

Health and Safety Conference OHS Update

Alberta Labour

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February 22, 2019



Agenda

1. Prevention Initiative and Occupational Health and Safety (OHS) System Priorities
2. Professionalism in the Workplace
3. Enforcement Activities
4. Potentially Serious Incidents (PSIs)
5. Future Certificate of Recognition (COR)
6. Health and Safety Committee/Representative Training

1. Prevention Initiative and OHS System Priorities



Prevention Initiative

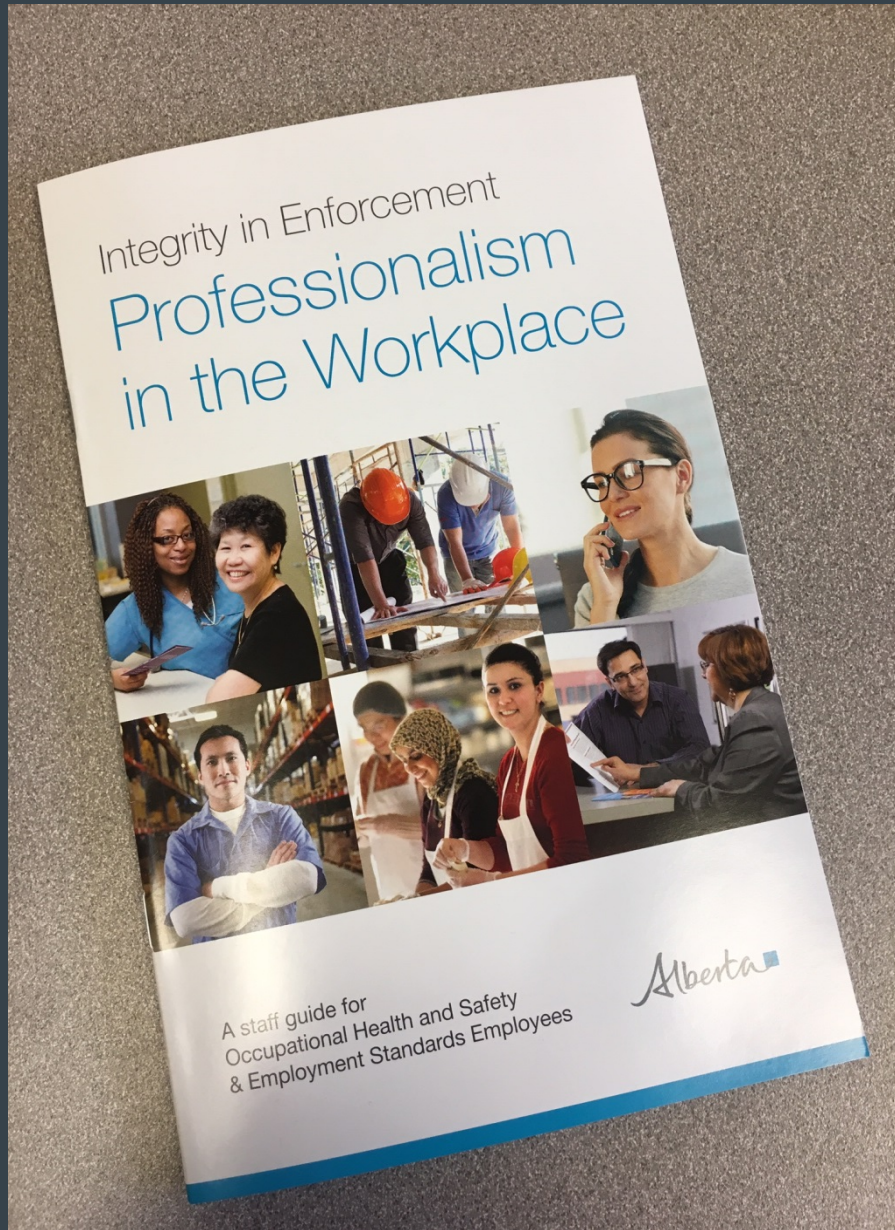
- The prevention initiative will:
 - Clarify the priorities of the OHS system based on evidence and consultation
 - Provide updates on actions to address priorities
 - Evaluate the effectiveness of the OHS system
- The initiative includes four phases:
 1. Gather evidence
 2. Set priorities
 3. Implement
 4. Evaluate

OHS System Priorities

- Priority diseases and injuries:
 - Musculoskeletal disorders due to repetitive use, overexertion and heavy lifting
 - Slips, trips and falls
 - Psychological hazards (i.e. workplace violence and harassment)
- Priority workforce types:
 - Small businesses, and
 - Vulnerable workers

Next Steps

- Create three working groups to discuss coordination and collaboration opportunities
 - Facilitated and lead by OHS
 - Alignment
 - Understanding other key stakeholders
 - Conversations
 - Reporting
 - Enabling conversations on strategies for the OHS system



2. Professionalism in the Workplace

Context

- Provides a consistent set of expectations to uphold public trust and provide the highest level of quality service.

Fundamentals include:

- Honesty and Integrity
- Respect and Diversity
- Fairness and Objectivity
- Collaborative
- Confidential
- Knowledgeable and Competent
- Responsive and Timely
- Enforcement and Risk

3. Enforcement Activities



Update

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- WCB New Employer Inspections
- Apprenticeship Industry and Trade Delegation
- Federal WHMIS Inspections
- Officer Recruitment

Workplace Violence and Harassment – Alberta's OHS Experience To Date

- No increase in related directors' reviews or appeals
- OHS enforcement policy in place
- Complaints and OHS orders from June 1, 2018 to February 14, 2019
 - 639 harassment complaints (including 25 discriminatory action complaints) generated 697 orders.
 - 156 violence complaints generated 197 orders.
 - The majority of orders (80 per cent) related to plans, policies and procedures.
 - For comparison, 115 violence complaints were received between January 1, 2018 and May 1, 2018 when only violence was defined in the previous Act and employers had less stringent requirements in the previous OHS Code.

Performance Metrics

OHS Intervention	2018/19 Cumulative
Inspections completed	9,222
Re-inspections completed	3,703
Distinct workplaces inspected	7,157
Administrative penalties issued	19
Compliance Orders	13,303
Stop use orders issued	160
Stop work orders issued	813
Multi-site orders issued	6
Total orders issued (includes compliance orders, SUO, SWO and SWO-multiple sites. Does not include demands and notice to produce)	14,174
Tickets issued	54

April 1, 2018 – January 31, 2019

4. Potentially Serious Incidents (PSIs)

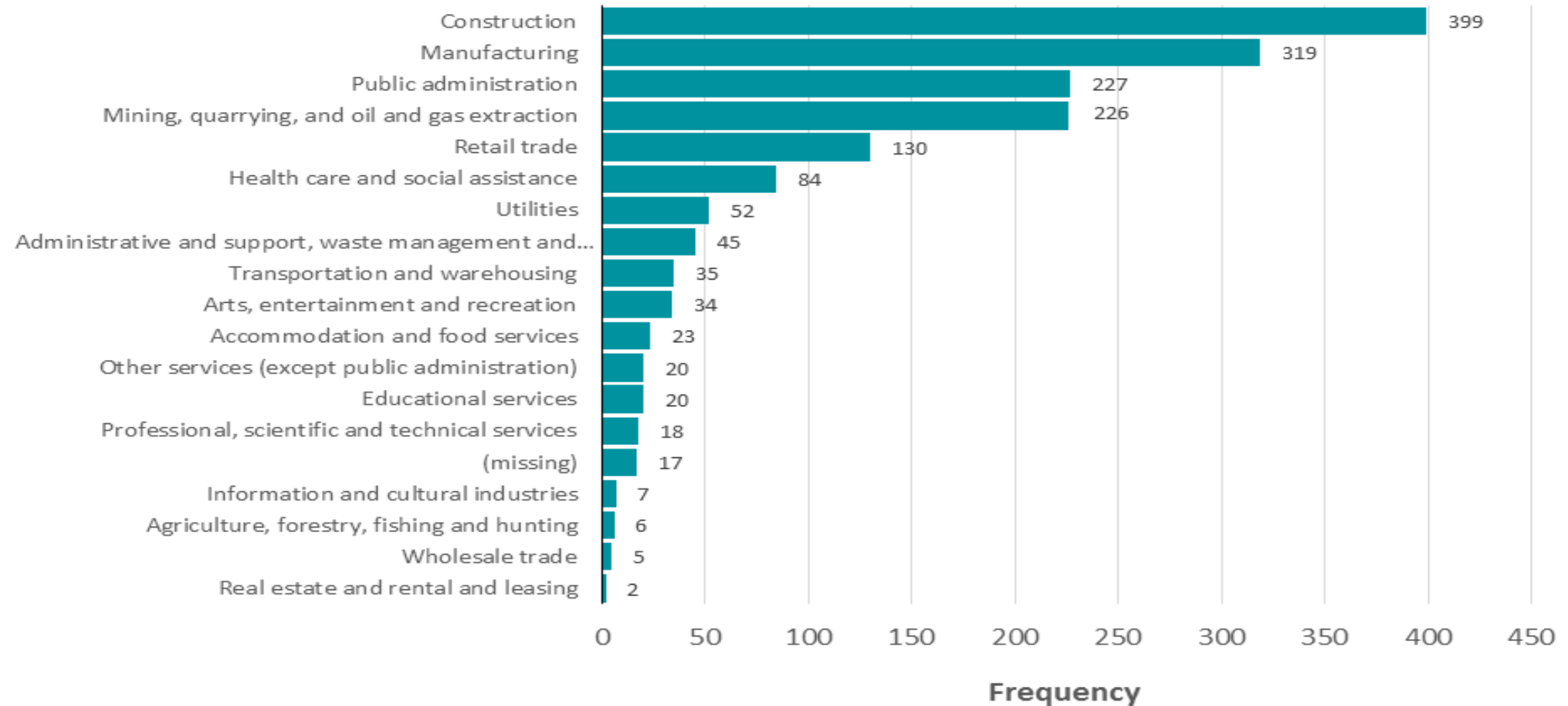
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PSI Reporting

- A PSI is any event where a reasonable and informed person would determine that under slightly different circumstances, there would be a high likelihood for a serious injury to a person. A PSI is not limited to workers and it does not require the occurrence of an injury.
- As of January 31, 2019:
 - 1,427 PSIs have been reported by 667 different employers
 - 1,046 persons have been injured
 - Of those 22 were non-workers
 - 98 inspections resulted from PSIs

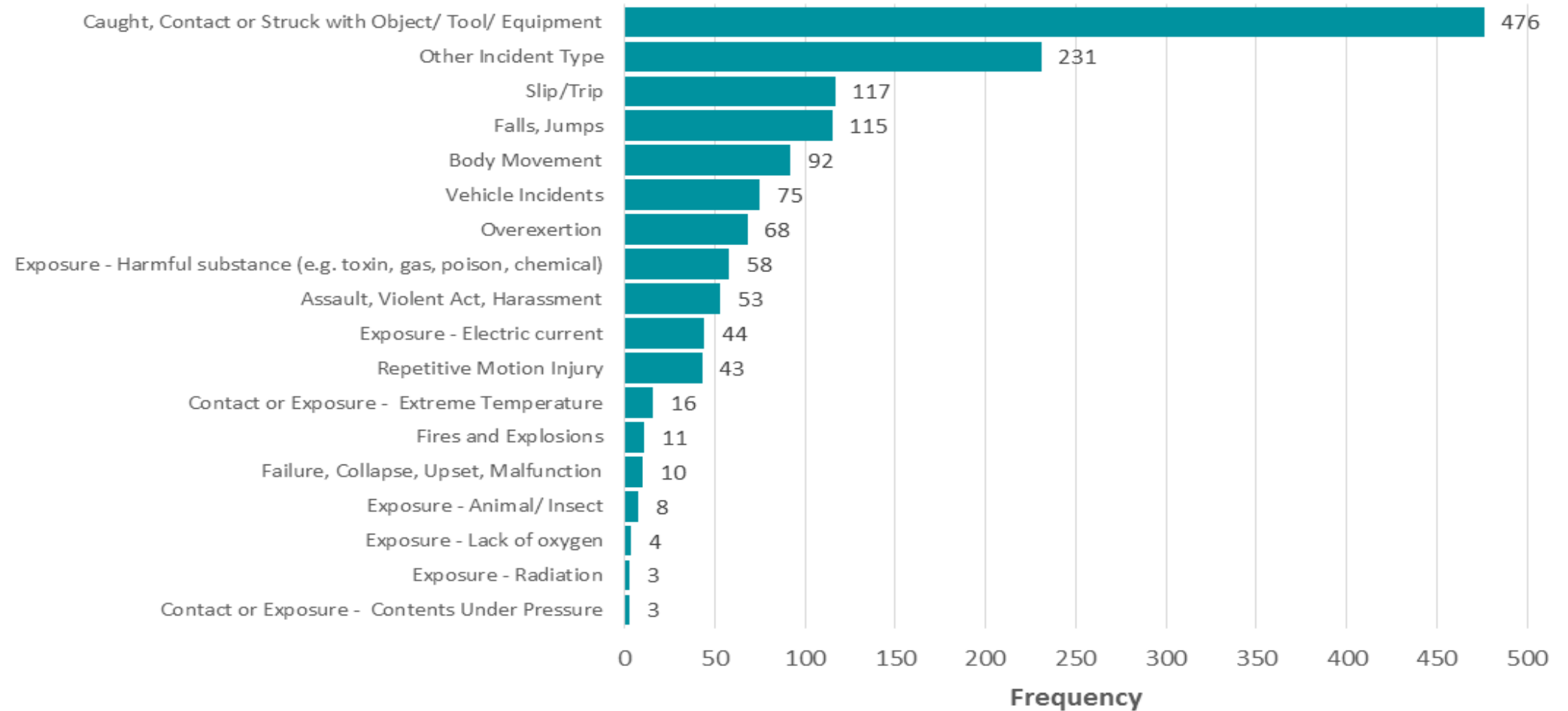
PSI Reporting by Industry Sector

Industry Sector



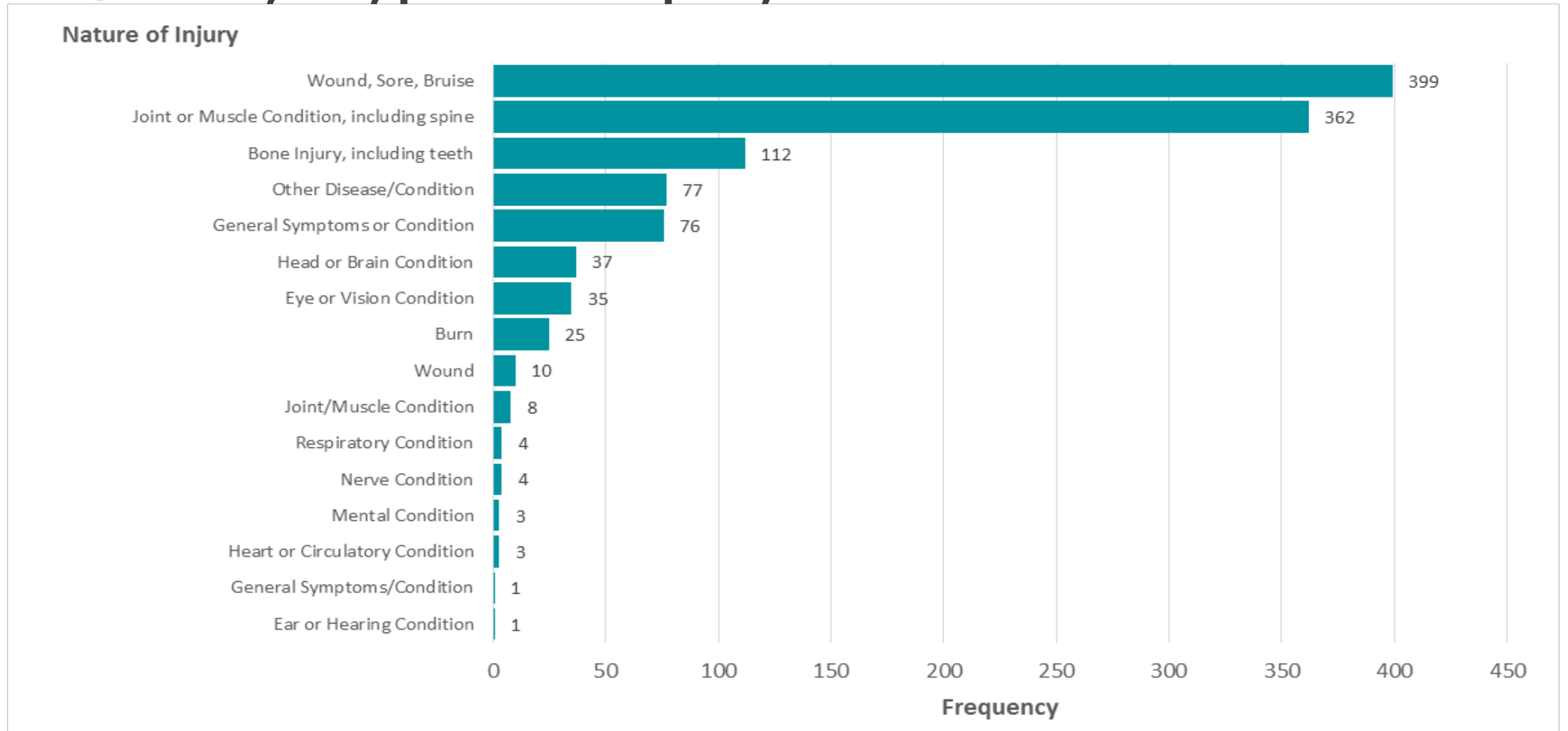
PSIs by Type of Incidents Reported

Type of Incidents



Data for June 1, 2018–January 31, 2019

PSIs by Type of Injury



Data for June 1, 2018–January 31, 2019



5. Future COR

Program Evaluation

- Feedback provided by stakeholders for the Workers' Compensation Board (WCB) Review Panel and OHS System Review indicated the COR program (established in 1989) was in need of modernization.
- Alberta Labour's approach to the review of COR:
 - Internal review of program alignment with department strategic priorities
 - Labour organizations provided feedback
 - Prairie Research Associates (PRA) stakeholder interviews/focus groups/surveys
 - University of British Columbia study to examine the effect of COR participation on injury rates, and the relationship between audit scores and injury rates

Future COR - Program Governance

- Move the current governance model to support continuous improvement, consistency, and focus on health and safety outcomes.
- Establish defined roles and responsibilities for the department, CPs, and auditors.
- Government, together with the Strategic Steering Committee, sets the direction and standards for the program.

Future COR – Key Changes

To be implemented in 2019

- The department will focus on program policy and ensuring the system operates as intended. CPs will focus on program delivery ensuring that employers and auditors meet provincial standards.
- Strategic vision/direction for the program will be set by a Strategic Steering Committee and constitute the larger CPs with representation from the smaller CPs.

To be implemented in 2020

- Small Employer COR (SECOR) will be replaced by a new, simpler program.
- Employer Reviews by Partnerships will be replaced by a new CP driven compliance mechanism to address health and safety performance issues by COR holders.
- Automatically recognize CSA/ISO certification as equivalent to COR.

To be implemented in 2022

- Introduce a new enhanced COR that denotes excellence in health and safety.

Future COR - Program Outcomes

- Reduction in injury, illness and fatalities in Alberta workplaces:
 - Worker health and safety improves with OHS system certifications
 - New COR Program will perform for employers of all sizes and industries
 - Certification will lead to a reduction in claims and claim costs

6. Health and Safety Committee/Health and Safety Representative Training

HS Committee/HS Representative Training

- Mandatory training (8 to 10 hours) for HS Committee co-chairs and/or designated representative
- Training delivered in a two course format:
 1. Pre-requisite (no charge) course – 2 hours duration
 2. Training – 6 to 8 hours duration
- Must be provided by approved training agencies
 - Eligible organizations: Certifying Partners and Trade Unions
 - Approved agencies will be posted on the AB Labour website:
<https://www.alberta.ca/ohs-approved-training.aspx>

Approved Training Agencies – To Date

- Prerequisite Training
 - Canadian Centre for Occupational Health and Safety
 - Alberta Association for Safety Partnerships
- Facilitated Training
 - Alberta Association for Safety Partnerships
 - Alberta Hospitality Safety Association
 - Canadian Centre for Occupational Health and Safety
 - Continuing Care Safety Association
 - Health Sciences Association of Alberta
 - Manufacturers' Health and Safety Association

As of Feb 14, 2019

Questions?

