

Health and Safety Conference of Alberta OHS Update

Alberta Labour and Immigration

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Safe, Fair and Healthy Workplaces

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Agenda

Changes

1. OHS Reform
2. Red Tape Reduction
3. HSC/HSR
4. Farm Freedom and Safety Act

Where we're at

5. Data

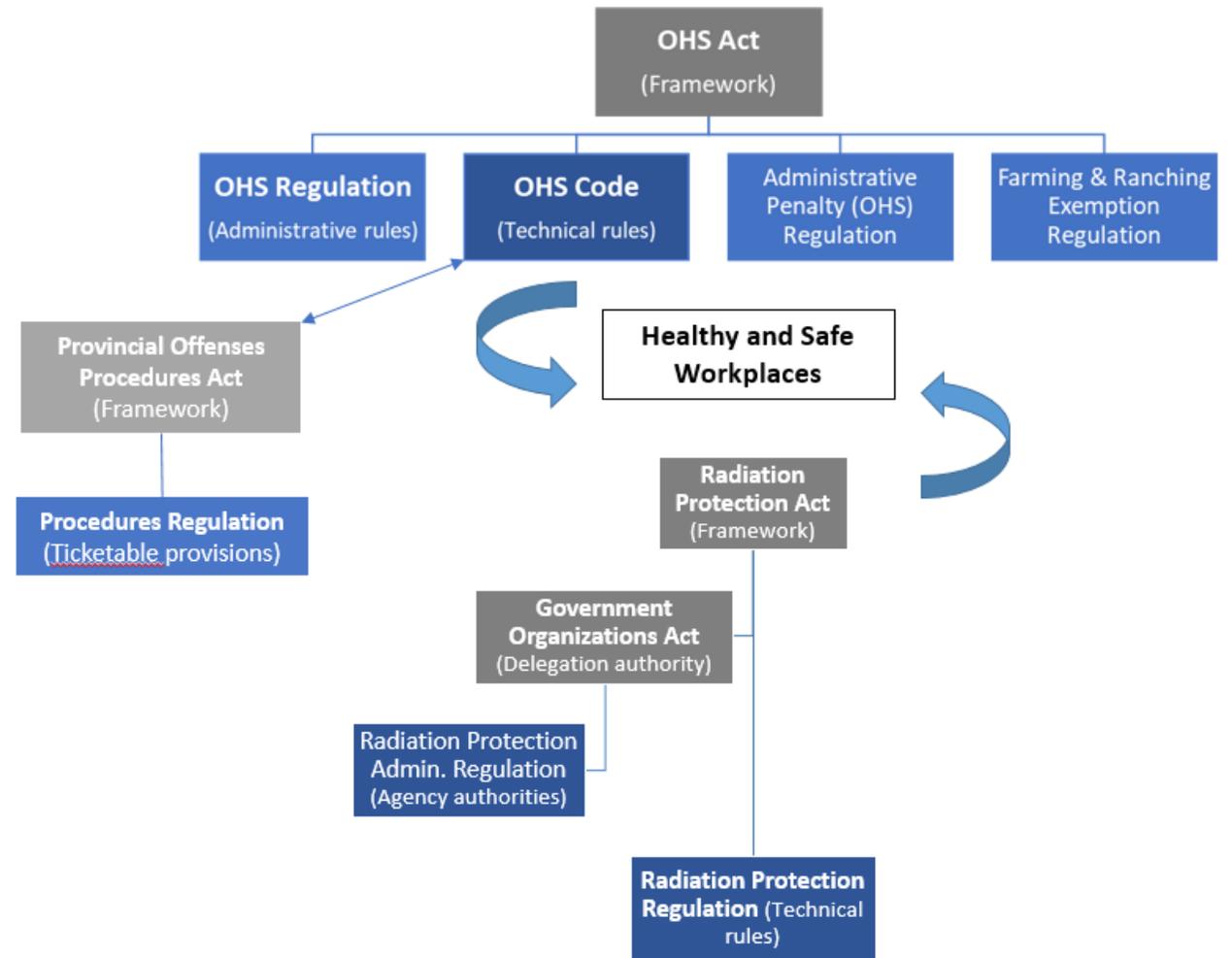
Where we're going

6. Proactive Inspections Programs
7. Prevention Initiatives and OHS Priorities
8. Certificate of Recognition (COR)
9. 3 C's and 3 F's

1. OHS Reform

OHS Reform

- Legislation is a foundational pillar of an OHS system. In Canada, and internationally, OHS legislation is grounded on the internal responsibility system (IRS).
- This means that everyone in the workplace is responsible, each according to their authority and control, to ensure a healthy and safe workplace.
- Externally, the IRS is supported by government which develops legislation, enforces compliance, inspects workplaces, investigates incidents and responds to complaints.
- In Alberta, the legislative framework for the OHS system is split primarily between the *OHS Act* and the *Radiation Protection Act*.



2. Red Tape Reduction Initiatives

Bill 4: The *Red Tape Reduction Act*

- Bill 4 will cut unnecessary regulations by one-third and make new regulations free of red tape.
- Key actions:
 - create an inventory of current regulations and assess if they are effective.
 - focus on outcomes instead of processes to ensure all regulations are necessary, effective, efficient and proportional to their intended outcome.
 - develop red tape reduction plans in all departments to make sure current and new regulations are free of red tape.
 - coordinate cross-government activities and report on outcomes to make this initiative fully transparent to Albertans.
- CutRedTape.alberta.ca has a submission form for Albertans to provide feedback and make suggestions to cut red tape.

Red Tape Reduction



The unnecessary time and resources spent by businesses and citizens to comply with **regulatory** and **administrative** requirements imposed by legislation, regulations and associated policies, forms and guidelines.

Reducing Administrative Burden in OHS

- Online Portals
 - Asbestos notifications - completed
 - Potentially Serious Incidents – completed
 - Mining reportable – final testing phase
 - Report on compliance – in development
 - Complaints – in development
 - Permits – in development
 - Appeals – in development
- Recognize employers that have achieved the ISO45001 CSA standard for Safety Management Systems as equivalence for COR.
- Real time access to COR certificates now available.

3. Changes to Health and Safety Committees and Health and Safety Representatives

HSC/HSR Changes – December 13, 2019

New rules will reduce administrative burdens for job creators, uphold workers' rights to participate in workplace health and safety and support a consistent health and safety culture across organizations, including:

- **Return to employer based requirements for HSCs and HSRs**
 - Rather than being required at each work site, committees and representatives will be required for each employer regardless of how many sites the employer operates.
 - Note, work sites with multiple employers where work lasts 90 days or more are still required to have a site-specific committee or representative, depending on the number of workers.
- **Streamlined HSC and HSR training requirements**
 - Government-approved training is mandatory for HSC co-chairs and HSRs.
 - The number of training courses was reduced from two to one to reduce repetitive content and time spent away from work.

4. Farm Freedom and Safety Act

Farm Freedom and Safety Act (FFSA)

- Farms and ranches with at least one waged, non-family worker are covered by the basic safety standards set out in the OHS Act.
- The OHS Regulation and OHS Code do not apply to farms and ranches.
- This includes farm and ranch operations involved with:
 - production of crops, including fruits and vegetables, through the cultivation of land,
 - raising and maintenance of animals or birds, and
 - keeping of bees.

Farm Freedom and Safety Act (FFSA)

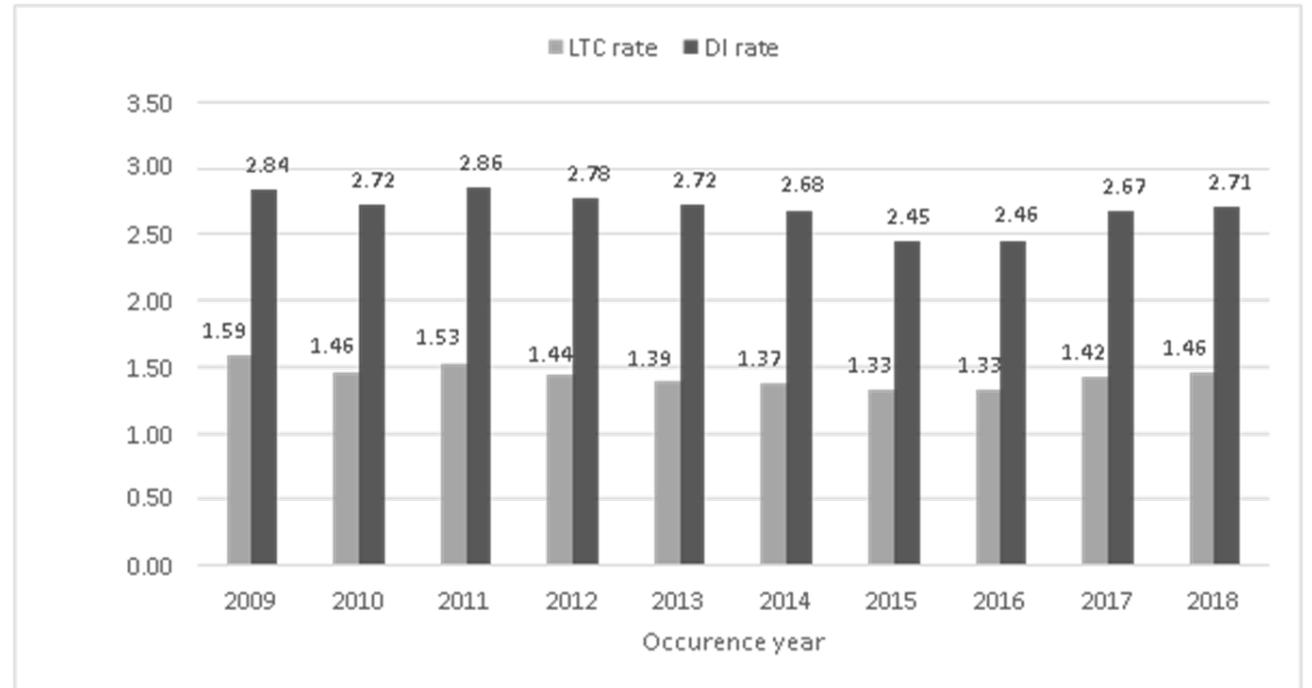
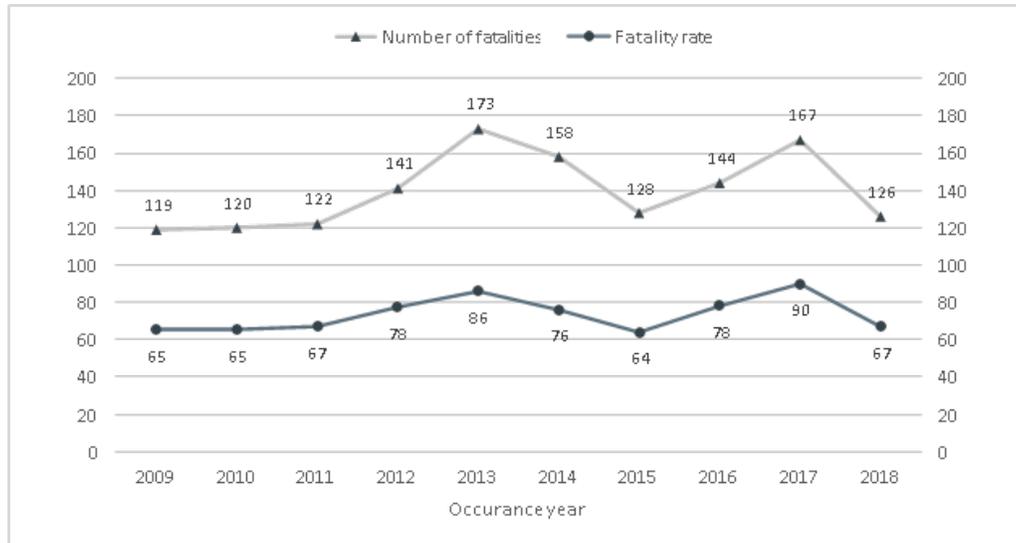
- OHS rules only apply to an operation if a waged, non-family worker is present on the farm or ranch, and then only to those individuals.
- OHS rules do not apply:
 - to family members of the owner of a farm or ranch operation,
 - to the private residence, which includes areas around the home like the lawn area, backyard or garden, or
 - when people are doing non-work related activities on their land, such as recreational activities like horseback riding or hunting.
- Family and friends can continue contributing to farming operations as they always have and neighbours can still volunteer to help each other out.

Farm Freedom and Safety Act (FFSA)

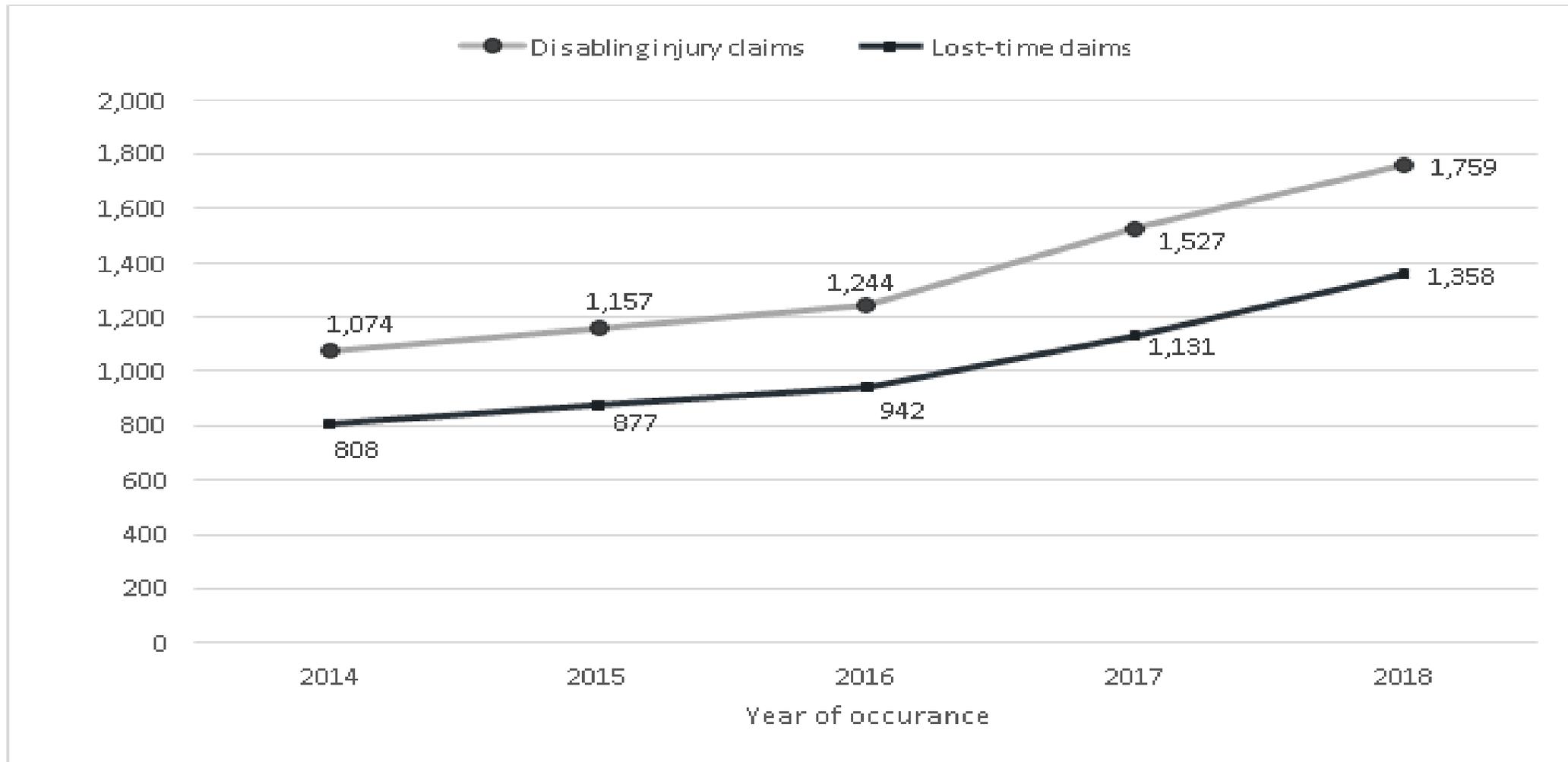
- Producers with waged, non-family workers must:
 - follow generally acceptable industry standards
 - apply general health and safety principles including guarding and the use of personal protective equipment
- OHS officers are authorized to investigate serious injuries or deaths of paid, non-family workers.
 - Such investigations could involve reviewing health and safety procedures, condition of equipment, availability of training, etc.
- Resources and information are available, such as the Farm and Ranch flipbook through AgSafe Alberta.

5. Data

Annual Statistics



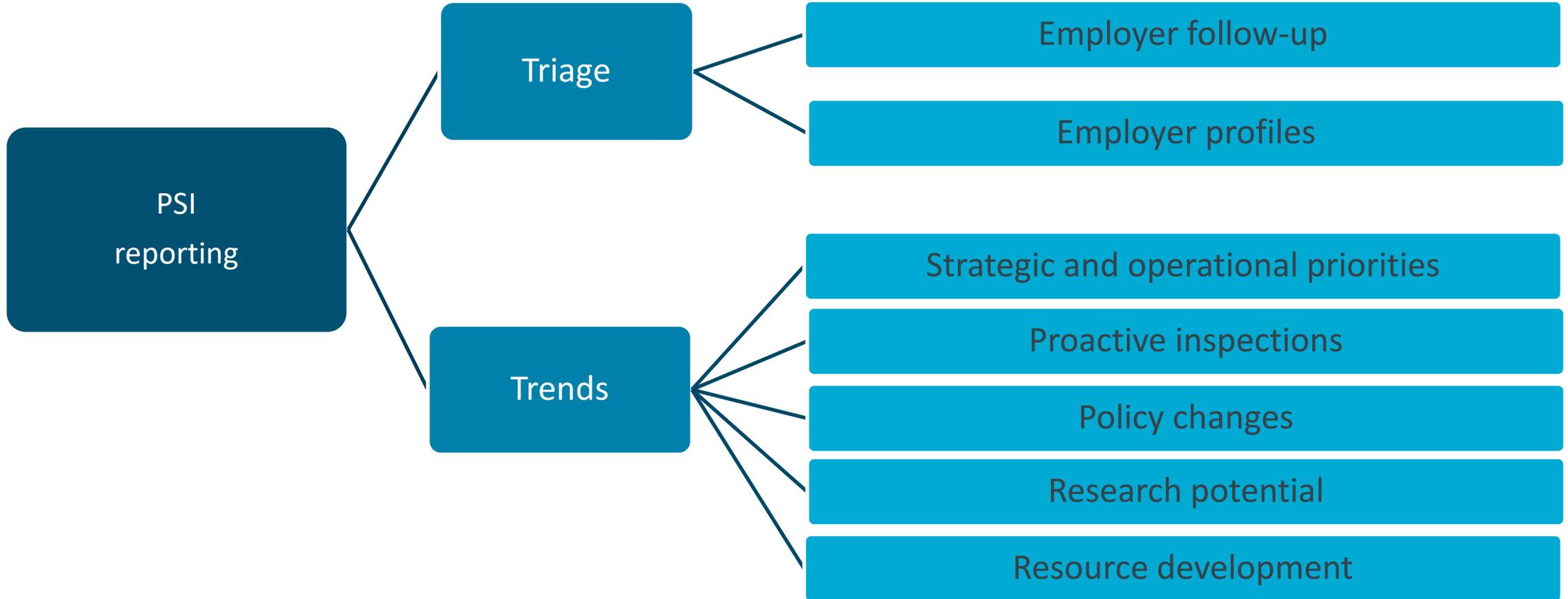
Workplace violence and harassment claims



Operational Data

	2016-17	2017-18	2018-19
# of inspections	8,648	11,752	10,365
# of re-inspections	3,618	5,076	4,045
# of investigations	781	900	952
# of Stop Work Orders – Multiple Sites	N/A	N/A	8
# of Stop Work Orders	948	1,047	914
# of Stop Use Orders	113	141	189
# of Compliance Orders	6,782	9,716	15,569

PSIs



6. Proactive Inspections Programs

2019/2020 Proactive Inspections

- Selected Employer Program
- Selected Industry Inspections Program
 - Restaurants and Catering (October 2019 - March 2020)
 - Trucking (October 2019 - January 2020)
 - Steel Metal Fabrications (November 2019 - March 2020)
- Focused Inspections
 - Exhibitions (June 2019 - August 2019)
 - Care worker (February 2020 – March 2020)
- <https://www.alberta.ca/ohs-proactive-inspection-program.aspx>

7. Prevention Initiatives and OHS Priorities

Alberta's OHS Prevention Initiative

- Launched in 2019 to clarify and address Alberta's OHS priorities
 - Use of evidence and consultation to focus actions, align resources, create linkages, evaluate and continuously improve progress
- Involves all OHS system stakeholders – all have a role to play
 - Prioritize cooperation at all levels of the OHS system to work collaboratively
 - Develop positive health and safety culture in the entire province
- The prevention initiative will raise awareness of disease and injury areas where workers are most affected/have the greatest risks
 - Develop action and provide updates to address priorities

OHS System Priorities – Prevention Initiative

- Priority diseases and injuries:
 - Musculoskeletal disorders due to repetitive use, overexertion and heavy lifting.
 - Slips, trips and falls.
 - Psychosocial hazards (i.e. workplace violence and harassment).
- Working group have been established with OHS system partners
 - Currently developing tactics to address system priorities.

8. Certificate of Recognition (COR)

New COR Strategic Plan

Vision: COR is a nationally recognized and harmonized health and safety program that drives improvement in health and safety performance in Canada.

- Outcomes:
- COR is a harmonized and nationally recognized program.
 - Participation in COR leads to improved OHS safety performance and fewer workplace injuries and illness.
 - COR is a credible, efficient and effective program.
 - Changes to COR will improve access and increase participation.

COR Renewal – 7 Key Changes

Implemented in 2019

1. Strategic vision/direction for the program is set by a department led committee and constitutes the larger CPs with representation from the smaller CPs.

Current status: Strategic Steering Committee (SSC) was established in March 2019.

- SSC helped develop the COR Strategic Plan.
- Implementation working groups worked on priority areas:
 - COR Harmonization across the provinces
 - Common Audit Qualifications, Training & Certification
 - Risk Based Scalable Audit and “COR Plus”

2. The department focuses on program policy and ensures the system operates as intended. CPs focus on program delivery and ensures employers and auditors meet provincial standards.

Current status: New Memorandums of Understanding (MOU) and reporting metrics are in development with CPs.

COR Renewal – 7 Key Changes (continued)

3a. The formal Partners in Injury Reduction program ended in 2019.

To be implemented in 2020

3b. Introduce a new program to focus on involvement with the OHS Prevention Initiative with some former Partners (e.g. key industry associations) and others.

Current status: Program details are being developed.

4. Employer Reviews (ERs) by the department will be discontinued. A new ER system will be introduced in which the department identifies COR holders with poor health and safety performance using a data-driven evidence based model. Then CPs will provide direct employer assistance.

Current status: Employer Review transition to CPs is in-progress for 2020.

COR Renewal – 7 Key Changes (continued)

5. Automatically recognize CSA/ISO certification as equivalent to COR.

Current status: New standard for ISO and CSA equivalency was implemented in Oct.2019

Medium Term

6. Small Employer COR (SECOR) will be replaced by a new, simpler program.

Current status: An interim strategy for the Small Employer Certificate of Recognition is in discussion with those CPs that would like to move forward.

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

Current status: Development of a risk based, scalable audit tool that would be appropriate for all sizes (small and large), levels of risk and employer sophistication.
The concept will include a new “COR plus” option for best performers.

Other developments

- New WCB Employer Program was implemented in September.
- Partnerships manages the approval process for training agencies designated to conduct mandatory Health and Safety Committee (HSC) and HS Representative training.

9. 3 C's and 3 F's

Competent, Consistent, Credible Firm, Fair, Flexible

- Professionalism in the Workplace - a consistent set of expectations to uphold public trust and provide high quality service delivery.
- Officer Academy Training Program – a 9 month in-class and field training program.
- Updated Operational Policies and procedures
- Quality Assurance Program – developed systems to ensure continuous improvement of programming including learnings from appeals.

Safe Fair and Healthy Workplaces



Questions?

