



2013 – 2015 Strategic & Operational Plan

Strategic Plan

Vision Statement – The elimination of occupational injury and illness in Saskatchewan.

Mission Statement – To ensure the execution of an integrated provincial prevention strategy, we will:

- Promote the continuing collaborative development of the partnership.
- Promote health, safety and prevention.
- Harmonize the planning process.
- Share and maximize available resources and information.
- Engage all stakeholders from all sectors of our economy, in active participation.
- Facilitate education and training.
- Use standardized data, research and analysis to focus the prevention effort.

Statement of Beliefs

1. Injuries are predictable and preventable
2. The only acceptable number of injuries is Zero
3. Leadership is required to achieve our desired outcomes.
4. Injury prevention must be a core value to achieve Zero.
5. Injury prevention is everyone's responsibility
6. Individual health and safety is a right and a responsibility
7. Injury prevention and safety is non-partisan
8. Strategies must be evidence based and outcome driven
9. Strategies, plans, and results must be fully transparent
10. Delivery of prevention and safety services must be transparent and seamless
11. All stakeholders must share accountability
12. Implementation of the strategy must be pragmatic, practical and adequately resourced and funded

Values Statement

Leadership – Partners will demonstrate leadership in workplace health and safety.

Dignity – Those we serve and those we work with are treated with respect and consideration.

Fair – Those we serve and those we work with are treated equitably and without prejudice or bias.

Honest – We are truthful with those we work with and serve.

Open – Our decisions and actions are clear, reasonable, and open to examination.

Strategy Statements

Leadership – We assist and support Saskatchewan workplaces and communities to build a safety culture by seeking and recognizing the commitment of business, labour and community leaders.

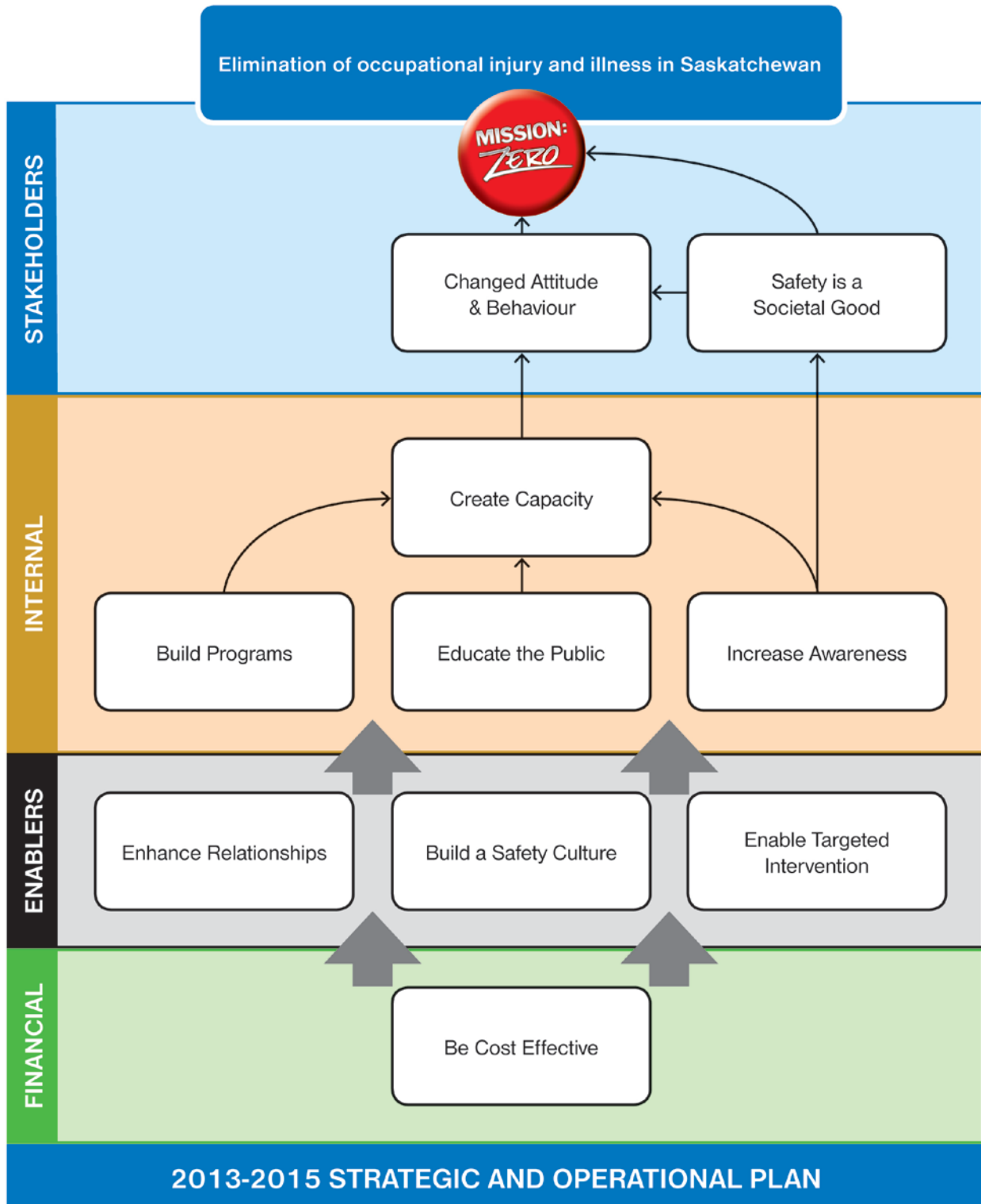
Awareness – We create an awareness of the importance of workplace safety and injury prevention as a social and public health issue that merits attention and action.

Education – We work to provide workplace safety and injury prevention information and training in schools and workplaces.

Research – We conduct research and analysis on Saskatchewan safety, injury and illness data that allows for targeted interventions by industry, occupation or workplace.

Programming – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

WorkSafe Saskatchewan Adopts Balanced Scorecard



In early 2013, the WorkSafe Saskatchewan partners adopted a Balanced Scorecard as their system for strategic planning, tracking and reporting on key performance measures.

The Scorecard methodology views WorkSafe Saskatchewan from four perspectives: Stakeholder, Internal, Enabler and Financial. Each perspective has a set of strategic objectives, targets and metrics used to track and analyse performance. Viewed together, the four viewpoints give a balanced perspective on how well the WorkSafe Saskatchewan partnership is performing and achieving strategic priorities. The Scorecard also helps planners allocate resources and measure progress.

1. The Stakeholder Perspective is the result, or outcome, of work accomplished in the Internal and Enabler perspectives.
2. The Internal Perspective tells the WorkSafe Saskatchewan partners how well the partnership is achieving desired business results.
3. The Enabler Perspective tells the WorkSafe Saskatchewan partners how well their processes are working and how well those processes support achieving strategic objectives in the Stakeholder perspective.
4. The Financial Perspective measures effectiveness relative to costs.

Each perspective has a set of aligned and integrated strategic objectives. A strategy map shows how the four perspectives and their strategic objectives build success toward ultimately achieving Mission: Zero's call to action – zero injuries, zero fatalities, and zero suffering.

The partnership's strategy map illustrates WorkSafe Saskatchewan's vision for Saskatchewan and how the partnership intends to achieve it. Starting with this year, the operational plan is presented through the four perspectives on the strategy map.

Stakeholder Perspective

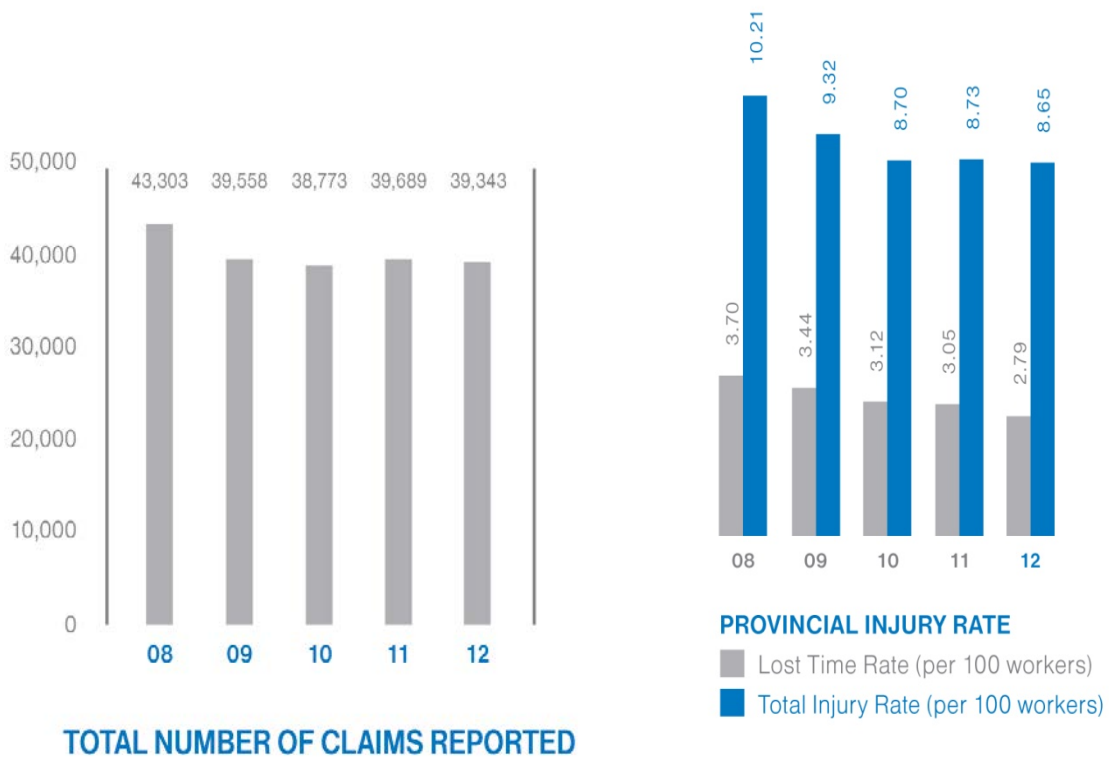
Changed Attitude and Behaviour

Safety is a Societal Good

Achieves Strategy Statement(s):

- **Leadership** – We assist and support Saskatchewan workplaces and communities to build a safety culture by seeking and recognizing the commitment of business, labour, and community leaders.
- **Awareness** – We create an awareness of the importance of workplace safety and injury prevention as a social and public health issue that merits attention and action.
- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.
- **Research** – We conduct research and analysis on Saskatchewan safety, injury and illness data that allow for targeted interventions by industry, occupation or workplace.
- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

This perspective is the result of outcomes from successful initiatives and projects identified in the Enablers and Internal perspectives. Three measures track success – the total number of claims reported in a year, and the Time Loss and Total Injury rates.



Internal Perspective
Create Capacity

Achieves Strategy Statement(s):

- **Leadership** – We assist and support Saskatchewan workplaces and communities to build a safety culture by seeking and recognizing the commitment of business, labour, and community leaders.
- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.

Initiatives	Start Date	Anticipated Completion
Support the use of best practices in safety and injury prevention through partnerships with safety associations, employers, ministries and the public through training, education and information.	Q3, 2013	Q4, 2015
Build injury prevention capacity to reach more employers through safety associations.	Q2, 2013	Q4, 2015
Develop online resources for occupational health and safety committees.	Q4, 2011	Q4, 2013

Internal Perspective

Build Programs

Achieves Strategy Statement(s):

- **Leadership** – We assist and support Saskatchewan workplaces and communities to build a safety culture by seeking and recognizing the commitment of business, labour, and community leaders.
- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

Initiatives	Start Date	Anticipated Completion
Build and provide accessible education and training resources.	Q2, 2012	Q1, 2014
	Q2, 2013	Q1, 2014
	Q2, 2012	Q2, 2014
	Q4, 2012	Q4, 2015

Internal Perspective

Educate the Public

Achieves Strategy Statement(s):

- **Awareness** – We create an awareness of the importance of workplace safety and injury prevention as a social and public health issue that merits attention and action.
- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.
- **Research** – We conduct research and analysis on Saskatchewan safety, injury and illness data that allow for targeted interventions by industry, occupation or workplace.

Initiatives	Start Date	Anticipated Completion
Develop and update print and online resources for youth, workers and employers that advance injury prevention.	Q2, 2012	Q4, 2014

Internal Perspective

Increase Awareness

Achieves Strategy Statement(s):

- **Awareness** – We create an awareness of the importance of workplace safety and injury prevention as a social and public health issue that merits attention and action.
- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.

Initiatives	Start Date	Anticipated Completion
Develop new recognition opportunities for workers and businesses showing leadership in injury prevention.	Q2, 2013	Q4, 2013

Initiatives	Start Date	Anticipated Completion
Deliver social marketing campaigns and public relations strategies targeted to a broad general public.	Q1, 2012	Q4, 2014
Build accessible education and training resources for trades.	Q2, 2014	Q4, 2014

Enabler Perspective
Enhance Relationships

Achieves Strategy Statement(s):

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- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.
- **Research** – We conduct research and analysis on Saskatchewan safety, injury and illness data that allow for targeted interventions by industry, occupation or workplace.
- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

Initiatives	Start Date	Anticipated Completion
Explore partnerships that advance injury prevention.	Q1, 2012	Q2, 2013
	Q2, 2013	Q4, 2013
	Q3, 2010	Q4, 2015
	Q1, 2010	Q4, 2013

Enabler Perspective
Build a Safety Culture

Achieves Strategy Statement(s):

- **Leadership** – We assist and support Saskatchewan workplaces and communities to build a safety culture by seeking and recognizing the commitment of business, labour, and community leaders.
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- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.
- **Research** – We conduct research and analysis on Saskatchewan safety, injury and illness data that allow for targeted interventions by industry, occupation or workplace.
- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

Initiatives	Start Date	Anticipated Completion
Support research and innovation related to workplace injury prevention leadership.	Q1, 2013	Q3, 2014
Implement an injury prevention campaign for youth.	Q1, 2013	Q4, 2013
	Q1, 2013	Q4, 2013

Enabler Perspective
Enable Targeted Intervention

Achieves Strategy Statement(s):

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- **Education** – We work to provide workplace safety and injury prevention information and training in schools and workplaces.
- **Research** – We conduct research and analysis on Saskatchewan safety, injury and illness data that allow for targeted interventions by industry, occupation or workplace.
- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

Initiatives	Start Date	Anticipated Completion
Deliver programs targeted to industries, demographics or factors that have been identified to contribute to a high incidence of injury.	Q2, 2013	Q4, 2013
	Q2, 2013	Q4, 2013
	Q1, 2013	Q4, 2014
	Q3, 2013	Q4, 2014
Reduce the number of workplace fatalities.	Q2, 2013	Q4, 2013
	Q4, 2102	Q3, 2105

Financial Perspective

Be Cost Effective

Achieves Strategy Statement(s):

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- **Programming** – We implement programs that target resources at industries, occupations and workplaces most in need of support to achieve safety objectives.

Like the Stakeholder perspective, this perspective results in outcomes from successful initiatives and projects identified in the Enablers and Internal perspectives.

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