

AWCBC Safety & Prevention Committee Meeting

Sept 29, 2014 ~ Royal York Hotel, Toronto, ON

Attendees:

Stuart MacLean	Executive Sponsor, CEO and President, WCB of Nova Scotia
Dale Walker	Committee Chair, Director of Industry & Labour Services WorkSafeBC
Bruce Milligan	Director of Occupational Health & Safety Yukon Workers' Compensation Health and Safety Board
Ross Nairne	Executive Director OH&S Policy and Program Development Govt of Alberta (Jobs, Skills, Training & Labour)
Andy Rauska	Director of Prevention & Employer Services; Saskatchewan WCB
Jamie Hall	Chief Operating Officer; SafeWork Manitoba
Matt Wilson	Director, Workplace Health and Safety Services; Workplace Safety & Insurance Board, Ontario
Brian Lewis	Director of Strategy and Integration; Ontario Ministry of Labour
Bill Reid	Director of Occupational Health & Safety; WCB of PEI
Anne Lise Albert	Assistant Director, Program Development and Evaluation; WorkSafe New Brunswick
Steve Horvath	CEO and President CCOHS (Cdn Centre for Occupational Health & Safety)

Regrets:

Patrick McLaughlin	Prevention Manager, Workers' Safety & Compensation of the Northwest Territories and Nunavut
Phil Germain	Vice President of Prevention & Employer Services; Saskatchewan WCB
Dwight Doell	Director; SafeWork Manitoba
Derly Maxis	CSST (Commission for Safety and Security at Work); Quebec
Erin Flannery	Director of Workplace Services; WCB of Nova Scotia
Charles Coady	Executive Director Employer Services; Workplace Health, Safety, and Compensation Board of Newfoundland
Cheryl Tucker	Executive Director, AWCBC

Minutes

- 1. Intro and Welcome – Stuart McLean**
- 2. SafeWork Manitoba – Jamie Hall**

Topics: Who is this guy? What does he think of the plan? How are we going to do the plan? How is it going?

Prevention is separate from enforcement and compensation.

SafeWork on Wheels – official launch Sept/2014

- fall protection
- eye protection

- safe lifting (robot)
- hand safety

Many conferences and consultation training

HSA – four associations now, ongoing work

Consultant hired re: HSA needs ??

-Safety Cert (COR) outside of construction

- Org design/ change management
- Technology road map – by end of 2014
- New worker strategy
- New HSAs
- Expanded COR
- New Prevention incentives
- New training standards
- Mental health
- Culture survey

3. **Ross Nairne - Alberta.** Policy, Prevention, Knowledge, Stakeholder Engagement

Focus on Prevention. Separate from insurance/claims

Vision: Healthy and Safe is how Alberta Works

OH&S Goals:

- Promoting health and safe work places
- Enhance relationship and partnerships
- Increase knowledge

OH&S – for Ross Nairne: Policy, Prevention, Knowledge, Stakeholder engagement

Promoting Safe and Healthy Work Places through:

- Education
- Awareness – increase OH&S understanding
- Prevention – build prevention capacity

Legislation is performance based. It's left up to the Employer to train, assess, evaluate, make a Code of Safe Practice.

Prevention Initiatives:

1. WorkSafe Alberta
2. Road Safety@Work (grey fleet)
3. Group Home Safety

4. Young Worker
5. Work Right Campaign
6. WorkSafe Alberta Awards
7. Sponsorships

Resources:

YW Videos
Health Care
Resources etc..
E-Learning

OH&S Magazine
OH&S and Research
OH&S Futures

4. Vincent Russell – Risk Analysis Unit “RADAR”=Risk Analysis Detection & Response

Non-aligned risks – 6 classes:

1. Slow acting harms
2. Serious Injury and Death
3. Catastrophic Incidents
4. Invisible
5. Emerging
6. Conscious opponents

The work: 1. Identify Risk; 2. Assess Risk; 3. Decide what risk to work on; 4. Mitigate the Risk

5. Dale – HSA Accountability

Dale did a slide presentation that discussed new ways to better assess the value and effectiveness of the 13 Health & Safety Associations currently being funded through WorkSafeBC. In essence the HSAs will be asked in 2015 to radically re-think how they plan and budget for their work in the upcoming year(s). Previously, the HSA planning involved a long list of activities with outputs constituting the measurement of success. Outcomes were not specified and measurement and reporting out on outcomes did not take place

Going forward in 2015, the HSAs will be asked to:

- First - analyze the data provided to them by WorkSafeBC so as to determine what priorities need to be addressed in the industries or parts of industries supported by the HSA.

- Next, the HSA must identify those priorities and determine what specifically needs to improve. These improvements must include a goal (ie: a reduction in the injury rate related to a particularly egregious mechanism of injury by 10%) and a timeline for achieving this goal (i.e.: over the next 18-24 months)
- Next, the HSA must identify what leading indicators will be tracked and reported on to determine if the goal is being achieved. Those leading indicators will, in most cases, be the behaviour changes that need to take place if the injury rate reduction or other goal(s) is/are to be achieved.
- Next, the HSA must plan what specific activities it will undertake (and the budgets for same) that are designed to achieve those needed behaviour changes. These activities will be undertaken as projects with milestones.
- Finally, a mechanism must be put in place for surveying workers on or near the milestone dates to see if the desired behaviour changes are in fact taking place.
- HSAs will be asked to report out on these leading indicator surveys and to evaluate whether the activities underway are/are not achieving the desired outcome. If the activity is not effective at achieving the desired outcome, the HSA will be expected to re-evaluate the activity and brainstorm to create a more effective activity.
- The Industry Managers in Dale's dept will be trained in Q4 of 2014 on how to best roll this new paradigm out to the HSAs and support them in successfully moving to this new model. This roll out will include a new easy to follow form (including instructions and FAQs). The roll out to the HSAs will take place in Q1 2015. The HSAs will be expected to implement this new Workplan and Budget format in Q3 of 2015 when Budget requests and Workplans are submitted to WorkSafeBC for the 2016 budget year

6. Dr. Chris McLeod - working with a new BC HSA in long term health – "SafeCareBC" to test the effectiveness of the leading indicator tool – the "8 Question Culture Survey".

During his presentation, Chris noted:

- The survey was developed by Dr. Ben Amick in partnership with Health and Safety Ontario
- It has been used in Ontario, British Columbia, New Brunswick and Alberta
- The eight questions have shown retrospective and predictive associations with firm claim rates
- The 8 Questions Survey tool has application for prevention, evaluation and benchmarking
- For the SafeCare test, Chris switched around two of the questions in the "8 Question Survey.

- Chris noted that there were many logistics challenges in ensuring that his team had access to real addresses/emails/phone numbers so that the surveys will be delivered to the right people in the actual operating locations.
- The higher the score on the survey, the lower the expected injury rate will be. Organizations with good scores had the lowest injury/illness rates. The converse was true for low scoring organizations.
- Plan re SafeCareBC is to collect 8 Question Survey data on all operating locations – and to do 2 surveys (1 mgmt and 1 labour). Next there will be an “industry comparison phase” – utilizing similarly sized manufacturing firms in BC. Then an analysis will be done to compare performance and to assess the Survey tool.
- To date – 53 employers have agreed to participate in the study (more employers are expected to agree to participate during the next month or so). From those 53 employers, 64 surveys have been received to date, representing the majority of the 53 employers.

7. **Dale – Videos:** the Mike Honeyman video (an Employer’s perspective on the return to work of a seriously injured worker) and WorkSafeBC’s new video on Distracted Driving and the Grey Fleet.

8. **GHS** (June 2015) – [Bill Reid / Ross Nairne / Bruce Milligan / Steve Horvath]

- Real difficulty with getting it done and legislation ready on time. NOTE: “model OSH” is ready.
- Federal legislation not completed yet=consultation
- June 1, 2015 – Set in stone
- Issue – when will Federal Government bring in HPR
1 year transition + 1 more year for ERs?

Summary: not sure where we stand - Provinces not supportive of Dec 2014 for implementation

9. **CCOHS** – Andy Rauska and Steve Horvath

- First year of online training re: GHS – 100,000 people or one year starting Sept 29, 2014.
- What about funding? From each province?
- WHIMIS.Org is being created for every jurisdiction
- Online training is for Employees
- But for Employers=\$10/person

Individual provinces can come to CCOHS for customized version/website = less than \$10,000

From BC - Tom Brocklehurst is the BC representative on – CAALL–OSH

To Do – Agreed – Steve Horvath will figure out costs to sustain the training site for year two and following. Steve will conduct a poll?

10. ROUND TABLE

- Ross Nairne – In Alberta - interested in research re grey fleet and distracted driving
- Matt Wilson - Redesigning WorkWell to include RTW program level support and questions re role in promoting health and safety
- Brian Lewis – Regs – Manditory training; market metrics, ...
- Andy Rauska – In Saskatchewan: working with individual HSAs - outcomes
- Bruce Milligan – In the Yukon: Issue of HSA accountability; Super-Assessment - to include Federal site.
- Dale Walker – WSBC’s Confined Space Centre of Excellence is now online – use it!
- Steve Horvath - concerned about delivery of mental health info to Employers
- World Congress on H&S – Prevention Culture; Mental Health; Integrating Health and Safety into education system.
- Ross Nairne – talked about teachers and early indoctrination of health & safety knowledge and about Preventable.ca – with Alta as a partner?)
- Bill Reid – First HSA (for Construction) coming soon to PEI. Other recent/new developments/issues:
- CEO charter
 - safety culture survey
 - New OHS inspection system
 - Value of being in the schools with early safety message
 - High School – safety champion in each HS
 - Issue – employers who don’t speak English
- Anne Lise – In New Brunswick:
- New - MOU with Dept of Education – changes for students at work/learn situation
 - Waste removal companies are a focus now
 - New – continuing care HSA
 - New - Training for lifting for nurses.