



2023 - 2028 Fatalities and Serious Injuries STRATEGY

WorkSafeTM
SASKATCHEWAN

Work to live.



Work to live.

WorkSafe Saskatchewan is a partnership between the Saskatchewan Workers' Compensation Board and the Ministry of Labour Relations and Workplace Safety. Formed in 2002 out of a need to reduce the number of workplace injuries and fatalities, the partners work through an integrated provincial injury prevention strategy to deliver programs that move Saskatchewan toward zero workplace injuries.

Table of contents

Letter from Hon. Don Morgan	5
Preface	6
Stakeholder engagement	8
2019-2021 Fatalities and Serious Injuries Strategy	10
Key areas of focus	10
Priority sectors	11
Targets and outcomes	12
2023-2028 Fatalities and Serious Injuries Strategy.....	14
Key areas of focus	15
Operational actions	18
Measures and targets	19
Stakeholder feedback	20
Appendices	
A. Saskatchewan workplace injury data	34
B. Stakeholder engagement	40



Minister's message



Saskatchewan is a strong and growing province that is the best place to live, raise a family and work. Unfortunately, we continue to see fatalities and serious injuries in the workplace every year.

Approximately 2,400 Saskatchewan workers are seriously injured each year and that is unacceptable. Behind the statistics and data of every serious injury and fatality, there are people, families, colleagues and communities whose lives are forever impacted.

In an effort to prevent and reduce serious injuries and workplace fatalities, WorkSafe Saskatchewan, a partnership between the Saskatchewan Workers' Compensation Board (WCB) and the Ministry of Labour Relations and Workplace Safety, announced a three-year fatalities and serious injuries strategy in December 2019.

This was a first-of-its kind document in Saskatchewan that laid out objectives and aggressive targets focusing on industries with the most serious injuries. The strategy has now come to its end, but the work is not finished as people are still being injured in the workplace.

Building on the success of the first strategy, this document lays out a new approach to fatalities and serious injuries in Saskatchewan's workplaces. It captures the major themes from the various stakeholder engagement sessions held throughout 2022 and outlines two key streams of work that will be undertaken to reduce serious injuries and fatalities – a regulatory and enforcement stream, and a prevention and learning stream.

The two approaches reinforce that workplace safety is everyone's responsibility and it will continue to take strong partnerships and stakeholder participation to make a change in the culture of workplaces. This new strategy is the starting point for that work.

Don Morgan, K.C.

Minister of Labour Relations and Workplace Safety

Minister Responsible for the Saskatchewan Workers' Compensation Board

Preface



The intent to mitigate worker illness and injuries following the priorities listed within this strategy closely align with those of Energy Safety Canada. We are very interested in participating and partnering with other sectors to learn more, and share proven practices and tools that have been successful within the national energy sector.

Bob Ross, Regional Manager,
Energy Safety Canada
Saskatchewan



On behalf of the WorkSafe Saskatchewan steering committee, thank you to the stakeholders, labour, partners and safety leaders around the province who have been instrumental in informing the process that has led to this second iteration of the Fatalities and Serious Injuries Strategy.

Over the better part of a decade, the injury prevention efforts of employers, labour, stakeholders and safety leaders around the province have been remarkable.

Together, these efforts have resulted in the reduction of Saskatchewan's workplace provincial injury rate by **47% since 2010.**

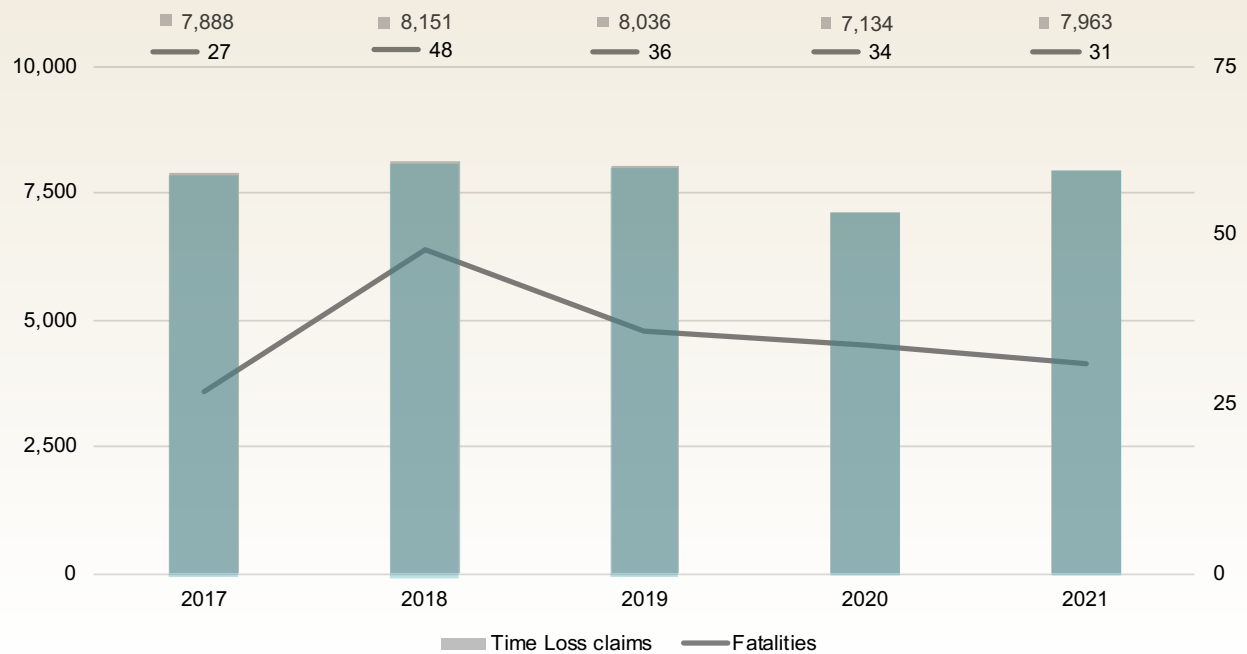
In more recent years, Saskatchewan's workplace provincial injury rate has shown signs of a plateau and has even increased in two of the last five years – requiring analysis and a new path forward.

As WorkSafe Saskatchewan has monitored the injury trends in recent

years, WorkSafe Saskatchewan continues to analyze data, and conduct further research and jurisdictional scans to inform the path forward. This path includes focusing on preventing fatalities and serious injuries.

Serious injuries account for **12.6%** of the injuries and more than **81.4%** of the costs in Saskatchewan's workers' compensation system each year.

Time Loss claims and fatalities



Stakeholder engagement

In 2021, WorkSafe Saskatchewan engaged with stakeholders to review the outcomes from WorkSafe's first three-year (2019-2021) Fatalities and Serious Injuries Strategy.



I am proud to bring the voices of working people to this process. Working with the WCB and their stakeholders in collaboration on this important strategy gives me hope for the safety and well-being of workers in Saskatchewan.

Lori Johb, President,
Saskatchewan Federation of Labour



In total, more than 300 participants took part in a series of stakeholder meetings. In general, participants supported the current path and focused priority areas from the first strategy. Together, during the stakeholder sessions, participants reflected on the successes of the first strategy, validated areas of focus and discussed considerations for the future. There was considerable support from stakeholders and

an interest to share promising practices among different industries. Stakeholders also acknowledged the challenges with tackling health and safety issues, and the need to ensure the integration of psychological health and safety as part of the future approach. Over the last several months, WorkSafe Saskatchewan took additional efforts to engage stakeholders by meeting with employer associations,



organized labour, safety associations, Indigenous community members, foreign worker community members, health and safety leadership, seriously injured workers and students.

Through reflection, active approaches in the first strategy generated a higher level of engagement and positive feedback from stakeholders.

The 2023-2028 Fatalities and

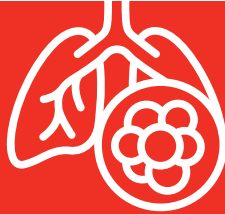
Serious Injuries Strategy will bring stakeholders together to share promising practices, and provide support to implement and deploy solutions to mitigate the root causes of fatalities and serious injuries. The learning stream outlined in this strategy document will help industry leaders implement promising practices to reduce serious injuries and fatalities in the province.

2019-2021 Fatalities and Serious Injuries Strategy

In 2019, WorkSafe Saskatchewan completed the Fatalities and Serious Injuries 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.

Using data gathered from the WCB, as well as input from stakeholders, the strategy included several key areas of focus and work sectors.

Key areas of focus:



1. Asbestos

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

Result: in December 2021, a survey was conducted regarding asbestos awareness in the province. The survey results indicated an increase in awareness to 33 per cent.

2. Motor vehicle crashes

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

Result: the outcome is short of the objective, however there was a 25 per cent decrease in motor vehicle crashes from 2018 to 2021.

3. Firefighter cancer exposures

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

Result: an initial audit sample of fire halls was conducted in 2019 to provide a baseline report. A follow up audit was conducted on the same fire halls in 2021 to measure progress and the changes those fire halls put in place based on their own individual audit recommendations. The follow up report indicated 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 recommended in their reports remain outstanding. Those measures include initiatives such as diesel exhaust systems, gear extractors, a second set of gear and storage of fire gear.

4. Falls from heights

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

Result: falls from heights injuries have reduced over the three-year span of the strategy. Although the target of reducing injuries caused by falls from heights by 30 per cent was not reached from the 2018 baseline year, the province did see a 19 per cent reduction in this area.



Priority sectors:



1. Serious injuries in health care

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

Result: the number of serious injuries in the health-care sector spiked in 2020. The 2018 baseline year for serious injuries was 556 and the final health-care number for serious injuries in 2020 was 586. This was a 5.39 per cent increase in injuries and over the target of 500 serious injuries.

2. Transportation

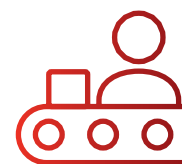
Objective: reduce serious injuries by 10 per cent (from the 2018 baseline) in the province of Saskatchewan transportation sector by Dec. 31, 2021.

Result: while the 10 per cent reduction target was not met for Saskatchewan's transportation sector, serious injuries in this sector still declined by three per cent from 2018 to 2021.

3. First responders

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

Result: the duration of all psychological injury claims for public safety personnel was reduced by 25 per cent from 2018 to the end of 2021 (durations of all psychological injury claims were reduced by 17 per cent).



4. Manufacturing

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

Result: there was an eight per cent decrease in serious injuries in manufacturing from 2018 to 2021. Serious hand injuries were reduced in the manufacturing rate codes by 15 per cent.

A complete copy of the results of the three-year strategy can be viewed at worksafesask.ca.

Fatalities and Serious Injuries Strategy – targets and outcomes¹

**2018
TARGET** 

Asbestos exposure	Motor vehicle crashes (MVC)	Firefighter cancers	Falls from heights
Improve awareness from 19%	Reduce work-related motor vehicle crashes by 30%	Improve firefighter controls by 50%	Reduce falls from heights injuries by 30%

**2021
OUTCOME** 

Improved awareness to 33%	Reduced work-related motor vehicle crashes by 25%	Improved firefighter controls by 100%	Reduced falls from heights injuries by 19%
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Health care	Transportation	Psychological injuries	Manufacturing
Reduce serious injuries by 10%	Reduce serious injuries by 10%	Reduce durations by 20%	Reduce serious injuries by 5%
Serious injuries increased by 5%	Reduced serious injuries by 3%	Reduced overall durations by 17% (25% reduction for public safety personnel psychological injury claims)	Reduced serious injuries by 8%

¹ Total of 91 per cent of implementation targets completed or in progress.



2023-2028 Fatalities and Serious Injuries Strategy

Workplace health and safety is a priority for building a strong Saskatchewan where everyone can benefit. Building on the success and learnings from the first fatalities and serious injuries strategy, WorkSafe Saskatchewan began to build a new plan that would promote the elimination and prevention of occupational injuries and disease using a five-pillar approach:

- awareness
- education
- targeting/consulting
- partnerships
- enforcement

A five-pillar approach:

- awareness
- education
- targeting/
consulting
- partnerships
- enforcement



Workplace safety is not something that can be completed by one or two entities, but rather requires true commitment from all workplaces in the province. Knowing this, WorkSafe Saskatchewan held meetings from September to December 2021 with representatives from organized labour, employer associations, safety associations, foreign worker community members, Indigenous community members, and health and safety leadership.

More than 300 individuals participated in the meetings. Their feedback, along with WCB data, helped develop and validate the direction for the new strategy. Appendix B provides an overview of themes and comments from the various stakeholder sessions held.

For the 2023-2028 strategy, WorkSafe Saskatchewan will focus on three main workplace sectors, along with common issues that will benefit all Saskatchewan workplaces.

Three main workplace sectors and focus



Health care

(Saskatchewan Health Authority, hospitals, care homes)



Transportation

(transportation, courier, commercial bus)










Construction

(construction trades, residential construction, commercial construction, industrial construction)

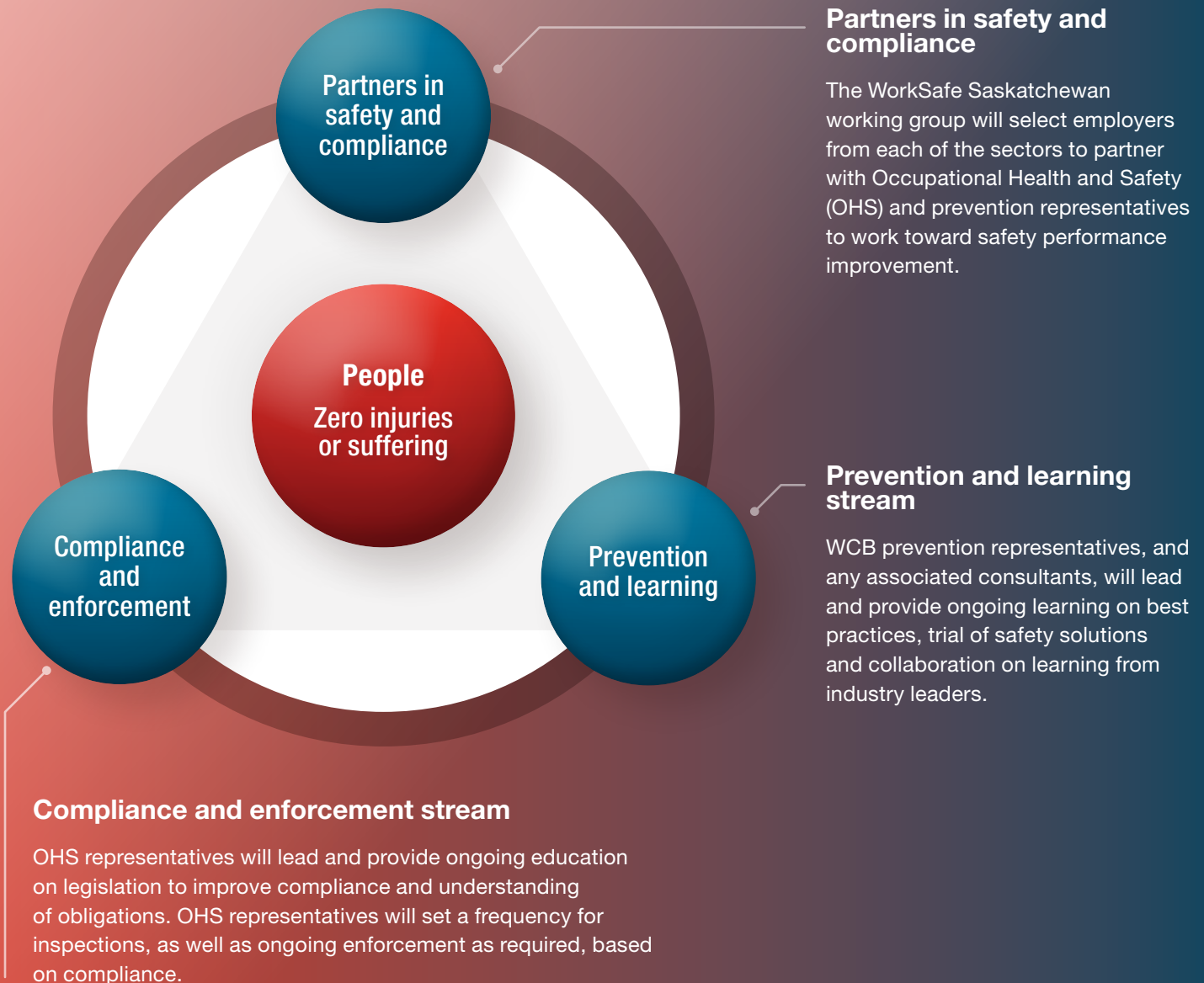
Evidence-based rationale for selection

- From 2010 to 2021, health care and transportation were the top two industries with serious injuries and accounted for 29 per cent of all serious injuries in the province.
- From 2010 to 2021, workplace-related motor vehicle crashes were the leading cause of acute work-related fatalities in the transportation industry.
- From 2010 to 2021, approximately 51 per cent of fatalities were from occupational diseases in the construction industry.
- Eighty-one per cent of the public were not aware of asbestos risk exposure during home renovation work. Ninety-four per cent of occupational disease fatalities between 2010 and 2021 in the construction industry were asbestos-related.

* There continues to be a disproportionate persistency of serious injuries in specific industry rate codes. As of July 31, 2022, 61 per cent of serious injuries (18,616) occurred in 10 industry rate codes (see heat map in Appendix A) in the last 10 years. As part of the consultation process, stakeholders asked WorkSafe Saskatchewan to complete additional analysis to further break out permanent functional impairment and costs to identify new trends. This ultimately informed the three focused sectors for this strategy.

Common issues affecting most Saskatchewan workplaces	Evidence-based rationale for selection
 Motor vehicle crashes	<ul style="list-style-type: none"> • From 2010 to 2021, workplace-related motor vehicle crashes were the leading cause of acute work-related fatalities.
 Asbestos	<ul style="list-style-type: none"> • From 2010 to 2021, approximately 40 per cent of fatalities in all industries were from occupational diseases. • Eighty-one per cent of the public were not aware of asbestos risk exposure during home renovation work. Sixty-seven per cent of occupational disease fatalities in all industries between 2010 and 2021 were asbestos-related.
 Falls	<ul style="list-style-type: none"> • From 2010 to 2021, falls were tied for the third highest number of serious injury permanent functional impairment claims. • From 2019 to 2021, falls from the same level were the leading cause of serious injuries. • From 2010 to 2021, 24 per cent of serious injuries were due to falls and 15 per cent of all claims were from falls.
 Industrial ergonomics (musculoskeletal injuries)	<ul style="list-style-type: none"> • From 2010 to 2021, bodily reaction accounted for 34 per cent of overall claims, but also accounted for 47 per cent of serious injuries. • This was the top cause of serious injuries.
 Machinery	<ul style="list-style-type: none"> • From 2010 to 2021, contact with objects and equipment (33 per cent) was the second leading cause of injury for overall claims. • This was the third-highest cause of serious injuries.
 Violence	<ul style="list-style-type: none"> • Violence is one of the top five causes contributing to the increase in serious workplace injuries in Saskatchewan. This has risen to 5.68 per cent of total claims in 2021 from 2.91 per cent in 2013.
 Mental health	<ul style="list-style-type: none"> • Mental health claims continue to grow. From 2017 to 2021, the WCB accepted 1,257 psychological injury claims. The number of accepted psychological injury claims increased to 238 in 2021 from 174 in 2017. • Emerging issues include COVID-19, mental health, workload and burnout.

2023-2028 Fatalities and Serious Injuries Strategy plan



2023-2028 Fatalities and Serious Injuries Strategy plan *continued*

To make the strategy effective, members of the OHS branch of the ministry, and prevention team members at the WCB, will meet with selected employers in each of the three main sectors (health care, transportation and construction) to discuss their participation in workplace safety, provide information and education

on applicable legislation, share resources, and learn roles of the OHS and prevention teams.

The OHS and prevention teams will encourage employers to share with others in their sector any best practices they have for reducing injuries and fatalities, as well as successful safety management plans they put in place.

OPERATIONAL ACTIONS

Prevention and learning stream	Compliance and enforcement stream
<ul style="list-style-type: none"> • Improve resources and capacity in safety education and training, and drive quality assurance. 	<ul style="list-style-type: none"> • Improve resources and capacity in education on legislative requirements to better inform employees and employers on roles and responsibilities.
<ul style="list-style-type: none"> • Develop general and targeted communications campaigns and materials for high-risk safety issues. 	<ul style="list-style-type: none"> • Conduct focused inspections in high-risk industries and workplaces, selected based on safety performance and compliance.
<ul style="list-style-type: none"> • Research best practices, support learning and solutions to prevent injuries and transfer knowledge of best practices across sectors. 	<ul style="list-style-type: none"> • Utilize technology and tools to ensure accurate data management tools and statistics are available for decision-making.
<ul style="list-style-type: none"> • Integrate mental health injury prevention intervention resources into high-risk industry strategies. 	<ul style="list-style-type: none"> • Ensure risk-based enforcement actions as required to strengthen compliance culture.

Recognizing the physical and psychological impacts that fatalities and serious injuries can have on the worker, the broader team and the organization, complementary work is being done to help stakeholders promote and implement psychologically safe workplaces.

Performance measures and targets

The WorkSafe Saskatchewan working group will provide quarterly updates on the knowledge transfer and strategy deployment to the WorkSafe Saskatchewan steering committee. Twice a year, WorkSafe Saskatchewan will report publicly on the success of the strategy by posting information on the WorkSafe Saskatchewan

website at worksafesask.ca.

Targets and performance measures will be set together with selected employers to participate and will focus on their greatest area of injury. The success of the strategy will be measured by a continued trend of reduction in fatalities and serious injuries with a goal toward zero injuries and fatalities.

PERFORMANCE MEASURES		
<ul style="list-style-type: none">• Decrease in Total injury rate.• Decrease in fatalities.	<ul style="list-style-type: none">• Decrease in serious injuries.• Ongoing inspections and risk-based enforcement actions in high-risk sectors.	
TARGETS		
<ul style="list-style-type: none">• Reduction in serious injuries and fatalities in the province.• Ongoing review and implementation of best practices to improve processes.	<ul style="list-style-type: none">• Support occupational health and safety improvements in workplaces.• Open dialogue with safety, labour and employer associations on current and new issues.	<ul style="list-style-type: none">• Actions taken to address the highest hazards that result in workplace injuries, illnesses or fatalities.• Evidence-based decision-making based on research and monitoring of injury and vulnerable workforce indicators.



Worker feedback

Darryl Gurbach's injury story

While working for a construction company in Tisdale on April 15, 2020, I was doing some road gravelling with a belly dump trailer. It was the second last load of the day and there was a big, frozen lump of gravel at the end. This lump was just big enough that it would not come out of the gate.

I grabbed my sledgehammer and tried to break it up from underneath the trailer with the gates manually locked open. It was muddy out and I was in the water. I couldn't get the lump of gravel out. I said to myself, "How am I gonna get this out of there? I can't go down the road like this because the clump of frozen gravel is now holding the gate open." So, I crawled up the backside of the trailer and then slid down the back slope in the belly dump.

All of a sudden, the lump broke and the gravel that was behind that lump knocked my feet out from under me. I slid out feet first. As I slid downward, I heard a puff of air indicating the gate was going to close. I made a split-second decision to try and jump up, to get my legs out of the way before the gate closed. I couldn't do it in time. I know that had I not jumped like I did, I would have without a doubt been decapitated. It caught me above both knees. Instantly both my legs were broken, but that wasn't the end of it. The gate went down all the way and fully crushed my legs. And I mean completely crushed. These gates close down to within a quarter inch and that is not much.

There was a lot of screaming because of the pain and a lot of blood. I could feel my boots fill up

with blood. I didn't have my phone, as it was in the cab of the truck. I knew what time it was from the logs I take for my loads. I could hear vehicles driving by, but they couldn't see me stuck in the trailer. I could also hear myself scream.

I was there for four hours before they found me. Both of my legs had been broken, but it wasn't until the final hour that the gate completely closed, crushing both of my legs entirely. The weather was 3 C and dropped to - 17 C that night. Soon hypothermia set in. I did everything I could to stay awake and I did, but it was excruciating. By the time, the paramedics arrived, they said I had about half an hour left to live. The body holds around five or six litres of blood and they had to pump four litres into me.

I almost died five more times over the next week. Both femurs were crushed above the knees. They had to do vascular surgery. They opened me up in my abdomen also because my kidneys had failed. I'm happy to report that my kidneys are back to 100 per cent. Another miracle – I'm a stubborn guy.

I had a below-knee amputation on the left side. I almost lost my right side, but it's come around. It has been two years of recovery so far. I've recently had two more major surgeries since then to redo everything, including bone grafts.

I'm so mad at myself for letting myself get into that situation. However, I think this has woken up the construction industry a bit. We're in those trailers a lot more than people think and there are no steps. There's

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It is tough to think about it, but I hope that by sharing what happened to me, I can help someone else avoid a serious injury.

”

A man with a mustache, wearing a grey polo shirt with a "Wilson" logo, a grey baseball cap with a "Ford" logo, and plaid shorts, stands on a wooden deck. He has a prosthetic left leg and is using a silver cane. He is smiling and leaning on a white railing with his right hand. A tattoo is visible on his left forearm. The background shows a residential neighborhood with houses and trees.

Darryl Gurbach

nothing to hang on to. You are not climbing back up at the top. It's too steep and there is nothing to grab.

My employer did not supply employees with phones. All of our work was done on our personal devices through an app the employer used. Because of this, I chose to leave my phone in the truck, as I knew my employer wouldn't reimburse me if my phone was damaged while at work. Construction companies should supply employees with a phone to keep on their person all the time. There is so much that can be changed to make it safer.

In this whole time since the morning of the incident, I have received no communication from my employer.

As far as training goes, there is no training. At the places I have worked at over the years, they just do a paper test in the office area. You learned by getting screamed at after making mistakes. The mistreatment by management wreaked havoc on your ability to think straight. You can't be safe when you're mentally abused by your employer.

This is quite common in the construction industry. There is a lot of what I would call abuse of employees with not much regard to safety, trying to cut corners.

Thinking back, there was never any talk in our safety meetings about pinch points. In a lot of industries, they talk about that right away. I worked on a drilling rig and they taught us not to get into a spot where you get pinched or crushed.

That's my story. I was never supposed to survive it. I should have never made it out of that trailer.

It is tough to think about it, but I hope that by sharing what happened to me, I can help someone else avoid a serious injury.

Employer feedback



When reflecting on the success of the 2019-2021 Fatalities and Serious Injuries Strategy, active approaches generated a higher level of engagement and positive feedback from stakeholders. One of the active prevention approaches included a partnership with the Saskatchewan Trucking Association to develop a safety management system best practice (Certificate of Recognition) for their industry.

Loading safety as the priority

Before Lenny Janz received his Certificate of Recognition (COR) through the Saskatchewan Trucking Association (STA), he equated safety with common sense.

“I didn’t think of it as safety. Before I just thought of it as, ‘these people know what they’re doing,’” said Janz, one of three co-owners of Cara Dawn Transport (2019) Ltd., a trucking company based in the rural municipality of Sherwood. “Now I know if a load isn’t safe the way it’s been loaded or chained. After taking the courses, I’ll admit it was definitely an eye opener for me. I’m glad we did it.”

The STA’s trucking industry COR certification, co-sponsored by WorkSafe Saskatchewan, is awarded to employers that develop health and safety programs that meet standards set by the Government of Saskatchewan. Being COR certified means a company’s health and safety management system has been evaluated by a certified auditor and meets provincial standards.

For Janz, the COR-certification courses enlightened him of the importance of documentation and a safe work environment. His company has ensured general yard and building checks, proper cleanups as needed, proper storage of hazardous goods and confirmation that all workers wear the proper personal protective equipment.

Cara Dawn Transport (2019) Ltd. has adapted different safety forms for drivers to fill out. Before a driver takes a truck out on a job, they have a checklist to make sure the load

is secure, the driver is going to a safe place and other people will be around.

“It’s all about awareness and enforcement. Every driver has a truck with a unit number and a clipboard. When they arrive in the morning, they grab a clipboard so they know what they are doing and if there is anything new within the company,” said Janz. “The drivers do a site inspection before loading and a walk around after everything is secured. It definitely makes you think a little bit more.”

COR certification is now a requirement in most business’ yards. Janz views their truck drivers as salespeople. If a driver is at another business’ yard loading something and the customer sees the driver being safe, that act can go a long way to spread positive word of mouth for the company.

“It wouldn’t matter how many people you have employed with you. You can’t afford to have anyone down. You can’t afford to have anyone injured. Safety is profitability. It’s the little things you always forget,” said Janz.

“The endgame for us is to comply, to be safe. If you’re not going by the book or being safety conscious, either things are going to take 10 times as long or someone’s going to get hurt. You want everyone to come home. You want everyone to be safe.”



**Safety by the
numbers at Cara
Dawn Transport
(2019) Ltd.**



**Total accepted
injuries**

2016 to 2018: **9**

2019 to 2021: **2**

78% reduction



**Accepted serious
injuries**

2016 to 2018: **2**

2019 to 2021: **0**

100% reduction

Worker feedback

“
It's been quite the adventure of healing and recovering.
”

Tyler Galloway's injury story

I have no memory of the injury occurring. This is what I have been able to piece together. I was in British Columbia doing emergency care response with the Canadian Red Cross. I was doing COVID-19 samples for people coming across the land border in Surrey. Our contract ended, so I was sent back to Saskatchewan where I'm based out of.

I left in the morning and from what I understand, it was the first snowfall of the season in the Rockies. The road conditions weren't the greatest. I was traveling east. The highway was going around a mountain, so you couldn't really see in front of you. I was told that a pickup truck sideswiped a semi and caused the semi to block off the whole highway. I was driving one of the five vehicles that collided into the semi.

After that, I'm not entirely sure what happened. There are mixed stories. Some say I was partially underneath the semi. Others say I was just up against the back of the trailer. Either way, I got pinned, with my steering wheel breaking my sternum. A couple of great civilians helped and pulled my vehicle with tow ropes to get me away from an escalating fire that was building toward my vehicle. I was stuck in my vehicle and they couldn't get me out of there without the jaws of life.

I got airlifted to the hospital in New Westminster, where I was put in an induced coma for 10 days. I could not walk at the start. I had to be on bed rest and I had a severe brain injury. I wasn't really aware of things around me.

It's been quite the adventure of healing and recovering. Right now, my whole right side, my right arm and my right leg feel disoriented. It kind of feels like my bones are metal plates. The limbs feel heavier. I have disorientation and weakness in the limbs. I also have double vision and my left eye is a bit off, so I'm using an eye patch in the meantime. I'm often extremely tired.

I'm 26 years old. That's one thing in my favour. Another great thing is the Canadian Red Cross. They're not pushing me to try to get back to work. I feel like time is on my side.

The last thing I remember was two days before the incident. I remember going to the Vancouver Aquarium. The last thing I remember is going back to the hotel afterward. I don't even remember packing to go home. I think it was more than three weeks after the incident before I started to remember things in the hospital.

I don't know if anything could have prevented the incident. If anything, I think if you're driving more than 10 hours, having a hotel plan for yourself would be a good start. However, I can't tell you if I was tired. It would be improper of me to say that the distance of the drive or being tired was a definitive thing.

Requiring us to have multiple people in one vehicle, where we could take turns driving, would definitely be a good idea. I also like WorkSafe Saskatchewan's plan to move beyond ad campaigns and training videos, and work directly with employers. That definitely can't hurt.



Tyler Galloway

Industry feedback

There was acknowledgment that “safety is daily work” and that this construct is foundational for an effective safety culture. Through the consultation process, stakeholders voiced support for the approach taken, the use of data-driven decision-making, agreement on priority industries and themes identified, and the need to bring industries together to share promising practices and success. Participants shared ideas and suggestions for improvement.

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Saskatchewan Health Authority (SHA) emergency medical services (EMS), along with contracted EMS services within Saskatchewan, have worked hand-in-hand with WorkSafe Saskatchewan to address psychological injuries.

Together, we are actively working with the Edmonton Police Service to adapt their reintegration program to help support our workers. The program is a post-incident pre-injury approach that has proven effective.

We hope to continue to learn more about how reintegration can assist our paramedics in returning to work post-incident in a psychologically safe manner. SHA EMS has supported a trial implementation of this program, incorporating the reintegration training from the Edmonton Police Service [to allow] us to safely and effectively assist long-term injured staff back to work. These employees benefited greatly from this program, receiving support from the partnership formed between SHA EMS and WorkSafe [Saskatchewan]. Our trial participants have successfully transitioned through the reintegration phase of returning to the workplace and we are committing to a continued expansion of the program.

Donna Milo, Mental Health Strategy Specialist – Emergency Medical Services, Provincial Programs, Saskatchewan Health Authority

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“

It was really good to watch our staff, what they are doing and how they are moving their bodies. The manager of laundry and housekeeping had some insights about moving large carts, garbage carts and linen to learn the best way to stand to avoid shoulder injuries.

”

Deb Schick, Director of Care, Sherbrooke, Saskatchewan Health Authority

“

We attended the stakeholder meetings and I think there are ways that we can share our experience to tackle some of these complex hazards and injuries.

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Brad Sigurdson, Vice-President, Environment, Safety and Regulatory Affairs, Saskatchewan Mining Association

“

WorkSafe [Saskatchewan]’s strategy resonates with the challenges faced in municipalities. We have manual labour and heavy work like changing out tires and blades on equipment. WorkSafe [Saskatchewan]’s focus to help industry implement solution-based approaches to tackle hazards causing sprains and strains is welcomed.

Ray Orb, President,
Saskatchewan Association of Rural
Municipalities (SARM)

”

“

The Saskatchewan Trucking Association (STA) partnered with WorkSafe [Saskatchewan] to improve safety training. Collectively, we completed job hazard analysis on the work tasks that commonly lead to serious injuries in our industry and worked this into our training. We also partnered to create a Certificate of Recognition program to align with the needs of the transportation sector.

Susan Ewart, Executive Director,
Saskatchewan Trucking Association

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Training standards ensure that quality training is in place to prevent future exposures. WorkSafe Saskatchewan brought stakeholders together to review a promising practice and adapt it for application in Saskatchewan.

Jesse Todd, Chair, Saskatchewan Asbestos Awareness Organization

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Worker feedback



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A second operation was booked for the day after and that was when they amputated.”

Josh Forrest's injury story

In June 2019, I contracted a staph A bacterial infection that turned into a flesh-eating disease. This eventually resulted in the removal of my leg above the knee.

I was doing work as a labourer for an arborist and I rolled my ankle. A couple of days prior, I was doing a landscaping job for the same employer and I cut my hand. There is a chance the infection was introduced into my body from dirt that got into that wound.

The ankle roll happened at 10 a.m. I can deal with some pain, but by the end of the day, I was limping pretty badly. I went to a medi-clinic to get an X-ray on the ankle to see if it was a fracture because of the pain. I'm thankful that I did because that's what started the WCB claim.

The ankle continued to swell over the course of several days and the pain was so bad, I ended up having to go to emergency. I was there for 15 hours and called my mom to come down.

The doctors came to talk to me after doing some lab samples. They had a consent form for amputation. I could not understand why it would go from a sprained ankle to amputation, but I was in so much pain. I would have signed anything to take away that pain.

I had my first surgery. When I woke up, they had drained it and my leg was still there. I thought, "OK, that's a good thing." A second operation was booked for the day after and that was when they amputated.

For that first little bit, I didn't know exactly what I would do for money.

I didn't even know that this would be a workers' compensation situation. I didn't think of it as being work-related.

I was immediately put into physio for an hour every day. It quickly was bumped up to an hour and a half. After a couple of months, I went from primary to tertiary and four hours of physio a day. I rebuilt my body. If it hadn't been considered a workplace injury, I don't know if I'd be in the same place that I am.

I obviously can't do the same type of work I was doing. I was approved for retraining, which allowed me to go back to school. I've been in school for the last two years and I'm just about to finish. I'm taking mental health and wellness, a two-year diploma program. I will work in mental health and addiction as a non-professional counsellor. I like challenges.

If I had to do this myself without workers' compensation coverage and funding, I would have received a lower quality prosthetic. Through the WCB, I was able to get a high functioning, much better quality leg.

There was also funding for grief counselling. I had several sessions with a grief counsellor, which was really helpful.

I can't see what the employer could have done differently. At the end of the day, he said, "I saw that you were limping. Take a day. Go get that checked out." He did nothing wrong. However, it would be better if there was more education for workers to let them know, "Hey, these are your rights."

A man with short brown hair, glasses, and a mustache is sitting on a wooden park bench. He is wearing a dark blue patterned button-down shirt, dark trousers, and black sneakers with yellow accents. He is smiling at the camera. The background is a blurred park setting with green trees and a building in the distance.

Josh Forrest

First Nations University of Canada student feedback

Based on stakeholder feedback, there is a need to continue exploring additional data analysis. It is acknowledged that more work is needed to refresh injury rate calculations to better reflect workforce statistics, develop ways to capture data identifiers for new and vulnerable workers, and identify new data and trends to tell the complete story of injuries affecting the Indigenous community.



Storytelling resonates with all demographics, but it is more so relevant within Indigenous communities. Stories about incidents that happen in Indigenous communities should be shared and used to relay awareness about the importance of safety. I feel like we, the class, can be the raven and help the coyote [WorkSafe Saskatchewan] find its eyes again*.

Tyrell Sinclair, Student, First Nations University of Canada



This quote from Tyrell Sinclair was offered with the understanding that we do not have all of the data and that we need to commit to doing more to identify new data and trends so that we can tell a more complete story of injuries affecting Indigenous workers.



By creating a strategy that has all of the statistics and demographic rates of work-related fatalities and serious injuries in First Nations communities, the WorkSafe Saskatchewan team will be able to identify hazards and start implementing new ways to reduce those hazards. WorkSafe Saskatchewan can create preventative maintenance programs in partnership with Indigenous nations and monitor the progress of this strategy by introducing new policies and regulations, and thinking of more innovative ways to reduce and promote workplace injuries and fatalities in First Nations communities.

Tabitha Dieter, Student, First Nations University of Canada



“

Train community members to be the leaders in safety. They will also deliver Mission: Zero and reinforce how we get there and what our specific focuses should be. Create a change champion within a community or business.

Krysta Hatfield, Student,
First Nations University of Canada

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Partnering with [the Federation of Sovereign Indian Nations] FSIN, Métis Nation and/or Aboriginal Affairs may create a bridge to address the communications gap between the provincial government and Indigenous communities, which could potentially help resolve many of the key issues.

Alexandra Penner-Acoose, Student, First Nations University of Canada

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I recommend that WorkSafe Saskatchewan apply its principles, mission and standards to corporate policy, and core operational activities to involve Indigenous peoples [in a way] that is inclusive in WorkSafe [Saskatchewan] and Occupational Health and Safety. This action will communicate a proactive approach to an ethics of care that contributes to a caring human relationship with Indigenous workers.

Dawn Delorme, Student, First Nations University of Canada

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Firefighter feedback

In the 2019-2021 Fatalities and Serious Injuries Strategy, WorkSafe Saskatchewan collaborated with professional firefighter unions, fire chiefs, volunteer firefighters and industry experts to reduce the prevalence of firefighter cancers. Bringing firefighters together to implement promising cancer prevention work practices resulted in positive feedback from stakeholders, and serves as an example of how the prevention and learning stream will deploy injury prevention in the 2023-2028 strategy.

“

‘Gross decon’ is an effective way to remove carcinogens from our gear. This involves scrubbing the gear with soap and water prior to leaving the fire scene. WorkSafe Saskatchewan is going the extra mile to support research with the North Carolina State University to help us test a method to safely complete this task in the winter months. Context matters: -40 C is a reality in our province.

Darcy Rusk, Battalion Chief, Prince Albert Fire Department

“

Firefighter cancer is a serious and complex issue. WorkSafe [Saskatchewan] collaborated with firefighters and management from across the province, partnered with an expert from Ohio, reviewed current cancer prevention practices and created a practical video training library to educate our workforce.

Lloyd Zwack, Fire Captain, Prince Albert Fire Department

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There's a series of videos that were developed in order to hopefully educate fire departments and firefighters, not only in our province but across Canada and North America, to successfully put into place initiatives to prevent the amount of exposure to carcinogens that are known in the workplace. Some of them are decontamination of the firefighters, proper laundering of turnout gear, secondary turnout gear that's available for the firefighters so that way they can put that in service right away, right down to exhaust management systems from the diesel exhaust or total exhaust management systems to put in place for the apparatus floor, particular blocking hoods, anything that we could possibly do to try to lessen the exposure of firefighters and hopefully diminish the number of cancers that are being caused to firefighters within the province.

Dale Feser, Former Fire Chief,
Estevan Fire Rescue Service

“

As a leader who's responsible for 300 staff, safety continues to be our No. 1 priority. We continue to provide quality training and equipment to reduce exposure to cancer-related illness. This line of work always brings risks and it is our responsibility to lessen those risks as much as possible.

Layne Jackson, Fire Chief,
Regina Fire and Protective Services

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With the recent groundbreaking decision of the International Agency for Research on Cancer (IARC) that has increased the danger level of occupational cancer of firefighting to the highest possible level, the collective involvement of firefighters throughout the implementation is part of the overall success. From planning the cancer prevention audits to completing the evaluations on site to making improvements and participating in the development of the training series, it has been a team effort. It was great to learn about the promising prevention practices and implement them in Saskatchewan fire halls. We've come a long way in our prevention practices and the training resources we helped develop are receiving positive feedback from firefighters across Canada.

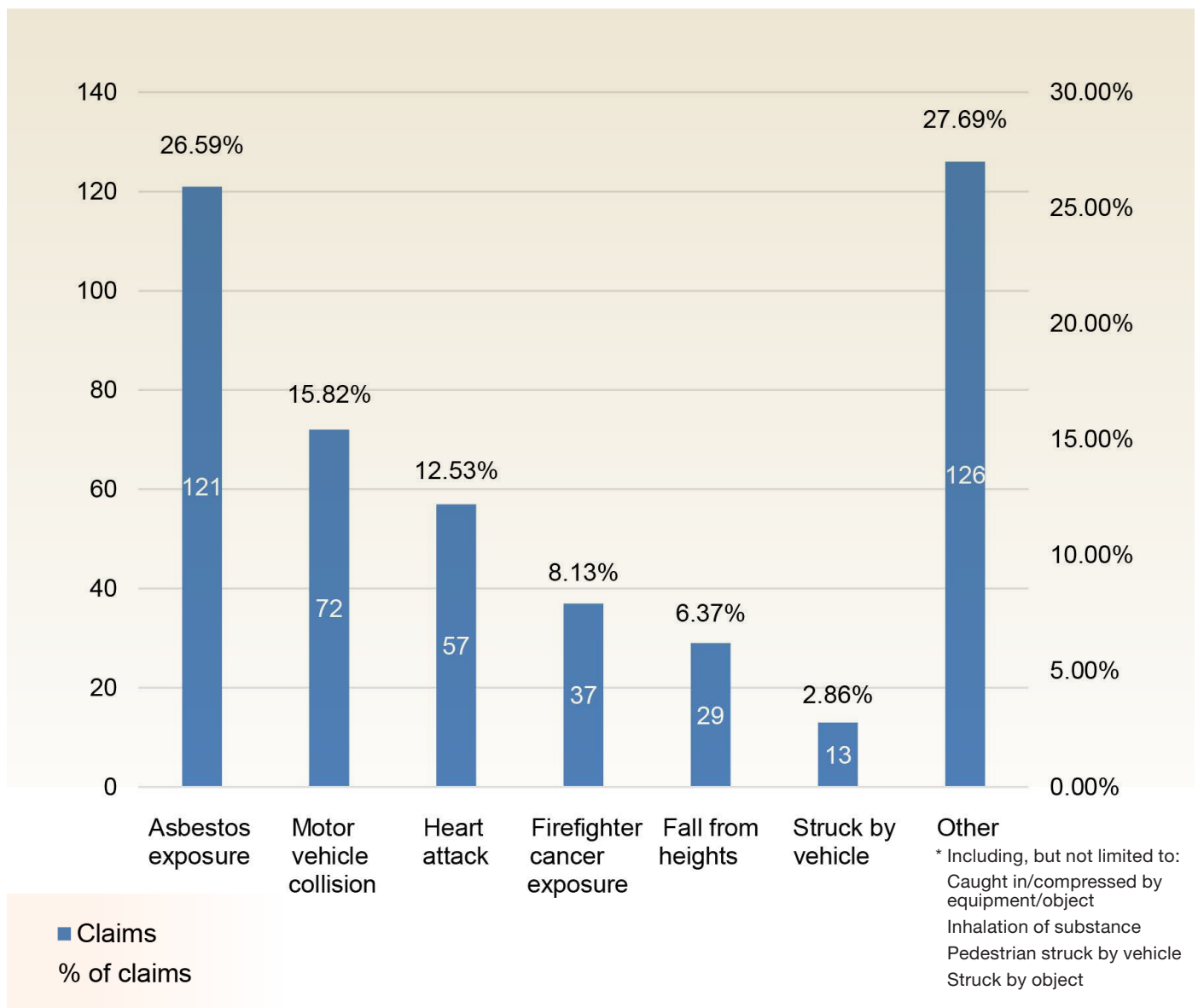
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Tyler Packham, President, Regina Professional Fire Fighters Association

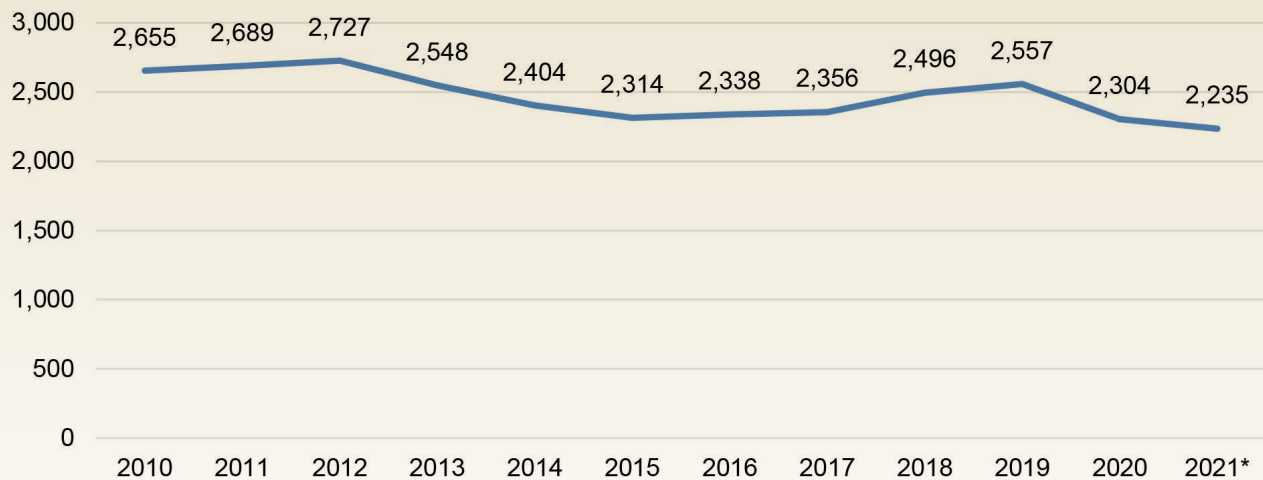
Appendix A

Saskatchewan workplace injury data

Fatalities by cause 2010 to 2021



Serious injury count by claim registration year*

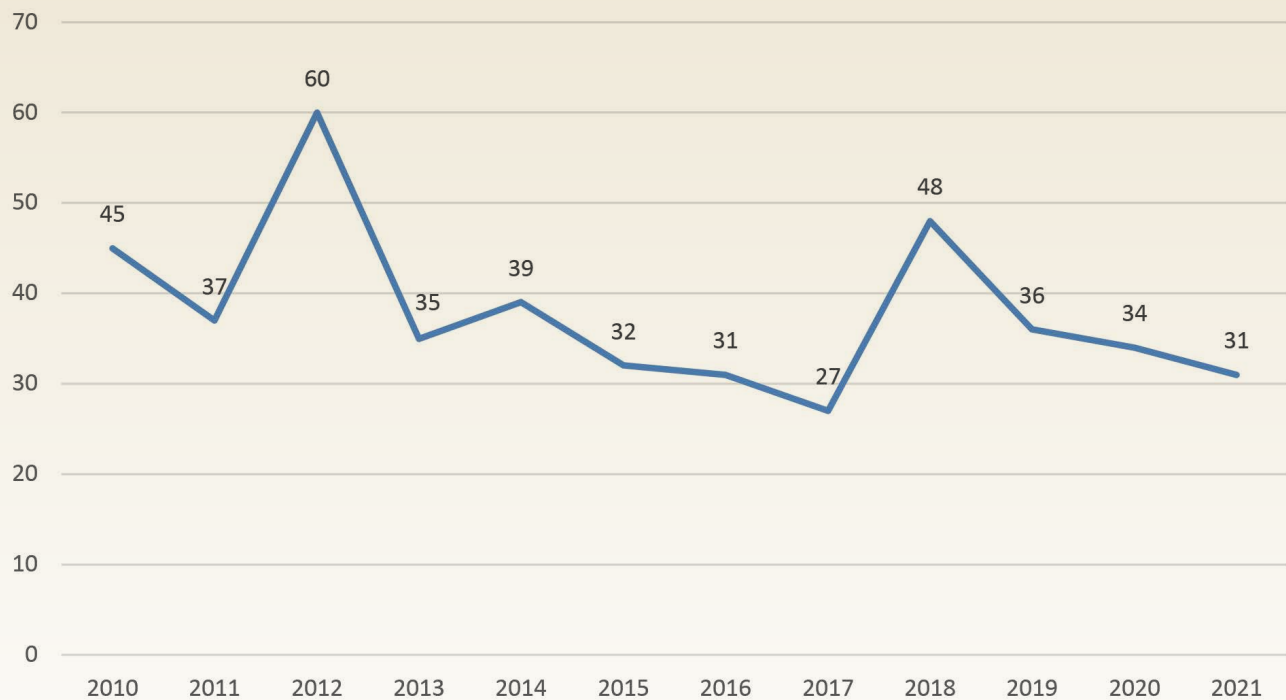


*2021 data preliminary (as of July 31, 2022). All serious injury data include accepted, non-federal claims.

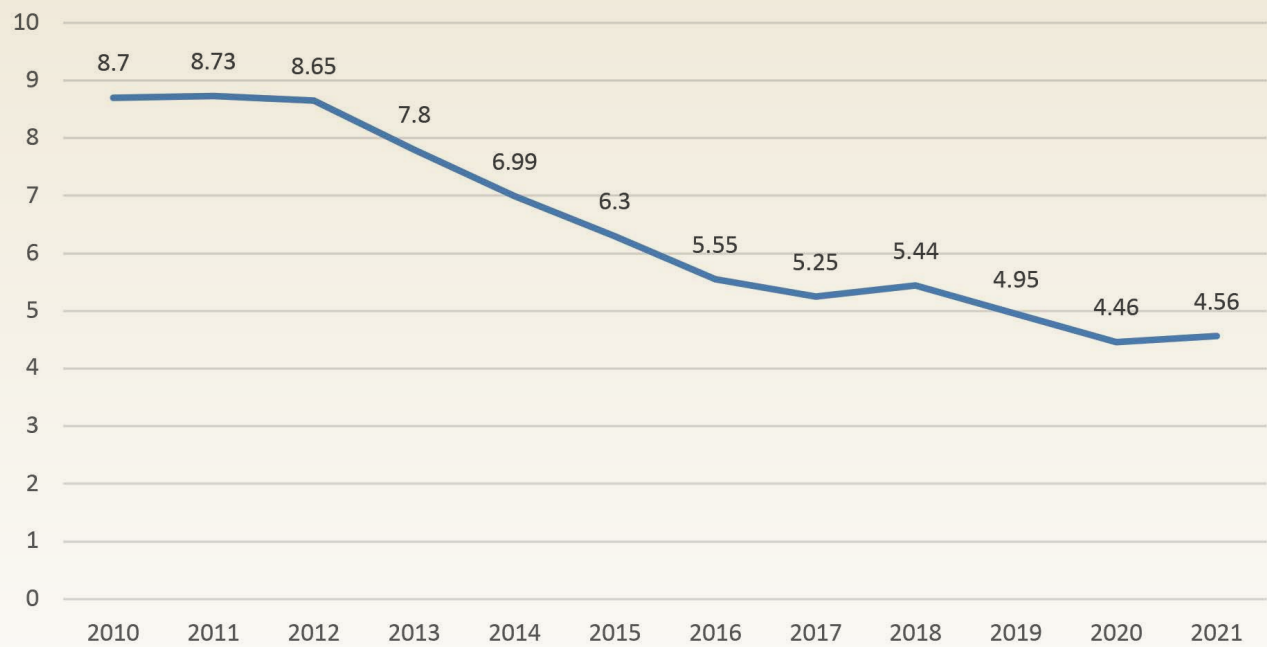
Appendix A

Saskatchewan workplace injury data

Fatalities (2010-2021)



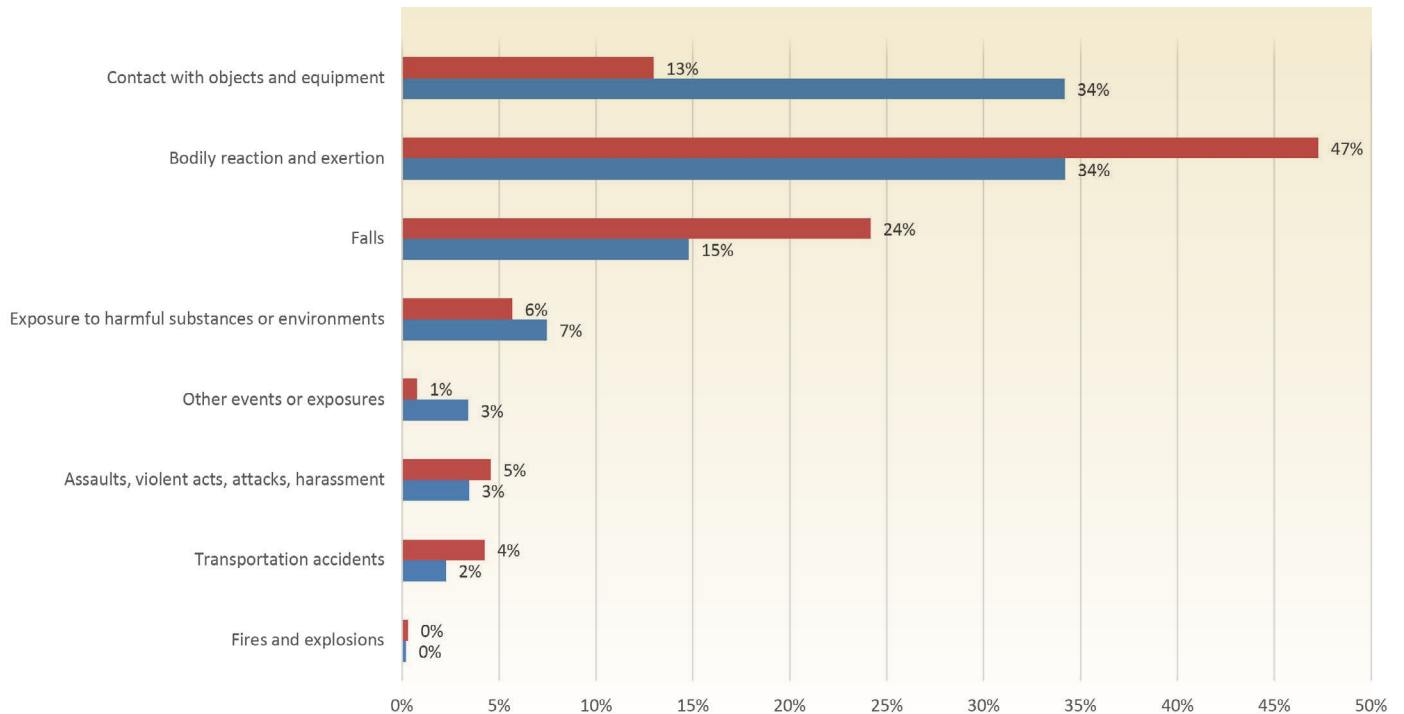
Total injury rate (per 100 workers)



Appendix A

Saskatchewan workplace injury data

Percentage of claims - all injuries versus serious injuries by cause 2010 to 2021*



*Data as of July 31, 2022.
All serious injury data include
accepted, non-federal claims.

■ Percentage of claim - serious injuries

■ Percentage of claim - all injuries

Serious injury counts for Jan. 1, 2010 to July 31, 2022

2010-2021* serious injury data as of July 31, 2022. All serious injury data include accepted, non-federal claims.

*2021 data are preliminary results and could rise significantly over the next year.

Rate code	Description	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Grand total
G22	Health Authority, Hospitals, Care Homes	558	544	566	492	436	473	503	485	563	604	587	559	6,370
T42	Transportation, Courier, Commerical Bus	197	207	253	195	181	190	183	169	180	178	174	138	2,245
G31	Cities, Towns, Villages, RMs	85	97	101	92	116	103	106	116	170	167	144	146	1,443
G51	Government of Saskatchewan and Ministries	146	129	145	110	114	109	129	103	113	128	113	93	1,432
B12	Residential Construction	120	132	130	132	127	114	121	110	84	100	78	87	1,335
B13	Commercial, Industrial Construction	116	148	123	124	133	116	108	94	91	67	63	64	1,247
C32	Grocery, Department Store, Hardware	115	117	95	119	107	93	86	81	112	77	73	64	1,139
R11	Road Construction and Earthwork	95	101	85	103	92	95	98	100	99	79	75	77	1,099
C61	Automotive, Implement Sales and Service	67	84	65	74	81	70	64	89	69	82	78	69	892
S21	Community and Social Services	56	45	69	62	49	58	83	79	94	96	86	106	883
B11	Construction Trades	57	53	69	76	64	74	62	63	51	68	56	39	732
C33	Wholesale, Chain Stores	60	54	53	73	64	52	49	55	54	59	61	68	702
G12	Elementary and Secondary Education	55	54	59	53	51	63	64	66	60	53	52	53	683
M92	Machine Shops, Manufacturing	74	59	67	59	49	58	42	46	44	41	45	42	626
S22	Restaurants, Catering, Dry Cleaning	69	51	64	59	41	42	52	55	45	58	43	37	616
C62	Automotive Service Shops, Towing	46	47	53	70	38	48	56	51	44	52	37	40	582
M62	Mills, Semi-Medium Manufacturing	41	66	54	39	45	50	42	48	61	51	43	33	573
S23	Hotels, Motels, Taxis	49	47	39	47	54	35	51	44	45	60	31	38	540
D41	Oilwell Servicing	60	51	59	51	53	41	32	41	41	35	30	24	518
C41	Co-operative Associations	49	35	48	39	40	40	34	42	31	50	40	39	487
C12	Light Commodity Marketing	36	57	45	36	41	31	36	31	41	41	47	43	485
S32	Personal, Business and Leisure Services	62	39	39	44	29	29	31	35	38	36	25	23	430
S12	Offices, Professionals	29	35	29	22	27	32	38	35	46	44	44	37	418
C51	Lumber Yard, Builders' Supplies	37	43	47	33	44	29	23	21	27	29	27	26	386
M91	Agricultural Equipment	26	27	40	22	28	19	18	21	26	25	22	30	304
A11	Light Agricultural Operations	31	26	28	17	21	27	20	26	29	23	13	24	285
T51	Operation of Railways	24	20	18	23	18	17	12	25	23	25	20	14	239
D72	Underground Softrock Mining	21	13	9	25	37	20	22	24	10	19	9	23	232
G11	Post-Secondary Education	29	21	21	18	14	14	21	12	16	29	9	16	220
A21	Farming and Ranching	11	13	13	17	10	14	15	29	28	21	19	19	209
S33	Caretaking, Park, Authorities	16	26	15	18	18	18	15	13	25	12	14	15	205
M81	Metal Foundries and Mills	16	15	13	10	6	22	19	16	16	24	23	12	192
M72	Processing Meat, Poultry and Fish	13	17	22	19	12	10	11	9	17	18	9	17	174
M94	Iron and Steel Fabrication	22	22	13	16	20	8	8	12	10	14	11	9	165
D51	Service Rigs and Water Well Drilling	16	25	15	8	15	9	7	11	10	11	10	8	145
S41	Engineering, Testing and Surveying	12	10	10	14	13	15	10	12	11	12	9	8	136
M42	Bakeries, Food Prep and Packaging	14	9	16	18	11	9	12	6	4	7	13	12	131
D73	Underground Hardrock Mining	18	20	16	16	10	6	13	8	6	4	6	6	129
U31	Electric Systems	13	17	18	10	12	10	9	9	7	5	14	4	128
U11	Telecommunications	10	6	14	8	9	6	9	11	9	15	11	11	119
D52	Seismic Drilling	20	23	10	10	8	2	4	12	11	6	4	4	114
M33	Refineries and Upgrader	9	5	10	11	10	8	8	3	10	6	7	10	97
S11	Legal Offices, Financial, Drafting	8	7	6	3	10	6	5	17	6	13	5	5	91
D32	Operation of Oilwells	7	10	10	7	8	9	10	6	4	10	8	1	90
T61	Commercial Air Transportation	5	8	4	12	7	7	4	10	16	3	2	7	85
M41	Dairy Products, Soft Drinks	12	8	13	14	5	3	4	4	5	8	3	4	83
A31	Grain Elevators and Inland Terminals	11	10	4	2	3	2	6	6	10	4	7	9	74
M31	Manufacturing, Pipeline Operations	8	7	4	8	4	10	5	9	4	6	4	5	74
D71	Open Pit Mining	3	2	2	2	2	3	5	5	3	3	7	5	42
S14	Unions		1		1			1						3
Grand total		2,654	2,663	2,701	2,533	2,387	2,319	2,366	2,375	2,519	2,578	2,311	2,223	29,629

Appendix B

Stakeholder engagement

2021 phase 1 stakeholder feedback/themes

In total, more than 300 citizens participated in the first phase of meetings and generally, participants supported the current path and focused priority areas from the first strategy. Overall, participants appreciated the opportunity to participate, acknowledged the importance of community engagement, recognized the results/outcomes and offered suggestions.

The following themes reflect the collective voice of all six meetings:

• Health care remains a priority

- From 2010 to 2021, health care consistently had the highest number of serious injury claims.
- Emerging issues include COVID-19, mental health, workload, burnout and violence.

• Top causes of injuries/concern

- Increased violence in the workplace.
- Continuing increase of mental health claims.
- Back injuries and recovery.
- Motor vehicle collisions.
- Supplementary benefits – how this strategy can provide support to other sectors/industries who may or may not be exempt from WCB legislation.

• Leadership support (pre-conditions for success)

- Worker engagement, adequate supervision, training and orientation, and support for safety culture is critical to encouraging employees to freely raise safety concerns.
- Proactive hazard assessment and quality incident investigations advance workplace safety systems.

• Cultural awareness

- Emerging serious injuries in workplaces with foreign workers.
- Claims suppression. Underlying issues may be a lack of awareness or dependency on the employer to remain in the country.

• Alternative funding/grant models

- Alberta grant model and creative sentencing models (fines and penalties to fund prevention approaches) were referenced.
- Exploration of affordability factors around asbestos testing to remove financial barriers to enable citizens to proactively plan work.
- Promotion of engineering controls for fatality prevention.



• Data reporting and analysis

- Indigenize report and provide indigenous statistics. Camosun College defines Indigenization as the “process by which Indigenous ways of knowing, being, doing and relating are incorporated into educational,

organizational, cultural and social structures.”¹

- Identify injury rates for workers with different migrant statuses.
- Report serious injuries by occupation.
- Break out permanent functional impairments and costs to identify new trends.

• Enforcement

- Expand summary offence tickets for not preventing asbestos exposures.
- Align the enforcement activity as part of the strategy.
- Implement creative sentencing, such as fines and penalties, to fund prevention approaches.

• Performance insights and data

- Overall, the original focus points remain the primary drivers of serious injuries and fatalities in the province and some emerging issues have been identified.

The serious injury profile remains consistent

- From 2010 to 2011, bodily reaction accounted for 34 per cent of overall claims, but 47 per cent of serious injuries.
- In addition, from 2010 to 2021, 15 per cent of overall claims were due to falls, but falls accounted for 24 per cent of serious injuries. The 2021 trends further support that falls at the same level continue to be the No. 1 cause of serious injuries. Health-services workers and truck drivers are the overall top two occupations.
- In 2021, back, leg and shoulder injuries accounted for a higher proportion of serious injuries compared to overall claims.

¹ Michel, Corrine. Inspiring Relationships Indigenization Plan, Camosun College, Victoria B.C., Apr. 2013, <https://legacy.camosun.ca/learn/school/indigenous-education-community-connections/about/publications/indigenization-plan13.pdf>.

Appendix B

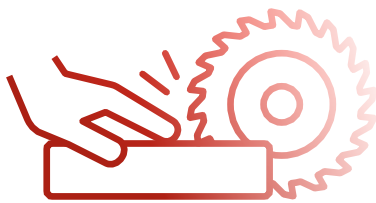
Stakeholder engagement

There is a significant difference in the injury profile of overall claims and serious injury claims with respect to age

- From 2010 to 2021, 34 per cent of serious injury claims were between the ages of 20 and 39.
- From 2010 to 2021, 51 per cent of serious injury claims were between the ages of 40 and 59.

A disproportionate number of serious injuries are occurring in specific industries

- A heat map included in Appendix A provides a high-level overview of the distribution of serious injuries by industry rate code in Saskatchewan. The persistency of serious injuries continues to be disproportionate in specific rate codes.
- As of July 31, 2022, 61 per cent of serious injuries (18,616) occurred in 10 industry rate codes in the last 10 years.



**Approx.
60%**
of serious injuries
occurred in
10 industry
rate codes
in the last 10 years

2021 phase 2 stakeholder engagement – validation of strategic focus

WorkSafe Saskatchewan played back themes and insights from the first phase of engagement meetings and presented the new strategic focus to approximately 100 stakeholders. Overall, there was support for the approach taken, including data-driven decision-making, agreement on priority industries and themes identified, the importance of worksite readiness, and the need to bring industries together to share promising practices and success.

Stakeholders offered minor revisions and additional clarity to the 2023-2028 strategy development, including the need to:

- Ensure the integration of psychological health and safety more predominately as part of the overall deployment approach.
- Clarify/change the name of the ergonomics cross-cutting theme (changed to musculoskeletal injury prevention) to ensure focus on the reduction of serious sprains and strains.
- Have representative sampling in the selection of priority worksites (that is, rural, urban, long term vs. traditional health-care settings, residential vs. commercial construction sites, etc.).
- Consider weighted selection criteria (that is, bringing good and bad safety performers together in a learning community) to establish support from high-performing sectors.

Discussion was also held around a push/pull deployment approach and consideration for marrying the safety needs at the worksite with the themes identified in the proposed strategy (that is, focus on one priority item from the worksite, one or two priorities from the sector, and one or two priorities from cross-cutting themes).

There was acknowledgement that “safety is daily work” and that this construct is foundational for an effective safety culture. Participants shared ideas and suggestions for promising practices. There were a wide variety of suggestions from within and outside of the sectors, province and country.



“

This is how employment policy should be crafted. WCB staff reached out to experts and other stakeholders for their feedback, then fairly represented their advice for consideration in the report. It's especially important that the WCB is making meaningful efforts to improve communications and data transparency so that employers, stakeholders and government can advance better policies that make our workplaces safer. As an academic, I welcome these improvements.

Andrew Stevens, Associate Professor, Industrial Relations and Human Resource Management, University of Regina

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