



Workplace Safety Action Plan for Nova Scotia's Health and Community Services Sectors

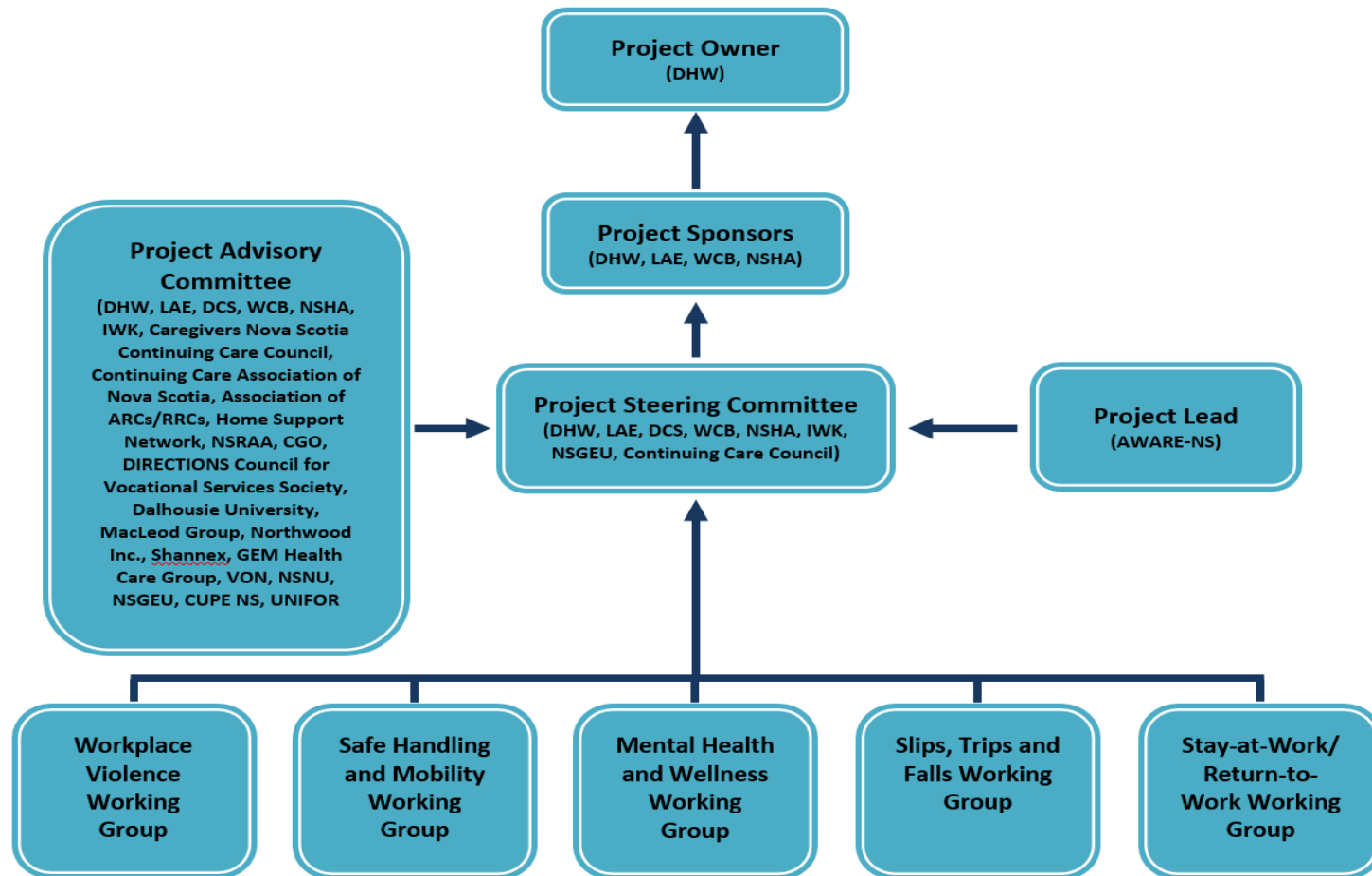
Background

- With approx. 44,000 employees, the health and community services (H&CS) sectors combined are Nova Scotia's largest industry group
- They provide a vital service to all Nova Scotians, and are an important contributor to our economy.
- But workers in these sectors are more likely to be injured on the job than any other industry.

Background

- Their challenges are complex, and are made more so by a high rate of work-related injury and illness.
- This not only has consequences for workers and their families, it also impacts work productivity and increases costs.
- Nova Scotia needs its care workers healthy and on the job.

Project Structure



Project Goal

- To develop a five-year, *Workplace Safety Action Plan for Nova Scotia's Health and Community Services Sectors*
 - Focus on home care, long-term care, and community services
 - Result in significant and sustainable improvements to health and safety
 - Collaboration between AWARE-NS, government, health authorities, employers, organized labour, WCB Nova Scotia

Project Objectives

- Assess and report the current state of OH&S within Nova Scotia's H&CS sectors, and inventory current activities focused on improvement.
- Identify best practices for improving OH&S in the sectors by review of existing plans/approaches specific to H&CS.
- Engage and consult with key stakeholders, including front line workers.
- Develop a five-year Action Plan by the end of 2017 that will result in significant and sustainable improvements in OH&S outcomes for Nova Scotia's H&CS sectors.

Why are we doing it?

- With 20% of WCB's total assessable payroll, the sectors account for almost 30% of claims.
 - Long-term care & home care make up 30% of the H&CS sector, but have 60% of time loss claims
- As a result of these claims, employers in this sector pay over \$60 million in WCB premiums annually.

What are we doing?

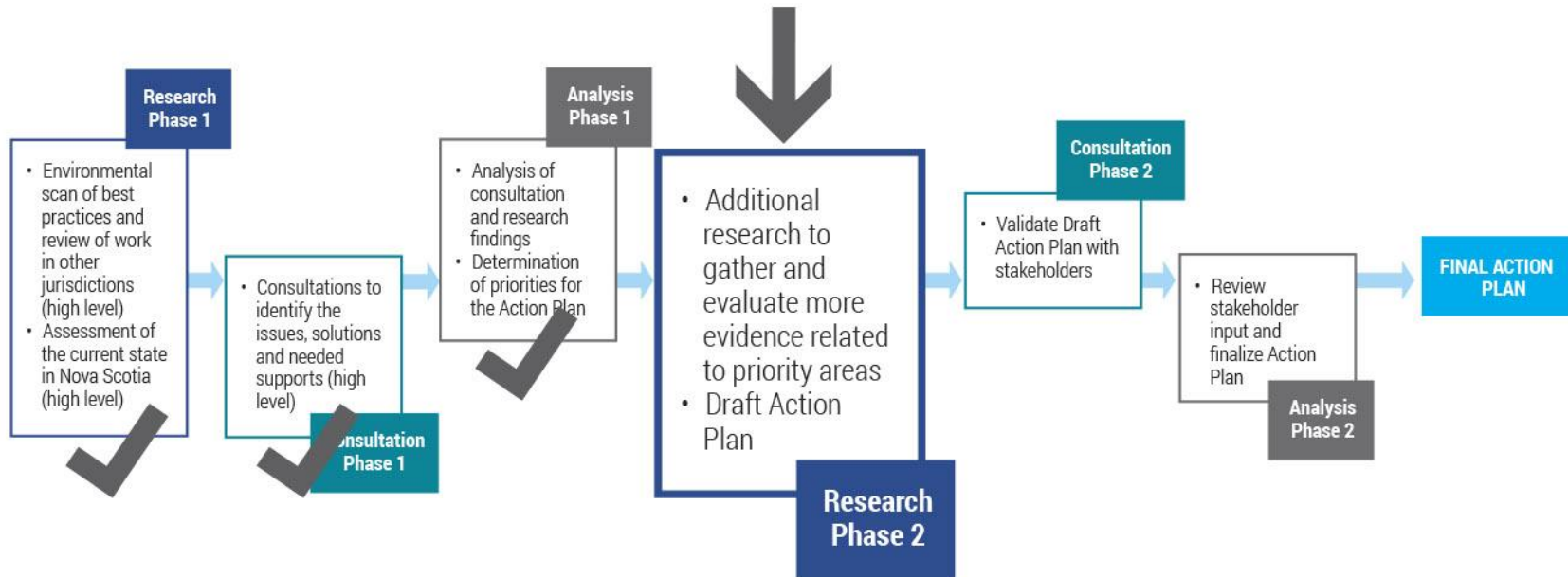
The Action Plan will provide overall direction for the H&CS sectors:

- Particular focus on home care, long-term care, and community services
- Informed by and aligned with NSHA – OH&S improvement strategies, other work underway
- Collaboration among: Government departments (DHW, DCS, LAE), employers, professional associations, WCB, organized labour

Why are we doing it?

- A number of factors played a role in moving stakeholders to action:
 - the impact on people and the economy due to the size of the H&CS sectors
 - the high rate of work-related injuries and illnesses that could be prevented
 - the risk and impact on quality care outcomes

Where are we?



Research & Review

- To provide a picture of the current state of performance in these sectors, best practice research and a review of other jurisdictions was conducted
- Most common TLC injuries: MSI's; slips, trips, falls; workplace violence. MVAs are a concern in home care
- NSHRF is conducting a deeper analysis on selected topics that will augment this report

Consultations

- Over 1,000 responses
- Consultations/focus groups:
 - Make up was half workers, half mgmt
 - 41 % LTC, 28% home care, 24% community services
 - Represented 83 organizations
- Survey:
 - Half direct care providers, one quarter mgmt
 - 46% LTC; 28% home care; 23% community services
 - Good geographic representation

Working Groups

- Five working groups:
 - Workplace violence; Safe handling and mobility; Mental health and wellness (staff); Slips, trips, and falls; and Stay-at-work/return-to-work
- Cross-section of representation, will review and consider the research and consultation input
- Recommend evidence-based actions that could be implemented over the next five years

Working Groups

- Co-chaired by organized labour and employer representatives
- Each working group will have a defined scope and terms of reference to guide
- Working groups supported by Action Plan project team
- As of May 15th, all groups have held their initial meeting