

Fatalities and Serious Injuries Strategy STATUS UPDATE

2019 – 2021

January 2019 – December, 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.

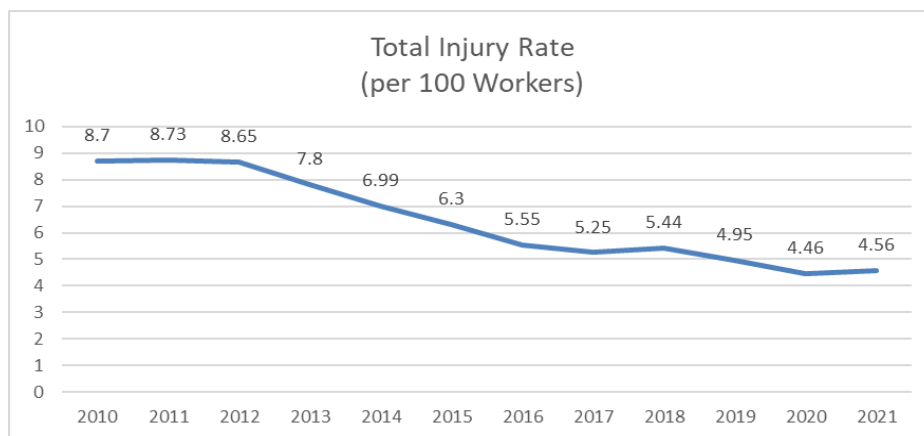
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Executive summary

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 accomplishments throughout the three-year life cycle of this strategy. Below is a graph indicating the final Total injury rate in the province of Saskatchewan from 2010 to 2021. Even though the Total injury rate has decreased over the last 11 years, 2021 saw an increase of 2.16 per cent from 2020 - from 4.46 per 100 workers in 2020 to 4.56 per 100 workers in 2021. From 2019 to 2021 (the three years within this strategy) the province did see a decrease in Total injury rate of 7.98 per cent. (from 4.95 per cent to 4.56 per cent)



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

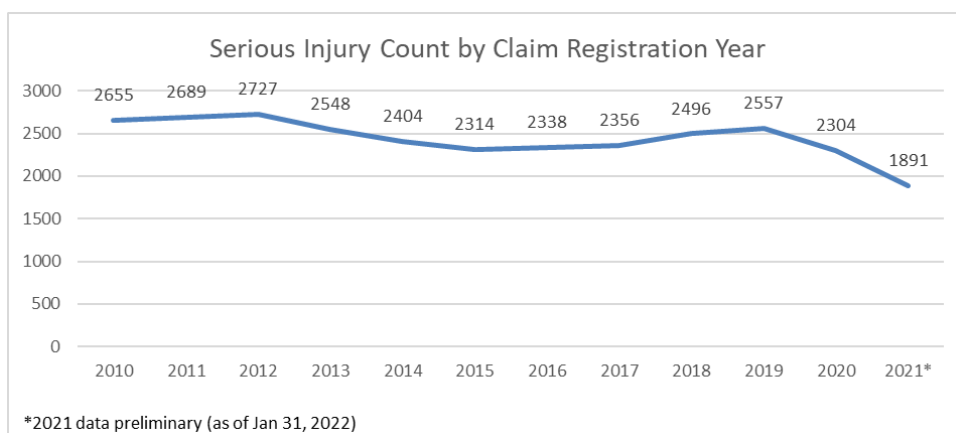
* The new Saskatchewan WCB definition of a serious injury does not change the definition of incidents causing serious bodily injury in Section 2-2 of *The Occupational Health and Safety Regulations, 2020*.

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

¹LRWS – Ministry of Labour Relations and Workplace Safety.

Serious injuries

Final numbers for 2020 show a decrease in serious injuries over the past ten years. From 2019 to 2020, serious injury rates decreased by 253 – a decrease of 9.89 per cent. From 2010, the overall reduction is 13.55 per cent (from 2655 to 2304) in the province of Saskatchewan. 2021 serious injuries are a preliminary number only, and final numbers for 2021 serious injuries will be complete by January 31, 2023.



2021 serious injury figures are preliminary and are subject to changes/increases over time as claims mature.

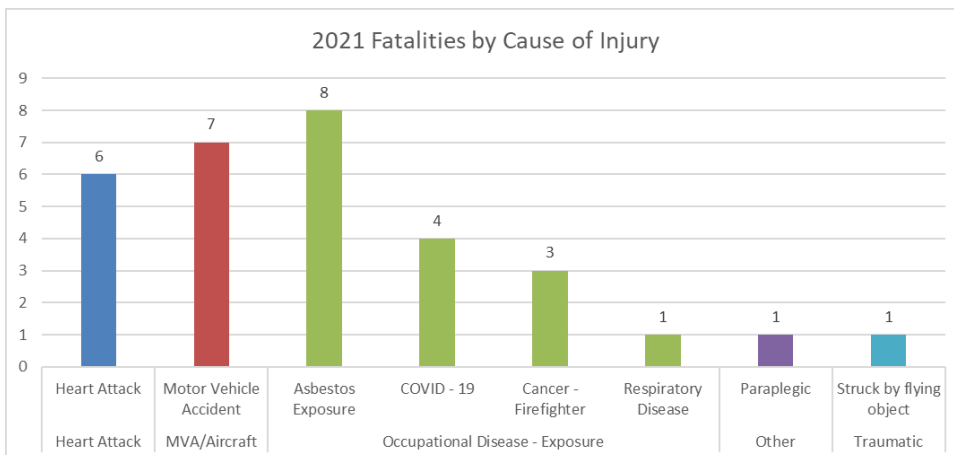
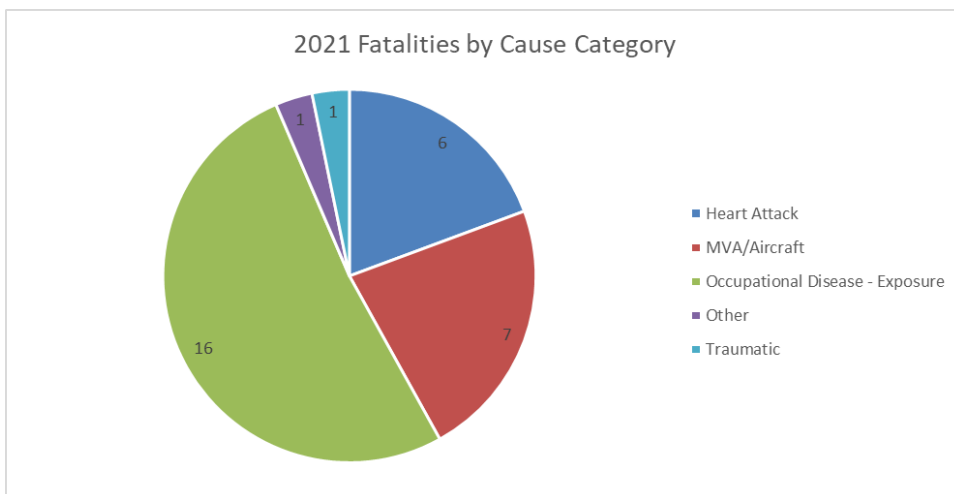
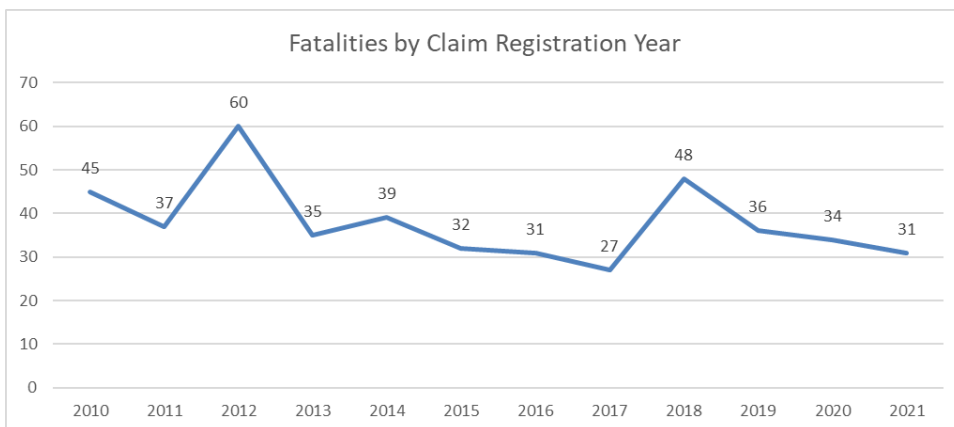
**NOTE: It can take up to seven months after claims are registered for the serious injury counts to become more stable.

In January 2022, 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 December 2020), the top three causes contributing to the biggest increases and decreases in serious injury counts were identified. This analysis continues to provide new insight into other focused opportunities for improvements and can serve to guide the focus in the next reiteration of the Fatalities and Serious Injuries Strategy post 2021.

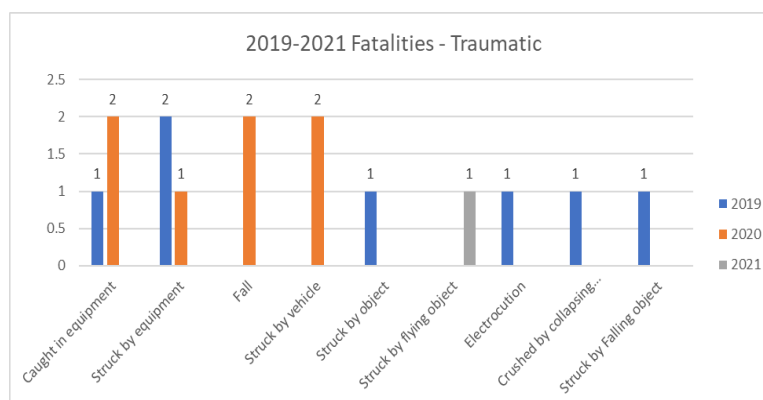
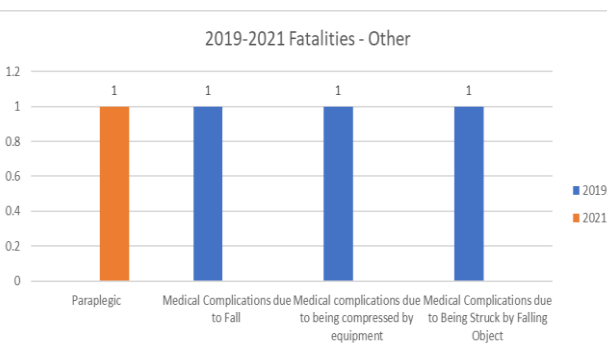
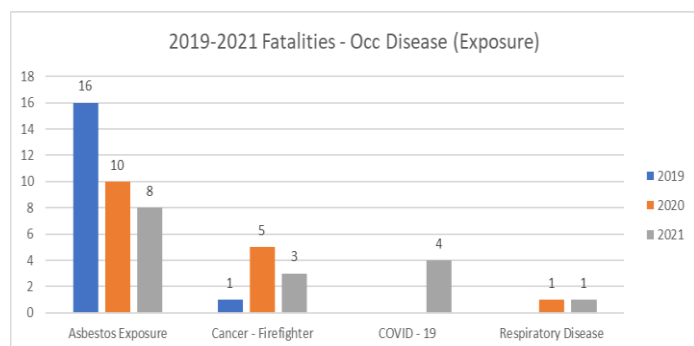
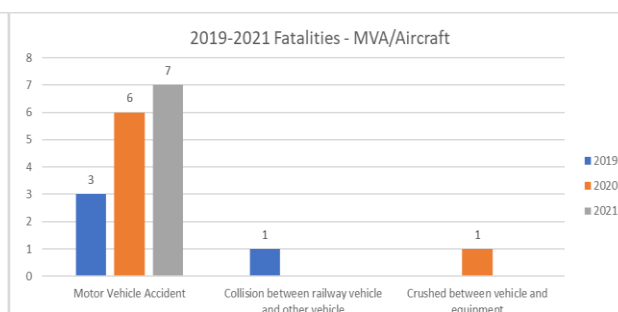
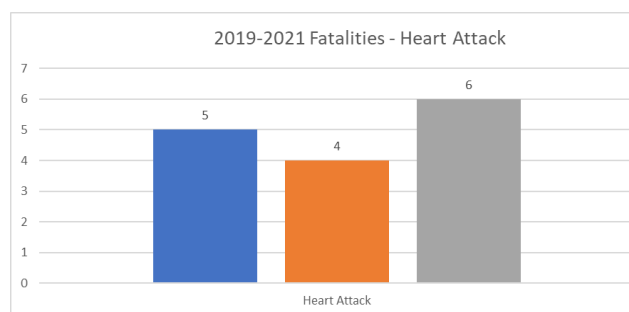
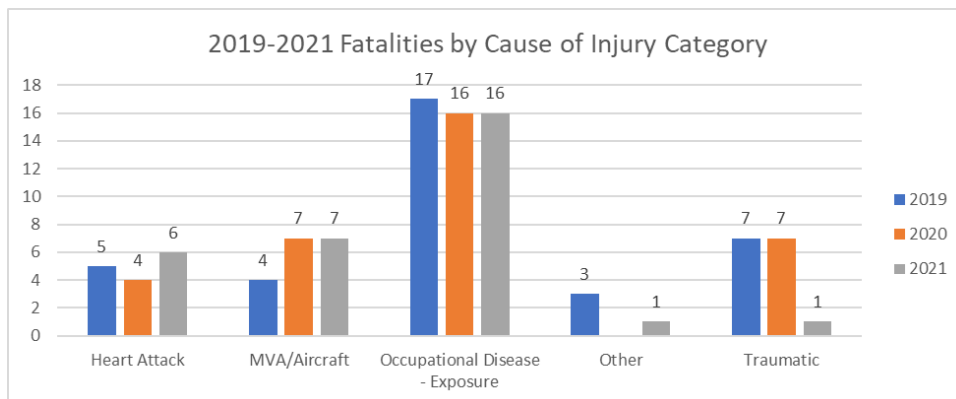
Top 3 Cause of Injury with largest 2019-2020 Serious Injury Count Increase				
Cause of Injury (Group Description)	2019 SI Count (as of Jan 31, 2021)	2020 SI Count (as of Jan 31, 2022)	2019-2020 Difference	2019-2020 % Change
Fall to lower level	175	204	29	16.57%
Exposure to caustic, noxious, or allergenic substances	35	57	22	62.86%
Repetitive motion	73	85	12	16.44%
Top 3 Cause of Injury with largest 2019-2020 Serious Injury Count Decrease				
Cause of Injury (Group Description)	2019 SI Count (as of Jan 31, 2021)	2020 SI Count (as of Jan 31, 2022)	2019-2020 Difference	2019-2020 % Change
Overexertion	537	454	-83	-15.46%
Fall on same level	460	383	-77	-16.74%
Bodily reaction	332	283	-49	-14.76%

Fatalities

In 2021, there were 31 fatality claims. The majority of the fatalities were in three categories: asbestos exposures (eight), motor vehicle crashes (seven), heart attacks (six). Also contributing to fatalities were exposures related to Covid (four) and firefighter cancers (three).



The graphs below depict the fatalities that have taken place in Saskatchewan for the three-year span of this strategy. 101 individuals lost their lives in workplaces in Saskatchewan in this time span. 49 from occupational disease, 18 from motor vehicle and aircraft crashes, 15 from heart attack, 15 from traumatic causes and four from other causes.



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.

Outcome: In December 2021, a survey was conducted regarding asbestos awareness in the province of Saskatchewan. The survey results indicate an increase in awareness to 33 per cent.

Along with the survey, market research was also conducted on the campaigns WorkSafe has run over the past three years. The results from that market research are as follows:

- The majority (65 per cent) of respondents recall advertising messages about asbestos-related diseases being the leading cause of workplace-related deaths for workers in Saskatchewan. This is up from 55 per cent in March 2020.
- The majority (62 per cent) also recall advertising messages about the importance of being aware of the risks associated with exposure to asbestos when on the job. This compares to 50 per cent in March 2020.
- Approximately 39 per cent of those who recall advertising about asbestos-related diseases among workers say they think about or do things differently as a result of the ad messages.
- One half of respondents (50 per cent) say they are aware of asbestos-related resources available on the WorkSafe Saskatchewan website.
- Of these respondents, 30 per cent have accessed the materials. And of those who accessed asbestos-related resources, 81 per cent rate the resources as useful.

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 objective was met with the launch and implementation of the Learning Management System in July of 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.
 - In 2021, develop and improve communications regarding asbestos handling and disposal requirements.

Partnerships

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

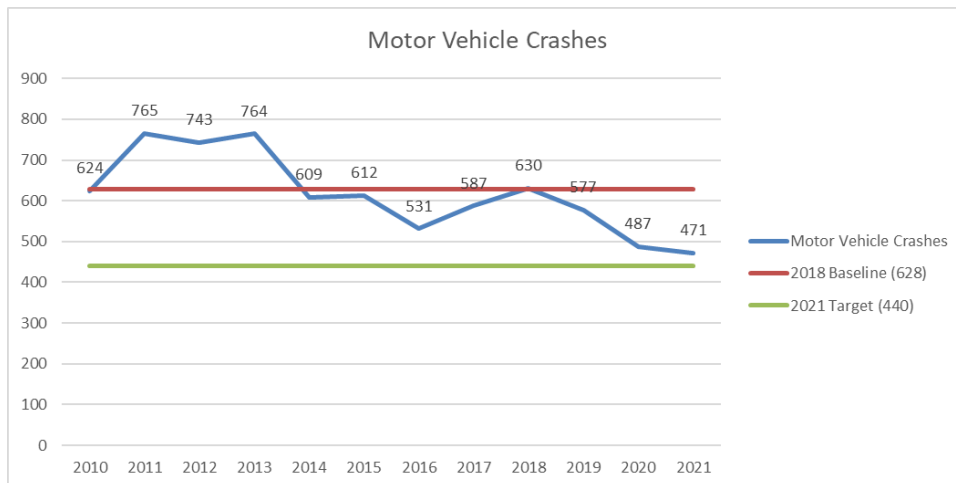
January 2019 – December 2021 actions taken	Description
Awareness	
	<p>The first asbestos awareness campaign was launched in April of 2019. This consisted of interactive displays in lumber stores in Regina, Saskatoon and rural areas. 2020 saw a more robust asbestos campaign launched in July with the newly created tag line “Asbestos kills, it’s best to test”. In 2021 the same campaign was launched, with additional resources added to the website. The asbestos campaign is targeted to a primary audience of contractors, tradespeople (e.g., renovators, electrical, plumbers, flooring, drywallers, etc.), construction company workers and owners. Secondary target audience was homeowners.</p> <p>https://www.youtube.com/watch?v=p8bXbJdG3EE</p> <p>The objective of the asbestos awareness campaign is to:</p> <ol style="list-style-type: none"> 1. Build awareness around the risks associated with asbestos exposure and build upon the “Asbestos kills, it’s best to test” message; 2. Educate on how to hire an abatement company; 3. Raise awareness of the existing and new resources based on the WorkSafe website; and 4. Promote the online e-learning course. <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 Asbestos WorkSafe Saskatchewan on the WorkSafe website for information that will help guide 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>In 2021, the asbestos campaign ran from May 3, 2021 to June 13. and from October 4 to November 30. 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> <p>In April 2020, this campaign won an international award through the International Association of Business Communicators. The Award of Merit was in the category of Safety Communications.</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 Q2 2022
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 in 2020 and were posted to the WorkSafe website as part of the awareness campaign that ran in the first half of 2021.
Enforcement	
LRWS received 1,379 notifications of high-risk asbestos processes, conducted 547 worksite visits related to asbestos and issued 108 contraventions.	<p>From January 1, 2019 to December 31, 2021, OHS received 1379 notifications of high-risk asbestos processes. In 2021 OHS updated the process for handling notifications of high-risk asbestos processes, which now includes engagement with asbestos abatement contractors before the work begins to ensure compliance with the OHS regulations and safety of workers, in addition to regular worksite visits of high-risk asbestos work. A webinar (https://register.gotowebinar.com/recording/5290119197070725640) on navigating the asbestos regulatory requirements has recently been developed for workplaces to further supplement an educational component for businesses who engage in asbestos abatement.</p> <p>From January 1, 2019 to December 31, 2021 OHS officers issued 108 asbestos related contraventions:</p> <ul style="list-style-type: none"> ❖ OHS Regulation 23-5 – identification of asbestos-containing materials (79 contraventions) ❖ OHS Regulation 23-8 – asbestos processes (12 contraventions) ❖ OHS Regulation 23-9 – asbestos surfaces (10 contraventions) ❖ Health Act 19.1 – asbestos in public buildings (four contraventions) ❖ OHS Regulation 23-12 – asbestos waste (two contraventions) ❖ OHS Regulation 23-15 – high risk asbestos processes (one contravention)

Motor vehicle crashes (MVCs)

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

Outcome: The baseline year of 2018 saw 628 motor vehicle crashes (MVCs) in the province of Saskatchewan. At the end of 2021, there were 471 MVCs, which was above the target of 440. While the outcome is short of the objective, MVCs saw a decrease from 2019 to 2021 by 25 per cent.



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.

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.

Awareness

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

Campaign Outcomes

In December 2021, market research was conducted on the motor vehicle campaign. Highlights from the research are as follows:


- Three out of ten respondents (33 per cent) recall ad messages about motor vehicle collisions being the second leading cause of work-related deaths in Saskatchewan (unaided).
- After being prompted with information about WorkSafe Saskatchewan ads reminding workers to slow down and drive carefully on gravel roads (aided), recall increases to 63 per cent of respondents, an increase from 41 per cent in August 2020.
- When asked about specific advertising messages, the majority of respondents (73 per cent) say they recall hearing or seeing the ads reminding them to slow down and drive carefully on gravel roads
- Of those respondents who recall ads on digital/social media, 80 per cent recall ads on Facebook.

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.

January 2019 – December 2021 action(s) taken	Description
Partnerships	
<p>Saskatchewan Government Insurance (SGI)</p> 	<p>WorkSafe and SGI worked together with the objective to place practical resources on the WorkSafe website to reduce the risk of motor vehicle crashes. The first of these resources were posted to the WorkSafe website in Q3, 2021.</p> <p>The initial resources focus on the following:</p> <ul style="list-style-type: none"> ❖ pre-trip inspections ❖ journey management ❖ distracted driving

Awareness

Motor vehicle
crash marketing
campaign



In 2019, 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 factors in the collisions – three times more likely to cause work-related collisions.

<https://www.youtube.com/watch?v=fDKEvn3oPrU>

An infographic was developed that reflected the statistical overview from the SGI analysis of motor vehicle collisions.

WorkSafe website was updated to reflect the information from the report.

A video was created and released in 2019 featuring Dan Clark, a Saskatchewan Roughrider, who survived a crash on a dirt road.

<http://www.worksafesask.ca/prevention/motor-vehicle-collisions/>

In June of 2020 the MVC campaign was launched with a focus on gravel roads.

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. MVCs 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.

Ads were placed on Facebook, Instagram, Instagram stories, YouTube, Twitter, Snapchat, the Weather Channel and chamber online publications. Along with print ads, a 30-second video spot was produced and a 30-second radio ad was created and aired. Billboard ads were booked and ran for four weeks to cover a broad area across the province.

This same campaign was re-launched and ran from August 9 to September 16, 2021.

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.

Outcome: An initial audit sample of firehalls was conducted in 2019 to provide a baseline report. A follow up audit was conducted on those same firehalls in 2021 to measure progress and the changes that firehalls put in place based on their own individual audit recommendations. The follow up report indicates great improvement. On average, scores have jumped by more than 100 per cent which shows the progress made in the last three years. The longer-term prevention measures that are recommended in their reports remain outstanding. Those measures include initiatives such as diesel exhaust systems, gear extractors, a second set of gear as well as storage of fire gear.

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

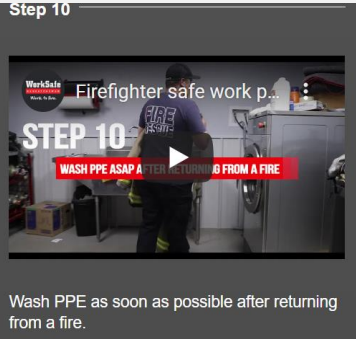
- In 2019, audit a sample of Saskatchewan fire halls (including urban, rural, wildfire and volunteer) to provide a baseline audit report for each hall and provide a presentation of the findings and recommendations on the notable trends at the fire chiefs' and volunteer firefighters' convention.

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

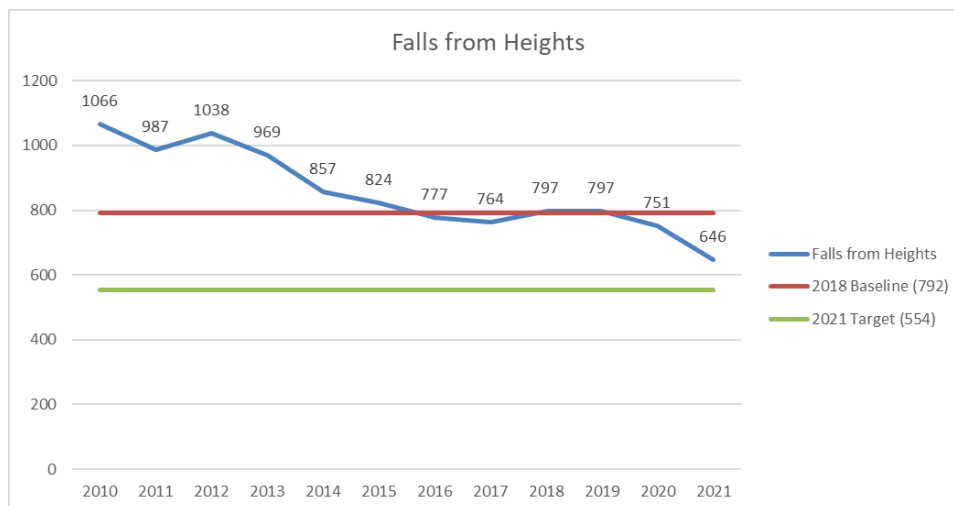
- In 2021, investigate the feasibility of a grant program to provide assistance for improving and purchasing additional hazard controls, such as particulate blocking hoods or back-up sets of turnout gear.

January 2019 – December 2021 action(s) taken	Description
Partnerships	
<p>Firefighter Cancer Consultants</p>  <p>Wash PPE as soon as possible after returning from a fire.</p> <p>Prince Albert Fire Fighters</p>	<p>In 2019, an inspection took place within 15 fire stations around the province to identify ways the station could step up cancer prevention efforts. The stations chosen were located in both urban areas as well as rural. The inspection consisted of 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 online at the WS website. Some fire stations have already started to implement recommendations that have been outlined in the report</p> <p>http://www.worksafesask.ca/wp-content/uploads/2019/04/Firefighter-Cancer-Action-Plan-Summary-Report_Apr2019.pdf</p> <p>In 2020, a further survey was conducted and 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>In Q3, 2021 work began with the Firefighter Consultants to create a video series that would demonstrate safe work procedures to be implemented in fire halls, which will work to prevent future firefighter cancers. Individual stories from people who had experienced firefighter cancer were also included in the video series. These videos were completed and posted to the WorkSafe Saskatchewan website at the end of 2021. The videos were publicly launched January 2022.</p> <p>In 2021 another partnership with the Firefighter Consultants was formed to conduct follow up audits on the original fire halls to re-evaluate and mark any progress that was made towards mitigating risk for firefighter cancers. These re-evaluations were conducted virtually in late 2021 and early 2022 and compared against the department's score from the original survey completed in February of 2019. The original scorecard consisted of 40 different areas of concern. The re-evaluation shows great improvements in all firehalls involved in the study.</p> <p>Some of the longer-term more expensive initiatives that would need to be looked at are diesel exhaust systems, PPE extractors, backup set of PPE, particulate blocking hoods, firefighter specific medical exams and gear locker covers.</p> <p>In 2021 WorkSafe entered into a partnership with the Prince Albert firefighters to assist them in studying the use of Class A foam to</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.

Outcome: Falls from heights has reduced over the three-year span of the strategy. Although the target of 30 per cent reduction was not reached from the 2018 baseline year, the province did see a reduction of 18.43 per cent in this area of cause of injury.



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

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.

Market research highlights from the **Take Safer Steps** campaign indicated:

- Six out of ten (57 per cent) respondents are aware that slips, trips and falls are the number one cause of workplace injuries in Saskatchewan and one of the leading causes of injuries leading to missed days of work, up from 52 per cent in July.
- Ages 35-54 tend to see slip, trip and fall hazards in their workplace more often than younger or older respondents.
- The majority (67 per cent) of respondents think slips, trips and falls are somewhat or highly likely to cause an injury that results in the injured person

missing work for days or weeks while recovering. This is up somewhat from 61 per cent in July 2021.

- Four out of ten (36 per cent) of respondents say they recall seeing, reading or hearing advertisements in the last several months that encourage workers to think about slips, trips or falls in the workplace. This is up from 23 per cent in July 2021.

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.
 - **This objective was met with the launch and implementation of the Learning Management System in July of 2020.**
- Through 2020 and 2021, form an industry best practices group and develop or adopt an appropriate fall protection training standard.
- In 2021, implement a supporting quality assurance standard.
 - **Work on the fall protection training standard and the quality assurance standard continues into 2022.**

January 2019 – December 2021 action(s) taken	Description
Partnerships	
Saskatchewan Construction Safety Association (SCSA)	<p>In May and June of 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 stakeholders in the construction industry within Saskatchewan. 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 cited the perception of risk, time pressures, small tasks and unaware of legal responsibilities to be some of the barriers to using fall protection while on the job. Other barriers were confined narrow spaces between houses, long steep climbs to tie-off anchors, and tangled lines. The full focus group report is on the WorkSafe website.</p> <p>http://www.worksafesask.ca/wp-content/uploads/2019/08/Fall-Protection-Research_FINAL.pdf</p> <p>An infographic was created from the results of the focus group and posted to the WorkSafe website.</p> <p>In conjunction with SCSA, teams visited residential construction worksites and identified workers leading by example by wearing and using fall protection along with proper PPE. WorkSafe and SCSA visited 64 company worksites (in Regina and Saskatoon) and spoke with about 400 workers throughout 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 and a link to the infographic.</p> <p>30-second radio spots were created highlighting the importance of fall protection, referencing the winning workers' name and company who was selected for using proper fall protection on the work site. Organic social media and paid digital media were also used to promote this campaign.</p> <p>In 2020, an industry round table discussion on fall protection was completed. 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

<p>Dr. Lynda Robson presentation</p>	<ul style="list-style-type: none"> • 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>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</i> magazine. See link to the publication here: https://scaonline.ca/pdf/SCSA_Safety_Advocate_SpringSummer_2021.pdf.</p> <p>SCSA released 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>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> <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 preventing fall-from-height injuries in construction: effectiveness of a regulatory training standard. 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>
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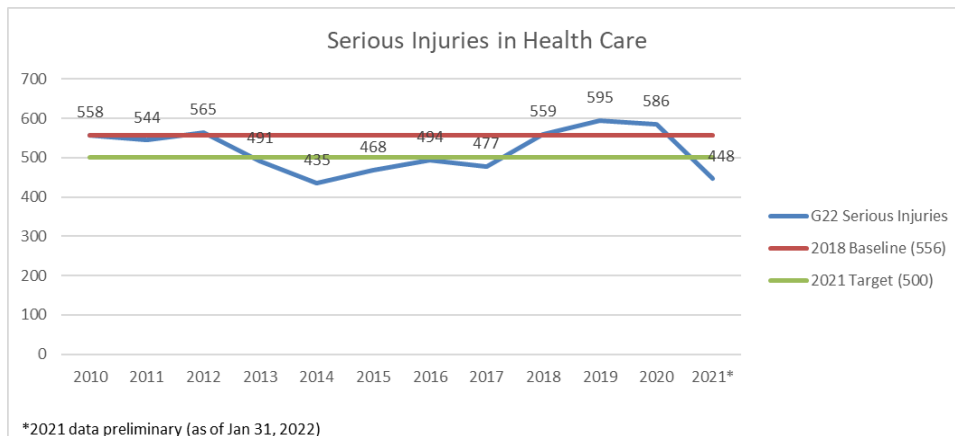
Awareness	
	<p>In 2021, WorkSafe created a slips, trips and falls campaign to address the issue of falls in the province of Saskatchewan as being the second leading cause of serious injuries. This campaign aimed to remind and educate people of the importance of being aware of your surroundings and to take safer steps to avoid injuries at work. The long-term focus of the campaign is to target industries where falls are most prevalent, highlight industry-related injuries, starting with construction and general office environments. The campaign ran from October 25 to December 31, 2021.</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 Q4, 2022 and will include a certification process for programs and instructors managed by the WCB.</p>
Enforcement	
<p>LRWS conducted 2,591 worksite visits in the construction sector (B11, B12 and B13) and issued 3,153 contraventions.</p>	<p>Out of the 3,153 contraventions issued to construction (B11, B12 and B13) employers from January 1, 2019 to December 31, 2021, the top five fall-related contraventions were:</p> <ul style="list-style-type: none"> ❖ OHS Regulation 9-2 – protection against falling (422 contraventions) ❖ OHS Regulation 9-3 – fall protection plan (248 contraventions) ❖ OHS Regulation 16-6 – portable ladders (110 contraventions) ❖ OHS Regulation 12-25 – aerial devices and elevating work platforms (60 contraventions) ❖ OHS Regulation 9-13 – openings in floors, roofs, etc. (55 contraventions)

Serious injuries

Healthcare

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

Outcome: Health care serious injuries saw a spike in numbers in 2020. The baseline year of 2018 for serious injuries was 556 and the final health care numbers for serious injuries in 2020 is 586, which is a 5.39 per cent increase in injuries and over the target of 500 serious injuries.



Implementation target: develop a collaborative approach to identify the root cause of serious 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 healthcare 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.

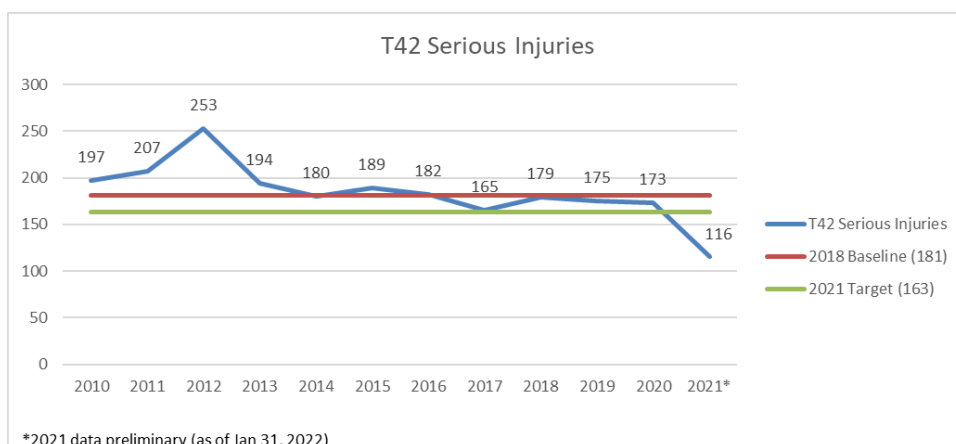
January 2019 – December 2021 action(s) taken	Description
Education	
<p>WorkSafe investigated rootcauses, which is key to controlling hazards in the workplace to prevent injuries from re-occurring.</p>	<p>In 2019, an analysis of all serious injuries in health care was completed to identify at-risk tasks. The data indicated that the top four causes of health care injuries were related to overexertion, psychological, slip, trip and falls and violence.</p> <p>The top five occupations in health making up the injuries are RNs, enviro service workers, LPNs, continuing care assistants and food service workers. 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	
<p>Bridges Health</p>	<p>WorkSafe entered into a partnership with Bridges Health to conduct up to a maximum of 40 workplace ergonomic assessments.</p> <p>Work tasks evaluated included:</p> <ul style="list-style-type: none"> (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>(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.</p> <p>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.</p>
Enforcement	
LRWS conducted 1,619 worksite visits in the healthcare sector, which resulted in 1,709 contraventions being issued.	<p>Top five contraventions issued to health care (G22) employers from January 1, 2019 to December 31, 2021 were:</p> <ul style="list-style-type: none"> ❖ OHS Regulation 4-9 – training of representatives, committee members (109 contraventions) ❖ OHS Regulation 3-25 – harassment policy (104 contraventions) ❖ OHS Regulation 3-26 – violence policy (100 contraventions) ❖ OHS Regulation 4-4 – frequency of meetings (92 contraventions) ❖ OHS Regulation 3-6 – supervision of work (78 contraventions)

Transportation

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

Outcome: The transportation industry saw a decrease in serious injury numbers in 2020. The baseline year of 2018 for serious injuries was 181 and the final transportation numbers for serious injuries is 173 – which is a 4.42 per cent decrease. Although not meeting the target of a 10 per cent reduction in the province of Saskatchewan’s transportation sector – there was still a decline in the overall serious injuries in this sector.



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 OHS.

WorkSafe was unable to complete this initiative.

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.

January 2019 – December 2021 action(s) taken	Description
Partnerships	
Saskatchewan Trucking Association (STA).	<p>In 2019, serious injury data was analyzed by WorkSafe, which identified those 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.</p> <p>STA and WorkSafe partnered to conduct job safety analysis for the 13 tasks that lead to the most injuries in transportation, and from there developed safe work practices that were incorporated into training being given for the trucking industry. Moving freight and securing loads were in the top five.</p> <p>In 2020 WorkSafe and STA entered 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 December, 2021 there are 15 companies actively participating in the COR training and certification process. Seven companies have been COR certified through STA's program.</p> <p>STA has received 13 student audit qualifications.</p> <p>When STA and WorkSafe partnered to conduct a job safety analysis for the 13 tasks that lead to the most injuries in transportation, safe work practices were developed and incorporated into training delivered to the industry.</p> <p>47 individuals were trained in the WCB safe worker classes.</p> <p>The total number for courses are:</p> <ul style="list-style-type: none"> ❖ 39 participants - Health and Safety Systems Building (HSSB) ❖ 26 participants - Fundamentals of Auditing (FOA) ❖ 25 participants - COR Auditor ❖ 27 participants completed the Instructional Design and Delivery course ❖ 14 participants completed the Fundamentals of Investigation course ❖ 12 - Leadership in Transportation ❖ 10 - Legislation, Standards and Policy ❖ Seven - NSC Program Administration (new course) ❖ Seven - NSC Program Management (new course) ❖ Six - Collision Investigation (new course) ❖ 108 - PDIC (Professional Driver Improvement Course) ❖ 24 - PDIC (Professional Driver Improvement Course) Instructor ❖ 93 - LCV (Long Combination Vehicle Course) ❖ 21 - LCV (Long Combination Vehicle Course) Instructor Training ❖ 38 - RIDE (Resource Industry Driver Enhancement Training) ❖ CDIT (Commercial Driver Instructor Training eight day) ❖ Workplace Investigation - in development ❖ Managing Injuries in the Workplace - in development <p>Overall, seven students have graduated from the CTSP (Certified Transportation</p>

	<p>Safety Professional Designation) program.</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>
Targeting	
WorkSafe working with transportation companies	WorkSafe worked closely with a group of transportation companies to help deliver resources and information that will help to eliminate serious injuries in the workplace.

First responders

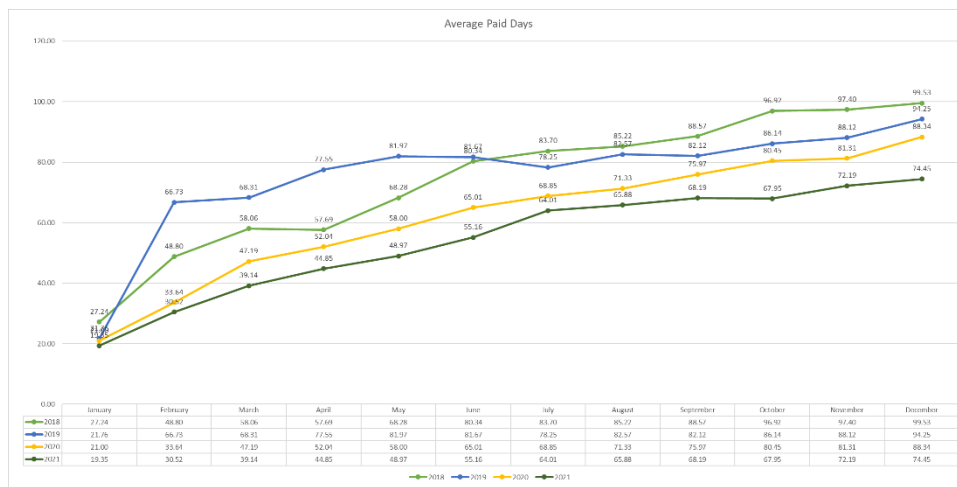
Objective: reduce the duration of psychological injury claims by 20 per cent (from 2018 baseline) in the province of Saskatchewan by Dec. 31, 2021.

* 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.

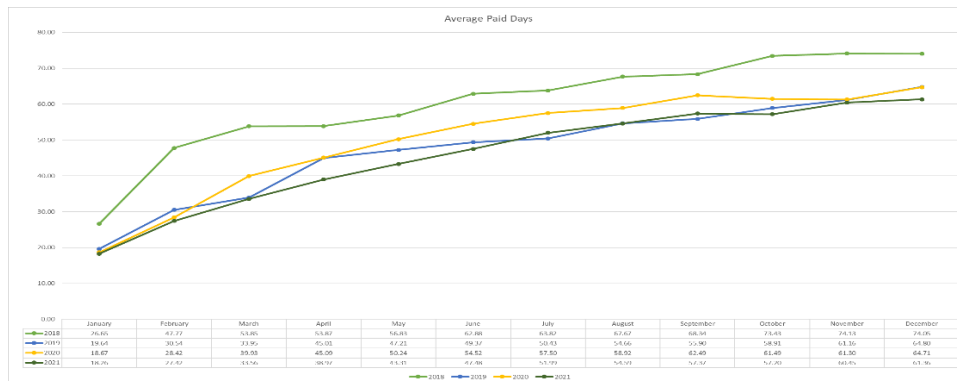
Outcome: The duration of all psychological injury claims for public safety personnel reduced by 25 per cent from 2018 to the end of year 2021. In 2018, the annual duration for these claims was 99.53 days, and at the end of 2021, average duration days was 74.45 days.

All mental health claims have seen a reduction in duration from 74.05 days to 61.36 days, a reduction in duration of 12.69 days, which equates to a 17.14 per cent reduction in duration for all mental health claims in the province.

First responder psychological claims durations:



All psychological claims durations:



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.

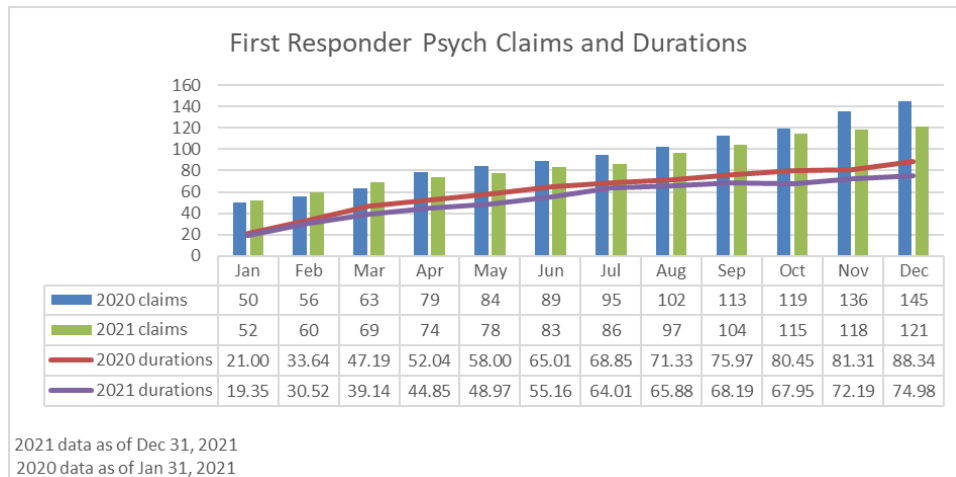
Partnerships

- A provincial first responders' mental health committee was developed in 2018.
- In 2021, improve access to peer support for career and volunteer first responders.

Awareness/education

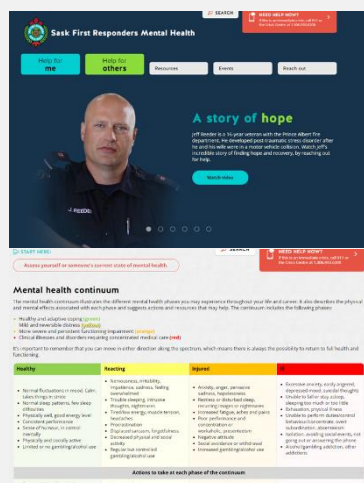
- Through 2019, 2020 and 2021, develop and launch the first responders' mental health website to improve access to mental health resources. The first responder committee has committed to achieving the following multi-year goals:
 - Research, share and promote relevant research and best practices to support 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.

- o Develop a toolkit of best practices and resources for employers, supervisors and workers to support mental health in the workplace.
- o Identify an evaluation approach for programs and resources made available through this strategy.
- o Increase outreach to first responders, their leadership and their communities to promote awareness of resources and create meaningful change within first responder organizations.
- o Host a first responder mental health learning event.
- o Reach out to the broader group of public safety personnel to support them in addressing their mental health needs.
- o 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.

Regina's Collaborative Centre for justice studies



Edmonton police service

Dr. Joti Samra



WorkSafe and the committee hosted a mental health speaker series that started at the end of November 2021 and ran for three weeks. Speakers included Dr. Jody Carrington, Dr. Jody Burnett, Sarah Armstrong and Andrea Vogel.

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.

This review was completed at the end of 2020 and the recommendations presented to the committee.

One significant enhancement was the addition of the mental health continuum and the ability to self-assess right on the site. From there, work was done to align appropriate resources with an individual's needs, granting them quick and easy access to relevant resources.

Other improvements included: upgrade the look of the site to make it feel more hopeful than dark, upgrade the functionality, add stories and useful events/videos and create additional filters to find information quicker.

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. This training was conducted virtually and took place at the end of May and beginning of June with over 100 participants taking part. Follow up meetings took place with the larger group every month until the end of October.

In 2020, Dr. Joti Samra was awarded the contract for the Psychological Health and Safety Resource Centre. A three-year contract was signed and work on the project commenced mid-year.

A media conference was held June 30, 2020 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 contains tools and resources for workers and leaders, as well as the link to the CSA National Standard of Canada for Psychological Health and Safety in the Workplace.

On November 26th, 2020 WorkSafe, in partnership with Dr. Samra, did a soft launch of the Resource Centre at the third annual Psychological Health and Safety Day which was hosted virtually by WorkSafe. (almost 1000 individuals pre-registered for this event).

In April of 2021, a formal launch and marketing campaign for the resources by Dr. Samra took place.

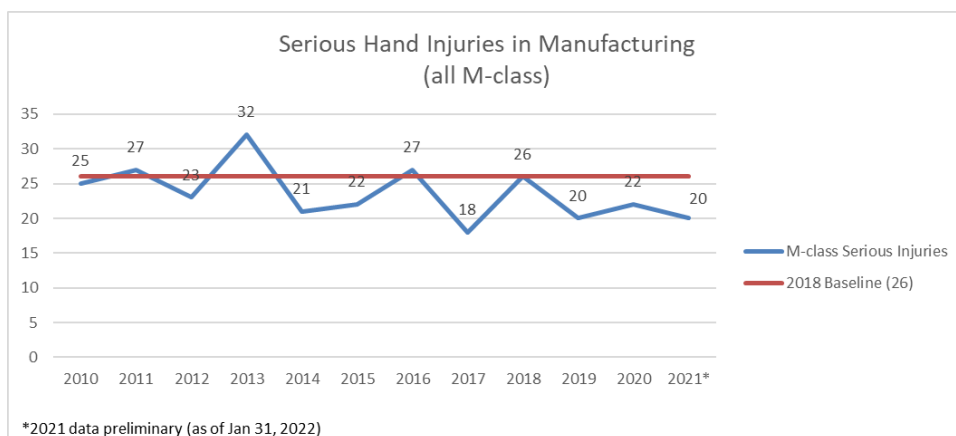
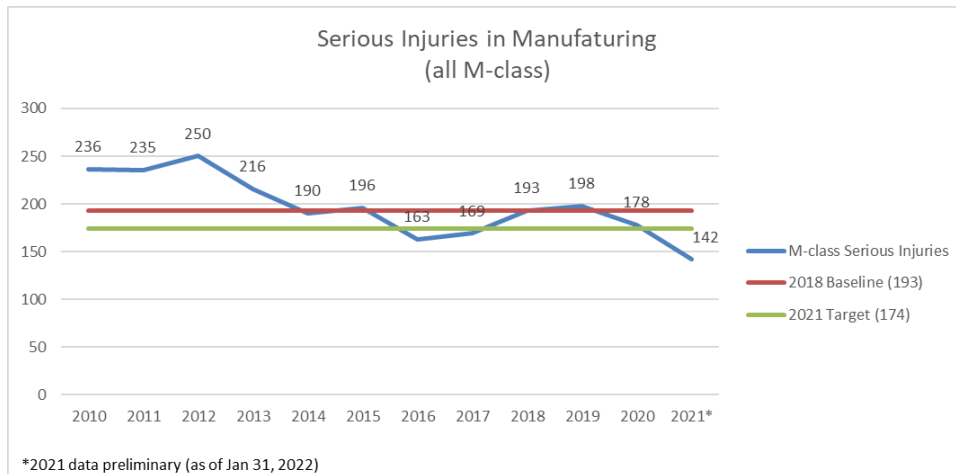
Market research indicated that the top delivering industries were government administration, hospitals and health care. There was a consistent spike in activity during the work weeks, especially on Thursday afternoons.

	<p>44 Chamber of Commerce organizations were contacted and six distributed and/or promoted information about the Resource Centre at no cost through publications and/or social media. Targeted to employers and business owners, we reached 16,419 subscribers/followers through this outreach.</p> <p>In 2021, Dr. Samra added the following resources to the website:</p> <ul style="list-style-type: none"> ❖ 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. <p>The implementation of a community of practice in the province of Saskatchewan focused on psychological health and safety was launched to the charter signatories in the province at a virtual event that took place November 17.</p>
Education	
WCB/first responder committee members, employers and the Edmonton police service	<p>In March of 2020, 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 their first introduction to the re-integration program 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 officer-involved shootings with the 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.

Outcome: The manufacturing industry saw a decrease in serious injury numbers in 2020. The baseline year of 2018 for serious injuries was 193 and the final number of serious injuries in 2020 was 142 – a reduction in serious injuries in manufacturing by 26 per cent. Serious hand injuries were reduced in the manufacturing rate codes by 15.38 per cent, as indicated in the graph below – from 26 serious hand injuries down to 22.



Implementation target: improve guarding and personal protective equipment (PPE) 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 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.

January 2019 – December 2021 action(s) taken	Description
Partnership	
WorkSafe entered into an agreement to conduct personal protective equipment (PPE) audits.	Five audits have been completed with Saskatchewan manufacturers as of the end of 2021. The process was held up due to COVID-19 restrictions, however, the initiative was able to be completed.
Education	
Guarding standard	Development of a provincial machine guarding audit protocol is underway, with expected completion in Q2 2022.
Enforcement	
LRWS conducted 1,303 worksite visits in manufacturing sector workplaces, which resulted in 1,871 contraventions being issued.	<p>Top six contraventions issued to manufacturing employers from January 1, 2019 to December 31, 2021 were:</p> <ul style="list-style-type: none"> ❖ OHS Regulation 10-4 – safeguards (124 contraventions) ❖ OHS Regulation 25-2 – fire safety plans (85 contraventions) ❖ OHS Regulation 3-25 – harassment policy (64 contraventions) ❖ OHS Regulation 3-4 – duty of employer or contractor to provide information (52 contraventions) ❖ OHS Regulation 30-12 – electrical panels (48 contraventions)

Continuous improvement initiatives

1. October 2019 - the WCB created a specialized 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.

The unit strives to provide ongoing service and improvements to the process for customers. Some initiatives that the unit has undertaken to do this are:

- Implemented one point of contact for the duration of the psychological claim.
 - Move injured workers into treatment programs earlier.
 - No longer require mental health assessment in order to refer to a treatment program. Assessments are only used when deemed necessary.
 - Ongoing WCB staff training takes places relating to mental health injuries.
 - Established standard process for regularly communicating with the injury employer.
 - Regular and pro-active communication with the injured worker.
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. This measure was incorporated 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 Know your Rights awareness campaign to provide broader education on health and safety rights. This was continued into 2021 campaigns.

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



Market research highlights:

- Over half (56 per cent) recall seeing/hearing ads encouraging them to work safely by remembering their “three workplace rights.” This is up from 35 per cent in December 2020.

- When further probed, awareness increases to 61 per cent (up from 4 per cent in Dec. 2020) when respondents are asked if they recall messages about workers having the right to know, the right to participate and the right to refuse work. A similar percentage (58 per cent) also recall messages reminding them workers have the right to know, to participate and to refuse unusually dangerous work not normally part of their duties.
 - Nine out of 10 young people, new citizens and retired but returned respondents are aware of their three rights in the workplace.
5. In 2020 – a review began of the WorkSafe priority employers’ selection criteria and a decision was made to add the serious injury component to the criteria. 23 employers were contacted in late 2021 based on the new criteria, which included a serious injury component. WorkSafe continues to refine that criteria to continue working with focused employers.
 6. January 2021 – WorkSafe began 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 expanded this work to include all rate codes in 2021.

Closing

WorkSafe has been working with Saskatchewan employers since its inception to reduce injuries and suffering in the province. This collaboration, along with the efforts of countless stakeholders and individuals, has contributed to the improvements seen over many years. This strategy sought to take those established undertakings and expand their scope, effectiveness and corresponding results. We used a continuous improvement methodology in our work to ensure the strategy and any operational aspects respond quickly to the ongoing analysis. WorkSafe will not be able to achieve future desired results on its own. This strategy required the collaborate of stakeholders at all levels in the province to create and increase capacity and sustainability, and future strategies will require even more collaboration across all levels.

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