

**Minutes of AWCBC Safety and Prevention Committee Teleconference
December 4, 2014**

via Teleconference

Dial-in Number: 1.877.385.4099; Participant Access code: 4846491#

Attendees	
Northwest Territories	Patrick McLaughlin (x)
Yukon	Bruce Milligan (x)
British Columbia	Dale Walker
Alberta	Ross Nairne (x)
	Kenn Hample (guest)
Saskatchewan	Phil Germain (x)
	Andy Rauska
Manitoba	Jamie Hall
	Dwight Doell (x)
Ontario	Matt Wilson
	Brian Lewis (x)
Quebec	Derly Maxis (x)
Nova Scotia	Stuart McLean (Sponsor) (x)
	Erin Flannery
New Brunswick	Anne-Lise Albert (x)
Newfoundland and Labrador	Charles Coady (x)
Prince Edward Island	Bill Reid (x)
CCOHS	Stevan Horvath
AWCBC	Cheryl Tucker

(X) regrets

1. REVIEW/ADOPTION OF MINUTES

- Minutes from Sept 29, 2014 meeting adopted.
 - Action Item:** GHS Training Site– Steve Horvath to review; survey will be done in January.
- May 2015 Meeting
 - CEO Safety Charter: desire to bring it to national level via CCOHS
 - Dale suggested inviting Executive Director of FIOSA/MIOSA (which initiated and continues to champion the BC CEO Charter) to come to May 2015 meeting and give update on progress in BC. Committee agreed to invite her.
 - Issue: How to prevent this charter from becoming just another photo op, which is not backed by action. Steve: Each province can 'personalize' program, but here must be a common thread at national level for it to work.
 - Andy noted Saskatchewan also has leadership charter. Sean Tucker has done surveys and much research on this topic. Committee agreed to also invite him to may meeting.

Action Item: Dale will extend invitation to FIOSA/MIOSA's Executive Director to attend May meeting.

Action Item: Andy to extend invitation to Sean Tucker to attend May meeting.

Action Item: Along with invited guests, Steve will provide update on National CEO Safety Charter progress in each province at the May 2015 meeting.

2. EMPLOYER WORKPLACE SAFETY INDEX (Kenn Hample, Alberta)

Kenn Hample sat in on meeting in place of Ross Nairne.

- Alberta has two initiatives to identify consistent non-compliance which allows them to focus their resources on those employers who need attention and to develop focused inspection and compliance programs.

1. Straight Reporting of WCB Claims Data

Since 2009, the claim record of each covered employer is available publicly on ministry web site; data updated annually based on previous years' claims.

2. Multi-metric Index

Single measure of time loss claims did not uncover trends or patterns over time, so now utilizing four metrics:

- a) Loss time claims rate (per 100 yrs of employment)
- b) Disabling claims rate
- c) # of fatalities
- d) days lost frequency

- Over a four year history, each metric is compared to the average for the employer's industry. If the metric is more than 100% higher than the industry average, it is assigned a point value and the four point values are totalled to give a score for that employer.
- Employers are scored based on their industry group, which provides an apples-to-apples' comparison.
- Steve suggested that instead of a ranked list to aggregate employers into a quartile based on performance. This discourages them from comparing themselves with their competitors, but to focus on improving their own performance.
- When used as part of an initiative, Alberta contacts employers to inform them of where they place on the list.
- No other province publishes this information.
- Some consultation was done beforehand with HSAs; Ministry made decision to post.
- Do these types of list promote claims suppression?
- Consultation with smaller organizations? For employers in excess of 40 person years of employment, a 'rate' is used for the LTC and DI, while the actual numbers are used for employers with less than 40 person years of employment.

3. AWCBC UPDATE (Cheryl Tucker)

- a) All Committees Meeting
 - Scheduled for May 27, 2015.
 - Location: Fairmont King Edward in Toronto (same location as last year).
 - This committee will meet for a full day meeting on May 26, on day prior.
 - Cheryl will request a room from the hotel at no charge.
- b) AWCBC
 - New strategic plan finalized.
 - Alignment of national committees, formal/informal committees.
- c) Conferences
 - New change. Will have two conferences per year, rather than one.
 - i) Governors/BoD/Senior Executives
 - Will take place annually and separate from the learning symposium; in the past this took place every two years.
 - ii) Staff Learning Symposium
 - Also an annual event.
 - More operational focus.
 - Each province will take turns hosting.

4. ROUND TABLE

Nova Scotia (Erin Flannery)

- Leadership Matters Seminar
 - On December 3rd, Minister Kelly Regan of the Department of Labour and Advanced Education and Stuart MacLean, CEO of the Workers' Compensation Board of Nova Scotia, and senior leaders took part in our second Leadership Matters seminar.
 - 100 senior NS leaders attended the morning session.
 - An event that afternoon focused on workplace safety supports for small and medium-sized businesses in the province. They gathered input on a toolkit being developed for employers; discussions about how to get safety resources into the hands of people who need them; and, improving recognition of great efforts in workplace safety.
- Continue to work on the Safety Strategy in partnership with Department of Labour and Education of NS.

Ontario (Matt Wilson)

- Waiting for new regulations on training standard, new priorities from Ministers.
- Fatalities in construction is at the forefront due to recent events.
- Evaluating incentive programs.

On behalf of Brian Lewis:

- New working at heights regulations passed.

- Minister of Labor has mandated a construction action plan to address the fatalities in that sector.
- Evaluating voluntary incentive programs.

Manitoba (Jamie Hall)

1. SafeWork Manitoba
 - organizational structure finalized
 - four portfolio teams each to develop strategies to deal with injuries
 - Fifth team to provide support services and deal with cross industry areas such as mental health/ young workers etc...
2. Board
 - New policy for HSAs, should make it easier to expand.
 - In the works are trucking and motor dealer, manufacturing, and agriculture associations.
3. Province-wide Safety Certification Program
 - Currently only have in construction, but now will go province-wide.
 - Building program with stakeholders.
4. Young Worker Strategy
 - Will start in 2015.
 - Group from labour side, giving presentations to schools, reaching 15-20,000 students per year.

Saskatchewan (Andy Rauska)

- Launching revised employer consultation strategy.
 - Includes time frame for intervention, exit strategy, to focus on core elements of an HSMS, compliance.
 - Safety associations are full partners.

Alberta (Kenn Hample)

- New research program: \$1 million available; received 20 applications, now reviewing.
- Grey fleet – research shows ownership of vehicle is not a causative factor.
- Challenge to determine # of grey fleet accidents; Alberta has assistance of RCMP reports, but this is still problematic issue.

BC (Dale Walker)

- After two fatal sawmill explosions in 2012, which did not lead to prosecution due to lack of admissible evidence, Ministry assigned administrator, Gordon Macatee to review WorkSafeBC.
 - He spent several months learning about organization.
 - His final report had 43 recommendations; all are either completed or well underway. Two major recommendations:
 1. Form HSAs for sawmills and pellet mills
 - BC Forest Safety Council (HSA) is taking this on.
 - HSAs hope to be operational by Q1 2015.
 2. New investigation Process
 - Team A and Team B with Legal oversight by lawyer.

- When lawyer decides that incident may lead to prosecution, Team A stops their work. Team B starts fresh. No information is exchanged between the teams.
 - This new process has already been used for a few investigations.
- New HSA Accountability Model
 - HSAs beginning to report directly to Senior Executives.
 - New reporting templates – all outcome-based; Dale will bring copies to next meeting in May.

CCOHS (Steve Horvath)

- Round Table Event on Mental Health
 - Great West Life Centre (GWLC) would like to sponsor such an event
 - GWLC will bring in expert speakers to present on best practices.
 - Steve suggests to have this event at the next Learning Symposium; all agreed.

Action Item: Steve will liaise with Cheryl to arrange logistics of having GWLC sponsor mental health round table at the Learning Symposium.
- New GHS regulations will come into effect Q1 2015 – likely in February.
 - CCOHS working with Health Canada on common communication to go out.
 - If employers start asking questions, refer them to WHMS.org.
 - Health Canada is sponsoring free online awareness course on new GHS regulations. This will be available for one year, or after 100,000 workers have taken it, whichever comes first.

8. ADJOURNMENT

Meeting adjourned at 10:05 am PST.

Next Meeting: February 2015. Eugenia will canvass for the best date.