

Fatalities and Serious Injuries Strategy STATUS UPDATE

2019 – 2021

Jan. – June, 2021 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

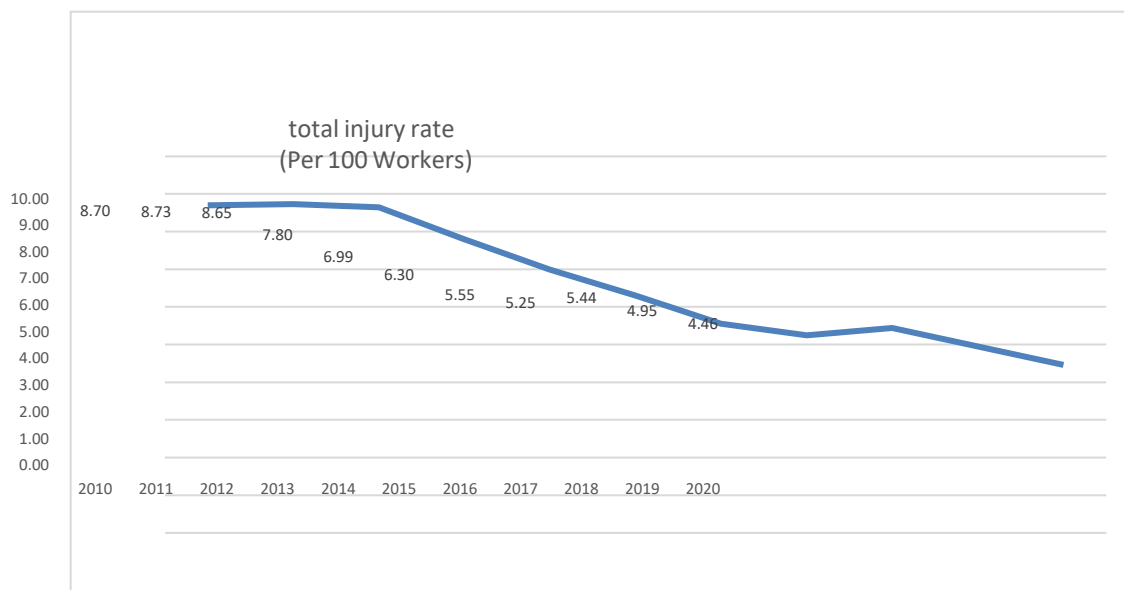
Work to live.



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 2020 and in 2021 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 to 4.46 per 100 workers in 2020 from 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

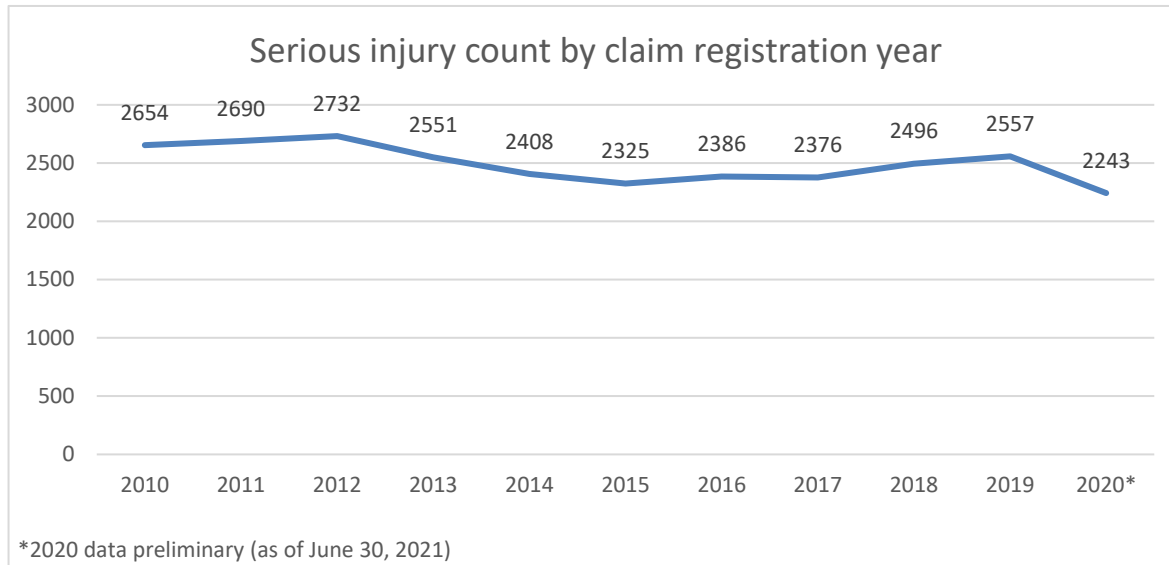
* The new Saskatchewan WCB definition of a serious injury does not change the definition of incidents causing serious bodily injury in Section 2-2 of *The Occupational Health and Safety Regulations, 2020*.

The data set includes all accepted, non-federal claims created between 2010 and 2020. 2020 figures are preliminary, as of June 30, 2021, and are subject to changes/increases over time as claims mature.

¹LRWS – Ministry of Labour Relations and Workplace Safety.

Serious injuries

Preliminary numbers for 2020 show a decrease in serious injuries over the past ten years. Final values will not be complete until January 31, 2022; however, if the decrease remains consistent, this would represent a 12 per cent decrease from 2019.



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.

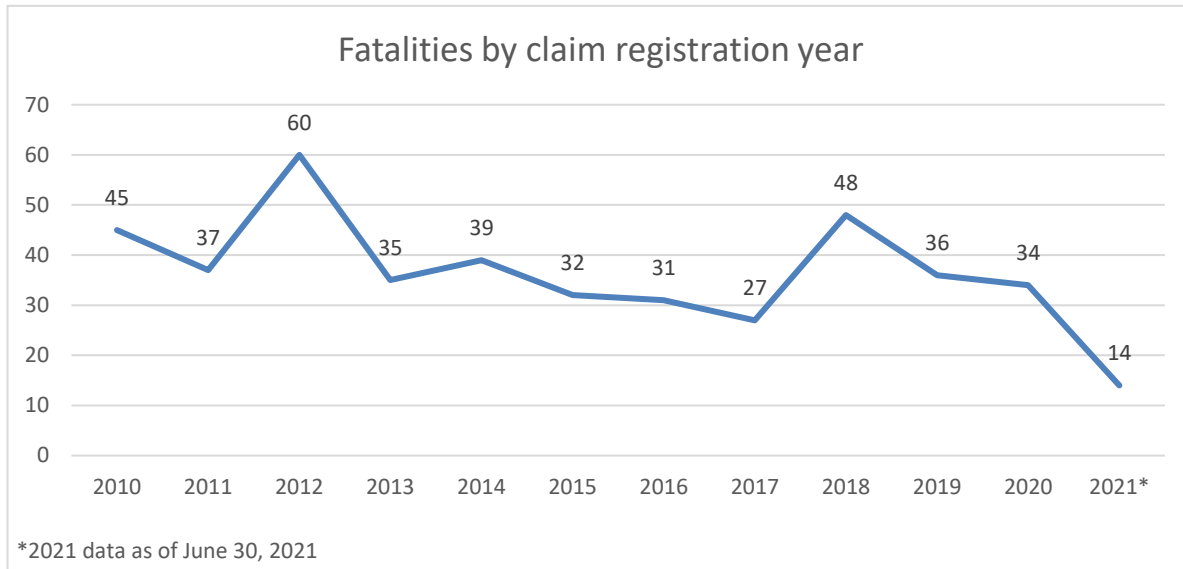
In June 2021, the following analysis was completed to further identify the injury causes of the 2019 and 2020 serious injury counts. When comparing the 2019 final claims registered as serious injuries to the 2020 numbers (claims registered to end of June, 2021), the top three causes contributing to the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

Top 3 Cause of Injury with largest 2020 Serious Injury Count Increase				
Cause of Injury (Group Description)	2019 SI Count (as of Jan 31, 2021)	2020 SI Count (as of Jun 30, 2021)	2019-2020 Difference	2019-2020 % Change
Fall to lower level	175	197	22	12.57%
Exposure to caustic, noxious, or allergenic substances	35	53	18	51.43%
Pedestrian, nonpassenger (worker) struck by vehicle, mobile equipment	11	22	11	100.00%

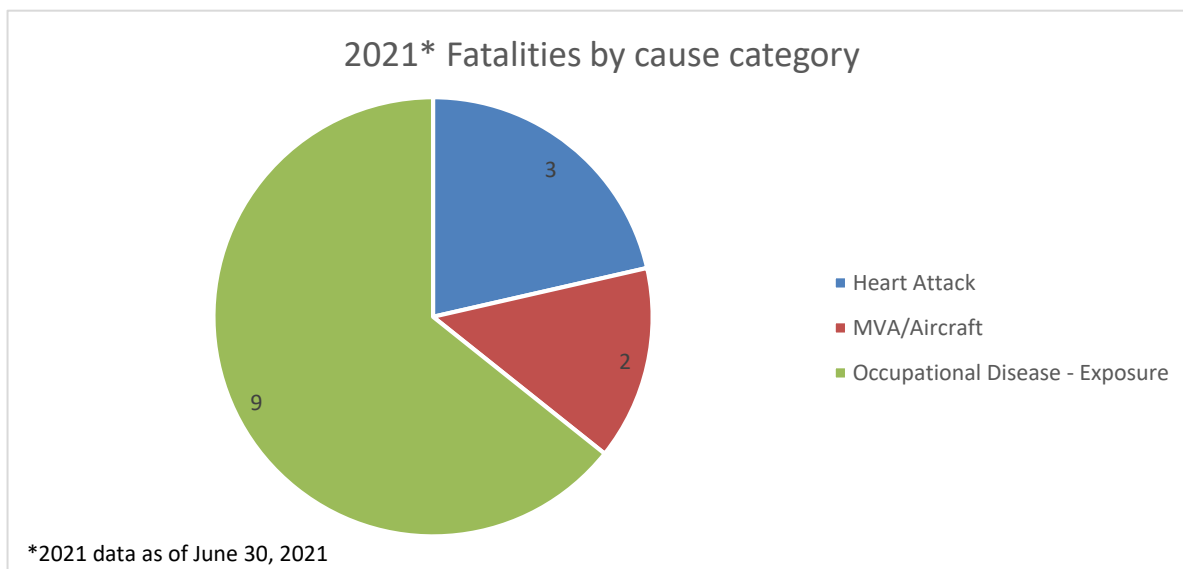
Top 3 Cause of Injury with largest 2020 Serious Injury Count Decrease				
Cause of Injury (Group Description)	2019 SI Count (as of Jan 31, 2021)	2020 SI Count (as of Jun 30, 2021)	2019-2020 Difference	2019-2020 % Change
Overexertion	537	445	-92	-17.13%
Fall on same level	460	369	-91	-19.78%
Bodily reaction	332	279	-53	-15.96%

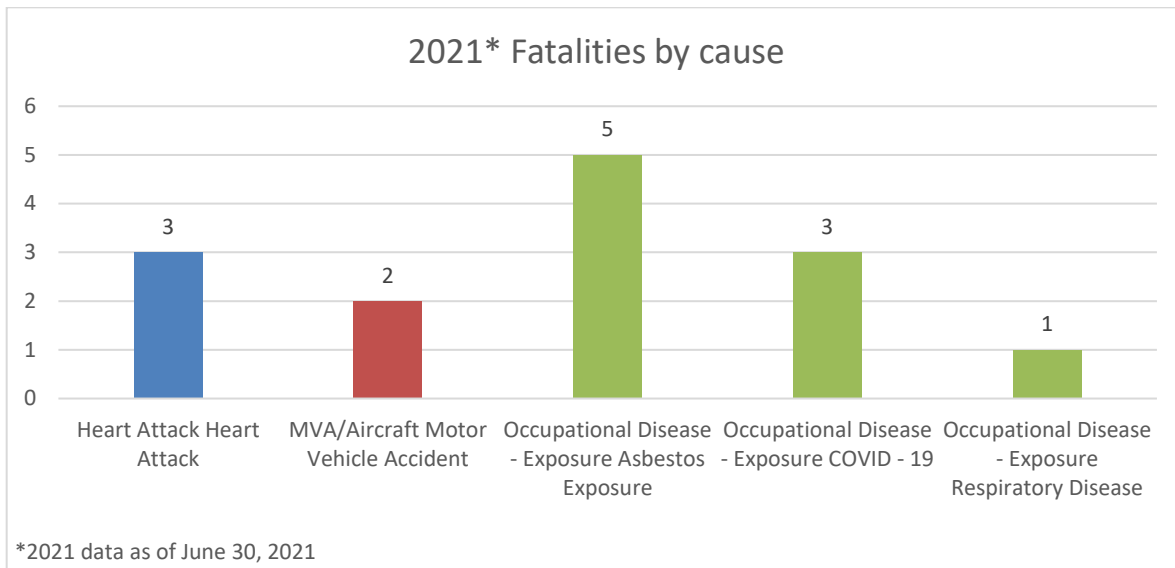
Fatalities

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



At the end of the first half of 2021 (June) there have been 14 accepted work-related fatalities. Nine out of 14 fatalities are caused by occupational exposure including five from asbestos and three from COVID-19 transmission in the workplace.





Asbestos

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

Implementation target: improve asbestos awareness and abatement controls.

Awareness

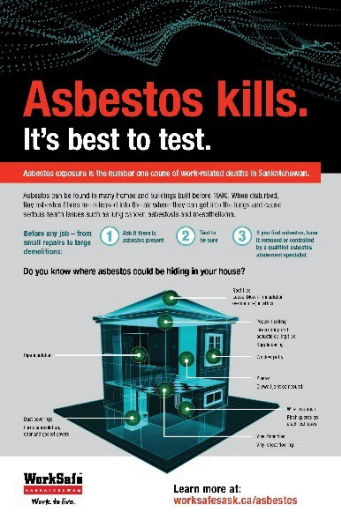
- Through 2019 and beyond, continue an asbestos awareness campaign.

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.
 - This Learning Management System launched in 2020.
 - Continue LRWS workplace inspection and enforcement activities related to asbestos requirements.
 - Adopt and/or develop and implement the training standard and quality assurance infrastructure.

Partnerships

- In 2021 explore partnerships to improve asbestos testing accessibility in the province of Saskatchewan.

Jan. – June, 2021action(s) taken	Description
Awareness	
<p>Asbestos marketing campaign</p> 	<p>The asbestos campaign re-launched in May of 2021 with the same tag line “Asbestos kills, it’s best to test.” The campaign was targeted to a primary audience of contractors, tradespeople (e.g., renovators, electrical workers, plumbers, flooring workers, drywallers, etc.), construction company workers and owners. Secondary target audience was homeowners.</p> <p>https://www.youtube.com/watch?v=p8bXbJdG3EE</p> <p>The objectives of the asbestos awareness campaign were to:</p> <ol style="list-style-type: none"> 1. Continue to build awareness around the risks associated with asbestos exposure and build upon the “Asbestos kills, it’s best to test” message; 2. Raise awareness of the existing and new resources based on the WorkSafe website; and 3. Work in partnership with Saskatchewan Construction Safety Association to build awareness with their membership around existing and new asbestos resources. <p>Key messages in the campaign include:</p> <ol style="list-style-type: none"> 1. Asbestos is common and deadly. Homes or structures built before 1990 may contain asbestos. 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. Visit the asbestos resource centre on the WorkSafe website for information that will help guide you through steps of identifying and mitigating the risk of asbestos in the house and on the job. The resources included on the website are: <ul style="list-style-type: none"> ❖ asbestos abatement guide ❖ CCOHS online course in asbestos awareness ❖ asbestos services list ❖ asbestos sampling and testing information ❖ asbestos surveying information <p>The asbestos campaign ran from May of 2021 to end of June. The campaign included digital ads, television, radio, point of sale danglers at hardware stores across Saskatchewan, social media, print ads in industry publications, as well as earned media.</p>

Education	
Asbestos training standard	A request for proposal to evaluate, adopt and develop an Asbestos Training standard was awarded in Q4 2020. Industry consultations to inform the development of a provincial standard for asbestos worker training was completed in Q2, 2021. The final standard is under development with an expected completion date of Q4, 2021.
Partnerships	
Sampling and surveying procedures	A request for proposal was completed for the development of two asbestos procedures: asbestos sampling and surveying. These resources were drafted late in 2020 and were posted to the WorkSafe website as part of the awareness campaign that ran in the first half of 2021.
Enforcement	
Occupational health and safety officers conducted ten worksite visits related to asbestos from Jan. 1 – June 30, 2021.	OHS officers did not issue any asbestos-related 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.

Awareness

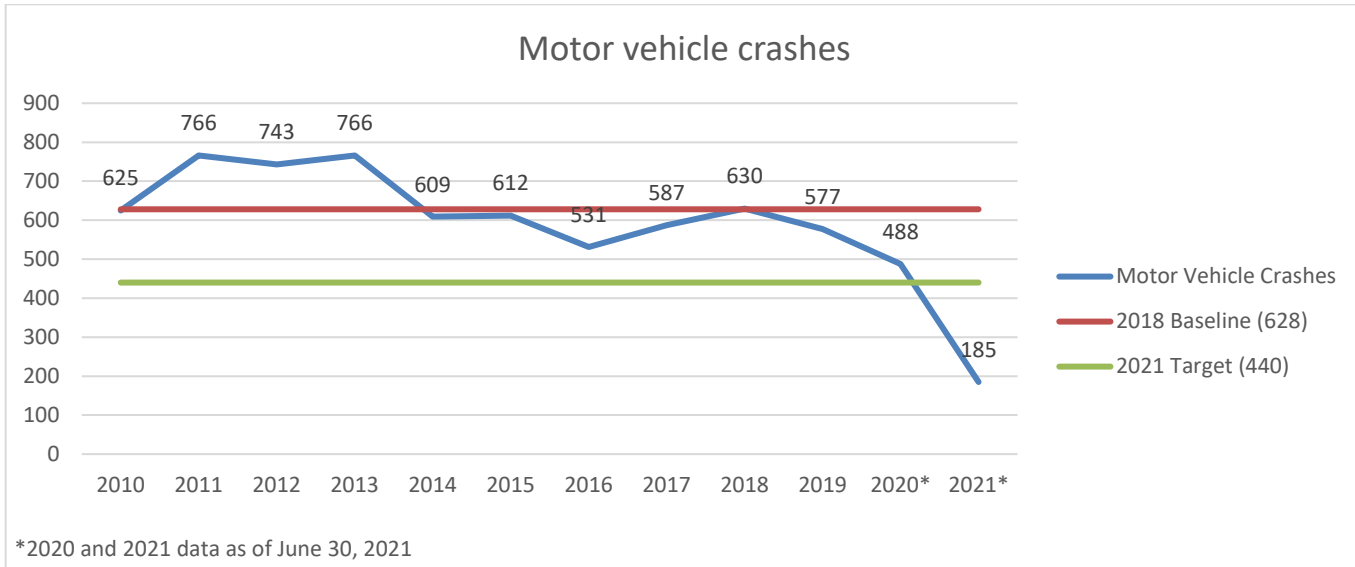
- Through 2020 and 2021, improve social media presence and awareness.

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.



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.

Jan. – June, 2021 action(s) taken	Description
Partnerships	
WorkSafe’s partnership with SGI continues.	<p>WorkSafe and SGI continue with their partnership with the objective to place practical resources on the WorkSafe website to reduce the risk of motor vehicle crashes. The first of these resources will be posted to the WorkSafe website in Q3, 2021.</p> <p>The initial resources will focus on the following:</p> <ul style="list-style-type: none"> ❖ pre-trip inspections ❖ journey management ❖ distracted driving <p>The partners are also in discussions on how to improve driving education on gravel roads to eliminate those incidents from occurring.</p>

Awareness

Motor vehicle
crash marketing
campaign



WorkSafe will re-launch the marketing campaign with a focus on gravel roads in the last half of 2021.

The objective of the campaign is to:

1. Educate industry with the highest motor vehicle crashes about road hazards;
2. Education to the public on the hazards of driving on gravel roads; and
3. Provide actionable tips to help drivers safely navigate Saskatchewan roads.

Key messages of the campaign are:

1. MVC's are the second leading cause of work-related fatalities in Saskatchewan.
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.

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.

Partnerships

- In 2021, investigate the feasibility of a grant program which will help in improving and purchasing additional hazard controls, such as particulate blocking hoods or back-up sets of turnout gear.

Jan. – June, 2021 action(s) taken	Description
Partnerships	
<p>WorkSafe continues partnership with Jim Burneka – Firefighter Cancer Consultants.</p>	<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 and entered into with Jim Burneka for work to be done on bridging the gaps as identified in this survey. This work will commence in Q3, 2021 and will include creating a video by working with rural/volunteer, small city and large city firefighter departments in Saskatchewan to demonstrate safe work procedures that can be implemented in fire halls, that will work to prevent future firefighter cancers.</p>
<p>Cancer Foundation of Saskatchewan</p> 	<p>A contract between WorkSafe and the Cancer Foundation of Saskatchewan was drafted in December 2020 and signed off in early 2021. Work has commenced as set out in this agreement.</p> <p>The contract involved working with SunSmart Saskatchewan on 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> <p>The initial resources for general physicians have been completed.</p> <p>Resources for firefighters are currently being worked on. The goals for these resources are to:</p> <ul style="list-style-type: none"> ❖ increase awareness of skin cancer risk ❖ increase attitudes, knowledge and behaviours for skin cancer prevention; and <p>increase attitudes, knowledge and behaviours for early detection</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

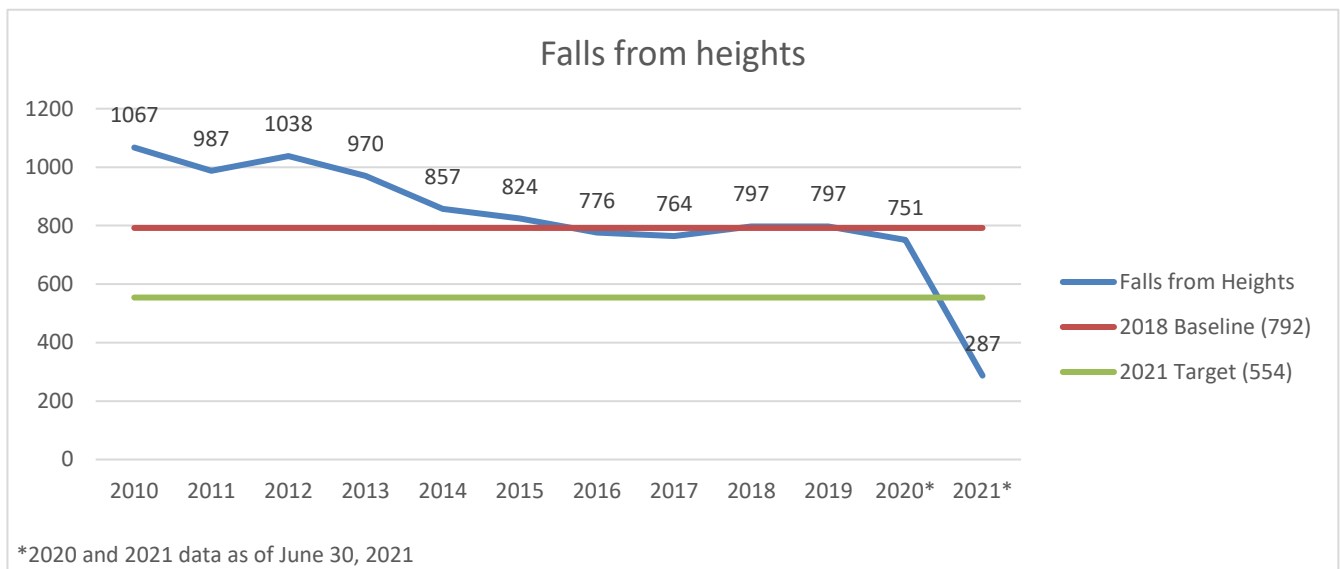
- In 2019 and 2020, collaborate with stakeholders to develop and implement a communications campaign/strategy to address gaps.

Enforcement/inspection

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

Education

- Through 2020 and 2021, form an industry best practices group and develop or adopt an appropriate fall protection training standard.



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

Jan. – June, 2021 action(s) taken	Description
Partnerships	
<p>WorkSafe – Saskatchewan Construction Safety Association (SCSA)</p> <p>Dr. Lynda Robson presentation</p>	<p>Work continues with SCSA to reduce falls from heights in the construction rate code, with a focus on the residential construction rate code. SCSA released an updated Fall Protection Training Course in June in collaboration with other safety associations. Across the construction industry, fall protection training is working to a higher standard. This update includes a number of updates to meet legislative requirements and CSA standards. Also, in response to industry feedback, the SCSA started expiring fall protection certificates after three years.</p> <p>To support the release of a new course, a campaign was undertaken titled “Don’t Fall Short on Safety” which appeared in radio, print and television. This has also run in the <i>Industry West Magazine</i>. See link to the publication here: https://scaonline.ca/pdf/SCSA_Safety_Advocate_SpringSummer_2021.pdf.</p> <p>SCSA is planning to create three videos related to falls from heights to be released later this year. The three areas of focus will be falls from same levels, falls from ladders and falls onto or against objects.</p> <p>Dr. Lynda Robson, a scientist at the Institute for Work and Health, and whose interests include Occupational Health and Safety (OHS) Management, organizational change in OHS and the evaluation of prevention programs, gave a presentation on <i>Preventing fall-from-height injuries in construction: effectiveness of a regulatory training standard</i>. Dr. Robson’s research was conducted in the province of Ontario.</p> <p>Findings from Dr. Robson’s study were that a mandatory training standard was effective in reducing injuries targeted by the training; however, this is one approach and other approaches that are higher on the hierarchy of controls should also be considered when looking at this issue.</p> <p>Dr. Robson’s presentation can be found here: https://www.youtube.com/watch?v=C2GslUYS1FI.</p>
Education	
<p>Fall protection training standard</p>	<p>Fatalities due to falls between 2018 to 2020 occurred in multiple industries across the province. A provincial fall protection training standard is under development and will include stakeholder engagement in its development. The standard is expected to be completed Q1, 2022 and will include a certification process for programs and instructors managed by the WCB.</p>

Enforcement

<p>LRWS conducted 344 worksite visits in the construction sector (B11, B12 and B13) and issued 411 contraventions.</p>	<p>Out of the 411 contraventions issued to construction (B11, B12 and B13) employers in 2021, the top five fall-related contraventions were:</p> <ul style="list-style-type: none">❖ OHS Regulation 9-2 – protection against falling (72 contraventions)❖ OHS Regulation 7-6 – protective headwear (54 contraventions)❖ OHS Regulation 9-3 – fall protection plan (38 contraventions)❖ OHS Regulation 16-6 – portable ladders (20 contraventions)• OHS Regulation 7-11 – footwear (18 contraventions)
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Serious injuries

Healthcare

Objective: reduce serious injuries in the Saskatchewan healthcare 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 in healthcare facilities.

Education

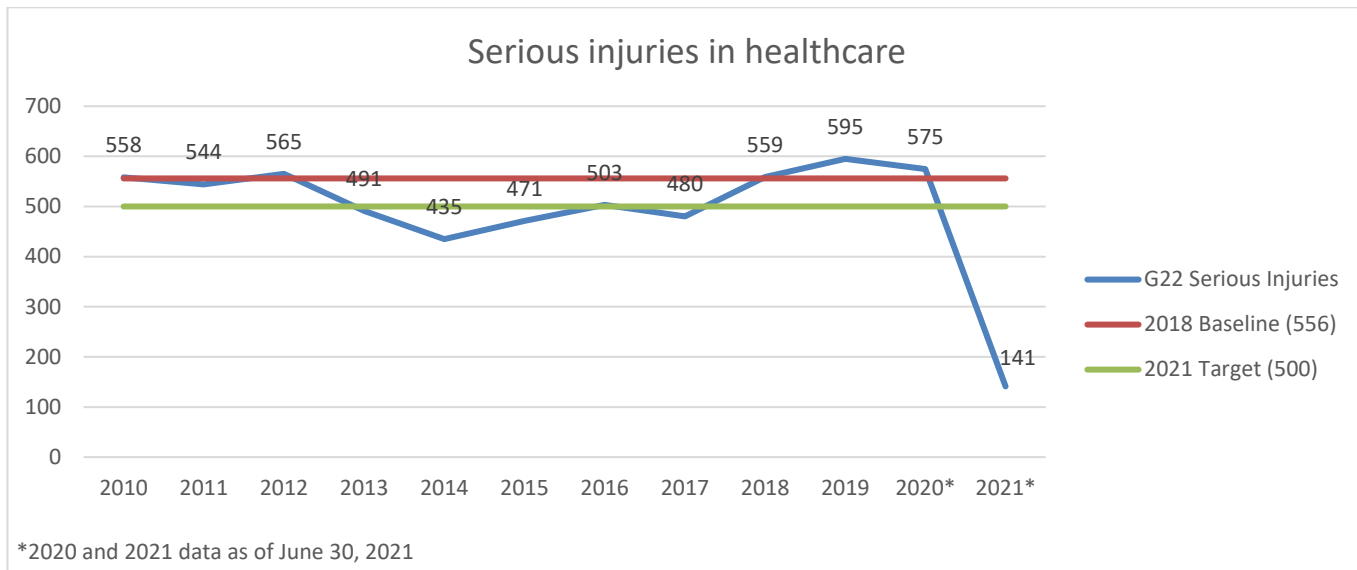
- Through 2019 and 2020, develop a collaborative approach to uncover the root causes of serious injuries and leverage continuous process improvement methodologies to improve hazard controls.
- Through 2019 and 2020, test the feasibility of applied root cause investigation in healthcare to determine a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



Jan. –June, 2021 action(s) taken	Description
Education	
<p>WorkSafe investigated rootcauses, which is key to controlling hazards in the workplace to prevent injuries from re-occurring.</p>	<p>The WorkSafe team proceeded in 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 used the tools and methodologies put together to identify the root causes for injuries and identified changes required for our internal process. Due to the COVID-19 pandemic in fall of 2020 and 2021, work with the health sector was minimal; however, WorkSafe continued developing and refining its internal investigation process.</p> <p>Once process improvements were completed this work continued and expanded to employers in all rate codes who were having serious injuries that met the criteria of +50 days compensation days paid and claims that had an LRWS referral flag (refer to page 2 for the definition).</p> <p>The WCB injury investigation process was operationalized in June of 2021 and is available to all Saskatchewan employers through the prevention group. The focus of this program is on serious incidents and supporting employers with root cause, corrective action and improvement activities.</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. At the last publication of this report, 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. The 23 remaining tasks were completed this year. Work tasks evaluated included:

- (a) pushing a broda chair
- (b) pill crushing
- (c) changing bed linens/bedding
- (d) bed mobility side-by-side
- (e) bed mobility up in bed
- (f) wheelchair to bed transfer using sit/stand lift
- (g) wheelchair to commode using equipment
- (h) repositioning heavy limbs
- (i) dressing patient (typical resident)
- (j) dressing patient with stiff limbs
- (k) pushing resident in wheelchair
- (l) standing transfer of patient
- (m) applying compression stockings
- (n) repositioning in chair
- (o) sling repositioning in chair
- (p) bathing patient
- (q) changing bed pads/linens
- (r) pulling bed away from wall
- (s) toileting
- (t) wheelchair to bed transfer from ceiling track
- (u) cleaning a wheelchair
- (v) adjusting bed rails up and down
- (w) wheelchair to commode using ceiling track
- (x) rod curtain system
- (y) dressing changes.

Reports were completed and shared with Saskatchewan Health Authority. The reports outlined those tasks (as listed above) that were evaluated by Bridges Health, and included the results of the assessments along with the recommended risk mitigation measures.

Enforcement

LRWS conducted 225 worksite visits in the healthcare sector, which resulted in 156 contraventions being issued.

Top five contraventions issued to health care (G22) employers thus far in 2021 were:

- ❖ OHS Regulation 4-4 – frequency of meetings (17 contraventions)
- ❖ OHS Regulation 4-9 – training of representatives, committee members (15 contraventions)
- ❖ OHS Regulation 3-26 – violence (12 contraventions)
- ❖ OHS Regulation 6-22 – exposure control plan (10 contraventions)
- OHS Regulations 25-2 – fire safety plans (eight contraventions)

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

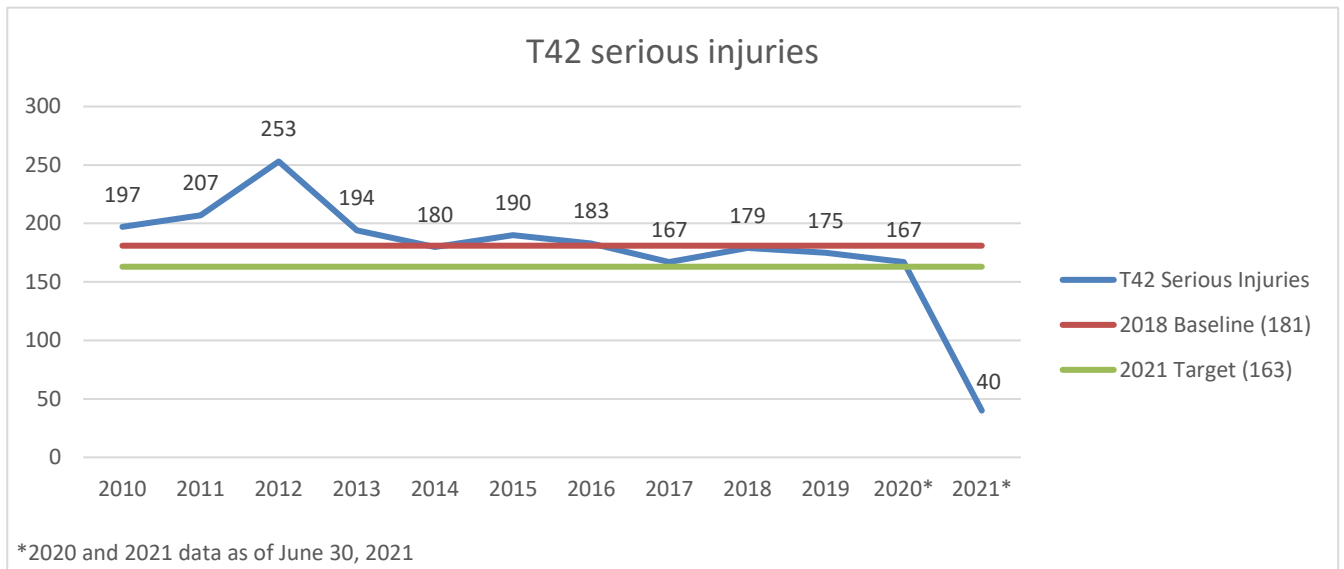
Implementation target: improve hazard controls for at-risk job tasks, incorporate safe work procedures into truck driver training programs and create sustainability through safety management systems for the transportation industry.

Enforcement/inspection

- Through 2019 and 2020, develop and implement an inspection/enforcement targeted field campaign carried out by federal 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.
- In 2021, assist the transportation industry by auditing the safety management systems at five transportation companies.



Jan. – June, 2021 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>As of June, 2021 there are 19 companies actively participating in the COR training and certification process. Four companies have been COR certified through STA's program.</p> <p>STA has received 10 student qualification audits with the expectation of eight more submissions to be received in Q2, 2021. Two certification audits were completed.</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. Six WCB safe worker classes were held in the 1st and 2nd quarter, which resulted in a total 45 students trained in 2021.</p> <p>The 2021 total number for these courses are:</p> <ul style="list-style-type: none"> ❖ Five participants - Health and safety systems building (HSSB) ❖ Five participants - Fundamentals of auditing (FOA) ❖ Five participants COR auditor ❖ Five participants completed the Instructional design and delivery course ❖ Six participants completed the Fundamentals of investigation ❖ Eight Leadership in trucking ❖ Nine Legislation, standards and policy <p>Launching Collision investigation, national safety code admin and National safety code management in 3rd and 4th quarters.</p> <p>12 students expected to write and graduate from the CTSP program in Dec. 2021; six more have entered the program in the 2nd quarter.</p> <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.</p> <p>Conversations will begin on the next opportunities to continue the partnerships with STA.</p>
Targeting	
<p>WorkSafe working with transportation companies</p>	<p>WorkSafe continues 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.

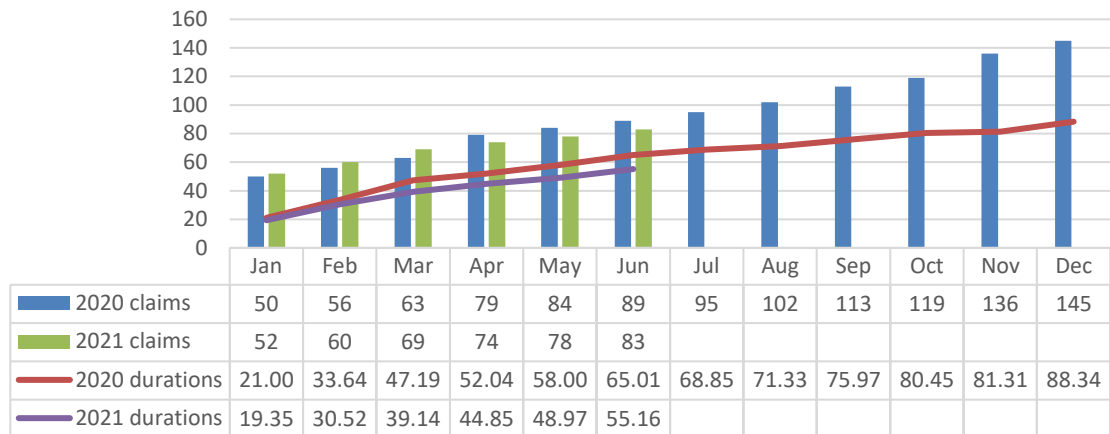
* This objective was based on the following assumptions: improvements in awareness and self-care resources for public safety personnel (PSP), along with the promotion of evidence-based practices, building capacity for PSP-informed healthcare practitioners and improvements in WCB psychological injury 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 first responder 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 industries claims and durations



2021 data as of June 30, 2021
 2020 data as of Jan. 31, 2021

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

Jan. –June 2021 action(s) taken	Description
Partnerships	
<p>The Saskatchewan first responders’ mental healthcommittee</p> <p>Edmonton police service</p>	<p>The Saskatchewan first responders’ mental health committee continues to meet on a regular basis and WorkSafe hosted two meetings in the first half of 2021.</p> <p>At the second meeting an informative presentation was given to the group from the psychological health and safety consulting company – Dr. Mervin Gilbert; Dr. Gilbert and Dr. Bilsker conducted research funded by WorkSafe BC and developed a tool (with support from the BC Emergency Health Services). The result of their findings during the research point to five key resilience factors (rf) which then led to identification of resilience skills and the creation of tools for implementing the five rf resilience-training initiative in an EMS organization.</p> <p>WorkSafe and a sub-committee from the first responder committee will be hosting a mental health speaker series at the end of Nov. and into Dec. There will be one speaker a week for four weeks on pertinent topics that resonate with first responders. The series starts Nov. 18th with the last speaker scheduled for Dec. 8th.</p> <p>WorkSafe partnered with the Edmonton police service to bring the re-integration training virtually to not only Saskatchewan but also to a national level, to police forces across Canada who were looking to take some of this training.</p>

<p>Regina's Collaborative Centre for justice studies</p> <p>Dr. Joti Samra</p>	<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 the updates to the resource page will be reflected on the website by Q4.</p> <p>Work with Dr. Samra continues into 2021. A formal launch of the psychological health and safety resource centre which is housed on the WorkSafe website took place April 14th. The launch was followed by a marketing campaign which runs to the end of July to promote the resource centre.</p> <p>The next work in progress with Dr. Samra will include:</p> <ul style="list-style-type: none"> ❖ The creation of a small business toolkit on psychological health and safety; ❖ A psychological health and safety roadmap that will lead employers through the process to create psychological health and safety within their organizations; ❖ A return to work toolkit focused on psychological claims; and ❖ The implementation of a community of practice in the province of Saskatchewan focused on this topic.
<h3>Education</h3>	
<p>WCB/first responder committee members/employers and the Edmonton police service</p>	<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>Also, 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. The re-integration program is a peer-led workplace re-integration program and is made up of two parts: a short-term re-integration program focused on post-shootings which has a goal to get the individual back to work shortly after a critical incident; and the long-term program which focuses on assisting members who have been off for an extended period of time.</p> <p>There was enough interest in this program to hold a virtual training session. The virtual sessions took place at the end of May and early June with over 100 individuals participating from organizations across Canada.</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

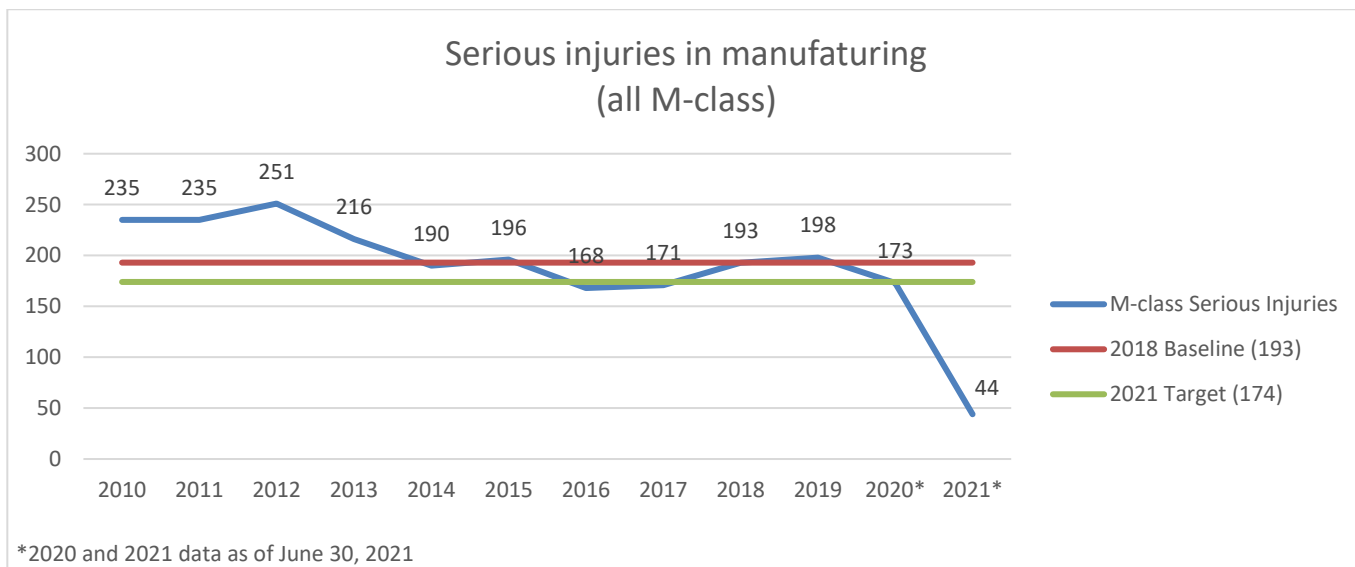
- In 2020, adopt or develop provincial machine guarding audit protocol in partnership with the Saskatchewan Association for Safety in Manufacturing (SASM).
- In 2021, complete machine guarding audits.

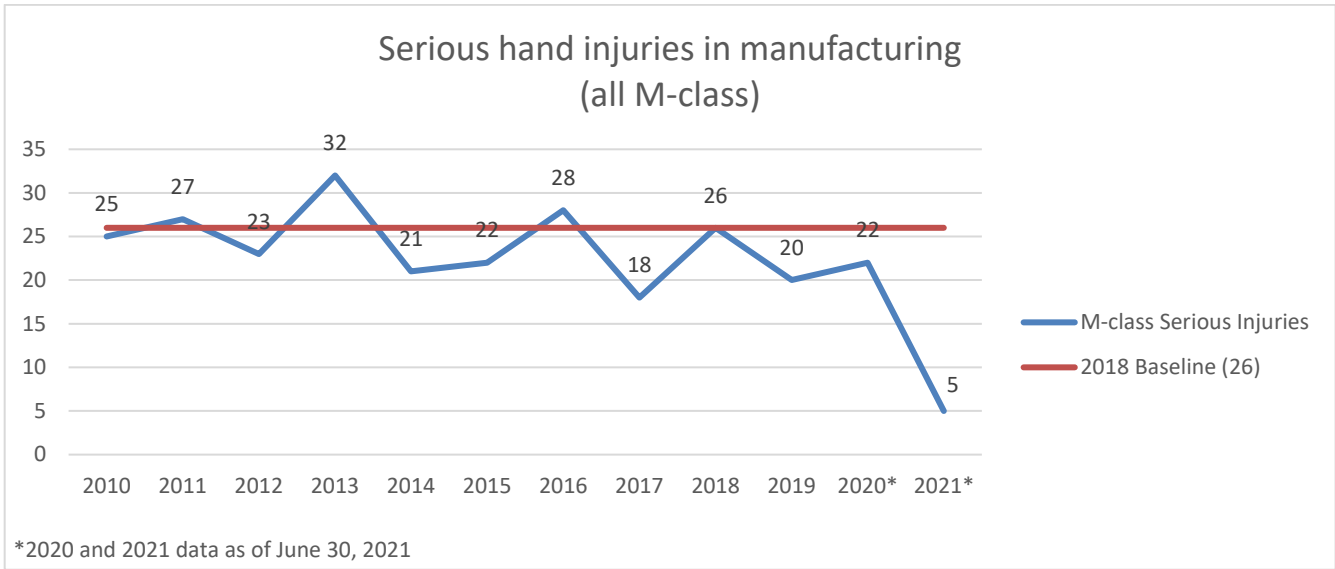
Enforcement/inspection

- 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.





Jan. –June, 2021 action(s) taken	Description
Partnership	
WorkSafe has an agreement to conduct personal protective equipment (PPE) audits.	Four audits have been completed with Saskatchewan manufacturers as of Q2, 2021, with one scheduled for Q3.
Education	
Guarding standard	Development of a provincial machine guarding audit protocol is underway, with expected completion in Q4, 2021.

Enforcement

LRWS conducted 208 worksite visits in manufacturing sector workplaces, which resulted in 177 contraventions being issued.

Top six contraventions issued to manufacturing employers to end of June, 2021 were:

- OHS Regulation 10-4 – safeguards (17 contraventions)
- OHS Regulation 6-22 – exposure control plan (nine contraventions)
- OHS Regulation 3-31 – general duties of employers (seven contraventions)
- OHS Regulation 25-13 – compressed and liquefied gas systems (six contraventions)
- OHS Regulation 3-25 – harassment (six contraventions)
- OHS Regulation 25-2 – fire safety plans (six contraventions)

Continuous improvement initiatives

1. October 2019 - the 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 to provide broader education on health and safety rights. This will continue into 2021 campaigns.

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 the 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.

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