



WorkSafe NB - Safety Goal

Presented by Anne Lise Albert



Safety Goal

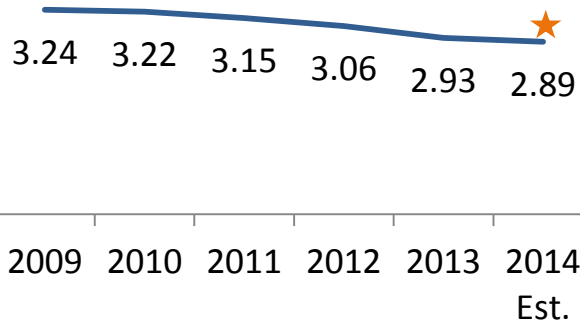
Our vigorous pursuit of a safe work culture will lead to a decline in workplace injuries



Safety Target Achieved

Fewer Injuries

All Injury Frequency
(All Employers)

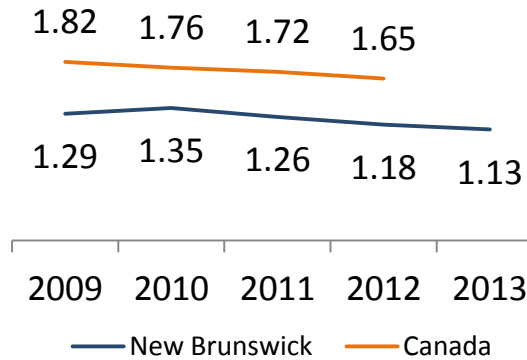


★ Target: Less than 3.08
WorkSafeNB: 2.89



Compare Well to Other

Lost-time Injury Frequency
(Assessed Employers)

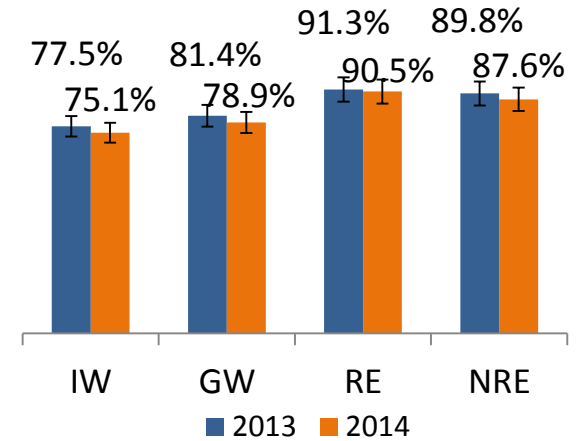


★ Target: Less than ?
WorkSafeNB: 1.13



Safe Workplace Culture

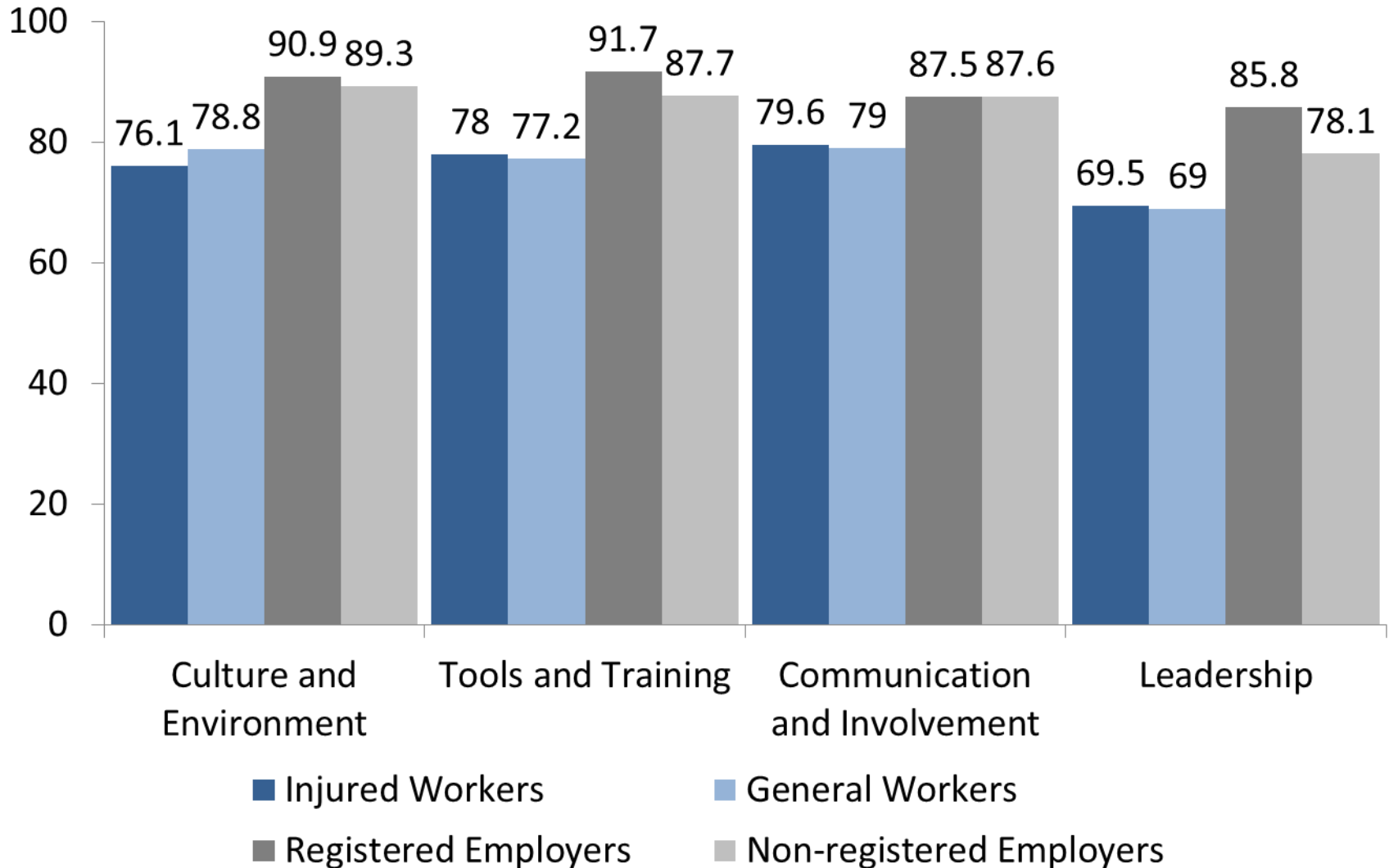
OHS Culture Index



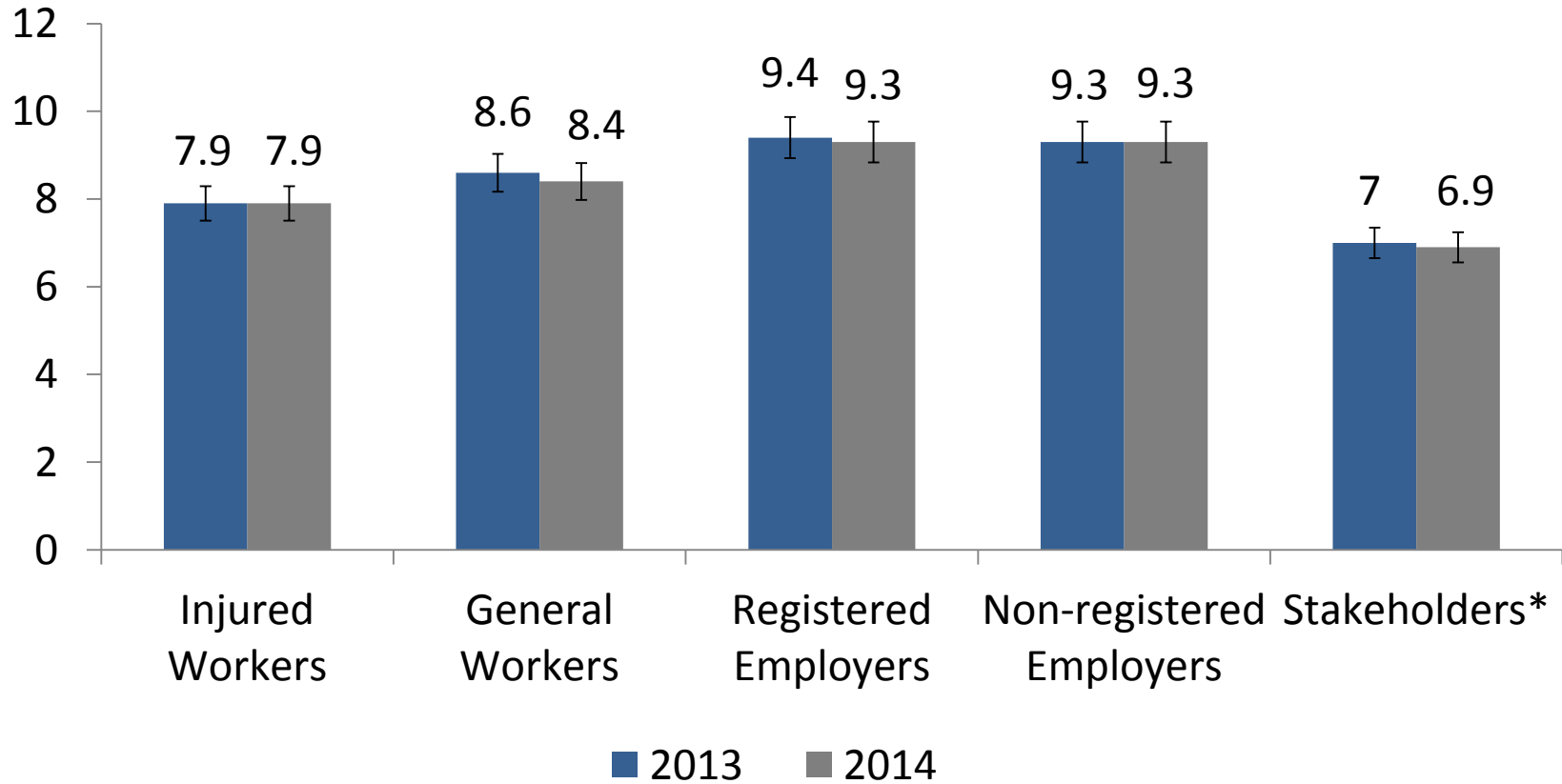
Target: Better than
previous 5-year average

N/A

OHS Culture Categories - Average Scores



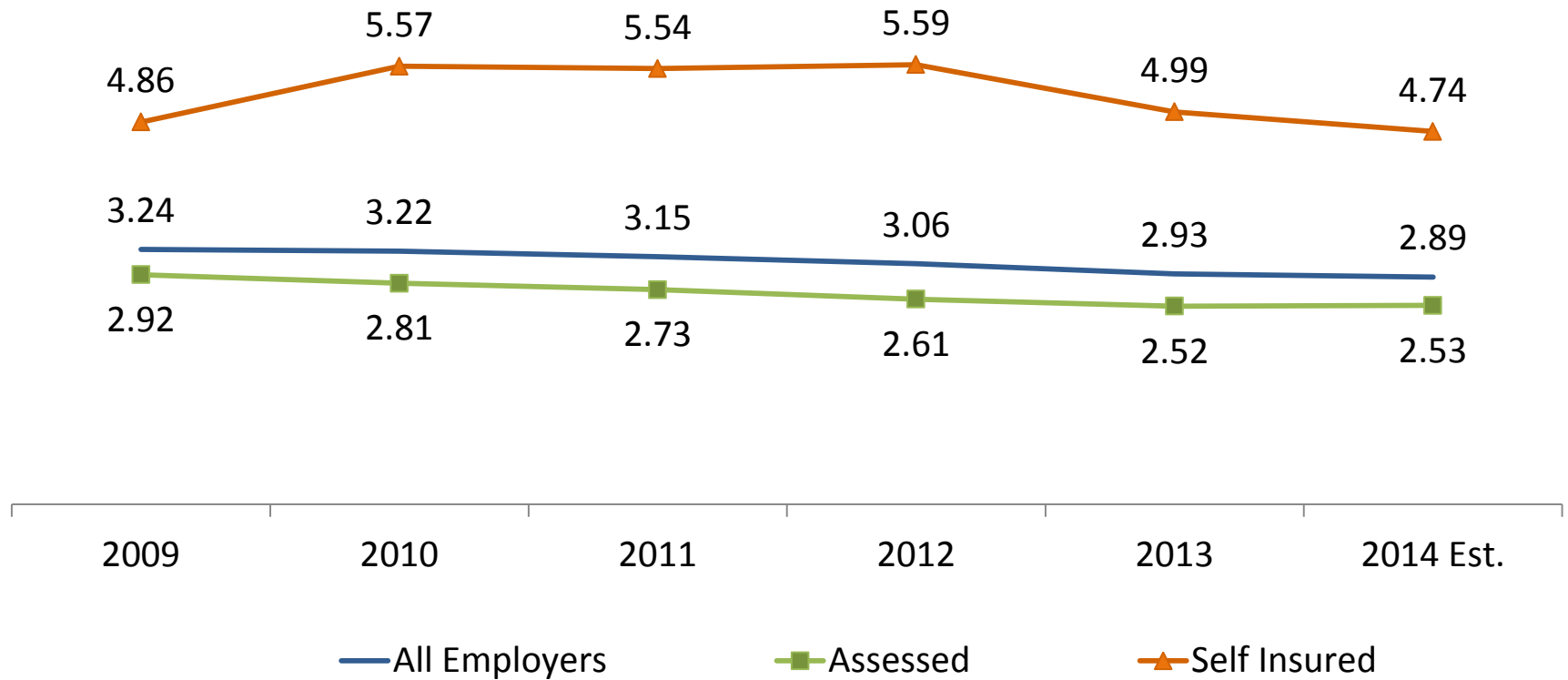
My Organization is a Safe Place to Work



*Stakeholders were asked if “NB companies are considered a safe place to work”

All Injury Frequency

All Injury Frequency



Previous 5-yr average:

(3.08)

(2.69)

(5.31)

Safety Strategies

Advancing safety standards in New Brunswick

Focusing on high-risk industries

Engaging in Intensive Firm-level Interventions

Using nature of injury to focus prevention activities

Building a WorkSafe culture through youth, education, and social marketing

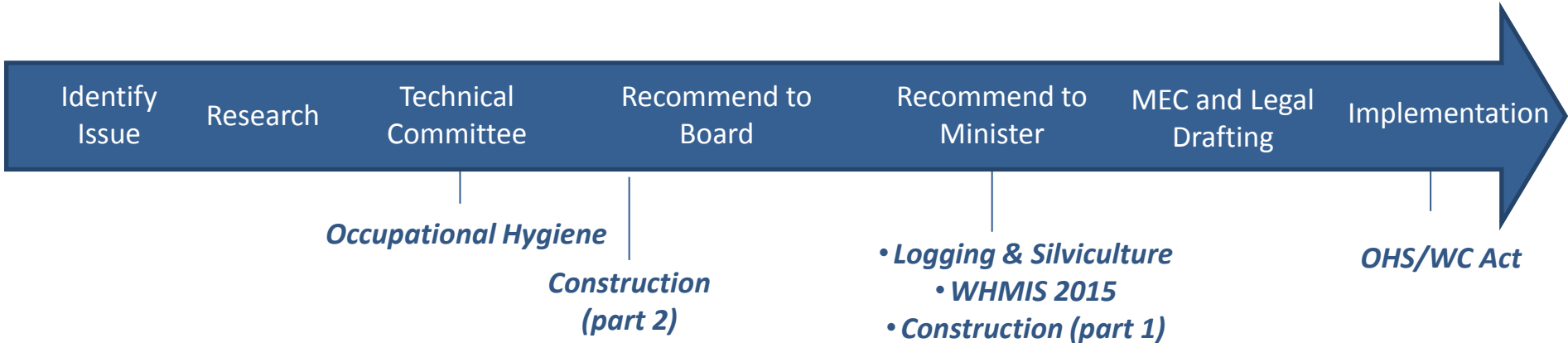
Advancing safety
standards in New
Brunswick




Initiatives

1. Legislation
 - OHS Act & WC Act changes
 - Logging & Silviculture
 - Construction-related topics
 - Occupational hygiene
 - WHMIS 2015
2. High Risk Industry Committee
3. Accident investigations

1. OHS Legislation



Legislation	2014	2015	2016
Logging & Silviculture	<ul style="list-style-type: none"> • Discussed with PETL to advance initiative 	<ul style="list-style-type: none"> • MEC with PETL 	
Construction	<ul style="list-style-type: none"> • Board approval of Part 1 • Submitted MEC to PETL 	<ul style="list-style-type: none"> • Fall - submit remaining provisions (part 2-electrical, ladder safety, tools) to Board 	<ul style="list-style-type: none"> • Submit MEC to PETL
Occupational Hygiene	<ul style="list-style-type: none"> • Completed TC review 	<ul style="list-style-type: none"> • Submit proposal to Board 	<ul style="list-style-type: none"> • Submit MEC to PETL
WHMIS 2015 	<ul style="list-style-type: none"> • Completed TC review • Board approval • Submitted MEC to PETL 	<ul style="list-style-type: none"> • Federal Hazardous Products Act and Regulations in force Feb 11, 2015 • Provincial Legislative and regulation changes • INITIATE Communication plan 	<ul style="list-style-type: none"> • Year 1 of three year transition to WHMIS 2015 • Report on results



Activities

2014	<ul style="list-style-type: none"> • Provided 11 education sessions • Launched Safety Excellence NB • Select workplace inspections and investigations using checklist #1 (Policy, Reporting & Orientation)
2015	<ul style="list-style-type: none"> • Continued use of checklist # 1 during select workplace inspections and investigations until Aug 31, 2015 • Offer of coaching on H&S program requirements • Select workplace inspections and investigations using checklist #2 (H&S Program) – To commence Sept 1, 2015 • Report on result
2016	<ul style="list-style-type: none"> • Continued use checklist # 2 during select workplace inspections and investigations • Report on results

Checklist #1: Policy, Orientation & Incident Reporting

(Sept 1, 2014 – Aug 31, 2015)

Number of inspections/checklists completed (Sept 1-Dec 31, 2014)

- 409 inspections or investigations using checklist
 - **210 - Full compliance with Checklist requirements**
 - 199 – Non-compliance(s) found and 485 orders written

Orders written (485)

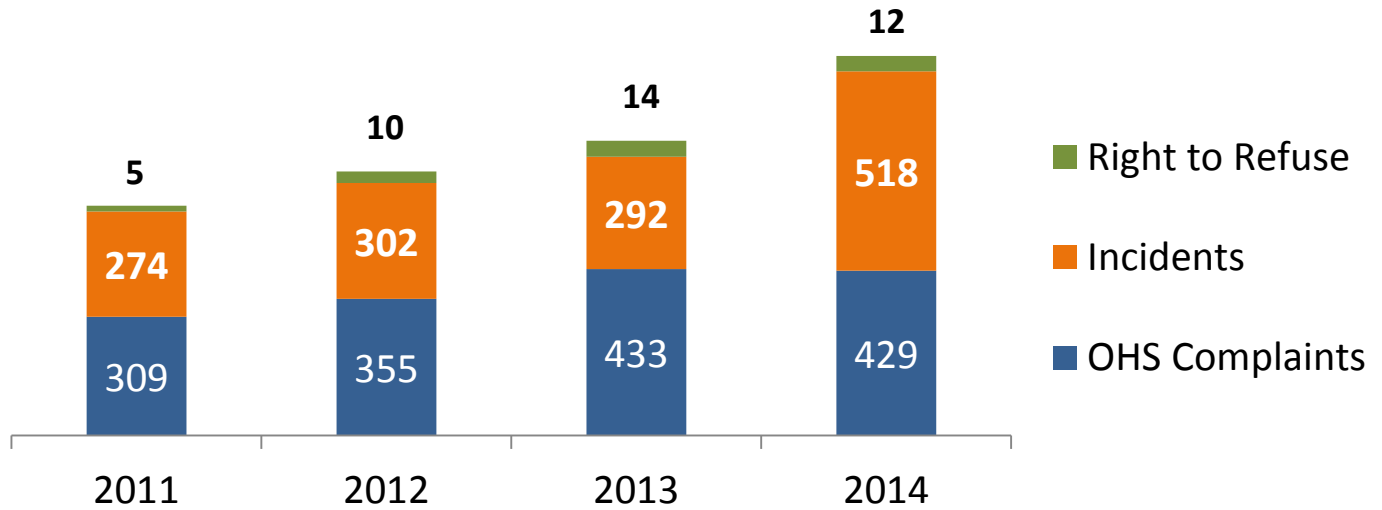
- **Safety policy** – 20%
- **Orientation** for new employees – 72%
 - 10% - for employer to provide orientation
 - 57% - re: orientation content
 - 5% - re: keeping records
- **Incident reporting** – 8%

Checklist #2: H&S Programs

(Sept 1, 2015 – Aug 31, 2016)

OHS Notifications

OHS Notification



Annual Total:	588	667	739	959
---------------	-----	-----	-----	-----



Activities related to NB Sawmills

2014	<ul style="list-style-type: none">• Review of WorkSafeBC Sawmill explosion report
2015	<ul style="list-style-type: none">• Sawmills added to the mandate of High Risk Industry Committee• Prepare documentation for sawmills regarding risk of dust explosions
2016	<ul style="list-style-type: none">• Compliance activities regarding dust explosion prevention

Focusing on high-risk industries

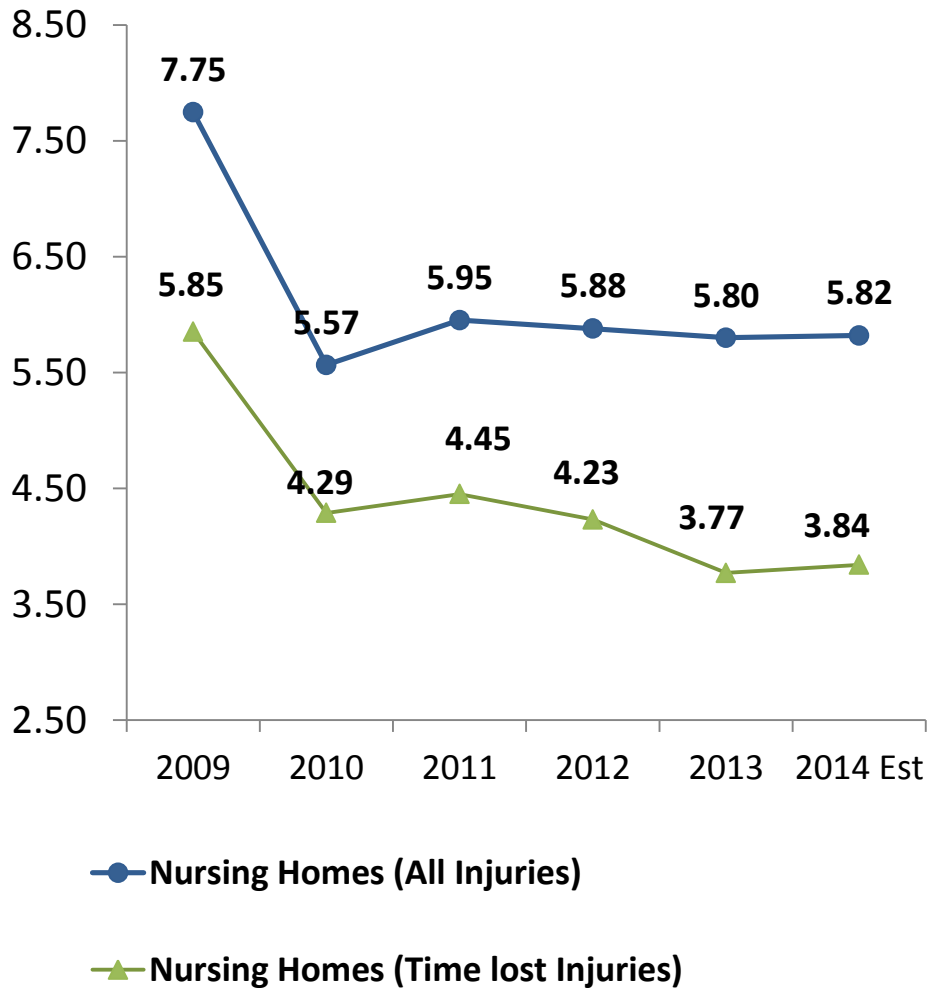


Initiatives

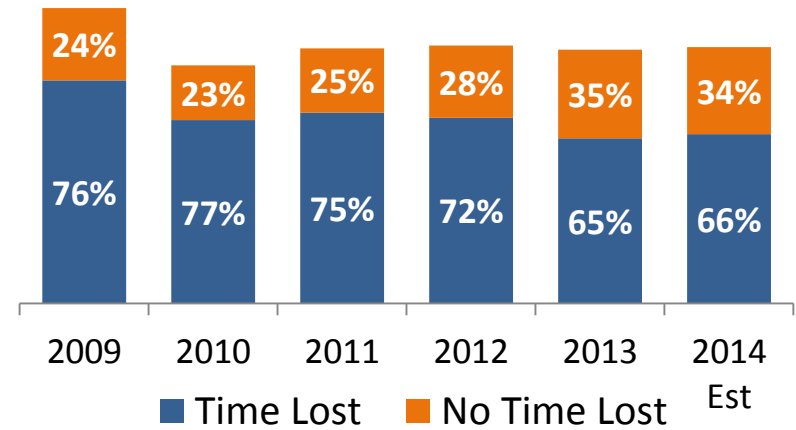
1. Focus industry
 - a. Nursing homes
 - b. Waste collection
2. Hospital Authority partnership

1a. Focus Industry – Nursing Homes

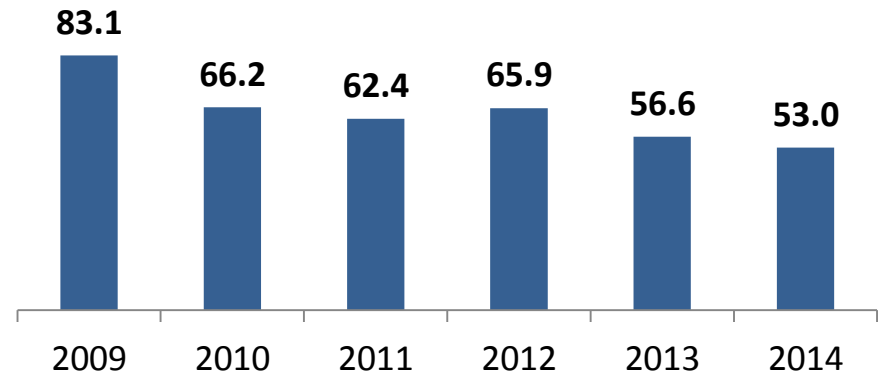
Injury Frequency



Type of Injury

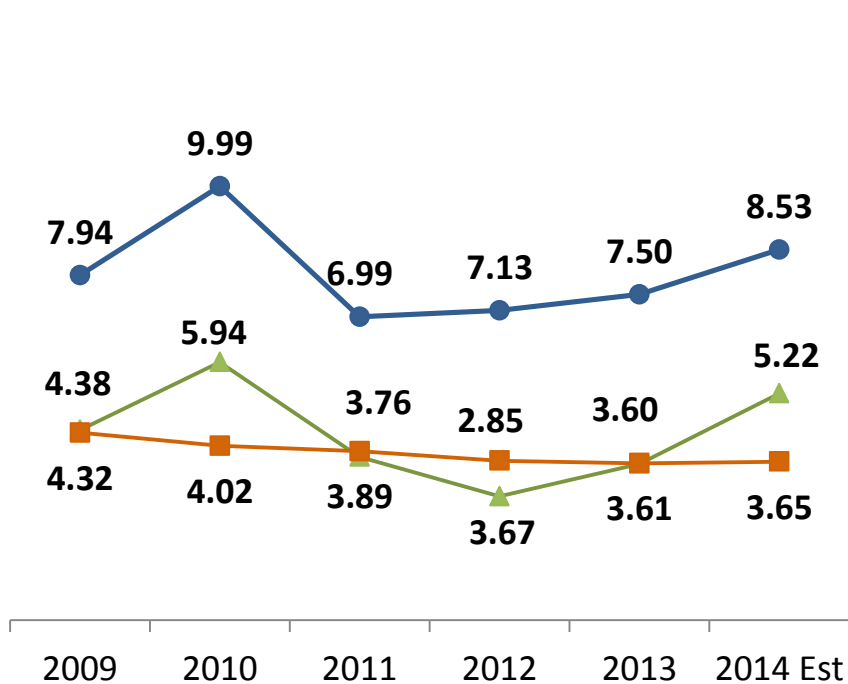


Avg LT Closed Claim Duration (Days Lost)



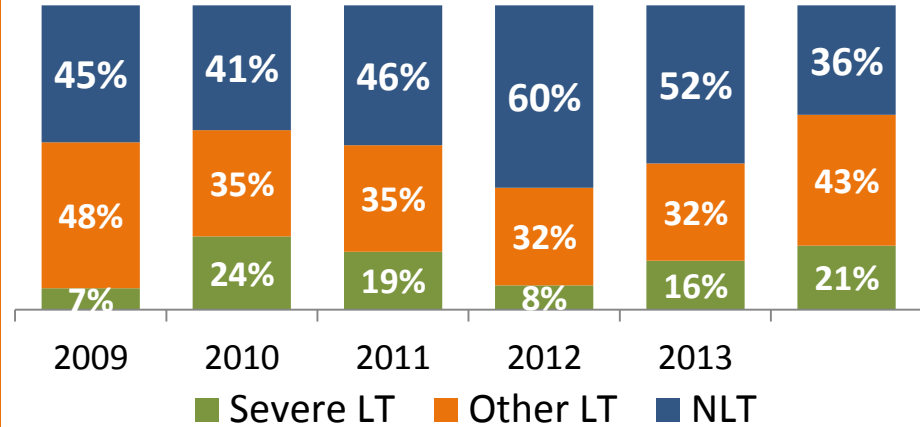
1.c Focus Industry – Waste Collection

Injury Frequency

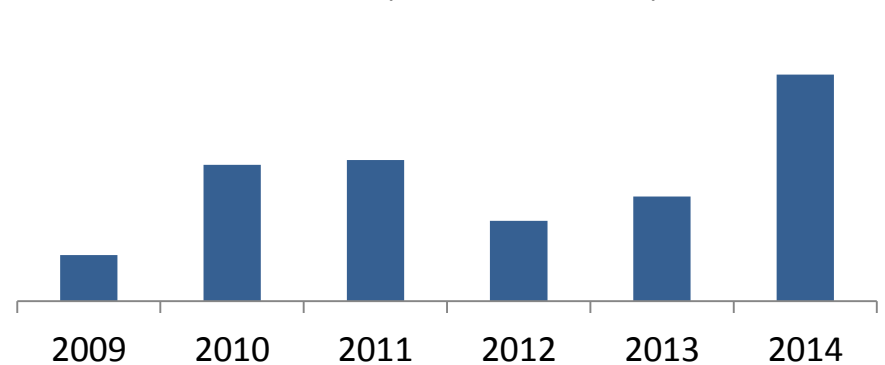


- Waste collection (All Injuries)
- ▲ Waste collection (Time Lost Injuries)
- Prior Focus Industries (All injuries)

Type of Injury (Waste Collection)



Claim Cost - Year of Injury (Waste Collection)





INVESTMENT IN OHS

SAFETY
SWEETLY



WORKSAFENB INVESTMENT IN OHS – Expand Decision Making Models

- ✓ **Why:** Expand upon the lagging indicator model. Planning, allocating resources and evaluating outcomes.
 - Researching **leading indicators** (Orders, JHSC, Building Permits)
 - Create **efficient business processes** to capture relevant data to lead to better decision making
 - **Predictive analytics** – identifying emerging issues, where accidents may occur, which firms should be targeted → direct us to different workplaces





WORKSAFENB INVESTMENT IN OHS – Investing in Compliance

✓ **Why:** Current resources limit compliance activities to primarily conditions. Based on lagging indicators. Additional positions will allow OHS Officers to focus more on practice and move into culture.

Additional officers:

- Presence more visible in workplaces
- Provide information and guidance tools
- Blitzes based on evidence and consultation; includes communication and reporting with industry before, during and after
- Mobile apps to provide information in multiple formats
- New regulations in fishing, diving, construction, occupational hygiene/WHMIS
- Effective Supervision Checklist



WORKSAFENB INVESTMENT IN OHS – Investing in Education

- ✓ **Why:** Leverage multiple years of expansion with the youth agriculture days in the Northwest, including more community involvement.
 - **Community based safety education** days (Ag. Days) - Resource to work with schools and industry throughout New Brunswick to build and expand the successful program throughout New Brunswick – instill a safety culture in our future workers

- ✓ **Why: Provide programs at a higher theoretical level** (less technical), including a focus on effective application of the learning materials.

Industry has requested our expertise to address violence in health care.

 - JHSC follow-up, supervision, violence in healthcare



WORKSAFENB INVESTMENT IN OHS – Investing In Leadership

✓ **Why:** Health and Safety research is clear that the most effective way to continue to positively impact workplace safety is to invest in leadership development. Leadership interventions have been shown to have significant effects on manager's safety attitudes, their intent to promote safety, the organization's safety climate, and employee safety participation and safety compliance. *(Mullen & Kelloway)*

- Key Components:

1. Establish a team
2. Complete best practices research
3. Diagnose
4. Partnerships
5. Communication strategy
6. Implement Model