



Fatalities & Serious Injuries

Jack Hardy, CRSP
Manager Prevention
Saskatchewan WCB



What is WorkSafe Saskatchewan ?

In its simplest terms WorkSafe is formal partnership between the Workers' Compensation Board & Labour Relations and Workplace Safety or LRWS.

- Governed by a steering committee of senior level WCB & LRWS representatives which feeds a WorkSafe working group which meets bi-monthly.
- Recognizes the shared interest in quickly driving incident reduction and safety culture improvement in Saskatchewan.
- Recognizes same shared goals and objectives but utilizes different tools and approaches.



The “WorkSafe” Approach

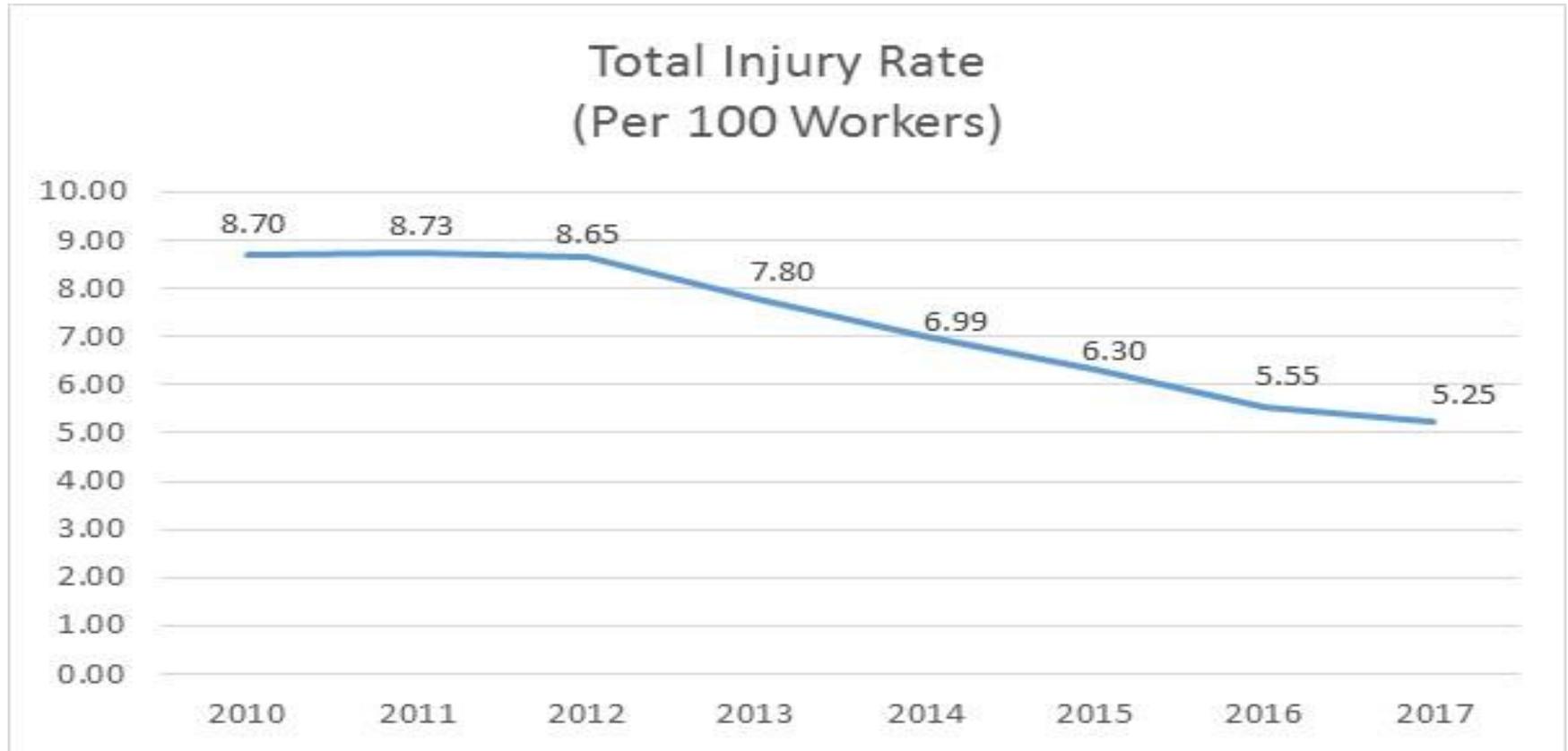
WorkSafe’s approach to its undertakings has always been prefaced on addressing 5 key areas:

- Targeting
- Awareness
- Education
- Partnerships
- Enforcement/Inspection.



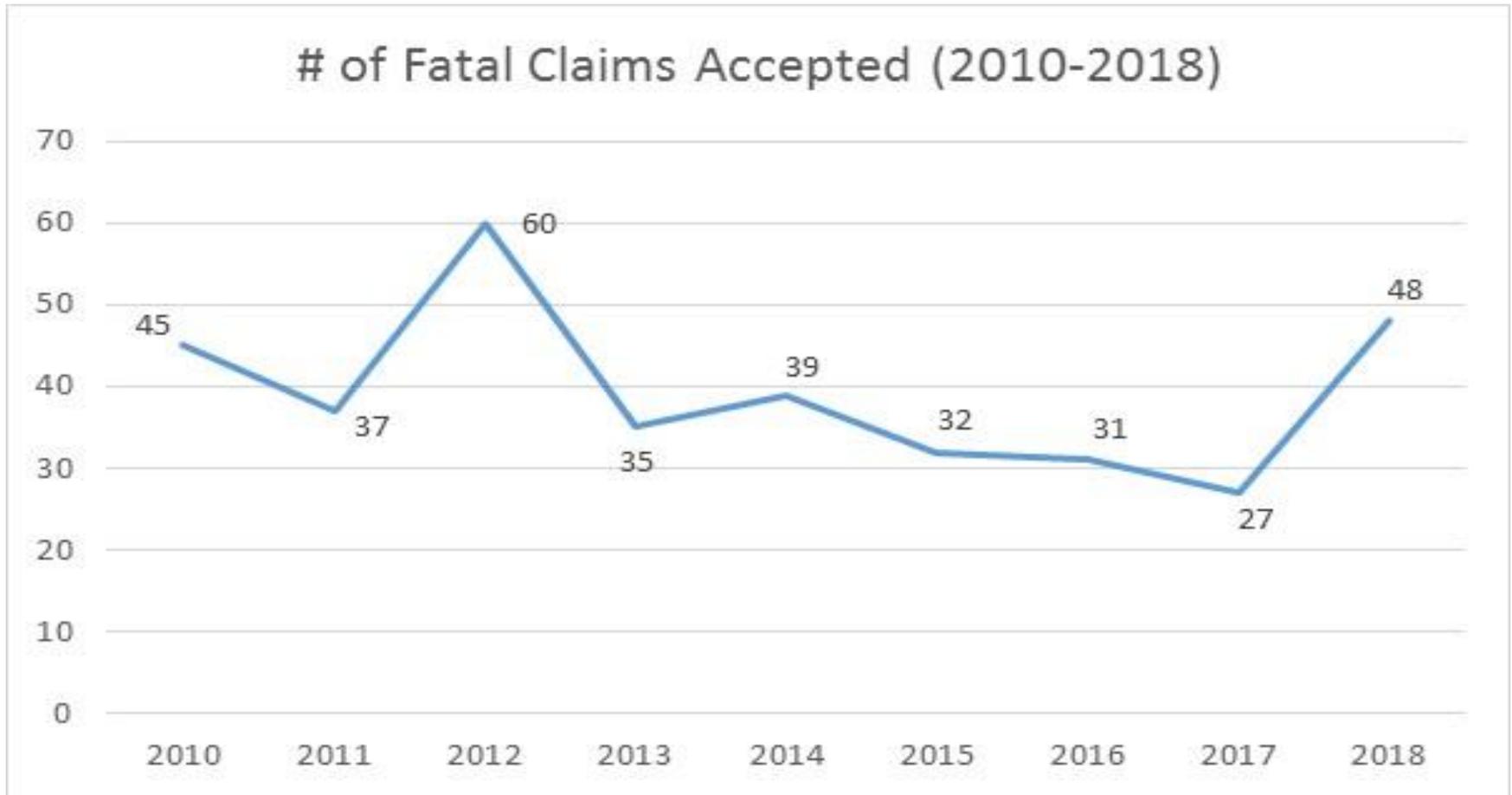
Fatalities & Serious Injuries the Current State

Despite almost a decade of overall safety performance improvement, indicators in late 2017 – 18 became concerning.



Fatalities the Current State

Of significant concern



Fatalities the Current State

Specific to fatalities further analysis undertaken in 2018 provided the following as WorkSafe's focuses for 2019 - 2021.

- Falls from heights;
- Work related Motor Vehicle Accidents (MVA) including Federally covered employers;
- Asbestos exposures; and
- Fire Fighter cancer exposures.



Fatality Strategy 2019-2021

Falls from heights

- Develop and implement standardized fall protection training to reduce fatalities by XX% in the Province of Saskatchewan by December 31, 2021.
- 2019 develop and host an industry focus group to better understand the barriers and challenges to wearing fall protection at work;
- Develop and implement a supporting Communications campaign;
- Implement targeted inspection and enforcement campaign;
- 2020 - 2021 form an industry best practices group and develop or adopt an appropriate fall protection training standard and quality assurance process; and
- 2021 implement and administrate Q/A standard.



Fatality Strategy 2019-2021

Asbestos

- Improve asbestos abatement controls, to improve public asbestos hazard awareness by XX% in the province of Saskatchewan, by December 31, 2021.;
- 2019 continue awareness campaign and investigate the development of a training standard;
- Form an industry best practices group and begin the adoption or development of a standard for training;
- 2020 adopt and/or develop and implement the training standard and quality assurance process; and
- 2021 integrate asbestos abatement into municipal building/demolition permitting process.



Fatality Strategy 2019-2021

Firefighter Cancer Exposures

- Objective - Improve firefighter cancer prevention controls, to reduce the risk of exposure by XX% in the province of Saskatchewan, by December 31, 2021.
- 2019 audit a sample of Saskatchewan fire halls (including urban rural 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 Chief's and Volunteer Firefighters' Convention;
- 2020-2021 develop an awareness campaign to improve awareness about systems, program or training gaps, survey fire halls to gather feedback on the current state and provide access to resources to help reduce the gaps; and
- 2021 investigate the feasibility of a grant program to provide assistance to purchase hazard controls.



Serious Injuries - A new definition

During the analysis undertaken in 2018 questions were raised as to the applicability or relevance of the definition of “Serious Injury” which had been used.

Decision to extend work out to take a closer look at this definition and its application to WorkSafe’s work moving forward.



Serious Injuries - Defining

Process

- Environmental scan through the Association of Workers' Compensation Boards of Canada (AWCBC)
- Adjustments and re-running of the data set to determine effect of various inclusions and exclusions to the definition.
- Review of final data set
- Initial consultation with various stakeholders



Serious Injuries – New Definition

Serious Injury

- *If a claim is a fatality;*
- *If a claim has more than 50 days of compensation paid;*
- *If a claim has an LRWS referral flag;*
- *If a claim is a primary Psychological/Mental Health Claim; and*
- *If a claim has a Permanent Functional Impairment (PFI) greater than or equal to 10%*

If one or more of the above criteria is satisfied, a claim will be referred to as a “serious injury” claim within the scope of this strategy.



Serious Injuries – Current State

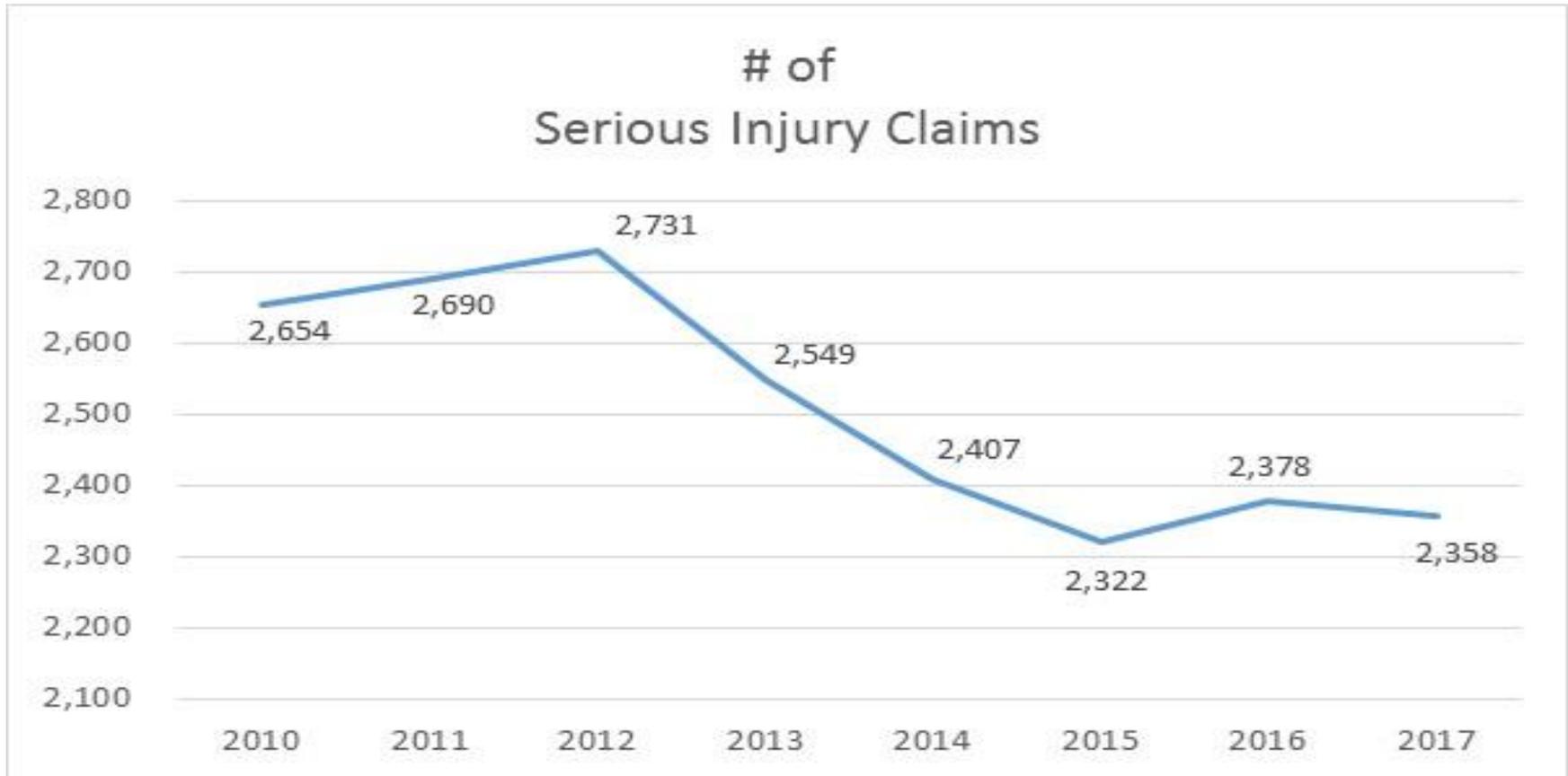
Further analysis of the data after application of the new definition provides guidance for WorkSafe based on:

- Employer (rate code)
- Employer(s)
- Body Part
- Causal factors (preliminary)



Serious Injuries – Current State

So when applied to the historical claims data



Serious Injuries – Current State

Industry (Rate Code)

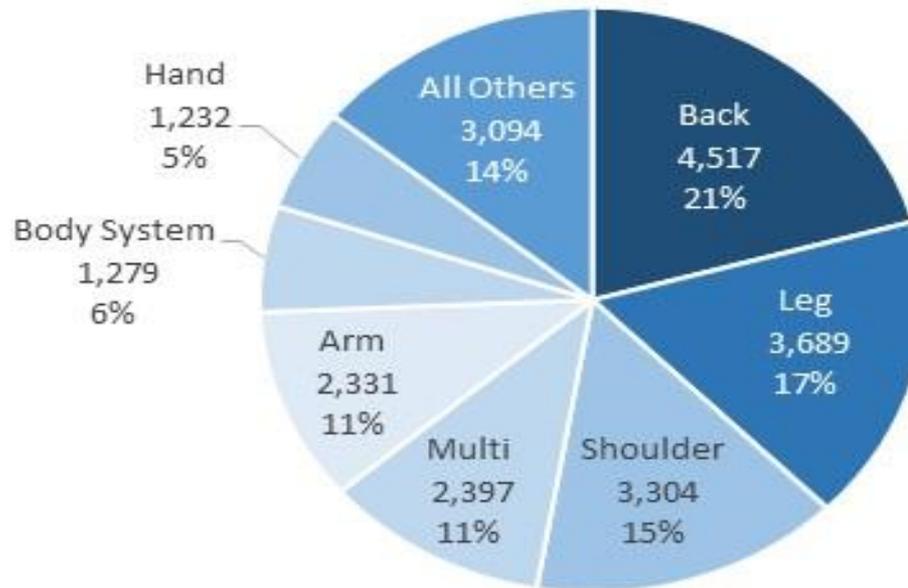
- Health Care
- Manufacturing
- Construction
- First Responders
- Transportation (including Federally regulated)



Serious Injuries – Current State

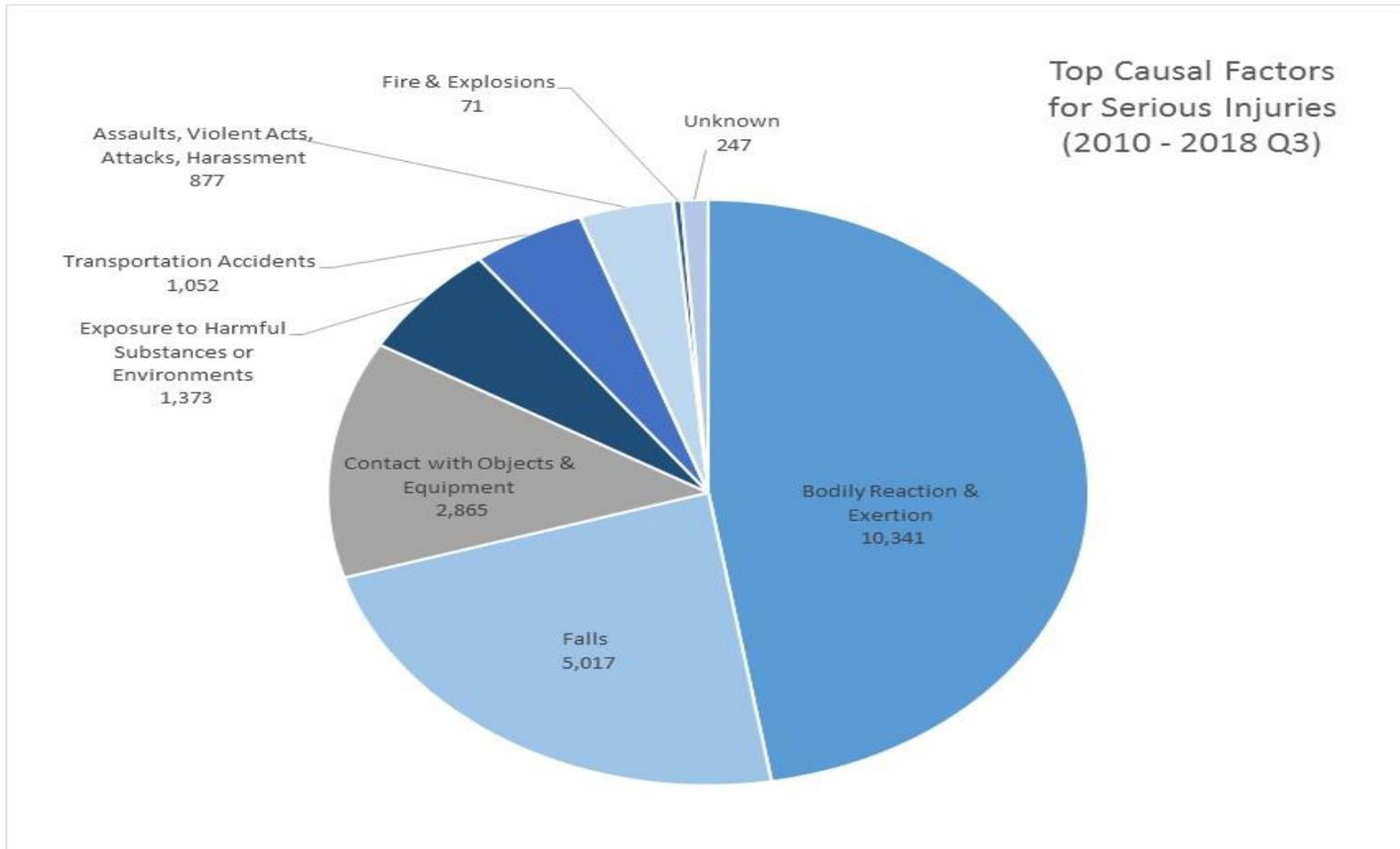
Serious Injuries by Part of Body

Serious Injuries by Part of Body
(2010 - 2018 Q3)



Serious Injuries – Current State

Serious Injuries by Causal Factor



WorkSafe 2019 – 2021 Serious Injury Focus

Healthcare

- Reduce serious injuries in the G22 rate code by XX by December 31, 2021.
- 2019 develop a collaborative approach to uncover the root cause of serious injury and improve hazard controls and reduce the risk of injuries in healthcare facilities;
- 2019-2020 test the feasibility of applied root cause investigation in Healthcare to determine a broader Provincial strategy; and
- 2020-2021 replicate solutions validated in targeted Healthcare facilities; and
- implement a targeted inspection / enforcement campaign.



WorkSafe 2019 – 2021 Serious Injury Focus

Manufacturing

- Improve hazard controls, to reduce serious injuries by XX in the Saskatchewan manufacturing sector, by December 31, 2021.
 - 2019 identify five manufacturing facilities with the highest number of serious hand injuries, WorkSafe co-brand the Ansel Guardian program, complete Guardian assessments at each targeted facility and evaluate effectiveness;
 - Evaluate the effectiveness of the Guardian program and continue assessments in 2020 and 2021;
- 2020 Adopt or develop Provincial machine guarding audit protocol in partnership with the Saskatchewan Association for Safety in Manufacturing (SASM); and
- 2021 complete machine guarding audits; and
- Implement targeted inspection and enforcement campaign, measure effectiveness, refine and revise.



WorkSafe 2019 – 2021 Serious Injury Focus

First Responders

- Improve access to first responder mental health resources, to improve awareness of proactive resources and reduce the severity of psychological injury claims by XX% in the province of Saskatchewan, by December 31, 2021;
- 2018 developed a Provincial First Responders mental health committee;
- 2019-2021 develop and launch the First Responder mental health website to improve access to mental health resources. The committee has committed to achieving the following multi-year goals:
 - Research, share and promote relevant research and best practices to support positive mental health among First Responders;
 - Develop a network of culturally knowledgeable, competent, credentialed practitioners;
 - Develop and pilot an anti-stigma campaign incorporating champions from various First Responder groups;
 - Develop a toolkit of best practices and resources for employers, supervisors and workers to support mental health in the workplace;



WorkSafe 2019 – 2021 Serious Injury Focus

First Responders (cont)

- Identify an evaluation approach for programs and resources made available through this strategy;
- Increase outreach to First Responders, their leadership and their communities to promote awareness of resources and create meaningful change within First Responder organizations;
- Host a First Responder mental health learning event; and
- Reach out to the broader group of public safety personnel to support them in addressing their mental health needs.

Support mental health practitioners to improve the effectiveness of the assessment and treatment of First Responders.



WorkSafe 2019 – 2021 Serious Injury Focus

Transportation

- Improve hazard controls to reduce serious injuries by XX% in the Saskatchewan transportation sector, by December 31, 2021.
- 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;
- 2019-2020 implement targeted inspection/enforcement campaign in collaboration with Federal OHS;
- 2020-2021 assist the transportation industry in the development of a safety management and audit protocol and supporting training program to implement a Certificate of Recognition (COR) program for the transportation industry; and
- 2021 assist the transportation industry by auditing the safety management systems at 5 transportation companies.



WorkSafe 2019 – 2021 Serious Injury Focus

Other

- Develop the serious injuries and fatalities working group;
 - Meet quarterly to review Saskatchewan Workers' Compensation Board fatality and serious injury data, and develop recommendations to improve related prevention activities;
 - The working group will be comprised of one representative from each of the following bodies: the Saskatchewan WCB, the Ministry of LRWS, a provincial safety association, a provincial research institution and labour.
- Serious injury definition
 - 2020 – Add hospitalization to the serious injury definition to support future legislative changes related to serious injuries and dangerous occurrences; and
 - 2021 – Develop and implement a predictive SIF model to proactively code claims that have the potential for fatality and serious injury.
 - Develop a targeted inspection / enforcement campaign based on this model.





Thank you

