplaces and at home”.
- Hosted a presentation for our employers in February 2017 on implications for increased access to marijuana. Dr. Charl Els, advisor on medical marijuana to Canada’s Minister of Veterans Affairs presented and facilitated the discussion.
- Government commitment to amend the Yukon Workers' Compensation Act to include presumptive provisions for post-traumatic stress disorder (PTSD) in first responders.
- Introduced Safety Build program into elementary schools which used LEGO® and drew from personal experience and imagination to build models and tell stories about staying health and safe.
- New Safety Online course targeted grades 5 – 10 students exploring decision-making and vulnerabilities related to cyber-bullying and other online risks.
- Completed evaluation of Northern Safety Network Yukon (NSNY).
- In partnership with Skills Yukon, sponsored a youth video contest.
- Major social marketing campaign, “Safety IQ.” featuring full-page comics depicting real-life stories of workplace incidents and reaching over 18,000 people with the goal to bridge the gap between young and new workers and their counterparts in the workplace who are older or more experienced.

Action Items

- Share evaluation of Northern Safety Network Yukon (NSNY) – report is available on [YWCHSB website](#).

**CLOSING REMARKS**

- Matt Wilson identified key themes from the jurisdictional updates:
  - Changing landscape of workplace health and safety - areas of emerging importance such as mental health
  - Health Care is a sector of common concern
  - Outreach to homeowners (e.g. building awareness of occupational health and safety requirements) to indirectly impact contractors (e.g. roofing) and their occupational health and safety practices
  - Innovative youth strategies and initiatives
  - Employer requests for access to data
  - Customized approaches for small business
  - Asbestos as a leading cause of occupational illness/death
  - Unique needs of First Nations communities.
- Emphasized opportunity to build on what is being done across Canada, leverage work and learnings.

- Winston Maharaj also commented on the common issues of mental health and the Health Care Sector and suggested the Committee explore the development of a national framework for addressing occupational health and safety issues in the Health Care Sector.

## WEDNESDAY, MAY 17, 2017

### **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 Henrietta Van hulle, Public Services Health and Safety Association

(See presentation deck on AWCBC website for full details)

#### Highlights:

- Creating a national strategy based on best practices with a common focus on LTC/HC
- By 2031 .25% of population will be over 65, rising rates of dementia, chronic shortage of healthcare workers, injuries caused by aggression continue to grow in frequency.
- Collaborating with stakeholders and other associations, and exploring new funding paths.

#### Opportunities for AWCBC:

- Acknowledgement and support of NASHH as healthcare safety experts
- NASHH can provides updates on issues of national significance
- Support National Workplace Injury Prevention Campaign and make healthcare injury prevention a regular agenda item
- Common data sets to measure injury prevention in healthcare sub sectors (Hospital, Long Term Care, Community Care)
- Advocate for funding of safety initiatives at a federal level based on emerging national trends
- Collaborate on disability management and return to work strategies that are unique for healthcare

#### Discussion:

- Consider inviting NASHH to AWCBC 2018 conference
- Manitoba, PEI, NWT/NU not part of NASHH
- Opportunity for Committee to align health care work with NASHH – avoid recreating the wheel
- Several provinces exploring options to improve data coding (e.g. ensuring workplace violence is coded consistently)
- Opportunity to promote via social media: <http://nashh.ca/>; <https://twitter.com/nashhca>
- Opportunity to prioritize health care across AWCBC committees – each province could identify their top issues to uncover common themes

#### Action:

- Include in Prevention Committee Action Plan

#### **National Work Injury Statistics Program (NWISP) and Challenges Capturing Work Injury Data**

Presentation by Diane Baker, WorksafeNBand Miriam Bartholomew, Workplace Safety and Insurance Board (Ontario)

(See presentation deck on AWCBC website for full details)

### Highlights

- NWISP exists to assist Boards and Commissions to code high quality, accurate data so that coders across the country are consistent in how they view things.
- Two subcommittees: Technical coding to increase consistency and relevancy of data and Data Submission and Analytics to focus on the data submission process and analytical information.
- Z795 coding standard moved from Canadian Standards Association to NWISP in 2015.
- There are a number of challenges coding work injuries such as vague work injury data and subjectivity of interpreting data amongst coders. For instance, injuries related to violence are not coded consistently.
- On the horizon for NWISP: consider new codes, consider collecting stats for no Lost-time claims, and determine new opportunities for meaningful data analysis.
- Live demo of AWCBC Online Data Community.

### Discussion

- Opportunity to increase consistency of practice and ensure common interpretations (e.g. PTSD and violence – consider north American standards); opportunity to link with risk identification
- Explore how work injury data can inform prevention efforts; consider projects that can support both compensation and prevention objectives.
- Manitoba supervisors conducting an initial assessment of injury (superficial) – before full investigation – surrogate data helps fill gaps.
- Explore opportunities to add more codes to increase flexibility and keep up with changing nature of industries.

### Action:

- Include activity in Committee Action plan - identify improvements to violence coding.

### **“Telling our Stories”**

Presented by Warren Preece, Chair, AWCBC Communications Committee (Manitoba)

### Discussion

- Online YouTube library of jurisdictional health and safety videos. Discussed opportunities to promote and increase update of videos.
- Main audience is jurisdictional staff members (e.g. one stop shop - utilize videos in speaking engagements and training programs).
- Opportunities: engage health and safety associations and safety professionals, link AWCBC YouTube page with jurisdictional YouTube pages.
- Consider opportunities to align with national priorities of return to work and health care (e.g. shift paradigm in health care from patient safety to patient/worker safety) and promote promising practices

### **CALLOSH Update**

Presented by Paul Smythe (Yukon)

- Members have been requested by the Canadian Association of Administrators of Labour Legislation (CAALL) to identify policy areas which will allow jurisdictions to mutually recognize and/or harmonize requirements associated with OHS

- CALLOSH working on a portal as a single communications vehicle – collecting data and information from jurisdictions (targeted for Oct 2017)
- Looking at opportunities for cross jurisdictional projects: enforcement, mental health and PTSD (The Strategic Labour Policy committee is developing an options paper), WHIMIS, Health Canada Hazards Protection Act data
- Canadian Coordinators of Young Workers Safety subcommittee focus next year is youth impairment
- Consider CSA presentation at 2018 AWCBC conference – could discuss harmonization of first aid standards, other standards

### **Vulnerable Workers – Initiatives, Strategies, Challenges**

#### Group Discussion

- Quebec – working on young/new worker projects
- Manitoba – identifies vulnerable workers but does not define vulnerability; looking at how to include in programs and measure success
- Discussed need to avoid categorization which can lead to marginalization, instead view vulnerability as fluid and situational (an interplay of complex factors) – too much focus on the “vulnerable groups” and not enough focus on addressing vulnerability in general (e.g. competencies needed to increase worker health and safety)

### **Evaluating Mandatory Training Programs**

Presented by Dr. Cameron Mustard, Institute for Work and Health

#### Highlights

- In November 2013, the Ministry of Labour (MOL) announced it would be requiring new on-the-job awareness training for all workplaces. The training requirements came into effect on July 1, 2014. To facilitate compliance, MOL developed an on-line training program and a workbook that could be completed. Training materials were developed for both workers and supervisors.
- IWH conducted 3 cross-sectional surveys in Ontario and British Columbia (control group) to attempt to answer the following research questions:
  - Did the introduction of the training result in greater knowledge about OHS awareness training (i.e. assessing implementation)
  - Did the introduction of the training result in higher levels of awareness and empowerment (i.e. assessing impact)
- The findings indicated that although workers in Ontario were more aware of the awareness training requirement post-launch, the training requirement has not been very effective in enhancing self-reported OHS awareness or worker empowerment
- Those who participated in “active training” (i.e. a workshop or employer-based training) demonstrated more awareness and knowledge than those who participated in “passive training” (i.e. completed the MOL workbook or the e-learning module).
- Government announcement to implement mandatory training may have had a positive impact on awareness (prior to implementation)

#### Discussion

- Discussed opportunities to increase effectiveness of online training: immediate application on the job, more practical (blended) components, reinforcement after training, raising awareness and

competence of supervisors, increasing interactivity of training, engaging more small businesses, engaging JHSCs in process, aligning training with other elements such as enforcement

- For example, WHIMIS Part 1 and 2 have an on-the-job practical components

#### Actions

- Dr. Mustard to provide additional detail with respect to differences in worker and supervisor results, if available.

#### **National Silica Control Tool**

Presented by Mike McKenna – BC Construction Safety Alliance

- Provided an overview of the BC Silica Control Tool as a free resource for the construction industry in BC. The Tool assists employers in conducting appropriate risk assessments and implementing effective controls and safe work practices where Respirable Crystalline Silica (RCS) dust may be an occupational hazard. Through the compilation of data relating to RCS dust exposures pertaining to various materials, tools and tasks in construction, the Tool can predict the expected exposures to workers under similar conditions.
- New provisions under the OHSR permit employers to use existing monitoring data from equivalent work operations as an alternative to air monitor testing, in appropriate cases. This means that employers can look to the Tool as a means of using "...objective exposure monitoring data that was collected during equivalent work operations through industry surveys or peer reviewed or scientific studies". The Tool relies on scientific studies and data collected through research of a team from the University of British Columbia.
- Tool was a tripartite project in BC which engaged academics, field consultants and industry representatives
- Stats: 961 users, 14565 page views since May 1
- Discussed opportunity to scale the Tool for national applicability and use; for instance – extend to include additional exposures, industry sectors

#### Actions

- Chris to create list of jurisdictions that are interested in potentially adopting the Tool
- Christ to provide jurisdictional contacts that have been previously engaged
- Chris to look into trial online access for members to assess the tool
- Next step: determine costs associated with national adoption, and cross-exposure/cross-sector expansion; monitor progress/results of tool and re-table at the 2018 AWCBC Conference