2013 – 2015 Strategic & Operational Plan

Work to live.

Strategic and Operational Plan
2013 - 2015
Strategic Plan


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

Elimination of occupational injury and illness in Saskatchewan

Stakeholders

- Changed Attitude & Behaviour
- Safety is a Societal Good

Internal

- Create Capacity
- Build Programs
- Educate the Public
- Increase Awareness

Enablers

- Enhance Relationships
- Build a Safety Culture
- Enable Targeted Intervention

Financial

- Be Cost Effective

2013-2015 STRATEGIC AND OPERATIONAL PLAN
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.

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<thead>
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<th>Anticipated Completion</th>
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<tbody>
<tr>
<td>Build injury prevention capacity to reach more employers through safety associations.</td>
<td>Q2, 2013</td>
<td>Q4, 2015</td>
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<tr>
<td>Develop online resources for occupational health and safety committees.</td>
<td>Q4, 2011</td>
<td>Q4, 2013</td>
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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.

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<td>Build and provide accessible education and training resources.</td>
<td>Q2, 2012</td>
<td>Q1, 2014</td>
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<td>Q1, 2014</td>
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<td>Q2, 2012</td>
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<td>Q4, 2012</td>
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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.

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<tr>
<td>Develop and update print and online resources for youth, workers and employers that advance injury prevention.</td>
<td>Q2, 2012</td>
<td>Q4, 2014</td>
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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.

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<td>Develop new recognition opportunities for workers and businesses showing leadership in injury prevention.</td>
<td>Q2, 2013</td>
<td>Q4, 2013</td>
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<tr>
<td>Deliver social marketing campaigns and public relations strategies targeted to a broad general public.</td>
<td>Q1, 2012</td>
<td>Q4, 2014</td>
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<tr>
<td>Build accessible education and training resources for trades.</td>
<td>Q2, 2014</td>
<td>Q4, 2014</td>
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Enabler Perspective

Enhance Relationships

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.

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<tr>
<td>Explore partnerships that advance injury prevention.</td>
<td>Q1, 2012</td>
<td>Q2, 2013</td>
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<td>Q2, 2013</td>
<td>Q4, 2013</td>
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<td>Q3, 2010</td>
<td>Q4, 2015</td>
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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.

- **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.

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<td>Support research and innovation related to workplace injury prevention leadership.</td>
<td>Q1, 2013</td>
<td>Q3, 2014</td>
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<tr>
<td>Implement an injury prevention campaign for youth.</td>
<td>Q1, 2013</td>
<td>Q4, 2013</td>
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Enabler Perspective
Enable Targeted Intervention

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.
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<td>Deliver programs targeted to industries, demographics or factors that have been identified to contribute to a high incidence of injury.</td>
<td>Q2, 2013</td>
<td>Q4, 2013</td>
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<td></td>
<td>Q2, 2013</td>
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<td>Q3, 2013</td>
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<tr>
<td>Reduce the number of workplace fatalities.</td>
<td>Q2, 2013</td>
<td>Q4, 2013</td>
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<td>Q4, 2014</td>
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Financial Perspective

Be Cost Effective

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.
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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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