

Fatalities & Serious Injuries STRATEGY STATUS UPDATE

2019 - 2021

2019 YEAR-END REPORT

WorkSafe Saskatchewan, the partnership between the Saskatchewan Workers' Compensation Board (WCB) and the Ministry of Labour Relations and Workplace Safety, has challenged its traditional approach to fatalities and serious injuries. This three-year strategy reflects the complexity of these issues.

WorkSafeTM
SASKATCHEWAN

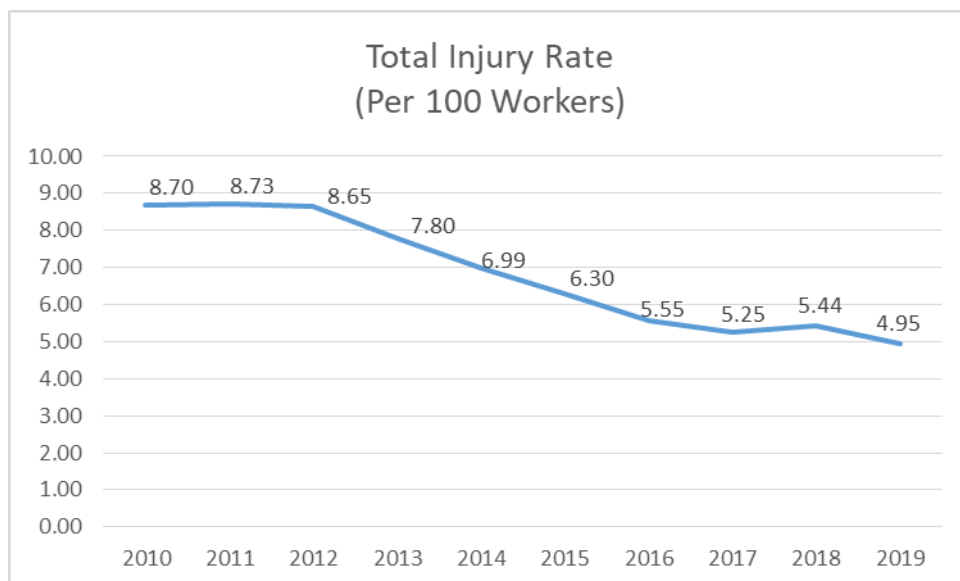
Work to live.



Executive summary

In 2019, WorkSafe Saskatchewan completed the Fatality and Serious Injuries strategy document. After holding various external stakeholder meetings, as well as gathering input from the University of Regina and the University of Saskatchewan, WorkSafe incorporated final changes into the strategy. Although a public launch of the strategy took place at the Saskatchewan Legislative Building on Dec. 2, 2019, much work had already been started. This report will highlight the actions that were taken in 2019 to eliminate fatalities and serious injuries in the province of Saskatchewan, along with the outcomes in injury rates for the year.

Below is a graph indicating the final Total injury rate in the province of Saskatchewan for 2019. The Total injury rate decreased from 5.44 per 100 workers in 2018 to 4.95 per 100 workers in 2019.



The Saskatchewan WCB definition of a “serious injury” includes the following criteria:

- A. If a claim is a fatality.
- B. If a claim has more than 50 days of compensation paid.
- C. If a claim has an LRWS¹ referral flag.
- D. If a claim is a primary psychological/mental health claim.
- E. If a claim includes a permanent functional impairment (PFI) greater than or equal to 10 per cent.

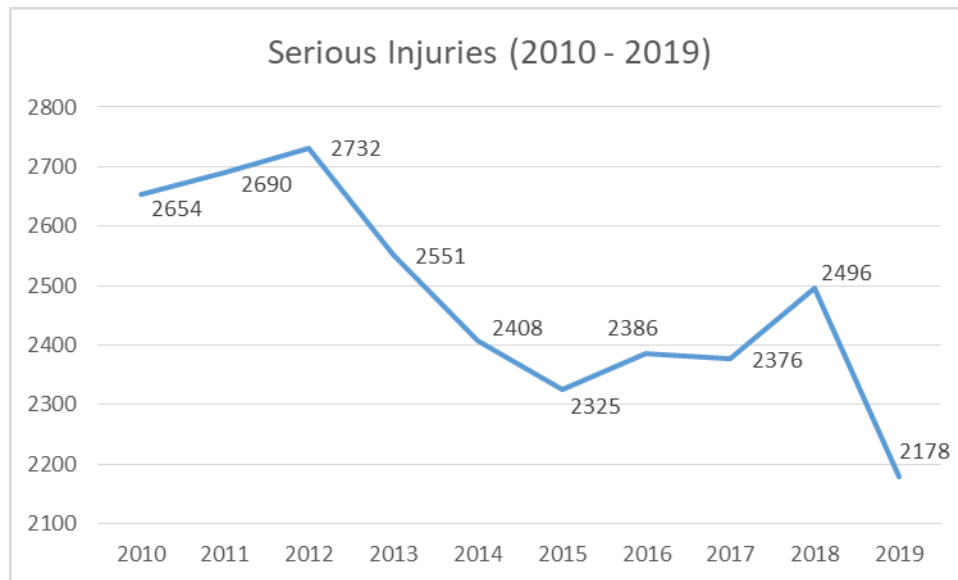
* The new Saskatchewan WCB definition of a serious injury does not change the definition of incidents causing serious bodily injury in Section 8 of The Occupational Health and Safety Regulations, 1996.

The data set includes all accepted, non-federal claims created between 2010 and 2019. Figures for 2010 to 2017 are obtained from the same data set used to prepare the stats for the initial Fatalities and Serious Injuries strategy, as queried from the claim profile monthly snapshot (snapshot end date = Sept. 30, 2019). Updated 2018 figures and 2019 figures were queried from the annual snapshot, with serious injury flag information for these claims queried from the claim profile monthly snapshot (snapshot end date = Jan. 31, 2020).

¹LRWS – Ministry of Labour Relations and Workplace Safety.

Serious Injuries

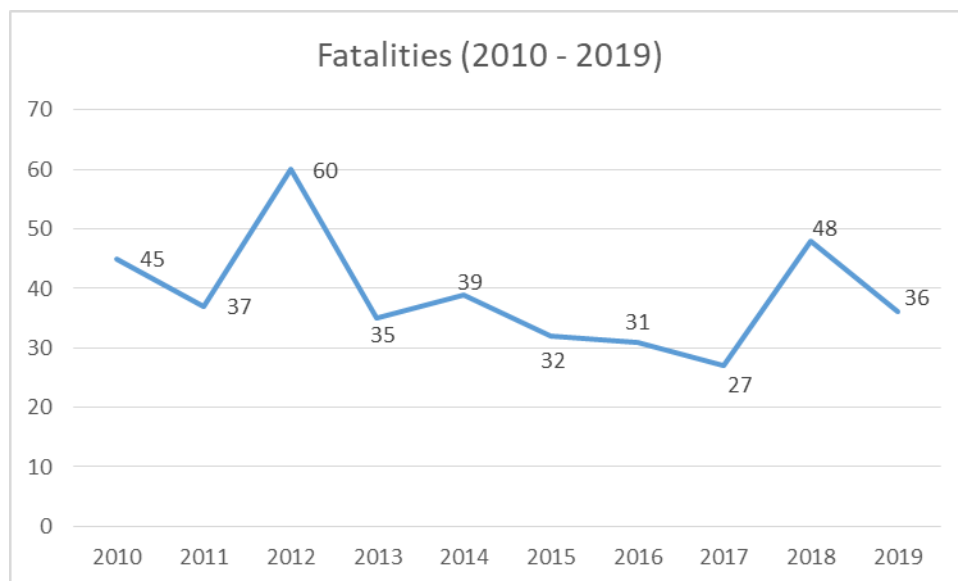
Serious injuries increased from 2017 to 2018 by 120 claims. The 2019 preliminary serious injury numbers are showing a reduction, but this number is subject to change as the claims mature based on the definition of a serious injury.



* 2019 serious injury figures are preliminary and are subject to changes/increases over time as claims mature.

Fatalities

In 2019, there were 36 fatality claims. The majority of the fatalities were in three categories: asbestos exposures, heart attacks and motor vehicle crashes.



Asbestos

Objective: Improve general asbestos hazard awareness from 19 per cent (from 2018 baseline) to 39 per cent in the province of Saskatchewan by Dec. 31, 2021.

Implementation target: Improve asbestos awareness and abatement controls.

AWARENESS

- Through 2019 and beyond, continue an asbestos awareness campaign.

2019 action(s) taken	Description
AWARENESS	
WorkSafe launched a provincial awareness campaign on Aug. 15, 2019.	<p>The objective of the asbestos awareness campaign was to educate Saskatchewan construction workers about the harmful and life-threatening effects of exposure to asbestos and to educate the public on the risks associated with asbestos exposures.</p> <p>The campaign was targeted to tradespeople working in residential and commercial construction. The secondary audience was homeowners either renovating or hiring contractors to renovate their homes.</p> <p>Interactive displays were set up in various lumber stores in Regina, Saskatoon and select rural areas. Displays were set up near contractor entrances within the stores. Till danglers and posters were also distributed and hung in stores.</p> <p>Radio ads and social media spots were run across the province.</p> <p>Learn more: www.worksafesask.ca/prevention/environmental-risks/asbestos/</p>
PARTNERSHIPS	
WorkSafe partnered with the Saskatchewan Construction Safety Association (SCSA).	WorkSafe created a partnership agreement with the SCSA to co-brand their <i>Asbestos Awareness: Understanding the Risk</i> e-course. The objective was to use the branding power of the WorkSafe website to draw more people in to take the course. Under this co-brand with the Canadian Centre for Occupational Health and Safety (CCOHS) and the SCSA, the users do not pay to take the course.
ENFORCEMENT	
LRWS conducted 136 worksite visits related to asbestos, which resulted in 68 related contraventions being issued.	<p>Top five asbestos-related contraventions issued in 2019 were:</p> <ul style="list-style-type: none"> ▪ OHS Regulation 334 – Identification of asbestos-containing materials (42 contraventions) ▪ OHS Regulation 343 – Training (five contraventions) ▪ OHS Regulation 337 – Asbestos processes (five contraventions) ▪ Public Health Act 19.1 – Asbestos in public buildings (four contraventions) ▪ OHS Regulation 338 – Asbestos surfaces (four contraventions)

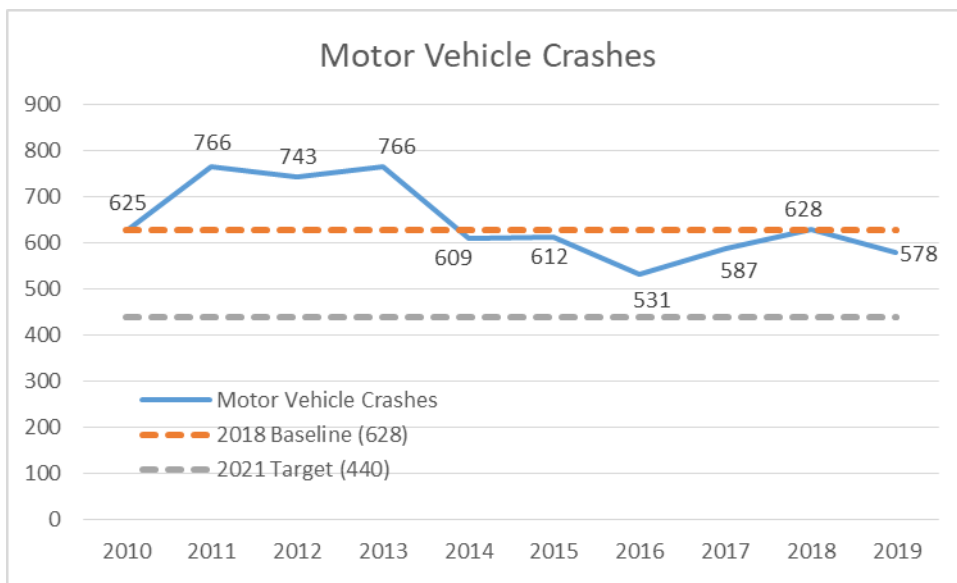
Motor vehicle crashes

Objective: Reduce work-related motor vehicle crashes by 30 per cent (from 2018 baseline) in the province of Saskatchewan by Dec. 31, 2021.

Implementation target: Integrate Saskatchewan WCB motor vehicle incident data with other data sources to better improve targeting, resource needs and awareness campaigns to reduce work-related motor vehicle crashes.

PARTNERSHIPS

- In 2019, integrate Saskatchewan WCB motor vehicle crash data with SGI motor vehicle crash data and develop a risk profile.



Motor vehicle crash counts include those claims where cause of injury = highway incident, non-highway incident – except rail, air, water, or pedestrian – non-passenger (worker) struck by vehicle, mobile equipment.

PARTNERSHIPS	
2019 action(s) taken	Description
WorkSafe partnered with SGI.	WorkSafe and SGI compared collision data to determine the contributing factors related to motor vehicle crashes in the province. Gravel was found to be one of the main road surfaces that was a factor contributing to the collisions. Gravel is three times more likely to cause a collision than other road surfaces. Commercial and semi drivers are two times more likely to produce a collision with fatalities and injuries.
AWARENESS	
WorkSafe developed an awareness campaign.	<p>The purpose of the campaign was to raise the level of awareness around the province about the causes of motor vehicle collisions. WorkSafe developed an infographic that speaks to the statistical overview from the SGI analysis of motor vehicle collisions. WorkSafe's website was updated to reflect the information from the report.</p> <p>A video was created and released in 2019 featuring Dan Clark, a Saskatchewan Roughrider who survived a crash on a dirt road. The video ran as an ad on television stations throughout the year.</p> <p>Learn more: www.worksafesask.ca/prevention/motor-vehicle-collisions/</p>

Firefighter cancer exposures

Objective: Improve firefighter cancer prevention controls by 50 per cent (from 2019 baseline) in the province of Saskatchewan by Dec. 31, 2021.

Implementation target: Complete firefighter cancer audits, confirm broader audit results, improve the baseline audit scores and improve awareness to reduce the risk of future firefighter cancer exposures.

PARTNERSHIPS

- In 2019, audit a sample of Saskatchewan fire halls (including urban, rural, wildfire and volunteer) to provide a baseline audit report for each hall and provide a presentation of the findings and recommendations on the notable trends at the fire chiefs' and volunteer firefighters' convention.

2019 action(s) taken	Description
PARTNERSHIPS	
WorkSafe partnered with Jim Burneka – Firefighter Cancer Consultants.	An inspection took place at 15 fire stations around the province to identify ways the stations could step up cancer prevention efforts. The chosen stations were located in urban and rural areas. The inspection consisted of a policy review, fire station inspections and in-depth interviews with firefighters. Each department in the firefighters' organization that took part in this received an individualized action plan report, which is outlined on the WorkSafe website. Some fire stations have already started to implement recommendations that have been outlined in the report.
AWARENESS	
WorkSafe communicated the results of the 15 audits.	<p>The results of the audits were made available to all fire stations in order to start implementing changes based on recommendations.</p> <p>The complete findings and the recommendations of the report were shared with Saskatchewan fire chiefs at their April 29, 2019 conference in Moose Jaw.</p> <p>The firefighter cancer report is on the WorkSafe website. It outlines short-term recommendations with low or no cost to fire departments (i.e., wearing full self-contained breathing apparatus (SCBA) and personal protective equipment (PPE) during investigations, showering ASAP after a fire, keeping PPE out of living quarters) and are logistically easy to implement.</p> <p>The report also outlines more costly items (i.e., backup set of PPE, PPE cleaning extractors, particulate blocking hoods).</p> <p>View the full report: http://www.worksafesask.ca/how-firefighters-can-cut-their-cancer-risk/</p>

Falls from heights

Objective: Reduce falls from heights injuries by 30 per cent (from 2018 baseline) in the province of Saskatchewan by Dec. 31, 2021.

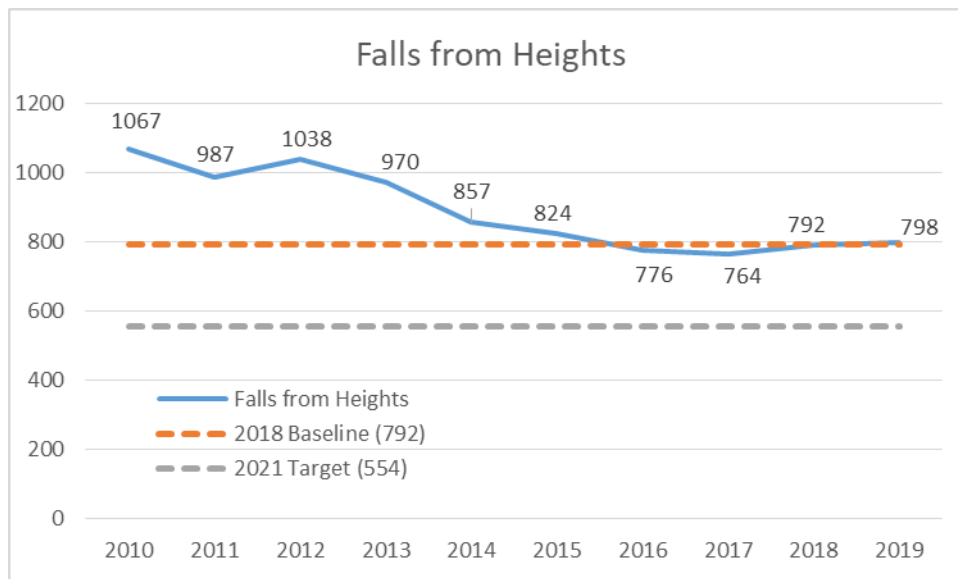
Implementation target: Collaborate with stakeholders to better understand fall protection challenges, improve fall protection awareness and develop and implement standardized working-at-heights training.

PARTNERSHIPS

- In 2019, develop and host an industry focus group to better understand the barriers and challenges to wearing fall protection at work.

AWARENESS

- In 2019 and 2020, collaborate with stakeholders to develop and implement a communications campaign/strategy to address gaps.



Fall from heights counts include those claims where cause of injury = fall to lower level.

2019 action(s) taken	Description
PARTNERSHIPS	
WorkSafe partnered with workers and employers in the construction industry to run a focus group.	<p>In May and June 2019, Fast Consulting conducted a series of focus group sessions and one-on-one in-depth interviews with supervisors and workers in residential construction companies in Saskatchewan, as well as with stakeholders in the construction industry in the province. The purpose of the discussions was to determine barriers to using fall protection in the workplace, specifically in the residential construction industry.</p> <p>The report noted that some of the barriers to using fall protection while on the job included the perception of risk, time pressures, small tasks and being unaware of legal responsibilities. Other barriers were confined narrow spaces</p>

	<p>between houses, long steep climbs to tie-off anchors and tangled lines.</p> <p>Read the full focus group report: http://www.worksafesask.ca/prevention/falls/</p>
AWARENESS	
<p>WorkSafe partnered with the SCSA to launch a provincial residential fall protection awareness campaign in summer 2019.</p>	<p>The objective of the campaign was to increase awareness of the need to wear fall protection on residential construction sites and to influence attitudes in order to drive behaviour changes.</p> <p>The campaign targeted residential construction tradespeople, supervisors and business owners.</p> <p>An infographic was created from the results of the focus group and posted to the WorkSafe website.</p> <p>In conjunction with the SCSA, teams visited residential construction worksites and identified workers wearing and using fall protection, along with their PPE. At each site, a worker who was leading by example and who was properly protected was asked to provide a quote on why safety on the worksite was important to them. WorkSafe and the SCSA visited 64 company worksites (in Regina and Saskatoon) and spoke with about 400 workers during the campaign.</p> <p>A poster was produced to promote the worksite visits and was made available on the WorkSafe website.</p> <p>An email was sent to all residential construction companies across Saskatchewan, which served as a reminder of the importance of fall protection. It also promoted the rewarding safety initiative and provided the link to the infographic.</p> <p>Thirty-second radio spots were created to highlight the importance of fall protection. These radio spots also referenced the workers' names and companies who were selected for using proper fall protection on the worksite. Social media was used to promote this campaign.</p>
ENFORCEMENT	
<p>LRWS conducted 989 worksite visits in the construction sector (B11, B12 and B13) and issued 1,204 contraventions.</p>	<p>Out of the 1,204 contraventions issued to construction (B11, B12, B13) employers in 2019, the top five fall-related contraventions were:</p> <ul style="list-style-type: none"> ▪ OHS Regulation 116 – Protection against falling (105 contraventions) ▪ OHS Regulation 116.1 – Fall protection plan (69 contraventions) ▪ OHS Regulation 253 – Portable ladders (31 contraventions) ▪ OHS Regulation 192 – Aerial devices and elevating work platforms (25 contraventions) ▪ OHS Regulation 124 – Openings in floors, roofs, etc. (24 contraventions)

Serious injuries

Health care

Objective: Reduce serious injuries in the Saskatchewan health care sector by 10 per cent (from 2018 baseline) by Dec. 31, 2021.

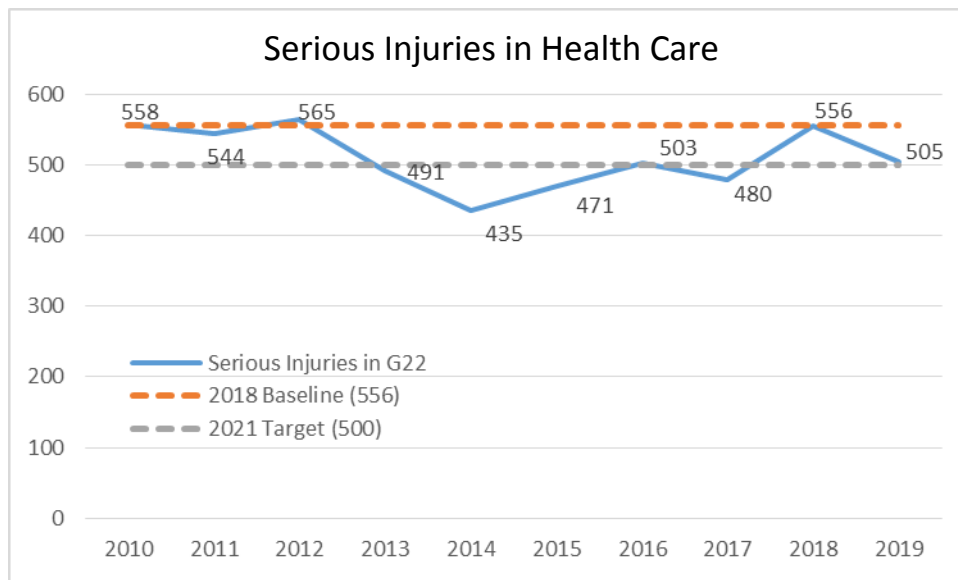
Implementation target: Develop a collaborative approach to identify the root cause of serious injuries to reduce the risk of injuries in health care facilities.

AWARENESS

- In 2019, complete analysis on all serious injuries in health care to identify at-risk work tasks.

EDUCATION

- Through 2019 and 2020, develop a collaborative approach to uncover the root causes of serious injuries and leverage continuous process improvement methodologies to improve hazard controls.
- Through 2019 and 2020, test the feasibility of applied root cause investigation in health care to determine a broader provincial health care approach.



The 2019 serious injury count is preliminary; figures are subject to changes/increases over time as claims mature.

2019 action(s) taken	Description
AWARENESS	
<p>Serious injuries in health were analyzed to determine the focus for future activities.</p>	<p>An analysis of all serious injuries in health care was completed to identify at-risk tasks. The data indicated that the top four direct causes of health care injuries were related to overexertion, psychological, slips trips and falls, and violence. The top five occupations in health making up the injuries are registered nurses, environmental service workers, licensed practical nurses, continuing care assistants and food service workers.</p>
EDUCATION	
<p>WorkSafe investigated root causes, which is key to controlling hazards in the workplace to prevent injuries from reoccurring.</p>	<p>A collaborative approach was taken to uncover root causes and improve hazard controls in the health care industry. In 2019 WorkSafe trained health care personnel on how to investigate safety incidents through proper root cause analysis.</p>
PARTNERSHIPS	
<p>WorkSafe and Bridges Health will partner to help to build capacity for addressing specific technical hazards.</p>	<p>Discussions began in late 2019 for WorkSafe to form a partnership with Bridges Health that would focus on performing task observations based on ergonomic issues in high-risk task sectors in the Saskatchewan Health Authority.</p>
ENFORCEMENT	
<p>LRWS conducted 657 worksite visits in the health-care sector, which resulted in 909 contraventions being issued.</p>	<p>Top five contraventions issued to health care (G22) employers in 2019 were:</p> <ul style="list-style-type: none"> ▪ OHS Regulation 36 – Harassment (60 contraventions) ▪ OHS Regulation 37 – Violence (52 contraventions) ▪ OHS Regulation 46 – Training of representatives, committee members (49 contraventions) ▪ OHS Regulation 470 – Patient moving/handling (41 contraventions) ▪ WHMIS Regulation 8 – Workplace label decanted products (36 contraventions)

TRANSPORTATION

Objective: Reduce serious injuries by 10 per cent (from 2018 baseline) in the province of Saskatchewan transportation sector by Dec. 31, 2021.

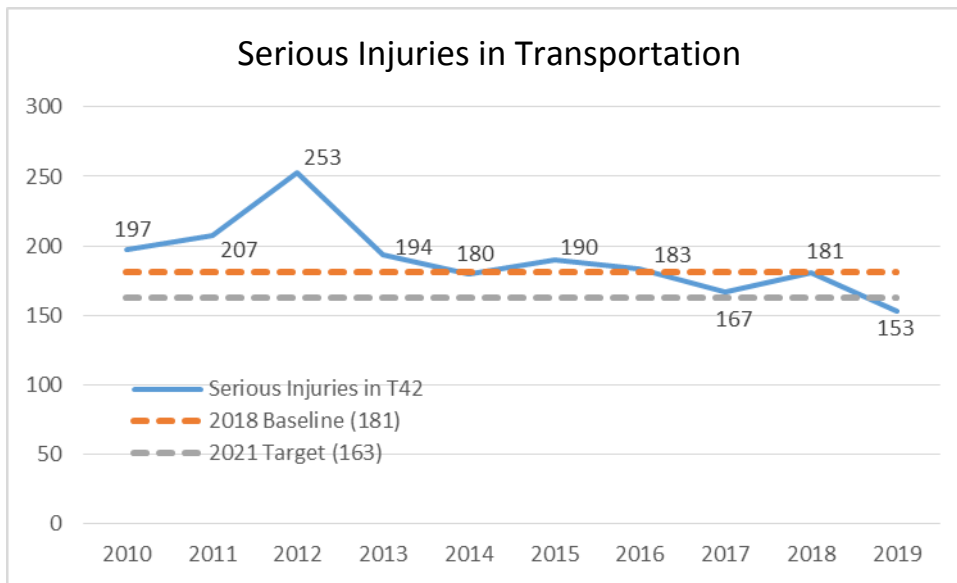
Implementation target: Improve hazard controls for at-risk job tasks, incorporate safe work procedures into truck driver training programs and create sustainability through safety management systems for the transportation industry.

AWARENESS/EDUCATION

- In 2019, identify at-risk job tasks, complete hazard assessment, integrate hazard controls into truck driver training programs and develop and launch a social media campaign.

ENFORCEMENT/INSPECTION

- Through 2019 and 2020, develop and implement an inspection/enforcement targeted field campaign carried out by federal Occupational Health and Safety (OHS).



The 2019 serious injury count is preliminary; figures are subject to changes/increases over time as claims mature.

2019 action(s) taken	Description
AWARENESS	
WorkSafe analyzed serious injury data.	WorkSafe analyzed serious injury data, which identified at-risk job tasks that were causing injuries in transportation. The data indicated that the top three direct causes of transportation sector injuries were related to overexertion, contact with objects and slips, trips and falls.
EDUCATION	
WorkSafe and Saskatchewan Trucking Association (STA) partnered for education.	The STA and WorkSafe partnered to conduct a job safety analysis for the 13 tasks that lead to the most injuries in transportation. From there, they developed safe work practices that were incorporated into training given to the trucking industry.
PARTNERSHIPS	
WorkSafe partnered with the STA.	WorkSafe partnered with the STA and identified 13 tasks that lead to injuries in the transportation industry most often. Moving freight and securing loads were in the top five. The STA developed a training course to help workers perform the tasks more safely.

First responders

Objective: Reduce the duration of psychological injury claims by 20 per cent (from 2018 baseline) in the province of Saskatchewan by Dec. 31, 2021.

* This objective was based on the following assumptions: Improvements in awareness and self-care resources for public safety personnel (PSP), along with the promotion of evidence-based practices, building capacity for PSP-informed health care practitioners and improvements in WCB psychological injury claim processes. It is assumed that the above factors will have a positive effect on the prevalence and duration of psychological injuries.

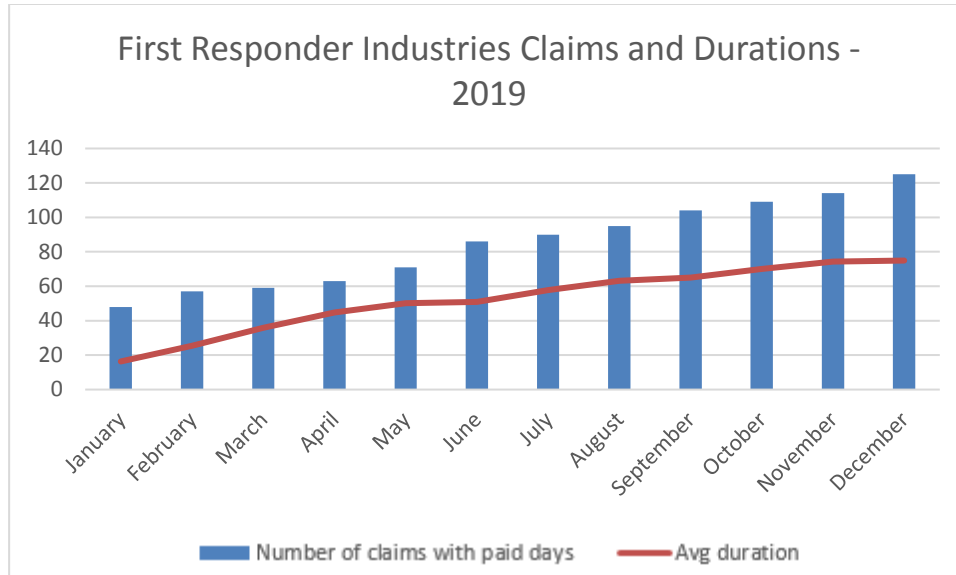
Implementation target: Improve access to first responder mental health resources/support services, increase awareness of available proactive mental health resources and involve customers in the review of the WCB psychological injury claims process to identify process improvements and develop and implement return-to-work resources for psychological claims.

PARTNERSHIPS

- A provincial first responders' mental health committee was developed in 2018.

AWARENESS/EDUCATION

- Through 2019, 2020 and 2021, develop and launch the first responders' mental health website to improve access to mental health resources. The committee has committed to achieving the following multi-year goals:
 - Research, share and promote relevant research and best practices to support positive mental health among first responders.
 - Develop a network of culturally knowledgeable, competent, credentialed practitioners.
 - Develop and pilot an anti-stigma campaign incorporating champions from various first responder groups.
 - Develop a toolkit of best practices and resources for employers, supervisors and workers to support mental health in the workplace.
 - Identify an evaluation approach for programs and resources made available through this strategy.
 - Increase outreach to first responders, their leadership and their communities to promote awareness of resources and create meaningful change within first responder organizations.
 - Host a first responder mental health learning event.
 - Reach out to the broader group of public safety personnel to support them in addressing their mental health needs.
 - Support mental health practitioners to improve the effectiveness of the assessment and treatment of first responders.



First responder psych claim counts include those claims where diagnosis code = "52" (mental disorders or syndromes) and rate code = G31 or G51.

2019 action(s) taken	Description
PARTNERSHIPS	
The Saskatchewan First Responders' Mental Health Committee was formed.	The Saskatchewan First Responders' Mental Health Committee was developed in 2018, consisting of Saskatchewan representatives from fire, police, emergency medical services, health care, corrections, psychologists and the WCB. The mission of the group is to actively promote mental health and provide leadership, best practices (resources, awareness, education, training, and supports) that first responders, their communities and leaders need.
EDUCATION	
WorkSafe partnered with the Saskatchewan First Responders' Mental Health Committee to launch new mental health resources, accessible through a website.	<p>WorkSafe partnered with the Saskatchewan First Responders' Mental Health Committee to provide mental health resources for first responders, their families, friends and coworkers. The new resources were launched on July 24, 2019.</p> <p>Resources available include phone numbers for 24/7 confidential crisis support centres and several organizations and peer support groups dedicated to supporting first responders and their families with mental health challenges, self-care education and critical incident response strategies. The resources can be found at saskfirstrespondersmentalhealth.ca.</p> <p>An evaluation project is underway on the programs and resources that are available through this strategy in order to offer those programs and services that are the most effective.</p>

Manufacturing

Objective: Reduce serious injuries by five per cent (from 2018 baseline) in the Saskatchewan manufacturing sector by Dec. 31, 2021.

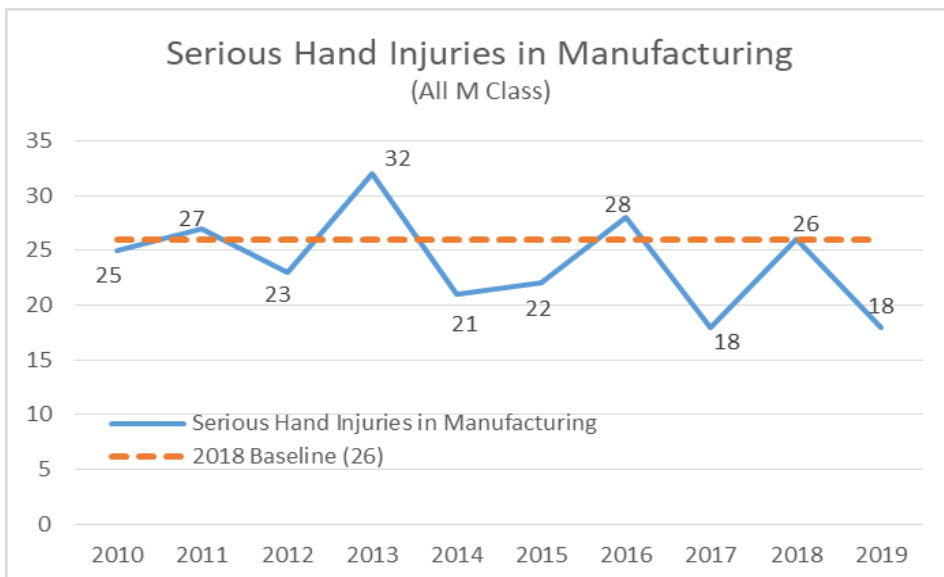
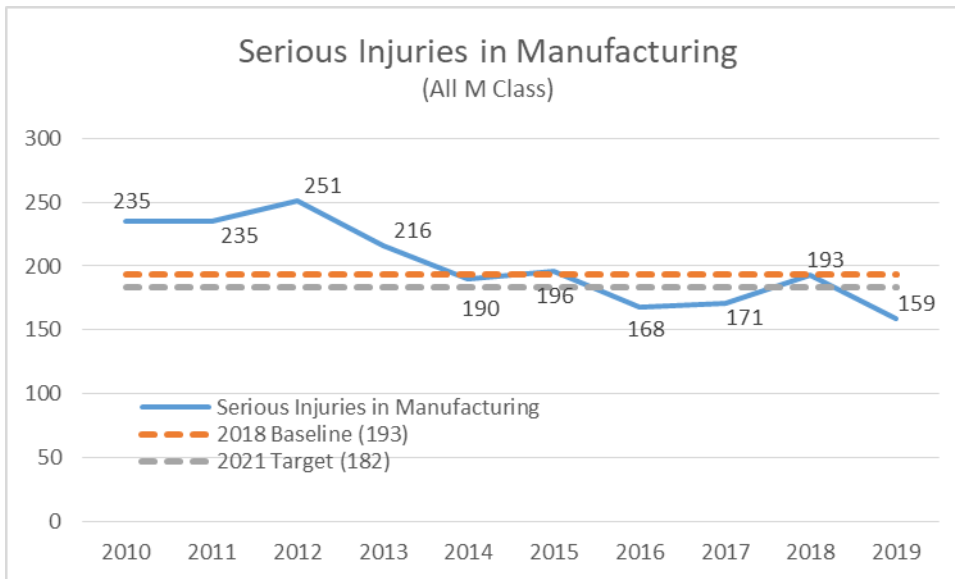
Implementation target: Improve guarding and personal protective equipment hazard controls in the manufacturing sector.

TARGETING

- In 2019, identify five manufacturing facilities with the highest number of serious hand injuries.

PARTNERSHIPS

- Through 2019 and 2020, WorkSafe will co-brand the Ansell Guardian program (this is a personal protective equipment audit).



The 2019 serious injury count is preliminary; figures are subject to changes/ increases over time as claims mature.

2019 action(s) taken	Description
PARTNERSHIP	
WorkSafe has an agreement to conduct a personal protective equipment (PPE) audit.	<p>WorkSafe has identified the five manufacturing firms with the highest number of serious hand injuries.</p> <p>An agreement is in place to conduct a PPE audit on these firms to ensure that the right gloves are being used for the tasks at hand.</p>
EDUCATION	
The Safety Association of Saskatchewan Manufacturers (SASM) developed safeguarding information.	SASM has developed a safeguarding machinery brochure along with a safeguarding checklist, which outlines machine hazards and general precautions to take and promotes the safeguarding course offered by the safety association.
ENFORCEMENT	
LRWS conducted 365 worksite visits in manufacturing sector workplaces, which resulted in 757 contraventions being issued.	<p>Top five contraventions issued to manufacturing employers in 2019 were:</p> <ul style="list-style-type: none"> ▪ OHS Regulation 137 – Safeguards (56 contraventions) ▪ OHS Regulation 360 – Fire safety plan (35 contraventions) ▪ OHS Regulation 36 – Harassment (32 contraventions) ▪ OHS Regulation 461 – Electrical panels (27 contraventions) ▪ OHS Regulation 88 – Respiratory protective devices (25 contraventions)

Reporting progress

This will ensure stakeholders are kept informed of the strategy's progress and its results. It will support the continuous improvement mindset by allowing the strategy to flex and change based on the progress and results achieved. Appropriate metrics, both leading and lagging, will continue to be developed and serve as the dashboard for all internal and external reporting.

Closing

WorkSafe, since its inception, has been working in these areas and, along with the effort and energy of many people and organizations, has contributed to the improvements seen over the years. This strategy will seek to take those established undertakings and expand their scope, effectiveness and corresponding results. We will use a continuous improvement methodology in our work to ensure the strategy and any operational aspects respond quickly to the ongoing analysis. As mentioned, it is understood WorkSafe will not be able to achieve the desired results on its own. This strategy recognizes the need for WorkSafe to collaborate with a wide range of stakeholders at all levels and, where required, look to create and increase capacity and sustainability.

Labour Relations and Workplace Safety
Occupational Health and Safety Division
300 - 1870 Albert St.
Regina, SK S4P 4W1
Toll free 1.800.567.SAFE(7233)

Online www.saskatchewan.ca

WorkSafe Saskatchewan
Head Office
200 - 1881 Scarth St.
Regina, SK S4P 4L1

Saskatoon Office
115 24th St. E.
Saskatoon, SK S7K 1L5

Phone 306.787.4370
Toll free 1.800.667.7590
Fax 306.787.4311
Toll free fax 1.888.844.7773

Online www.worksafesask.ca

