

Fatalities & Serious Injuries STRATEGY STATUS UPDATE

2019 - 2021

January to December 2020 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

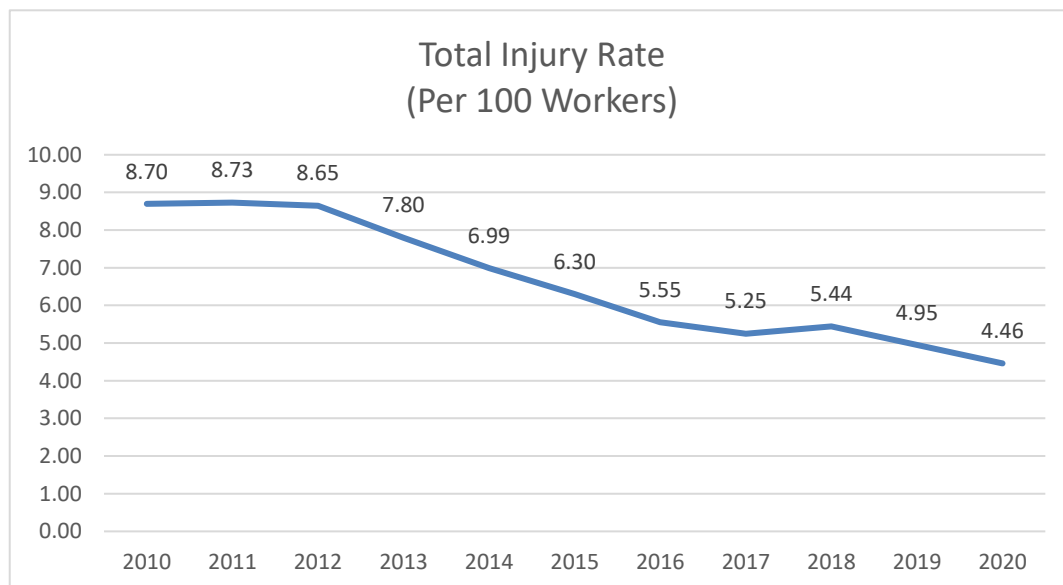
Work to live.



Executive summary

In 2019, WorkSafe Saskatchewan completed the Fatalities 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 have been taken in 2019 and 2020 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 from 2010 to 2020. The Total injury rate decreased from 4.95 per 100 workers in 2019 to 4.46 per 100 workers in 2020.



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.

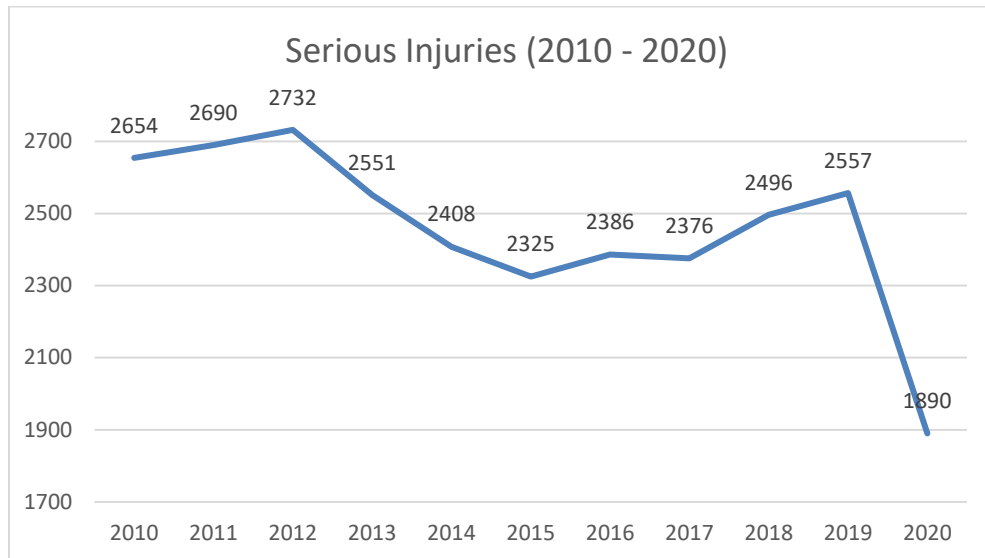
* The new Saskatchewan WCB definition of a serious injury does not change the definition of incidents causing serious bodily injury in Section 8 of *The Occupational Health and Safety Regulations, 1996*.

The data set includes all accepted, non-federal claims created between 2010 and 2020. 2020 figures are preliminary, as of Jan 31, 2021, and are subject to change/increases over time as claims mature.

¹ LRWS – Ministry of Labour Relations and Workplace Safety.

Serious injuries

Serious injuries increased from 2018 to 2019 by 61 claims. The 2019 serious injury number of 2557 is showing an increase compared to the 2018 number of 2496.



2020 serious injury figures are preliminary and are subject to changes/increases over time as claims mature.

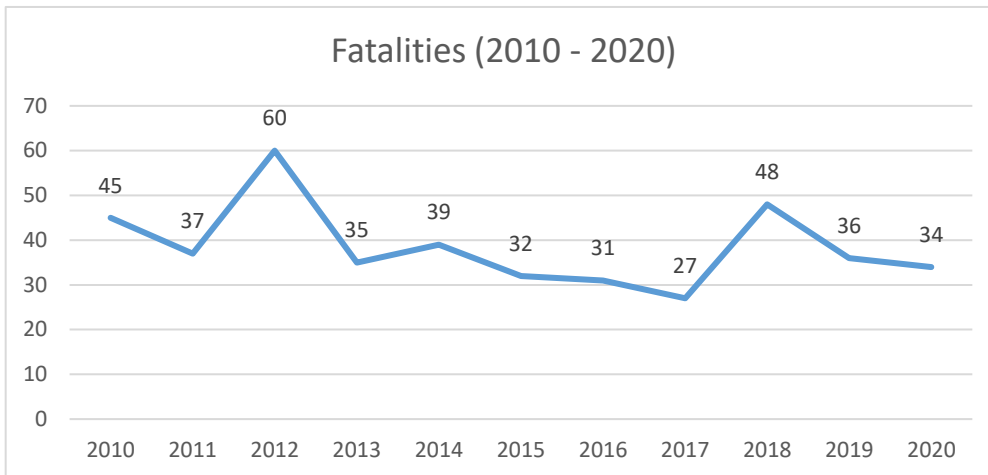
**NOTE: It can take up to seven months after claims are registered for the serious injury counts to become more stable.

In January 2021, the following analysis was completed to further identify the injury causes of the 2019 and 2020 serious injury counts. When comparing the 2020 snapshot (claims registered from July 2019 to June 2020) to the 2019 snapshot (claims registered from July 2018 – June 2019), the top three causes contributing to the biggest increases and decreases in serious injury counts were identified. This analysis provides new insight into other focused opportunities for improvement and re-affirms the areas of focus in this strategy document.

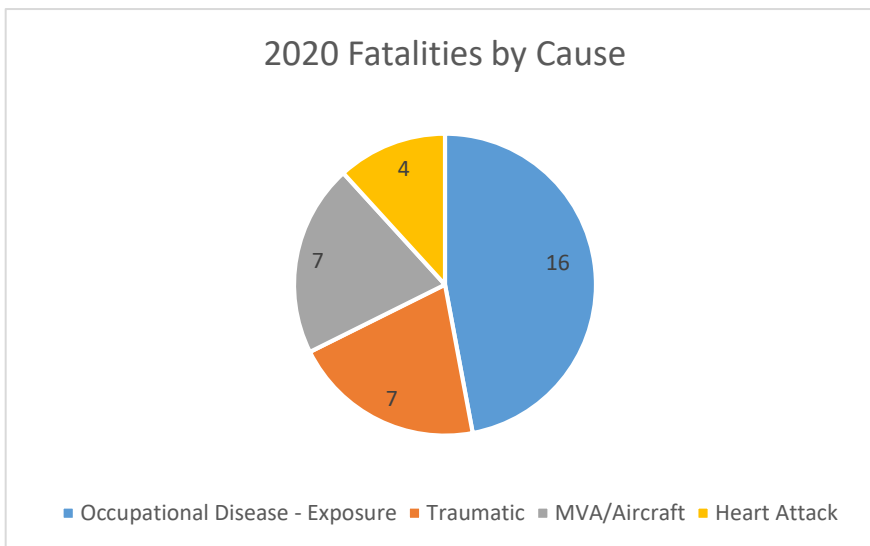
Top 3 Injury Types, which increased the most by Serious Injury Counts				
Cause of Injury (Group Description)	Claims registered Jul 2018 - Jun 2019 as of Jan 31, 2020	Claims registered Jul 2019 - Jun 2020 as of Jan 31, 2021	Difference in Serious Injuries	% Change
Overexertion	455	508	53	11.65%
Assaults, violent acts, harassment by person(s)	116	148	32	27.59%
Exposure from witnessing or hearing about traumatic or stressful event, NEC	166	180	14	8.43%
Top 3 Injury Types, which decreased the most by Serious Injury Counts				
Cause of Injury (Group Description)	Claims registered Jul 2018 - Jun 2019 as of Jan 31, 2020	Claims registered Jul 2019 - Jun 2020 as of Jan 31, 2021	Difference in Serious Injuries	% Change
Bodily reaction	347	286	-61	-17.58%
Struck by object	187	147	-40	-21.39%
Bodily reaction and exertion, n.e.c.	132	114	-18	-13.64%

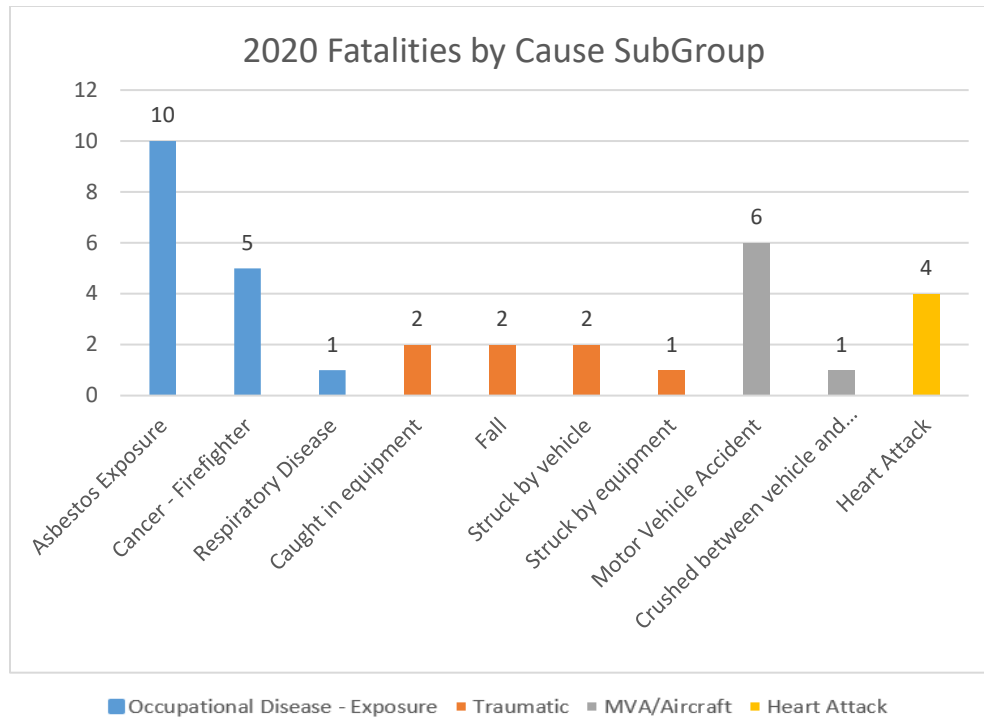
Fatalities

In 2020, there were 34 fatality claims. The majority of the fatalities were in three categories: asbestos exposures (10), motor vehicle crashes (6) and firefighter cancers (5). There were also four fatalities caused by heart attacks.



15 of 34 fatalities are occupational disease exposures, asbestos made up 29 per cent of the fatalities.





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.

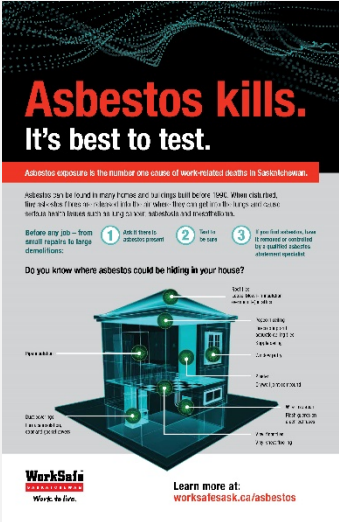
Implementation target: Improve asbestos awareness and abatement controls.

AWARENESS

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

EDUCATION

- Through 2020 and 2021, form an industry best practices group to investigate the development of an industry training standard:
 - Investigate and source a software Learning Management System (LMS) solution to support training standardization in the province of Saskatchewan.
 - Continue LRWS workplace inspection and enforcement activities related to asbestos requirements.
 - Adopt and/or develop and implement the training standard and quality assurance infrastructure.

January to December 2020 action(s) taken	Description
AWARENESS	
<p>Asbestos Marketing Campaign</p>  <p>The infographic features a house with callouts for asbestos locations: Asbestos in the past, Asbestos in the present, Asbestos in the future, Asbestos in the home, Asbestos in the workplace, Asbestos in the environment, Asbestos in the soil, Asbestos in the air, Asbestos in the water, Asbestos in the food, Asbestos in the clothing, Asbestos in the furniture, Asbestos in the electronics, Asbestos in the vehicles, Asbestos in the ships, Asbestos in the aircraft, Asbestos in the spacecraft, Asbestos in the submarines, Asbestos in the satellites, Asbestos in the missiles, Asbestos in the bombs, Asbestos in the weapons, Asbestos in the munitions, Asbestos in the explosives, Asbestos in the chemicals, Asbestos in the pharmaceuticals, Asbestos in the cosmetics, Asbestos in the detergents, Asbestos in the soaps, Asbestos in the shampoos, Asbestos in the conditioners, Asbestos in the lotions, Asbestos in the creams, Asbestos in the ointments, Asbestos in the pastes, Asbestos in the powders, Asbestos in the granules, Asbestos in the pellets, Asbestos in the beads, Asbestos in the fibers, Asbestos in the dusts, Asbestos in the fumes, Asbestos in the mists, Asbestos in the vapors, Asbestos in the gases, Asbestos in the liquids, Asbestos in the solids, Asbestos in the plasmas, Asbestos in the ionosphere, Asbestos in the magnetosphere, Asbestos in the lithosphere, Asbestos in the hydrosphere, Asbestos in the biosphere, Asbestos in the geosphere, Asbestos in the atmosphere, Asbestos in the hydrosphere, Asbestos in the biosphere, Asbestos in the geosphere, Asbestos in the atmosphere.</p> <p>WorkSafe Saskatchewan Work to live.</p> <p>Learn more at: worksafesask.ca/asbestos</p>	<p>The asbestos campaign launched in July of 2020 with the tag line “Asbestos Kills, it’s best to test”. The campaign targeted a broad range of individuals whose jobs involved some type of construction work – primarily trades, professionals/construction company owners. The sectors targeted were residential construction contractors, electricians, roofers, plumbers, commercial builders and cable service technicians. Advertising took place on radio, in digital and on-line ads, video/television spots, webpages, social media and print ads.</p> <p>https://www.youtube.com/watch?v=p8bXbJdG3EE</p> <p>The objective of the asbestos awareness campaign was:</p> <ol style="list-style-type: none"> 1. to continue to build awareness around the risks of asbestos; 2. educate on how to hire an asbestos abatement company; and 3. promote the online e-learning course. <p>Key messages in the campaign include:</p> <ol style="list-style-type: none"> 1. Homes or structures built before 1990 remain a risk. 2. Asbestos-related lung diseases are preventable, yet asbestos remains the leading cause of work-related deaths in Saskatchewan. 3. Always test if asbestos-containing materials exist in your building or home before you start your project. This includes repairs, renovations, remodeling, demolitions or additions. 4. To properly identify asbestos in your home, hire a qualified testing company or abatement specialist. They will take a sample and send it to a certified lab for testing. You should receive a report notifying you of any asbestos-related issues. 5. How to hire an asbestos abatement company. <p>The campaign pointed to resources on the WorkSafe website such as an asbestos abatement guide, the Asbestos e-course and a list of occupational hygiene consultants and labs in Western Canada.</p>
EDUCATION	
<p>Learning Management System</p>	<p>Acquired a Learning Management System (LMS) that enables WorkSafe to go forward with implementation of training standardization in the province. System went live in 2020. WorkSafe currently hosts two certificates on the system: OHC Level 1, and Supervision and Safety.</p>
PARTNERSHIPS	
<p>Sampling and Surveying Procedures</p> <p>Asbestos Training Standard</p>	<p>A request for proposal was complete for the development of two Asbestos procedures: Asbestos Sampling and Surveying. These standards were drafted late in 2020 and will be ready for use by asbestos practitioners in Q2 2021.</p> <p>A request for proposal to evaluate and adopt/develop an Asbestos Training standard was awarded in Q4 2020. Currently, the successful third-party is conducting industry consultations to inform the development of a provincial standard for asbestos worker training. The final standard is expected in Q4</p>

	2021, with administration through the Learning Management System acquired in 2020.
ENFORCEMENT	
LRWS conducted 57 worksite visits related to asbestos, which resulted in 31 related contraventions being issued.	<p>The top asbestos-related contraventions issued in 2020 were:</p> <ul style="list-style-type: none"> • OHS Regulation 334 – Identification of asbestos-containing materials (21 contraventions) • OHS Regulation 343 – Training (7 contraventions) • OHS Regulation 338 – Asbestos surfaces (2 contravention) • OHS Regulation 341 – Asbestos waste (one contravention)

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.

AWARENESS

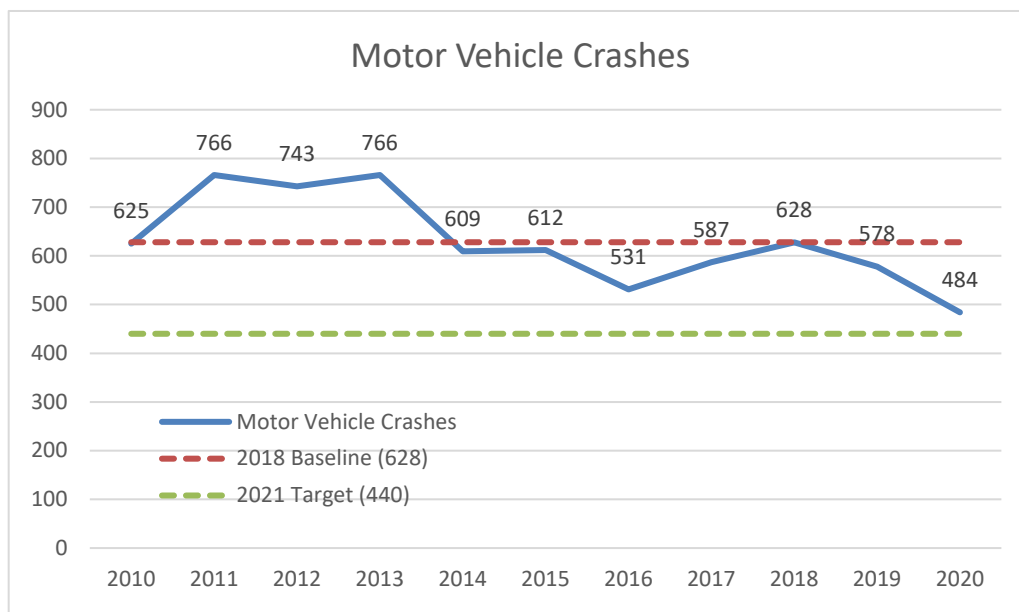
- In 2020, collaborate with stakeholders to develop targeted awareness campaigns.
- Through 2020 and 2021, improve social media presence and awareness.

EDUCATION


- In 2020, develop and implement practical resources to reduce the risk of motor vehicle crashes.

ENFORCEMENT/INSPECTION

- Through 2020 and 2021, develop a targeted field campaign with federal Occupational Health and Safety (OHS).



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.

January to December 2020 action(s) taken	Description
PARTNERSHIPS	
WorkSafe's partnership with SGI continues.	WorkSafe and SGI continue to meet and partner on ways to implement practical resources for employers in the province of Saskatchewan to reduce the risk of motor vehicle crashes. Resources for employers and workers are in review to determine best resources to adopt and post on the WorkSafe website.
AWARENESS	
<p>Motor Vehicle Crash Marketing Campaign</p>  <p>The poster features three panels at the top showing a truck, a car, and a fire. Below these is a yellow 'SLOW' sign. The main text reads: 'Speeding on gravel triples your odds of a fatality.' At the bottom, it says 'Learn more at worksafesask.ca' and 'WorkSafe SASKATCHEWAN Work to live.'</p>	<p>The objective of the motor vehicle crash (MVC) campaign is as follows:</p> <ol style="list-style-type: none"> 1. educate the top industries, with the highest MVCs, about road hazards and safety; 2. educate the public on the hazards of driving on gravel; and 3. provide actionable tips to help drivers safely navigate Saskatchewan roads. <p>https://www.youtube.com/watch?v=fDKEvn3oPrU</p> <p>Key messages of the campaign are:</p> <ol style="list-style-type: none"> 1. MVCs are the second leading cause of work-related fatalities in Sask. (10 fatalities, 2018). 2. Road conditions are the major contributing factor for workplace motor vehicle crash serious injuries. 3. Gravel is three times more likely to cause a collision with injuries or fatalities. <p>The campaign was launched June 8 and ran for four weeks and was re-launched in late October and ran for another 4 weeks.</p> <p>Ads were placed on Facebook, Instagram, Instagram stories, YouTube, Twitter, Snapchat, the Weather channel and chamber online publications.</p> <p>Along with print ads, a 30-second video spot was produced and a 30-second radio ad was created and aired.</p> <p>Billboard ads were also booked and ran for four weeks to cover a broad area across the province.</p> <p>The campaign produced the following results:</p> <ul style="list-style-type: none"> • Number of digital impressions: 7.33 million • Number of video views: 490,000 (YouTube) • Average views per viewer: 1.9 • Clicks through to the WorkSafe website: 9,501 • Social media: people reached – 189,000; engagements – 669 <p>The campaign garnered a high volume of engagement/comments on social media with conversations taking place between the general public on this topic.</p>
ENFORCEMENT	
Work on targeted employers	A data sharing agreement between SGI Carrier Services and WCB Prevention is in review.

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.

AWARENESS/EDUCATION

- Through 2020 and 2021, develop an awareness campaign to improve the awareness of system, program or training gaps, survey fire halls to gather feedback on the current state and develop and provide access to resources to help reduce the gaps.

January to December 2020 action(s) taken	Description
PARTNERSHIPS	
WorkSafe partnered with Jim Burneka – Firefighter Cancer Consultants.	<p>A firefighter cancer survey was distributed and approximately 140 career firefighters completed the survey.</p> <p>Some of the gaps found from the follow up survey indicated the following areas for improvement:</p> <ul style="list-style-type: none"> At the scene, engineers and command staff do not wear personal protective equipment (PPE) and self-contained breathing apparatus (SCBA) in proximity to fire. No disinfectant wipes available on scene when attending or investigating fires. High percentage transporting PPE inside cab and storing PPE in apparatus bay. Lack of additional PPE (particulate blocking hoods). Annual medical and annual skin exams are not being carried out. <p>A proposal was submitted by Jim Burneka for work to be done on bridging the gaps in the survey carried out by WorkSafe to the firefighters.</p> <p>The proposal focuses on developing a video by working with rural/volunteer, small city and large city firefighter departments in Saskatchewan to show ways to implement procedures within their fire halls that will help to prevent future firefighter cancers.</p>
Saskatchewan Cancer Agency	<p>A contract between WorkSafe and Saskatchewan Cancer Agency was drafted in December 2021.</p> <p>The contract involves the development of a skin cancer guide for general physicians, residents and medical students which will help physicians identify high risk patients, and will include a feature page on the unique risks faced by firefighters.</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.

AWARENESS

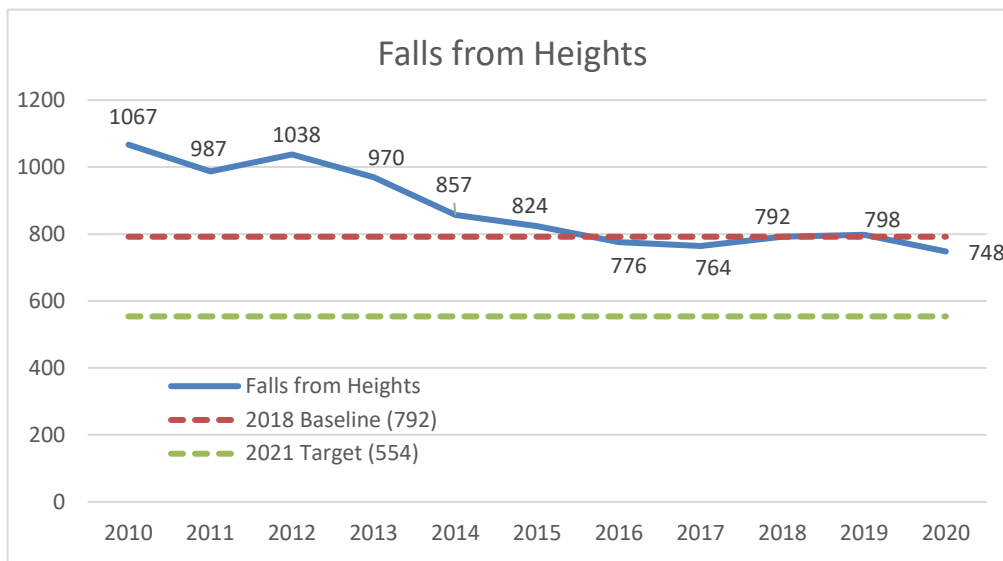
- In 2019 and 2020, collaborate with stakeholders to develop and implement a communications campaign/strategy to address gaps.

ENFORCEMENT/INSPECTION

- Continue LRWS workplace inspections and enforcement activities related to working-from-heights requirements.

EDUCATION

- Through 2020 and 2021, investigate and source a software LMS solution to support training standardization in the province of Saskatchewan.
- Through 2020 and 2021, form an industry best practices group and develop or adopt an appropriate fall protection training standard.



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

January to December 2020 action(s) taken	Description
PARTNERSHIPS	
<p>WorkSafe – Saskatchewan Construction Safety Association (SCSA)</p>	<p>An industry round table discussion on fall protection was completed in 2020. The industry discussion's focus was to discuss those barriers as identified in the focus group report and discuss ways to eliminate those barriers to wearing fall protection. The themes identified from that focus group were:</p> <ul style="list-style-type: none"> • time pressure (slows down the work); • small tasks, quick tasks (workers don't put on fall protection); • supervisors and workers are not assessing all situations for hazards; • training to recognize the hazards and what is required to eliminate or control those hazards; • more supervision training needed; • more enforcement needed; and • challenges in use of fall protection such as confined spaces, tangled lines and narrow space between houses <p>Some themes emerging from the session were:</p> <ul style="list-style-type: none"> • planning a job out properly; • ensuring safe work practices and procedures are in place; • enforcement; • culture; and • training. <p>Next steps in this initiative will be discussed in 2021</p> <p>SCSA hosted a webinar on fall protection in May. WorkSafe presented statistics on falls from heights to the attendees, with the rest of the presentation focusing on education on fall protection.</p>
ENFORCEMENT	
<p>LRWS conducted 761 worksite visits in the construction sector (B11, B12 and B13) and issued 1,161 contraventions.</p>	<p>Out of the 1,161 contraventions issued to construction (B11, B12, B13) employers in 2020, the top five fall-related contraventions were:</p> <ul style="list-style-type: none"> • OHS Regulation 116 – Protection against falling (138 contraventions) • Act 3-40 – Contravention involving risk to health/safety (114 contraventions) • OHS Regulation 19 – Protective headwear (108 contraventions) • OHS Regulation 116.1 – Fall protection plan (77 contraventions) • OHS Regulation 17 – Supervision of work (58 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.

EDUCATION

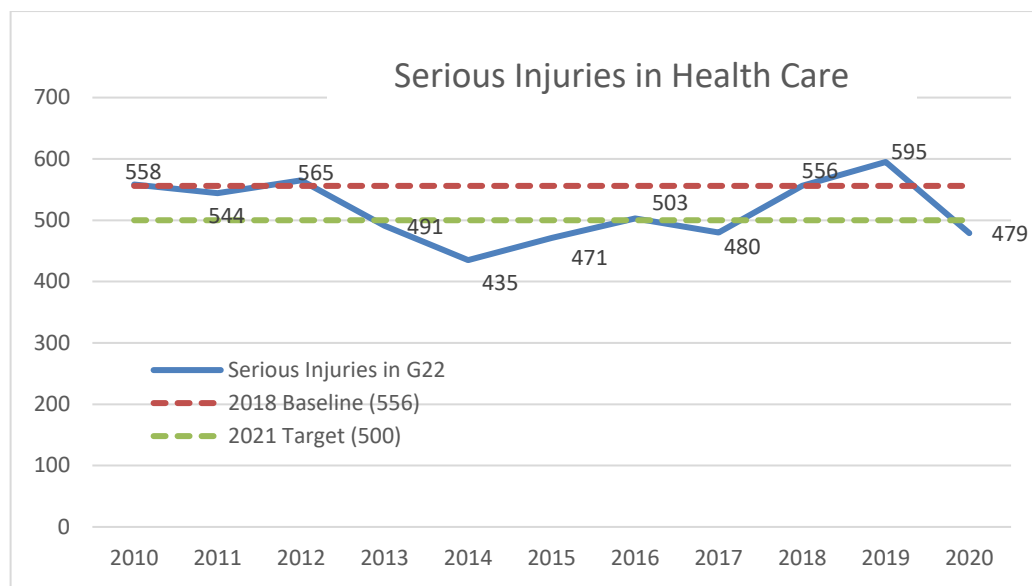
- Through 2019 and 2020, develop a collaborative approach to uncover the root causes of serious injuries and leverage continuous process improvement methodologies to improve hazard controls.
- Through 2019 and 2020, test the feasibility of applied root cause investigation in health care to determine a broader provincial health care approach.
- Through 2020 and 2021, replicate solutions validated in targeted health care facilities.

PARTNERSHIPS

- Through 2020 and 2021, identify partnerships to build capacity to provide expertise on specific technical hazard controls.

ENFORCEMENT/INSPECTION

- Continue LRWS workplace inspections and enforcement activities in the health care sector.



The 2020 serious injury count is preliminary; figures are subject to changes/increases over time as claims mature.

January to December 2020 action(s) taken	Description
AWARENESS	
Serious injuries in health care continue to be analyzed to determine the focus for future activities.	An analysis of all serious injuries in health care continues to take place in order to guide targeted focus. This will continue on in order to have a good overview of trends in those tasks that continue to result in serious injuries in health care.
EDUCATION	
WorkSafe investigated root causes, which is key to controlling hazards in the workplace to prevent injuries from reoccurring.	<p>The WorkSafe team proceeded with collaborating with the Saskatchewan Health Authority (SHA) to conduct root cause analyses on serious injuries that occurred in the SHA with the objective to work on controls to eliminate similar serious injuries from re-occurring.</p> <p>WorkSafe utilized the tools and methodologies put together to identify the root causes for injuries and identified changes required for our internal process.</p> <p>Once process improvements are completed this work will continue and will expand to other industries having a high number of serious injuries.</p>
PARTNERSHIPS	
WorkSafe and Bridges Health will partner to help to build capacity for addressing specific technical hazards.	WorkSafe entered into a partnership with Bridges Health to conduct up to a maximum of 40 workplace ergonomic assessments. 39 at risk tasks were identified for assessment, 16 assessments were completed, with 23 tasks left to complete and there are plans to identify one more task for identification and completion.
ENFORCEMENT	
LRWS conducted 358 worksite visits in the health care sector, which resulted in 307 contraventions being issued.	<p>Top five contraventions issued to health care (G22) employers in 2020 were:</p> <ul style="list-style-type: none"> • OHS Regulation 41 – Frequency of meetings (21 contraventions) • OHS Regulation 46 – Training of representatives, committee members (19 contraventions) • OHS Regulation 9 – Training of workers (18 contraventions) • OHS Regulation 37 – Violence (16 contraventions) • OHS Regulation 36 – Harassment (16 contraventions)

Transportation

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

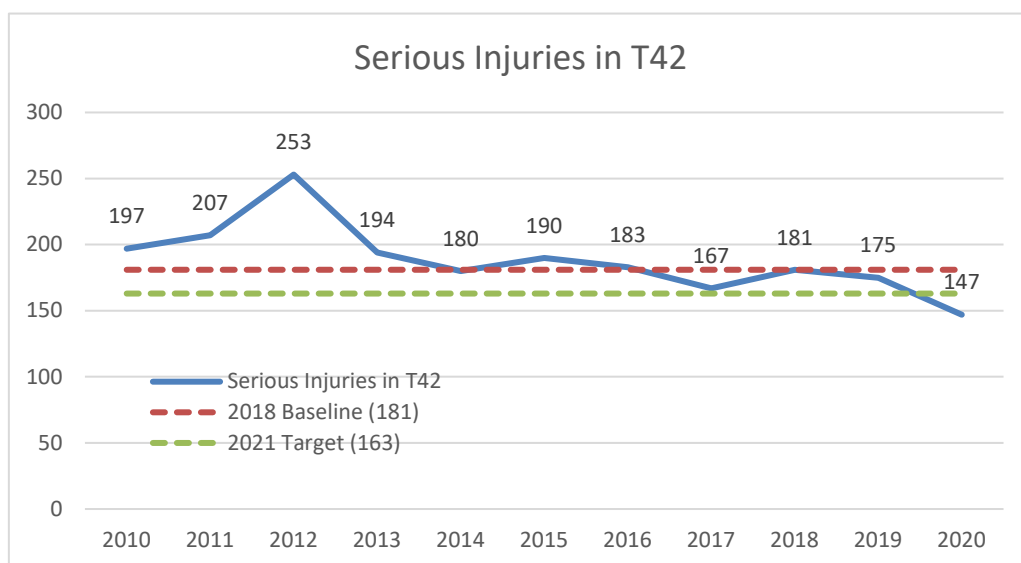
Implementation target: Improve hazard controls for at-risk job tasks, incorporate safe work procedures into truck driver training programs and create sustainability through safety management systems for the transportation industry.

ENFORCEMENT/INSPECTION

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

PARTNERSHIPS

- Through 2020 and 2021, assist the transportation industry in the development of a safety management and audit protocol and supporting training program to implement a Certificate of Recognition (CORTM) program for the transportation industry.



The 2020 serious injury count is preliminary; figures are subject to changes/increases over time as claims mature.

January to June 2020 action(s) taken	Description
PARTNERSHIPS	
<p>WorkSafe partnered with the Saskatchewan Trucking Association (STA).</p>	<p>WorkSafe partnered with the STA by entering into a two year agreement to support the development of the Certificate of Recognition (CORTM) program for the transportation industry. STA has adopted a standard to use and has developed a safety management and audit protocol along with a supporting training program to implement the Certificate of Recognition program.</p> <p>At the end of 2020 there are 13 companies actively participating in the COR training and certification process. Two companies have been COR certified through STA's program.</p> <p>STA has received seven student qualification audits with the expectation of eight more submissions to be received in Q1 2021. Two certification audits are currently booked for February and March 2021.</p> <p>In 2019, STA and WorkSafe partnered to conduct a job safety analysis for the 13 tasks that lead to the most injuries in transportation.</p> <p>From there, they developed safe work practices that were incorporated into training delivered by STA to the trucking industry so workers could perform their tasks more safely. Five WCB Safe Worker Classes were held in the last quarter of 2020, which resulted in a total of 101 students trained in 2020.</p> <p>The 2020 total number for these courses are:</p> <ul style="list-style-type: none"> • 18 participants - Health and Safety Systems Building (HSSB) • 17 participants - Fundamentals of auditing (FOA) • 16 participants COR Auditor • 9 participants completed the Instructional Design and Delivery Course • 9 participants completed the Fundamentals of Investigation <p>These courses are a part of the Professional Safety Designation program designated by the Certified Transportation Safety Professional (CTSP) And Certified Transportation Safety Coordinator (CTSC). This is being offered in partnership with the Alberta Motor Transport Association (AMTA).</p> <p>STA helped create and is a part of the Western Canadian Trucking Industry Health and Safety Association Committee and meets every month with the goal to come up with a process to have reciprocity across the four western Provinces (British Columbia, Alberta, Saskatchewan, and Manitoba) for industry training, program development, Professional Designation Development and Delivery and the respective Provincial COR programs.</p>
TARGETING	
<p>WorkSafe working with transportation companies</p>	<p>WorkSafe is working closely with a group of transportation companies to help deliver resources and information that will help to eliminate serious injuries in the workplace.</p>

First responders

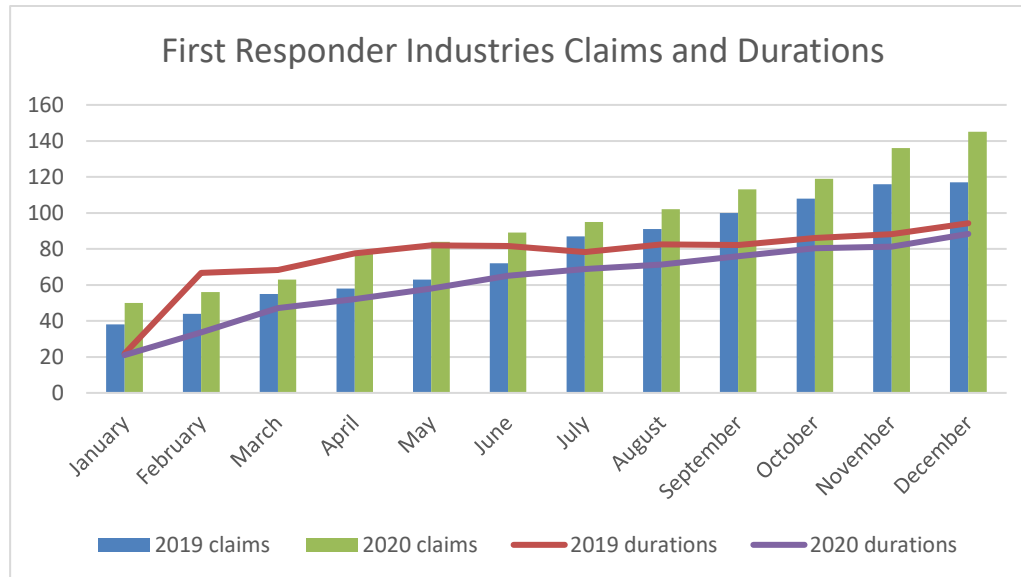
Objective: Reduce the duration of psychological injury claims by 20 per cent (from 2018 baseline) in the province of Saskatchewan by Dec. 31, 2021.

* 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.

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

January to June 2020 action(s) taken	Description
PARTNERSHIPS	
The Saskatchewan First Responders' Mental Health Committee	<p>The Saskatchewan First Responders' Mental Health Committee continues to meet on a regular basis and have held three meetings in 2020.</p> <p>A new tag line was created for the Saskatchewan First Responders website. The group made the decision to move from "Share it. Don't wear it." to "Be well. Serve well." This tag line was updated on the Saskatchewan First Responder website.</p>
Regina's Collaborative Centre for Justice Studies	<p>WorkSafe partnered with the University of Regina's Collaborative Centre for Justice Studies (CCJS) to conduct a review of the WCB website (saskfirstrespondersmentalhealth.ca) and provide recommendations to make the website current with current academic research and provide Saskatchewan-specific resources on the topic of first responder operational stress.</p> <p>This review was completed at the end of 2020 and the recommendations presented to the committee. Recommendations were reviewed and a plan is in place to make updates to the website in 2021. Once the website is updated, a campaign along with messaging will be created around those resources.</p>
Dr. Joti Samra	<p>Dr. Joti Samra has been awarded the contract for the Psychological Health and Safety Resource Centre. A three year contract has been signed and will run until the end of March 2023. Work on the project commenced mid-year with lots of progress made to date.</p> <ul style="list-style-type: none"> A media conference was held June 30 to announce the partnership and the future launch of the Psychological Health and Safety Resource Centre that will be housed on the WorkSafe website. The resources contain information on the 13 psychosocial factors, five domains of psychologically safe leadership and mental health resources. The website also contains tools and resource for workers and leaders, and

Canadian Mental Health Association (CMHA)	<p>contains the link to the CSA National Standard of Canada for Psychological Health and Safety in the Workplace.</p> <ul style="list-style-type: none"> • On November 26th, WorkSafe in partnership with Dr. Samra did a soft launch of the Resource Centre at the third Psychological Health and Safety Day. • The Psychological Health and Safety day was hosted virtually this year with almost 1000 individuals registered for the event. • The resources to be contained on this website continue to be worked on, and once the majority of resources are developed and placed on the website, a formal launch will take place in 2021. <p>PSPNet.ca (Public Service Personnel website) - This new program is up and running accepting clients from Saskatchewan. This is an online program tailored specifically for PSP that includes supplemented support with a therapist by phone and email. A link is being added to the Saskatchewan First Responders' mental health website.</p> <p>WorkSafe partnered with the Canadian Mental Health Association (CMHA) in 2019 to expand delivery of peer support for first responders and their families using the Occupational Stress Injury (OSI) model. Active participants grew by 20, two new members were trained in peer support and CMHA participated in community events and speaking opportunities in order to raise the level of awareness of the OSI peer support available within Saskatchewan. CMHA also identified five more groups/occupations to their target demographic (nurses, social workers, tow truck drivers, clean-up crews and conservation officers).</p> <p>A new agreement has been put in place with a focus on expanding services to include family and friends of first responders.</p>
EDUCATION	
WCB/First Responder committee members/employers	<p>A visioning exercise was conducted at the WCB offices along with members of the First Responder Mental Health Committee, CBI Health and employers to review the return to work processes for psychological claims and identify gaps and areas for improvement in the process. Work continues on the next steps in this process.</p> <p>At that visioning event Edmonton Police Services (EPS) gave a presentation on their Re-Integration Program that they created and rolled out for their police force. A meeting was held in December to discuss this program in more detail with those organizations who are interested in implementing this program within their organizations. The meeting gave individuals the opportunity to ask more questions to get a clearer understanding of the details of this program, as well as to discuss next steps and how the group will proceed. Talks will continue in 2021 on this initiative.</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 (PPE) hazard controls in the manufacturing sector.

PARTNERSHIPS

- Through 2019 and 2020, WorkSafe will co-brand the Ansell Guardian program (this is a PPE audit).
- Through 2020 and 2021, complete Guardian assessments at each targeted facility, evaluate effectiveness and build capacity to continue assessments throughout the province.

EDUCATION

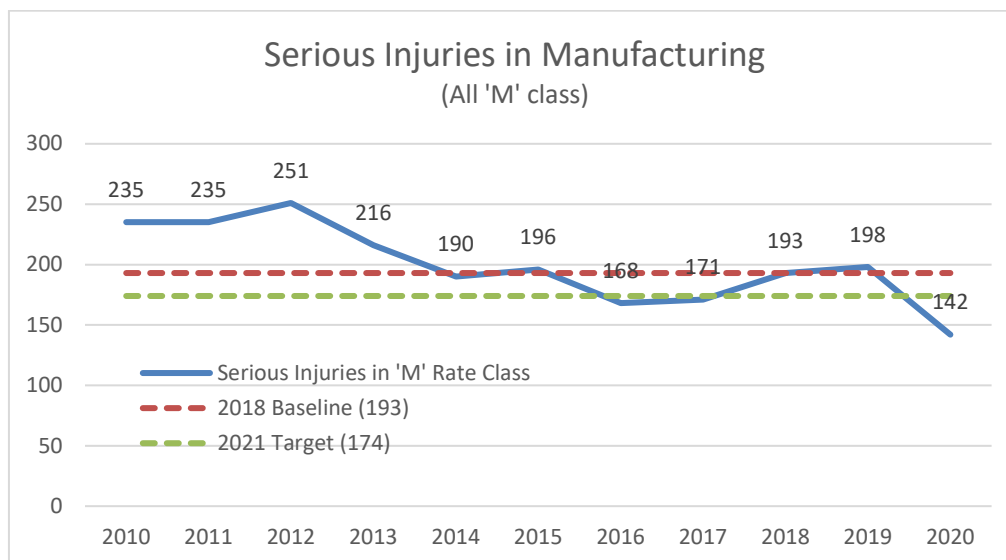
- In 2020, adopt or develop provincial machine guarding audit protocol in partnership with the Saskatchewan Association for Safety in Manufacturing (SASM).

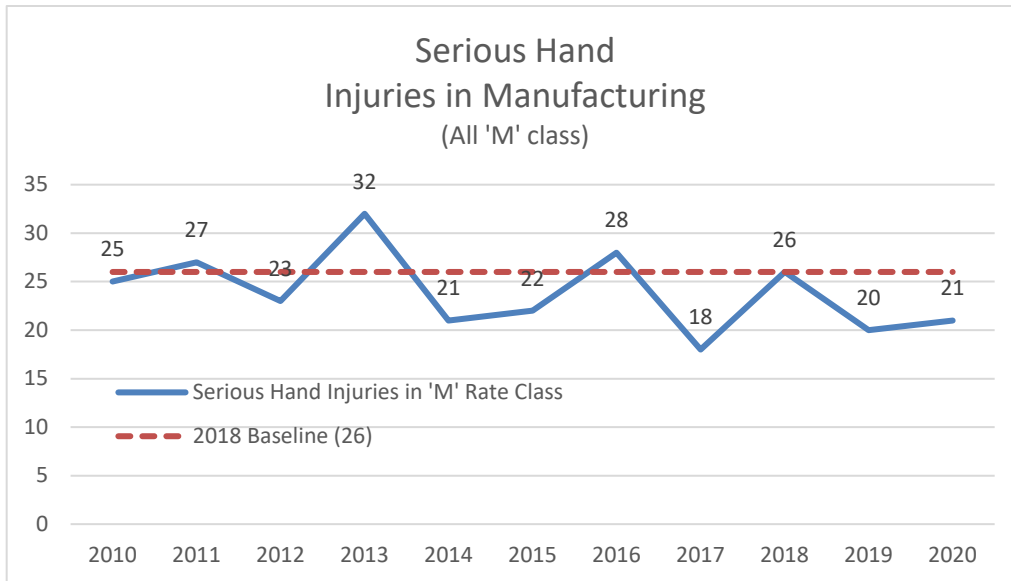
ENFORCEMENT/INSPECTION

- Continue LRWS workplace inspection and enforcement activities in the manufacturing sector.

AWARENESS

- In collaboration with stakeholders, develop a supporting communications plan
- Measure effectiveness, refine and revise.





The 2020 serious injury count is preliminary; figures are subject to changes/increases over time as claims mature.

January to June 2020 action(s) taken	Description
PARTNERSHIP	
WorkSafe has an agreement to conduct personal protective equipment (PPE) audits.	Glove audits were delayed due to COVID-19 restrictions in 2020. One audit and report were delivered to a Saskatchewan manufacturer at the end of 2020 with four more audits planned for 2021, subject to COVID-19 restrictions.
EDUCATION	
The Safety Association of Saskatchewan Manufacturers (SASM) developed safeguarding information.	SASM promoted their safeguarding machinery brochure along with a safeguarding checklist and their safeguarding course to their industry. SASM is adding a practical component to the course.
Guarding Standard	Development of a provincial machine guarding audit protocol in collaboration with SASM will begin in Q2 2021.
ENFORCEMENT	

LRWS conducted 277 worksite visits in manufacturing sector workplaces, which resulted in 491 contraventions being issued.

Top five contraventions issued to manufacturing employers in 2020 were:

- OHS Regulation 137 – Safeguards (23 contraventions)
- OHS Regulation 360 – Fire Safety Plan (22 contraventions)
- OHS Regulation 36 – Harassment (19 contraventions)
- OHS Regulation 455 – Luminaires (18 contraventions)
- OHS Regulation 23 – Examination of plant (18 contraventions)

Continuous Improvement Initiatives


1. October 2019 - WCB created a specialized WCB unit to improve the WCB's ability to facilitate the restoration of abilities for psychological injuries. This unit is currently working alongside WorkSafe on Return to Work initiatives specifically with the First Responders.
2. In 2020, preliminary analysis on identifying serious injury hospitalization criteria was completed. Approximately 200-300 claims per year are coded as in-patient claims. More analysis will be completed in 2021 and steps will be taken to incorporate this new measure to inform the Fatalities and Serious Injuries Strategy.
3. In September 2020, WorkSafe began publicly reporting fatality notices on the WorkSafe website in an effort to improve public awareness and prevention efforts. In addition, fatality summary reports are also available on the WorkSafe website to help improve awareness and education of workplace safety. This information can be found at:

<https://www.worksafesask.ca/prevention/serious-injuries-and-fatalities/>

4. November 2020 - WorkSafe developed and launched the Three Rights Awareness Campaign in order to provide broader education on health and safety rights.

https://www.youtube.com/watch?v=EsJSzbupDts&feature=emb_log



- 
5. In 2020 - a review began of the WorkSafe Priority employers' selection criteria and a decision was made to add the serious injury component into this criteria. Final decisions on employers to work with will be completed in Q1 2021.
 6. January 2021 - WorkSafe will begin work on developing a collaborative prevention service model to assist employers to identify the root causes of serious injuries. Work on this was started with the Saskatchewan Health Authority and WorkSafe is expanding this work to include all rate codes in 2021.

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

