

The background of the slide features a bright, high-key photograph of a modern office interior. In the foreground, a white conference table is visible with a pair of glasses and some papers on it. In the background, several business professionals in suits are silhouetted against large windows that offer a view of a city skyline. The overall atmosphere is professional and collaborative.

Alberta Cities Safety Council

**June 1, 2021
Via Teams**

AGENDA

- 9:45 – 10:00 Teams sign in, virtual coffee & networking
- 10:00 – 10:15 Introductions & Welcome, Safety Moment
- 10:15 – 10:45 Partnerships Update, AMHSA COR Update
- 10:45 – 10:55 Coffee Break
- 10:55 – 11:15 WCB Update
- 11:15 – 11:45 AMHSA Association Update
- 11:45 – 12:00 Member Forums
- 12:00 – 12:45 Lunch Break & Networking
- 12:45 – 2:15 Information Sharing Roundtable
- 2:15 Next Meeting & Adjournment

10:00 am
Introductions & Welcome
Safety Moment – Carla Smith



**10:15 Partnerships Update,
AMHSA COR Update**

PIR ACSC Update

Miranda McLay

Partnerships Consultant

Partnerships in Injury Reduction

OHS Prevention Strategies Branch

June 1, 2021



2021 COR Auditing

- **Certification/Recertification Audits**
 - External (documentation-only) audits
 - one-year COR
 - any three months of documentation in the previous 12 months.
 - External audits (documentation & interviews)
 - three-year COR
 - any six months of documentation in the previous 12 months.
- **Maintenance Audits**
 - Documentation-only audits conducted by an internal or external auditor.
 - any three months of documentation in the previous 12 months

2021 COR Auditing

- **Action Plans**

- The submission timelines for 2021 Action Plans for COR Maintenance will be extended:
 - The deadline for employers to submit their Action Plan to CPs for approval is June 30, 2021.
 - The deadline for employers to submit their completed Action Plan to CPs for review is December 31, 2021.

Fixed COR Date and ISO/CSA Equivalency

- Have current COR expiry date fixed
- Allowed to complete audit within 60 days prior to fixed date – if outside timeline new fixed date is done
- New standard allows for COR equivalencies for ISO 45001:2018, CSA Z45001:19 and CSA Z1000:14 – both certification and maintenance
- Certification must be issued from a designated certification body
- If certification only covers part of operations, then COR will be issued as a site-specific

Off-Site Audit Review

- Change to process due to COVID-19
- Will be collecting employers' documentation either from sites or electronically
- Review by OSA Reviewer will be done remotely
- Interview with employer representative will be done over video chat or phone

Prevention Initiatives

- Slips, Trips, and Falls – winter initiative
- 3 initiatives working on more projects
 - Learning videos
 - Website
 - Bulletins and other resources
- Information will have staggered releases

<https://ohs-pubstore.labour.alberta.ca/prevention-initiative>

2019 Workplace Provincial Summary

- Summary of injuries, illness and fatalities is available on the website
- Municipal government is linked under the same category as provincial government, education and health care
- Could be used for toolbox talks or safety meetings to help with data to support any information

OHS Act changes

- Will be implemented this fall
- Government heard from Albertans that some of the changes worked well, but others did not.
- Stakeholders expressed frustration with prescriptive requirements and the confusing nature of the Act.
- In the summer of 2020, government engaged with employers, workers and health and safety professionals on how to improve OHS laws.
 - Online survey
 - Stakeholder engagement sessions

- The changes include:
 - clearer definitions and removal of duplicated requirements,
 - clarification and streamlining of work site party obligations,
 - clearer rules for dangerous work refusals, disciplinary action complaints, and potentially serious incident reporting,
 - Simplifying Health and Safety Committee (HSC), Health and Safety Representative (HSR), and OHS Program requirements,
 - adding radiation protection laws to the OHS Act,
 - simpler process for acceptances and approvals, and the introduction of 'allowances'.
 - clarifying and adding flexibility to compliance and enforcement provisions.
- Focuses on outcomes rather than process, providing greater flexibility and responsibility for workers/employers to internally manage health and safety.

-
- Updated definitions
 - Definitions introduced for construction, oil and gas work sites, among others
 - Duplication and redundant requirements have been streamlined and removed throughout the Act
 - Including:
 - Contractor to contracting employer
 - Prescriptive requirements around health and safety programs removed

-
- Prime Contractor
 - May establish for outside oil and gas and construction
 - No need for an HSC or HSR
 - Providing false information moved under Section 47
 - Penalties go from \$1000 to to a fine of not more than \$500,000 and, in the case of a continuing offence, to a further fine of not more than \$30,000 for each day during which the offence continues after the first day or part of a day
 - Report on compliance
 - Repealed

Changes to Audit

- With legislation changes, there will need to be changes to the audit standard
- This will lead to changes in the COR audit tool, as well as the SECOR audit tool
- Updates to health and safety management system training and possibly auditor training as well

Contact:

Miranda McLay

miranda.mclay@gov.ab.ca

780-422-5612

10:45 AMHSA COR Auditing

- *Shannon Thomas, Program Evaluation Manager*



2020 PIR refunds by certifying partner

(as of May 18, 2021)

| Certifying partner | Employers receiving a refund | PIR refund |
|--|------------------------------|---------------------|
| Alberta Association for Safety Partnerships | 2,226 | \$13,054,811 |
| Alberta Construction Safety Association | 4,464 | \$28,886,063 |
| Alberta Food Processors Association | 26 | \$1,416,485 |
| Alberta Forest Products Association | 146 | \$1,405,938 |
| Alberta Motor Transport Association | 637 | \$3,813,095 |
| Alberta Municipal Health and Safety Association | 122 | \$4,397,459 |
| Alberta Safety Council | 242 | \$1,976,212 |
| Continuing Care Safety Association | 119 | \$2,544,926 |
| Energy Safety Canada | 1,352 | \$6,928,908 |
| Manufacturers' Health & Safety Association | 298 | \$2,089,182 |
| Western Wood Truss Association of Alberta | 9 | \$122,909 |
| Allowance for future PIR refunds and adjustments | 1,802 | \$4,521,551 |
| Total | 11,443 | \$71,157,539 |



AMHSA Auditing 2021

Quality Assurance

- Feedback goals – 2-5 weeks for initial review
- Revisions – 15 days per round, maximum 90 days overall for all
- Annual Meeting of QA Analysts

Feedback Process Tweaked in 2021

- QA analyst finalizes audit report, auditor releases report to employer, **QA emailed to auditors**
- Printed CORs signed and mailed to

AMHSA Auditing 2021



- Auditor Update – Feb/March 2021 and May 2021
- Encouraging remote auditing
- Audit tools – Excel, AuditSoft, eCompliance
 - Options for Doc, Doc + Int, and Doc, Int + Obs

COR Certification 2021

1 or 3-year COR

- 1-year: documentation only, minimum 3 months
- 3-year: documentation and interviews, minimum 6 months



Audits

- 80% overall
- Data gathering: maximum 45 days
- Submission: maximum 21 days from last data gathering date
- Due December 1, 2021

External Peer Audit Process

- Notification by June 1, groups being formed

AMHSA-Certified Consultant Auditors

COR Maintenance 2021

Audits

- Minimum: documentation only, 3 months
- 60% overall
- Data gathering: maximum 45 days
- Submission: maximum 21 days from last data gathering date
- Due December 1, 2021

Action Plans in lieu of COR Maintenance audits

- Application deadline: June 30, 2021
- Deliverables due December 31, 2021

Auditor Qualification 2021



- Minimum: 6 months of documentation and interviews
- Deadline: within 6 months of training

COR Working Groups

- **Harmonization – Sharon**
 - Original focus of harmonizing the COR program across provinces is being reviewed at the provincial government tables
 - This WG is now focused on what metrics are available and useful for the impact of COR programs
 - May impact what Health & Safety Associations report annually in their business plans
- **Risk-Based Scalable Audit Tool – Shannon**
 - Reviewing impacted standards
 - Developing project plan
 - Testing complexity matrix (characteristic calculator)
- **Auditor Training & Certification - Jessica**

Audit-Related Training (virtual)

- Audit Refresher: June 15 (full), **September 2, October 5**
- HSMS: September 15-16 (full), October 13-14
- HSMS Auditing: September 29-30, October 27-28
- Advanced Audit Tool: October 1, October 29

Carla@amhsa.net to register!

ISO 45001:2018 Virtual Training

- **Requirements:** September 30 & October 1 (\$480)
- **Internal Auditor:** October 12 (\$240)
- **Lead Auditor:** October 13 (\$240)

SGS ACADEMY

TRANSFORMING PEOPLE
AND BUSINESSES

Coffee / Stretch Break

Back @ 11:15

**11:15 Workers' Compensation
Board Update
*Sanjeev Bhagrath***

Legislative Changes (Bill 47) Seminar

If you missed the scheduled seminars, individual sessions on Bill 47, Egregious conduct and Duty to cooperate are also available for viewing anytime at <https://www.wcb.ab.ca/about-wcb/whats-new/videos/#LegislationChanges>



COVID-19

When reactions to Covid-19 vaccines may be considered work related

*“When immunization is required for the prevention of a work-related disease or infection and as a result of a reaction to this **compulsory immunization** a worker experiences a loss of earnings, WCB will consider the reaction and its consequences to be compensable.”*

Additional information is available at this link.

https://www.wcb.ab.ca/assets/pdfs/employers/EFS_COVID-19_vaccine_reactions.pdf

Covid 19 claims data

Many of our stakeholders are interested in better understanding the scope and impact of COVID claims. You can view Covid 19 claims data at the following link which will be published on the second Tuesday of each month.

https://www.wcb.ab.ca/assets/pdfs/public/Covid_claim_data.pdf

Are you hiring?

Employers are invited to join us virtually for 30 minutes to learn how WCB can provide a wage subsidy and protection from work injuries during training when they hire through our Training-on-the-Job program. Please see our website and/or follow us on Twitter and LinkedIn for information on upcoming sessions.

<https://www.wcb.ab.ca/return-to-work/training-on-the-job.html>

Become a psychological health and safety leader in the workforce

Our partnership with the University of Fredericton offers Alberta employers exclusively reduced rates to online certificate programs in the following areas of study:

- [Psychological health & safety in the workplace](#) [PDF, 0.77MB]
- [Enhancing workplace resiliency](#) [PDF, 0.21MB]

“This education has provided me with the increase in knowledge, as well as the necessary credentials to ensure credibility in my consulting business... psychological health and safety is not only the foundation for high-performing teams — it’s the right thing to do.” - Bob Stenhouse, graduate of the advanced certificate in psychological health & safety in the workplace.

Register today to help build a psychologically safe and strong workplace for your organization.

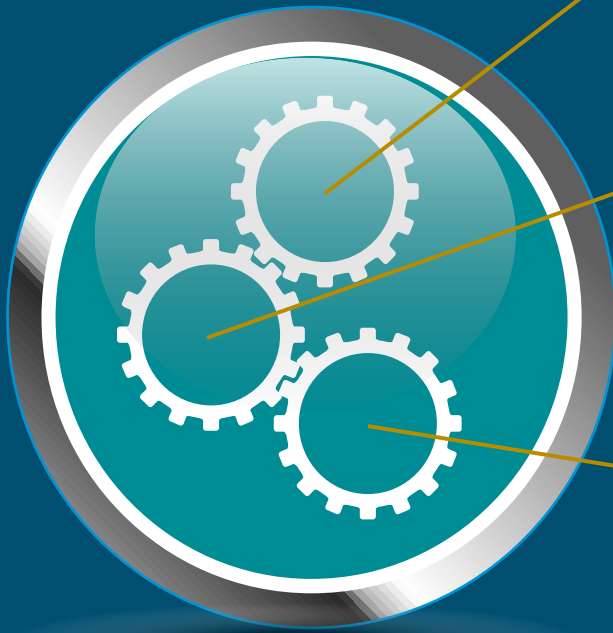
2021 Annual General Meeting

Our 2021 Annual General meeting is on June 10 at 10:30am
To register click this link: [Webinar Registration - Zoom](#)



11:15 AMHSA Association Update
- Scott Lyall, Director of Operations

Member Data Analytics



OHS Compliance

- Inspections / Re-inspections
- Orders / Stop Work Orders

Potentially Serious Incident Data

- Industry Code
- Incident Type
- Incident Source
- Post Corrective Actions Taken

WCB Injury/Illness Data

- Industry Code
- Trade/Craft
- Mechanism of Injury
- Claim Cost Trends

Municipal Compliance Snapshot

(September 1, 2020 to April 30, 2021)

Inspections & Re-Inspections Conducted

| WCB Industry Code | Inspection | Re-inspection | Grand Total |
|--------------------------|------------|---------------|-------------|
| 95100 Villages | 6 | 7 | 13 |
| 95101 Towns | 29 | 10 | 39 |
| 95103 Municipal District | 18 | 4 | 22 |
| 95104 City | 99 | 23 | 122 |
| Grand Total | 152 | 44 | 196 |

Orders Issued to Cities, Villages, Towns, and Municipalities

| WCB Industry Code | Order | Stop Work Order | Grand Total |
|--------------------------|-------|-----------------|-------------|
| 95100 Villages | 5 | 0 | 5 |
| 95101 Towns | 12 | 5 | 17 |
| 95103 Municipal District | 4 | 0 | 4 |
| 95104 City | 19 | 0 | 19 |
| Grand Total | 40 | 5 | 45 |

Orders Issued Snapshot

(September 1, 2020 to April 30, 2021)

WCB Industry Code - 95104 Cities

| Legislation | Order | Stop Work Order | Grand Total |
|---|-------|-----------------|-------------|
| OHS-Act-Section-23 Joint Work Site Health and Safety Committees and Health and Safety Representatives-Posting Names of Committee Members and Representative | 1 | | 1 |
| OHS-Act-Section-29 Joint Work Site Health and Safety Committees and Health and Safety Representatives-Training of Committee Members and Representatives | 1 | | 1 |
| OHS-Act-Section-40 Program and Practice-Serious Injuries and Incidents | 1 | | 1 |
| OHS-Code-Part-10-Section-171 Fire and Explosion Hazards-Compressed and Liquefied Gas | 1 | | 1 |
| OHS-Code-Part-12-Section-189 General Safety Precautions-Securing Equipment and Materials | 1 | | 1 |
| OHS-Code-Part-18-Section-250 PPE-Respiratory Protective Equipment - Effective Facial Seal | 1 | | 1 |
| OHS-Code-Part-27-Section-390.7 Violence and Harassment-Review of Plans | 1 | | 1 |
| OHS-Code-Part-27-Section-391.1 Violence and Harassment-Investigation & Reporting of Incidents | 1 | | 1 |
| Continued on Next Slide | | | |

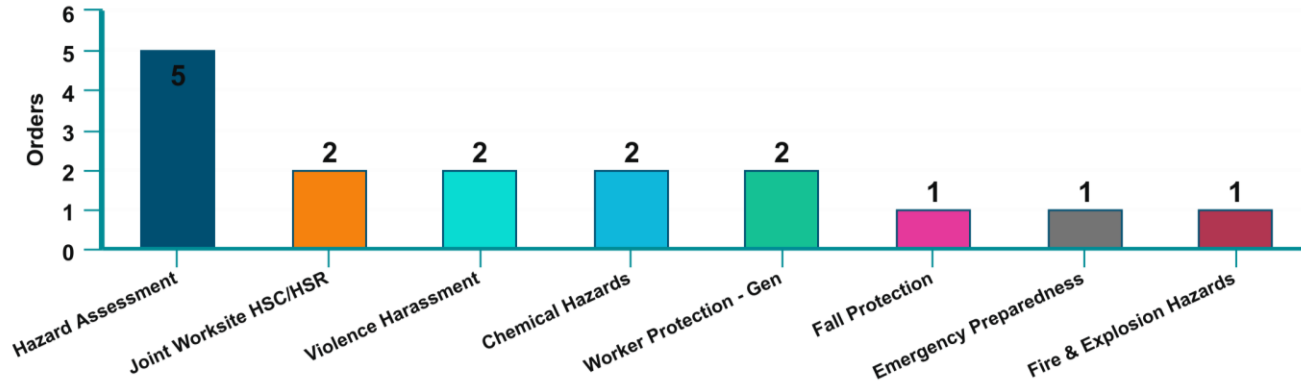
Orders Issued Snapshot

(September 1, 2020 to April 30, 2021)

WCB Industry Code - 95104 Cities

| Legislation | Order | Stop Work Order | Grand Total |
|---|-----------|-----------------|-------------|
| OHS-Code-Part-29-Section-404 Workplace Hazardous Materials Information System (WHMIS)-Safety Data Sheet - Supplier | 1 | | 1 |
| OHS-Code-Part-2-Section-7 Hazard Assessment, Elimination and Control-Hazard Assessment | 4 | | 4 |
| OHS-Code-Part-2-Section-8 Hazard Assessment, Elimination and Control-Worker Participation | 1 | | 1 |
| OHS-Code-Part-4-Section-21 Chemical Hazards, Biological Hazards and Harmful Substances-General Requirements - Potential Worker Exposure | 1 | | 1 |
| OHS-Code-Part-7-Section-115 Emergency Preparedness and Response-Emergency Response Plan | 1 | | 1 |
| OHS-Code-Part-8-Section-120 Entrances, Walkways, Stairways-Ladders-Entrances, Walkways, Stairways-Doors | 1 | | 1 |
| OHS-Code-Part-9-Section-139 Fall Protection-General Protection | 1 | | 1 |
| OHS-Regulations-Part-1-Section-13 General-General Protection of Workers | 1 | | 1 |
| Grand Total | 19 | | 19 |

OHS Orders by Category



26%

Hazard Assessment



10%

Joint HSC/HSR



10%

Violence / Harassment



10%

Chemical Hazards



10%

Worker Protection



5%

Fall Protection



5%

Emergency Preparedness



5%

Fire / Explosion Hazards

First Responder Psychological Claims

Workers' Compensation Board of Alberta - AMHSA Industry Code Summary (2016-2020)

*First Responders include firefighters, police officers/sheriffs, emergency medical responders, primary care paramedics and advanced care paramedics

PPI Detail

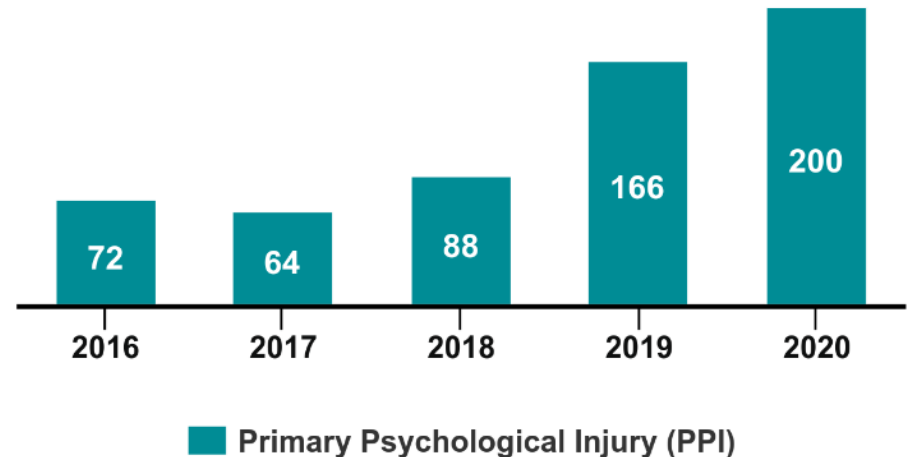
Where the primary compensable injury is psych in nature, either presumptive or otherwise. PPI claims are identified on the basis of:

- NWISP Primary Nature of Injury Coding (52000 to 52999) or
- NWISP Primary Type of Accident Codes (37000, 37100, 61800, 61810, 61820, 61830, 61890)

First Responder Claim %

- Firefighters **53%**
- Police Officers (excludes commissioned) **41%**
- Paramedical **6%**

Number of Claims by Registration Year



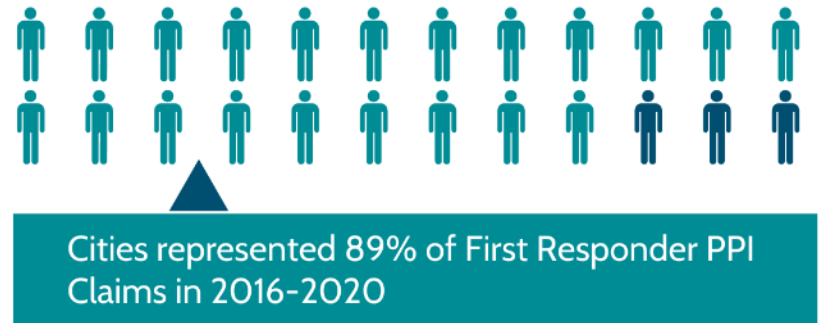
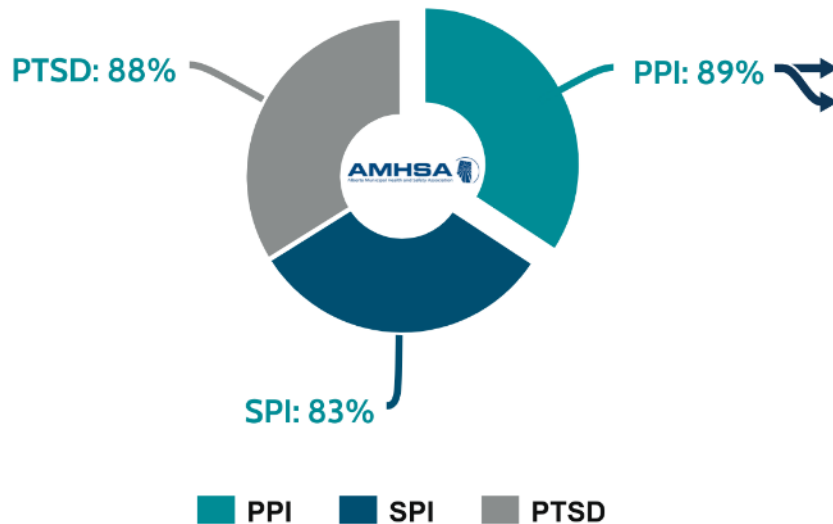
PRIMARY PSYCHOLOGICAL INJURY (PPI)

First Responder Psychological Claims

Workers' Compensation Board of Alberta - AMHSA Industry Code Summary (2016-2020)

*First Responders include firefighters, police officers/sheriffs, emergency medical responders, primary care paramedics and advanced care paramedics

Percent Claims - AMHSA Industry Codes



PSYCHOLOGICAL CLAIMS - INDUSTRY CODE 95104 (CITIES)

First Responder Psychological Claims

Workers' Compensation Board of Alberta - AMHSA Industry Code Summary (2016-2020)

*First Responders include firefighters, police officers/sheriffs, emergency medical responders, primary care paramedics and advanced care paramedics

PTSD Detail

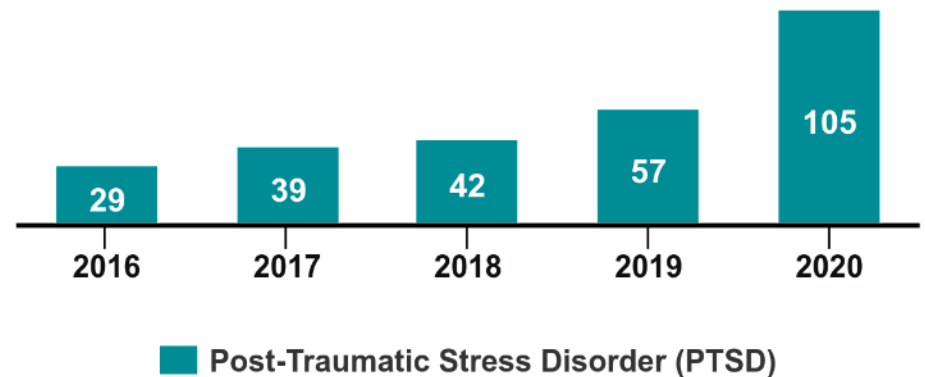
Post-traumatic stress disorder (PTSD) claims are a subset of PPI claims. Injuries that occur on/after Apr 1, 2018 presumptive coverage:

- Was extended to correctional officers and emergency dispatchers
- Applied for any psych diagnosis following exposure to a traumatic incident at work, not just for PTSD

First Responder Claim %

- Firefighters **49%**
- Police Officers (excludes commissioned) **45%**
- Paramedical **7%**

Number of Claims by Registration Year



POST-TRAUMATIC STRESS DISORDER (PTSD)

First Responder Psychological Claims

Workers' Compensation Board of Alberta - AMHSA Industry Code Summary (2016-2020)

*First Responders include firefighters, police officers/sheriffs, emergency medical responders, primary care paramedics and advanced care paramedics

SPI Detail

Where there is a directly related psyc condition/issue (with or without a confirmed diagnosis) that is related to or develops out of:

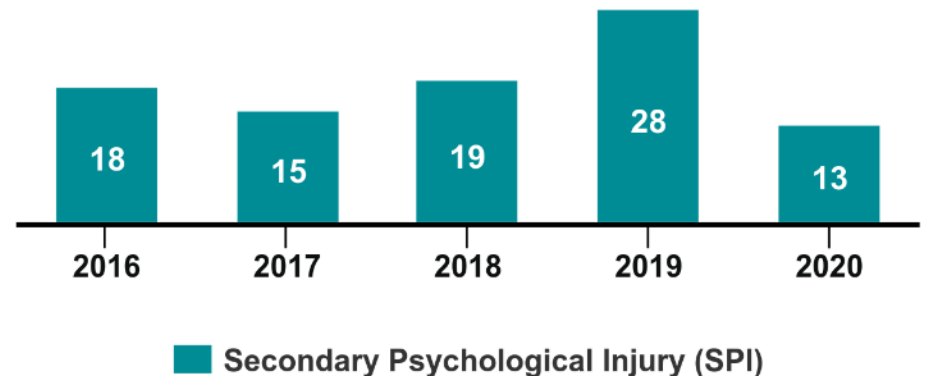
- a) The primary compensable physical injury or illness;
- b) Any treatment/related processes during RTW recovery phase;

Is unrelated to a) or b) but where extraneous or pre-existing life factors or circumstances present mental wellness concerns or issues that are potential barriers to RTW

First Responder Claim %

- Firefighters **45%**
- Police Officers (excludes commissioned) **53%**
- Paramedical **<5%**

Number of Claims by Registration Year



SECONDARY PSYCHOLOGICAL INJURY (SPI)

Psychological Health IMPACT GROUP



Are you tasked with Psychological Health and Safety in your organization?

Sign up and start your certification journey today.



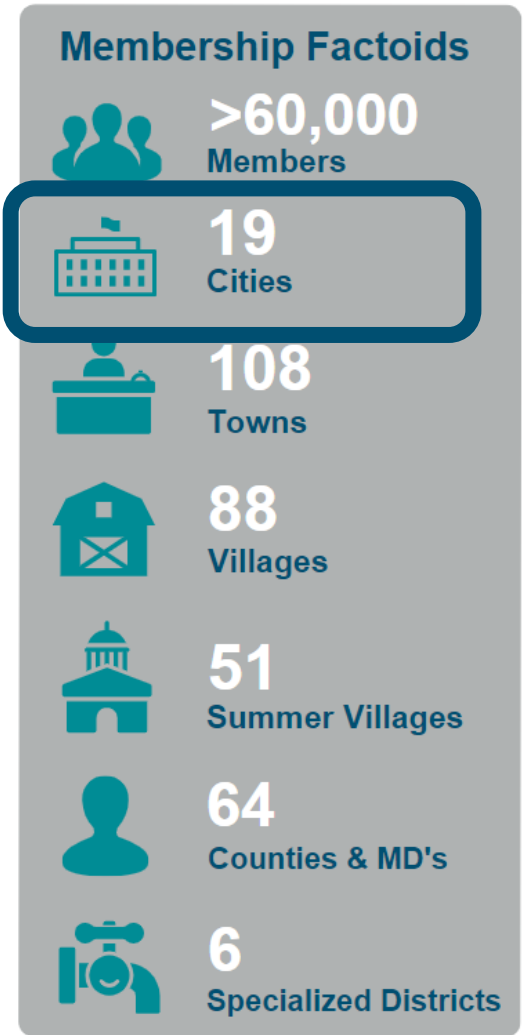
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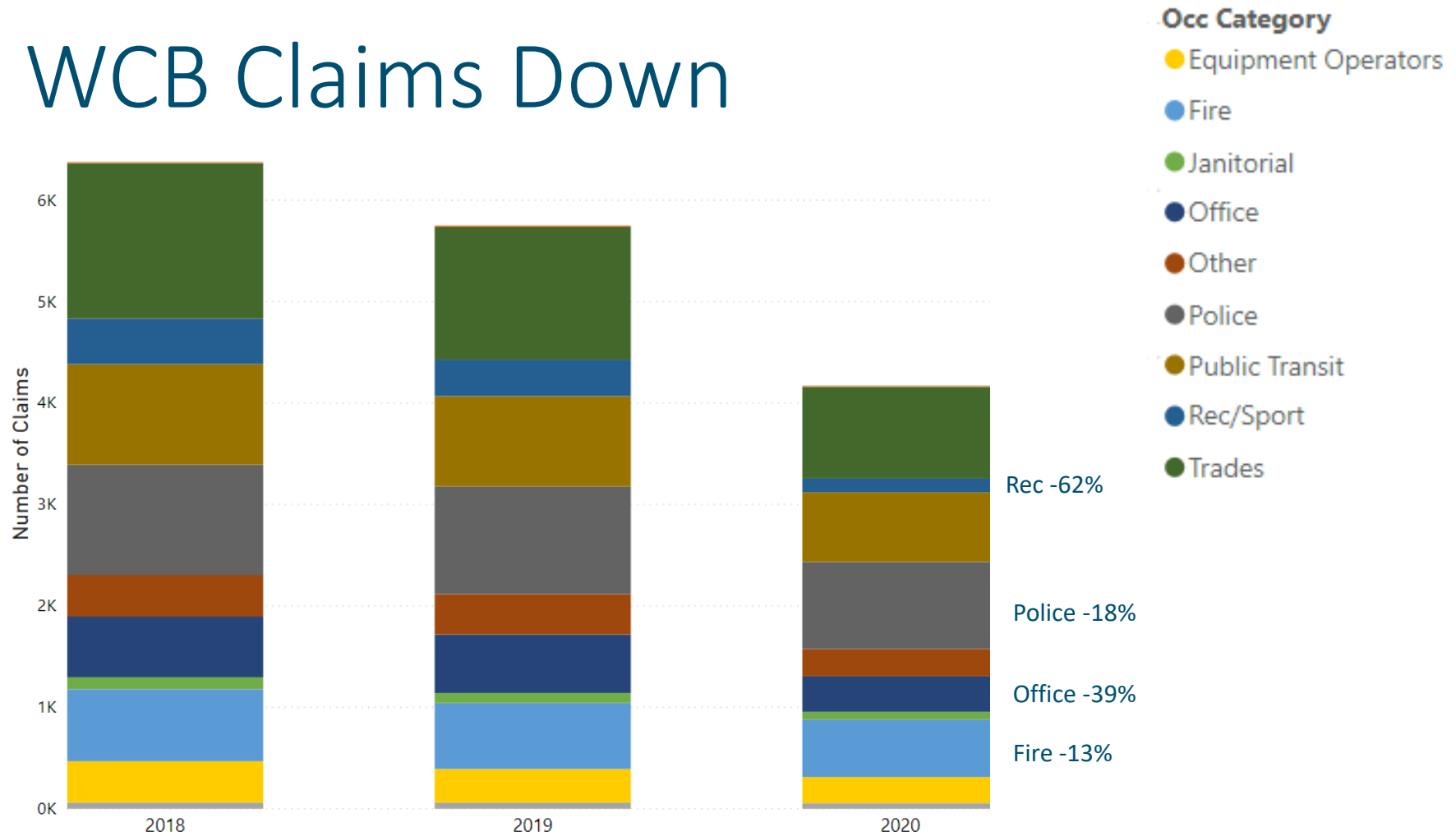


Data Review Alberta Cities

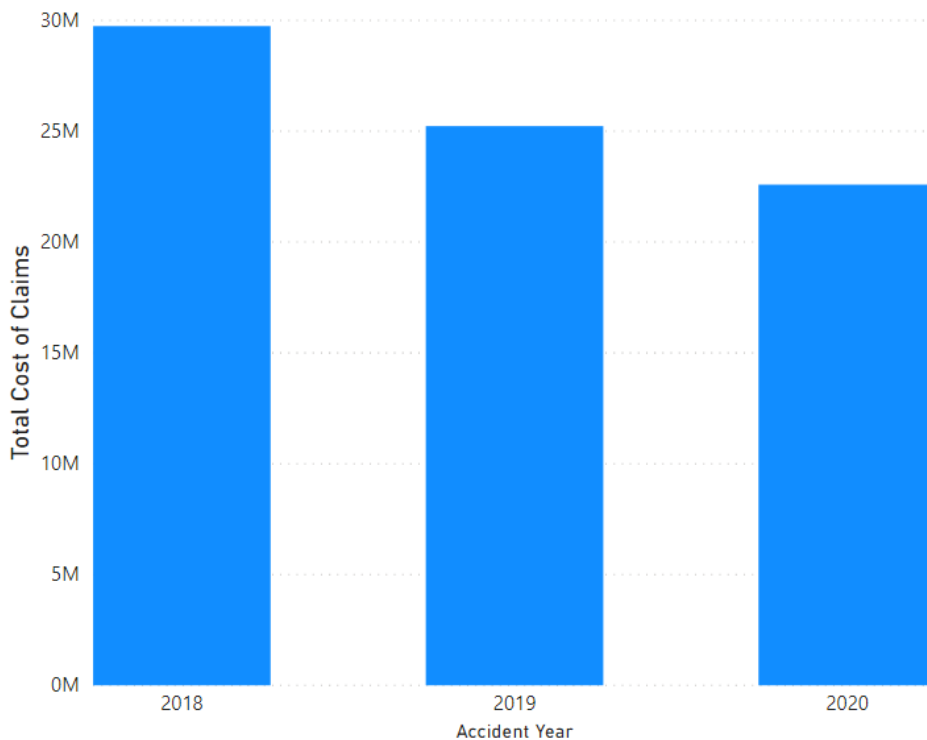
2020 MUNICIPAL SPECIFIC CLAIMS DATA
+
STRATEGIES AND TACTICS TO REDUCE FUTURE
CLAIMS



WCB Claims Down



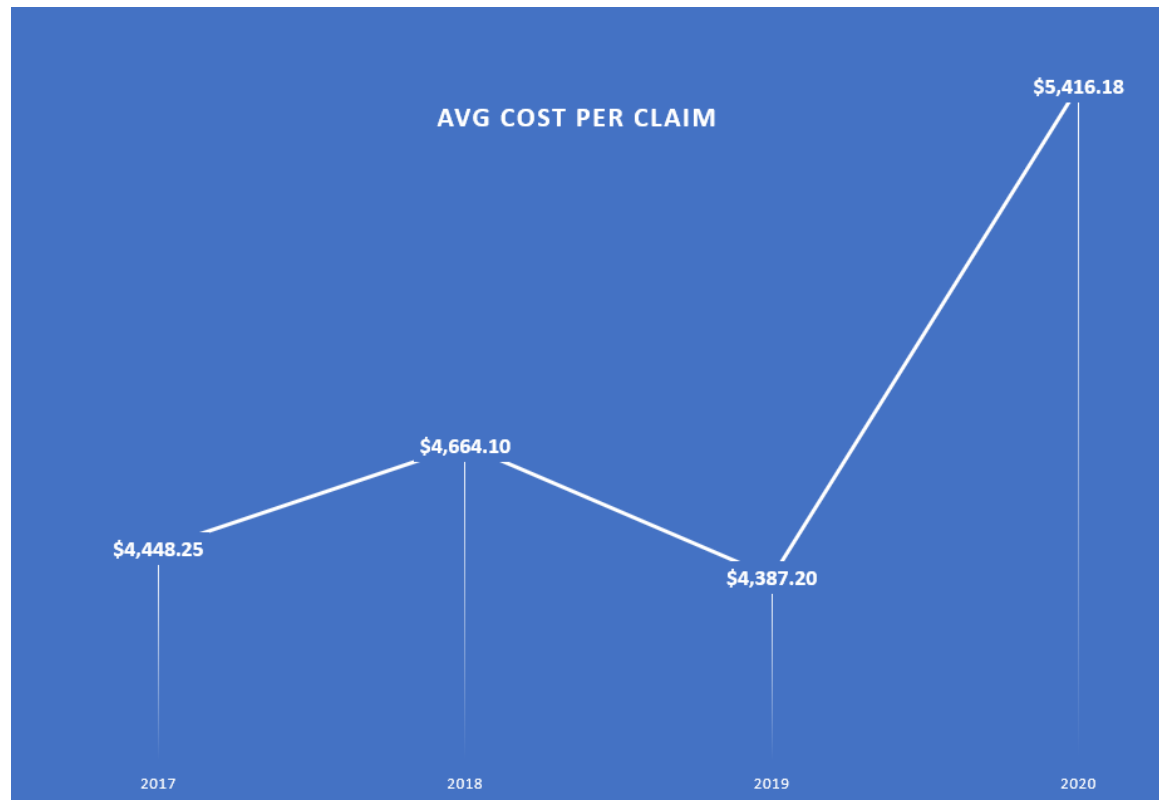
Reduction in Total Claims Cost



- \$22.6M in Claims Costs in 2020*
- \$25.2M in Claims Costs in 2019

*amount may increase slightly as claims open in 2020 are closed

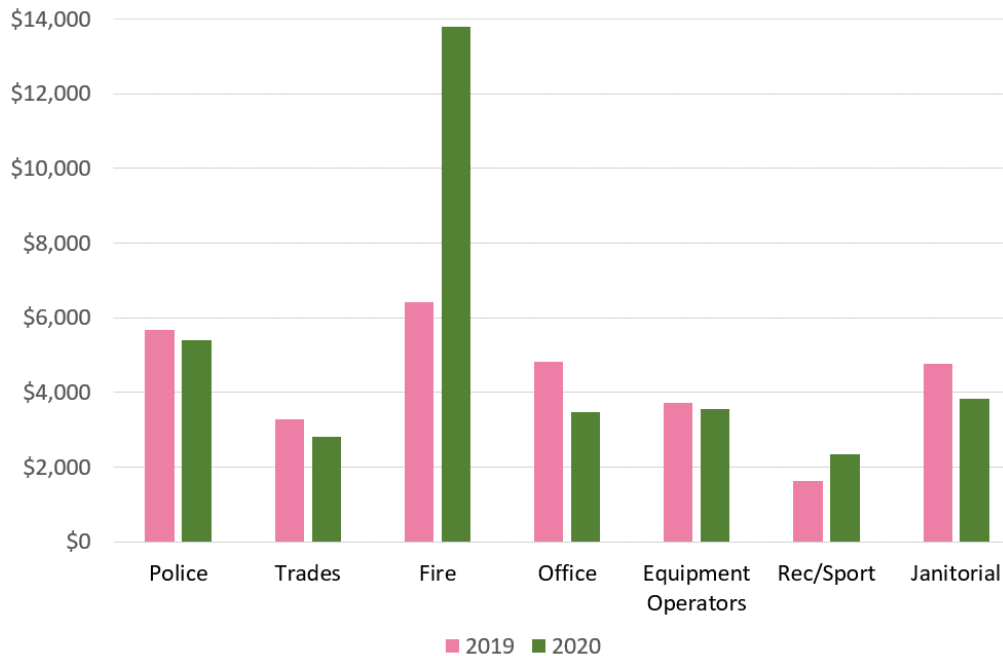
Average Cost Per Claim Up 23%



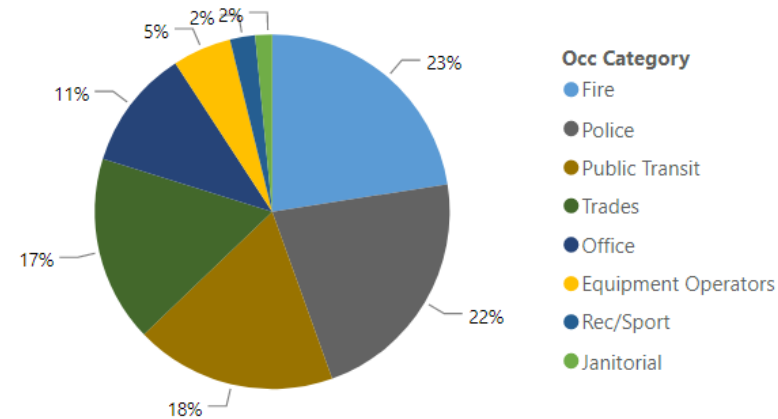
*amount may increase slightly as claims open in 2020 are closed

Cost of Claims by Occupational Category

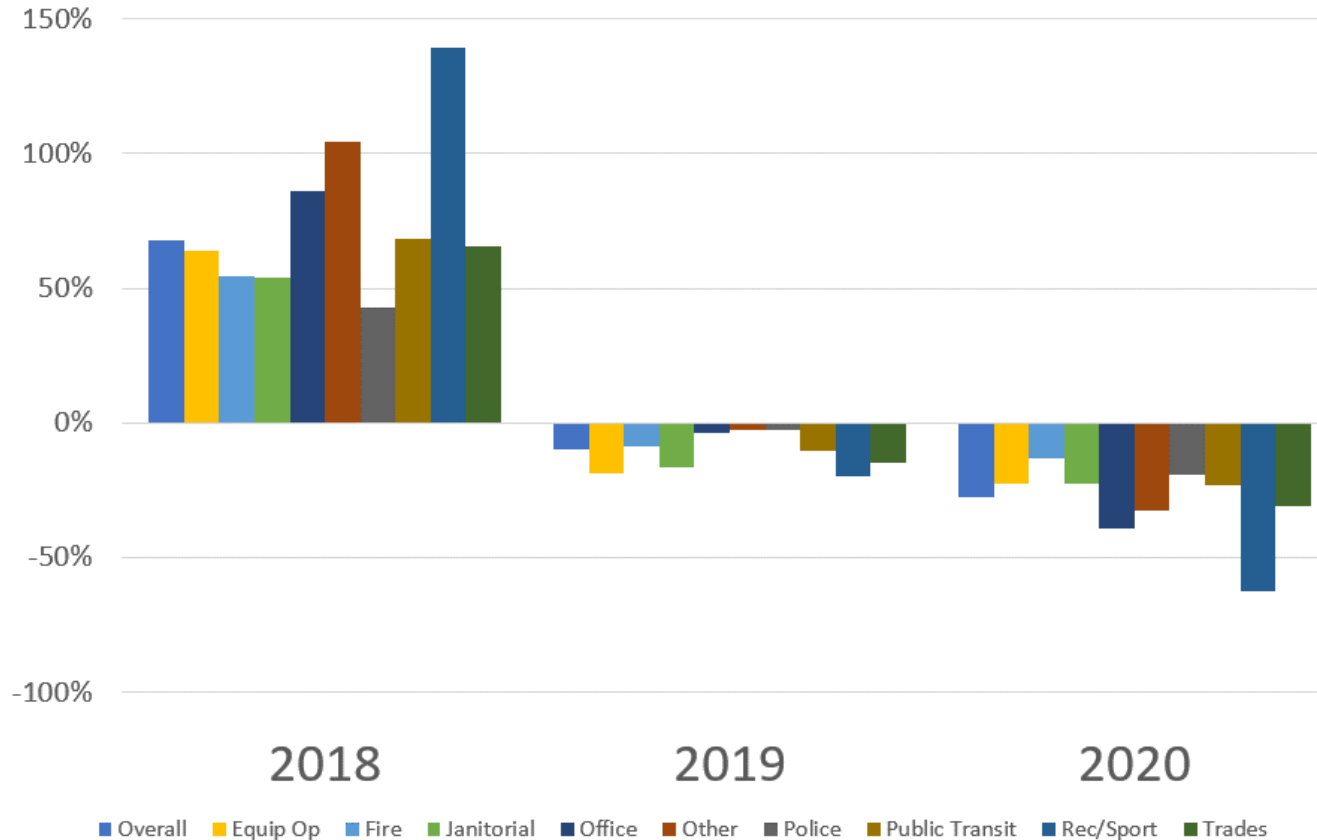
Average Cost Per Claim – 2019 and 2020



Total Percentage of Claims Costs - 2020



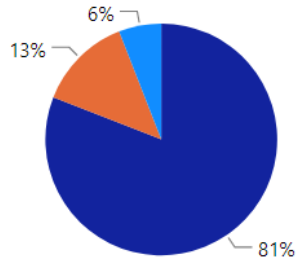
Percent Change in Claims by Occ Category



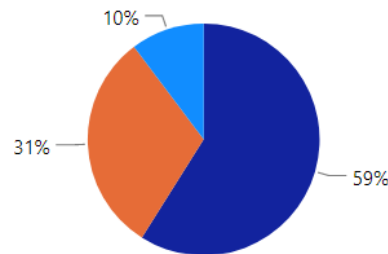
Nature of Claims by Cities

Percentage of Claim Cost by Nature of Claim

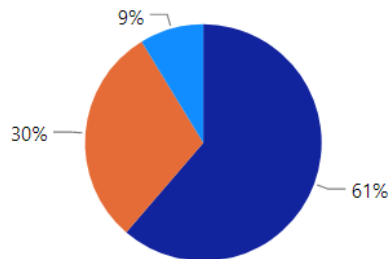
2017



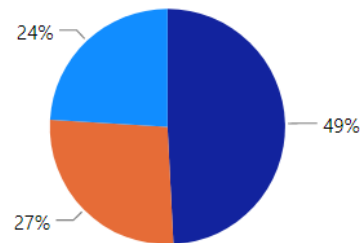
2018



2019



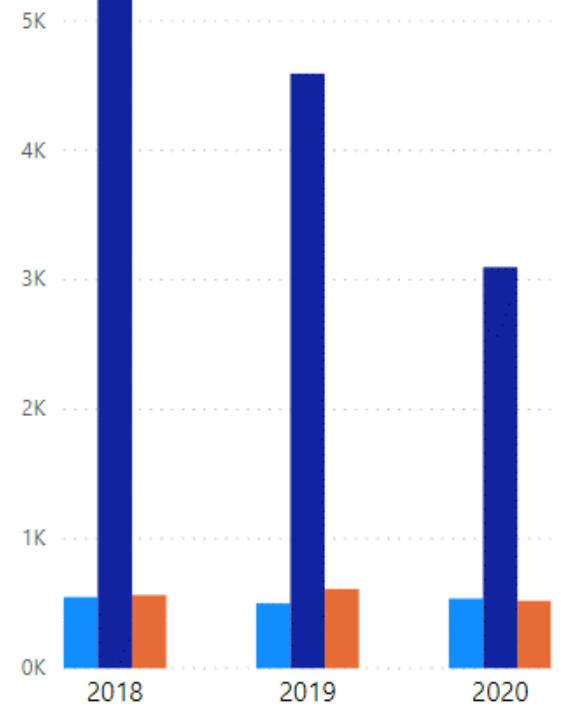
2020



52

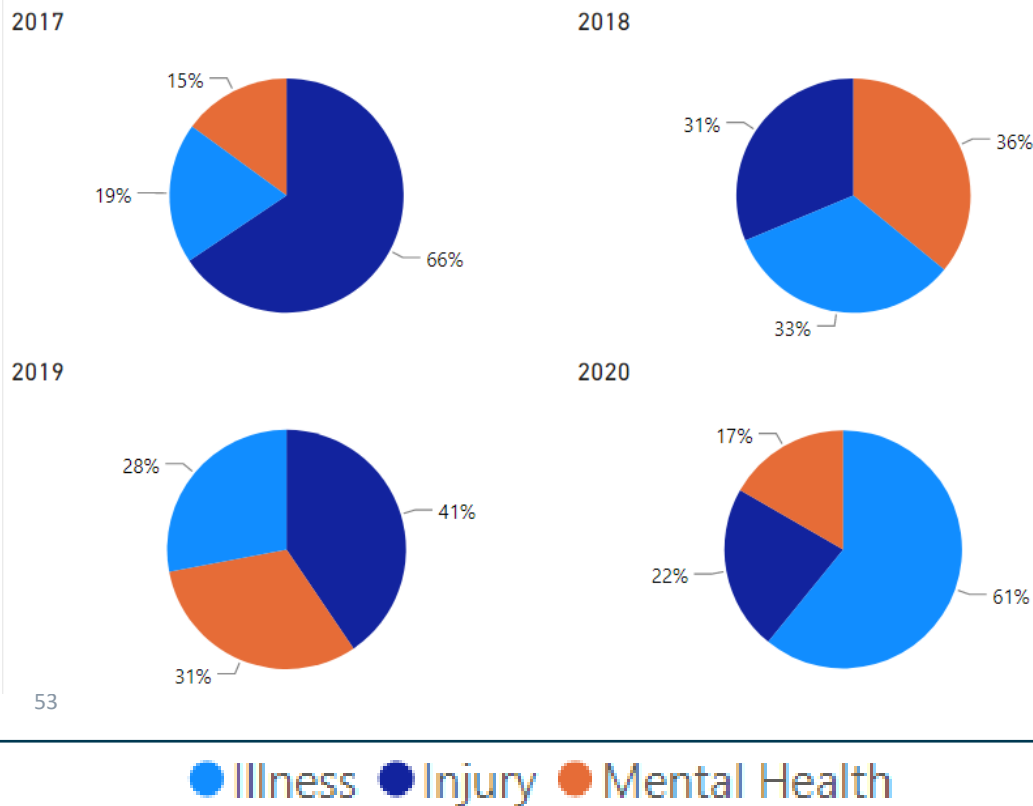
● Illness ● Injury ● Mental Health

Number of Claims

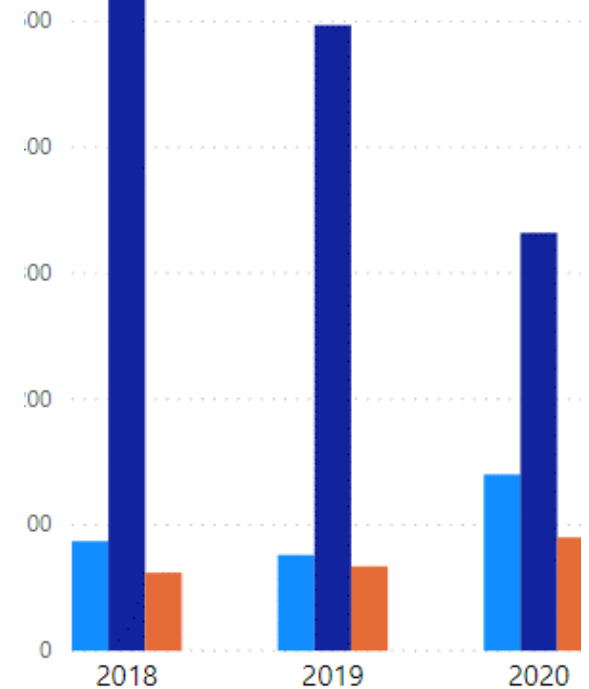


Nature of Claims : Fire

Percentage of Claim Cost by Nature of Claim



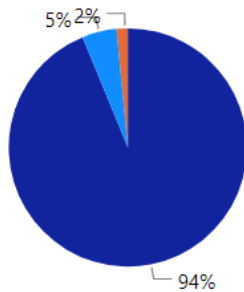
Number of Claims



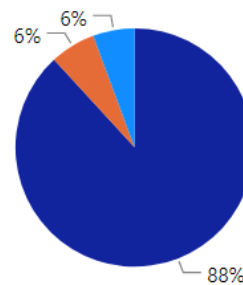
Nature of Claims : Trades

Percentage of Claim Cost by Nature of Claim

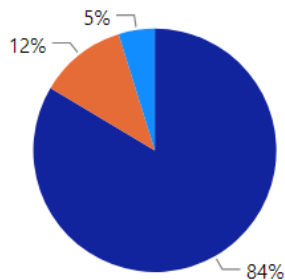
2017



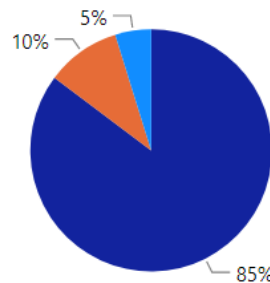
2018



2019

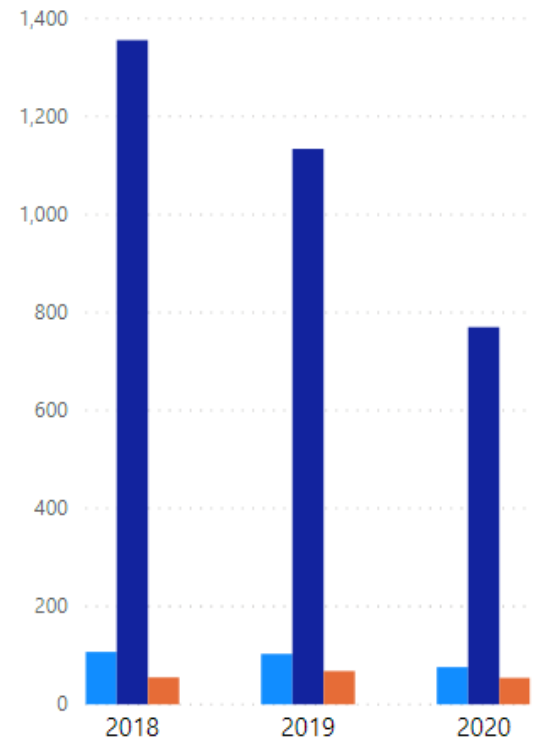


2020



● Illness ● Injury ● Mental Health

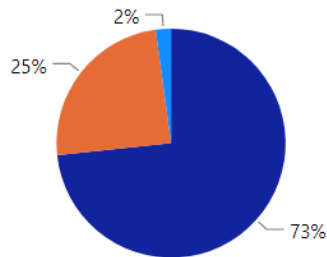
Number of Claims



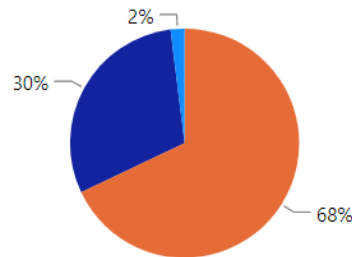
Nature of Claims : Office

Percentage of Claim Cost by Nature of Claim

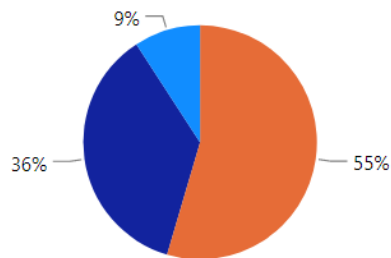
2017



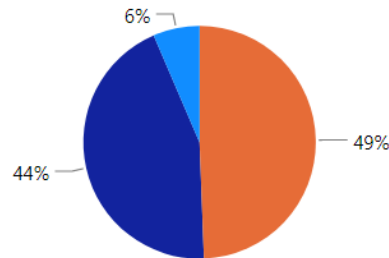
2018



2019

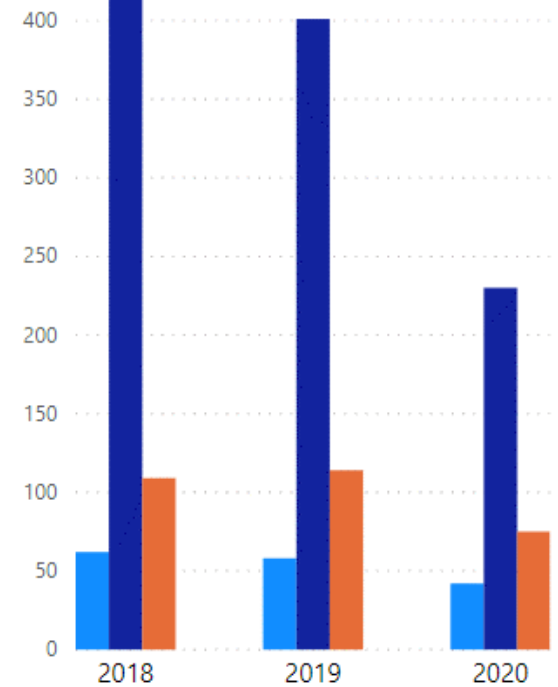


2020



● Illness ● Injury ● Mental Health

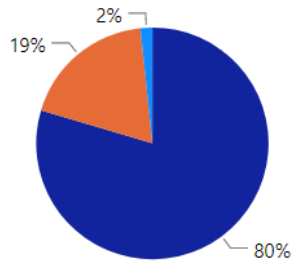
Number of Claims



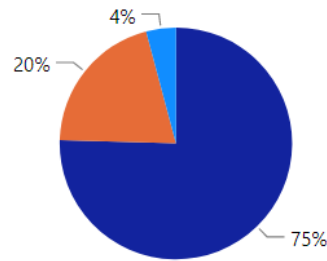
Nature of Claims : Public Transit

Percentage of Claim Cost by Nature of Claim

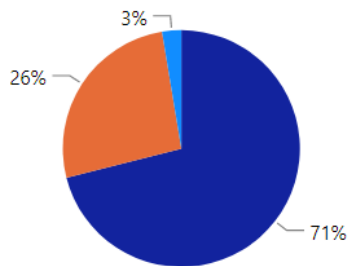
2017



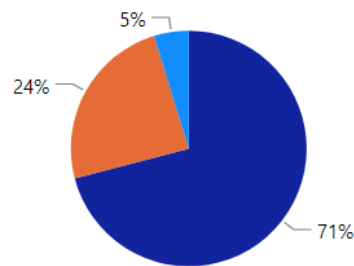
2018



2019

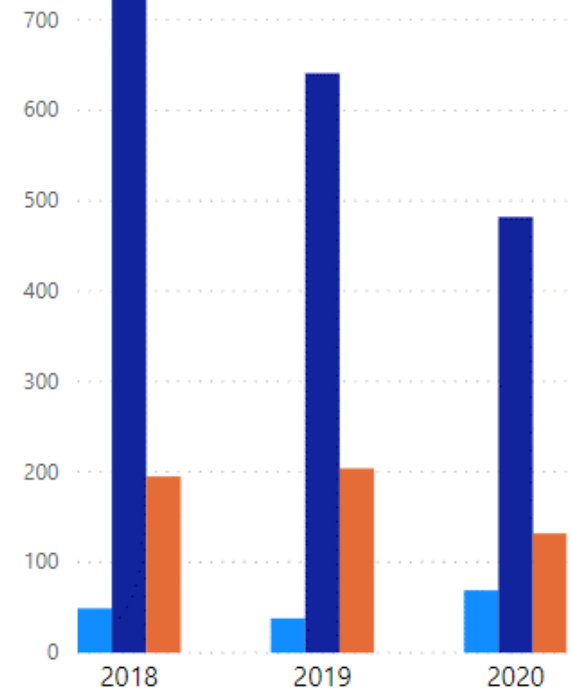


2020

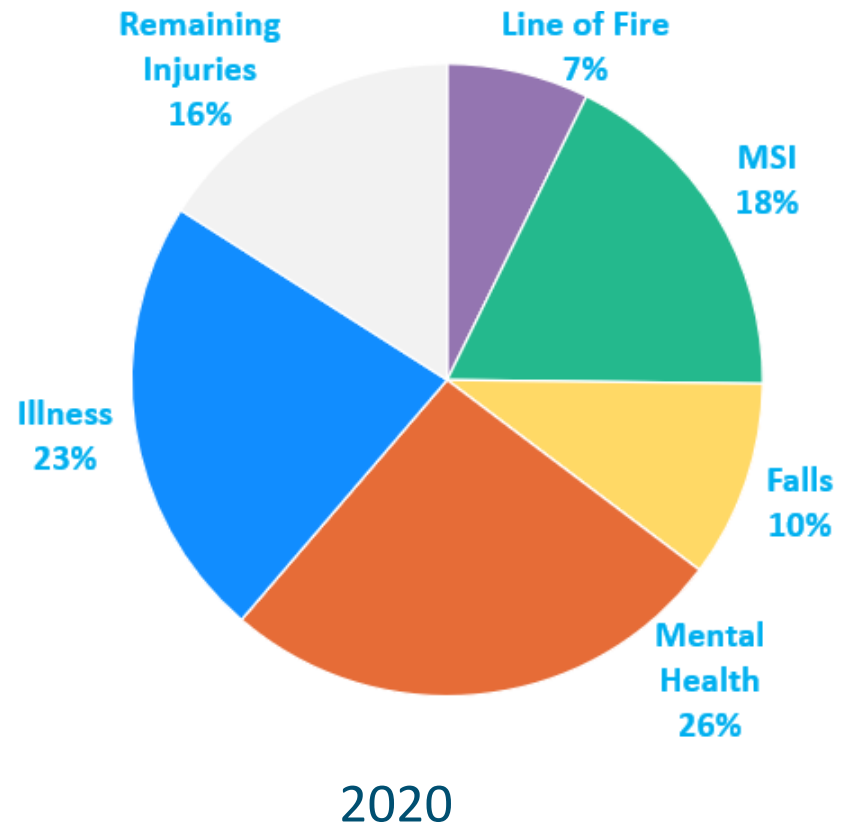
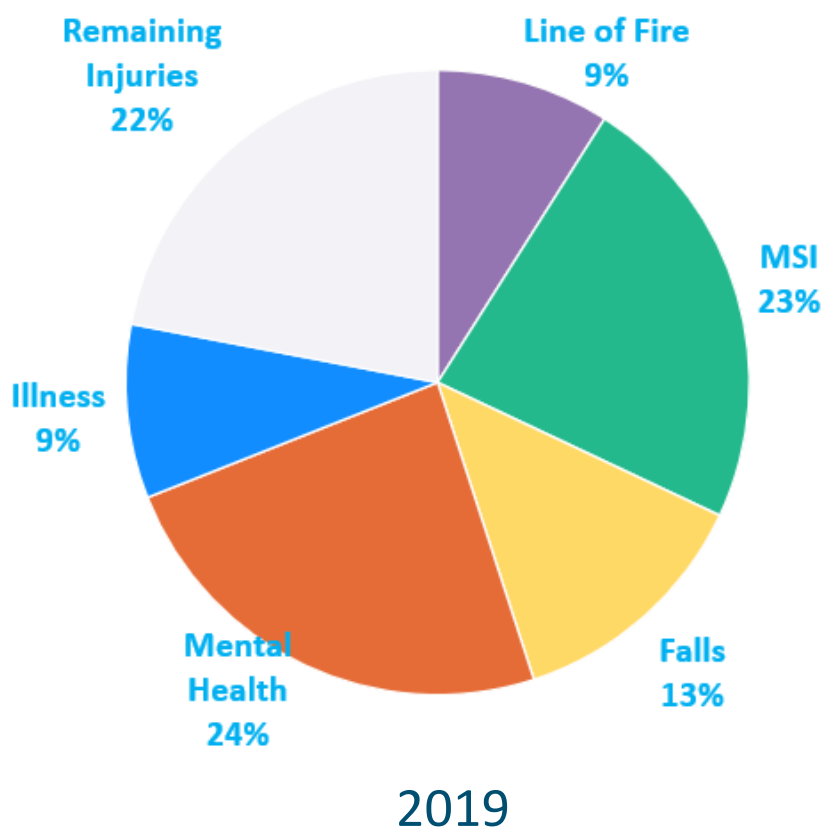


● Illness ● Injury ● Mental Health

Number of Claims



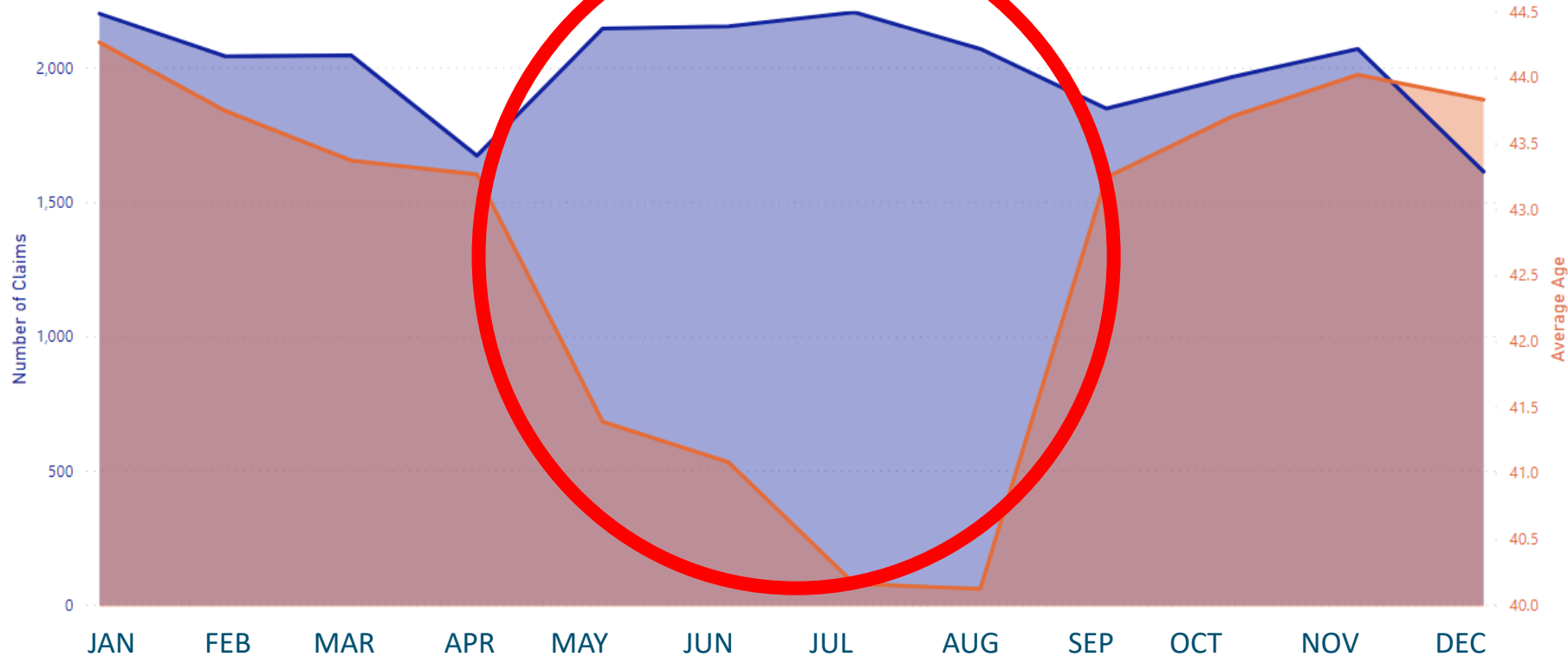
AMHSA Injury Reduction Campaigns



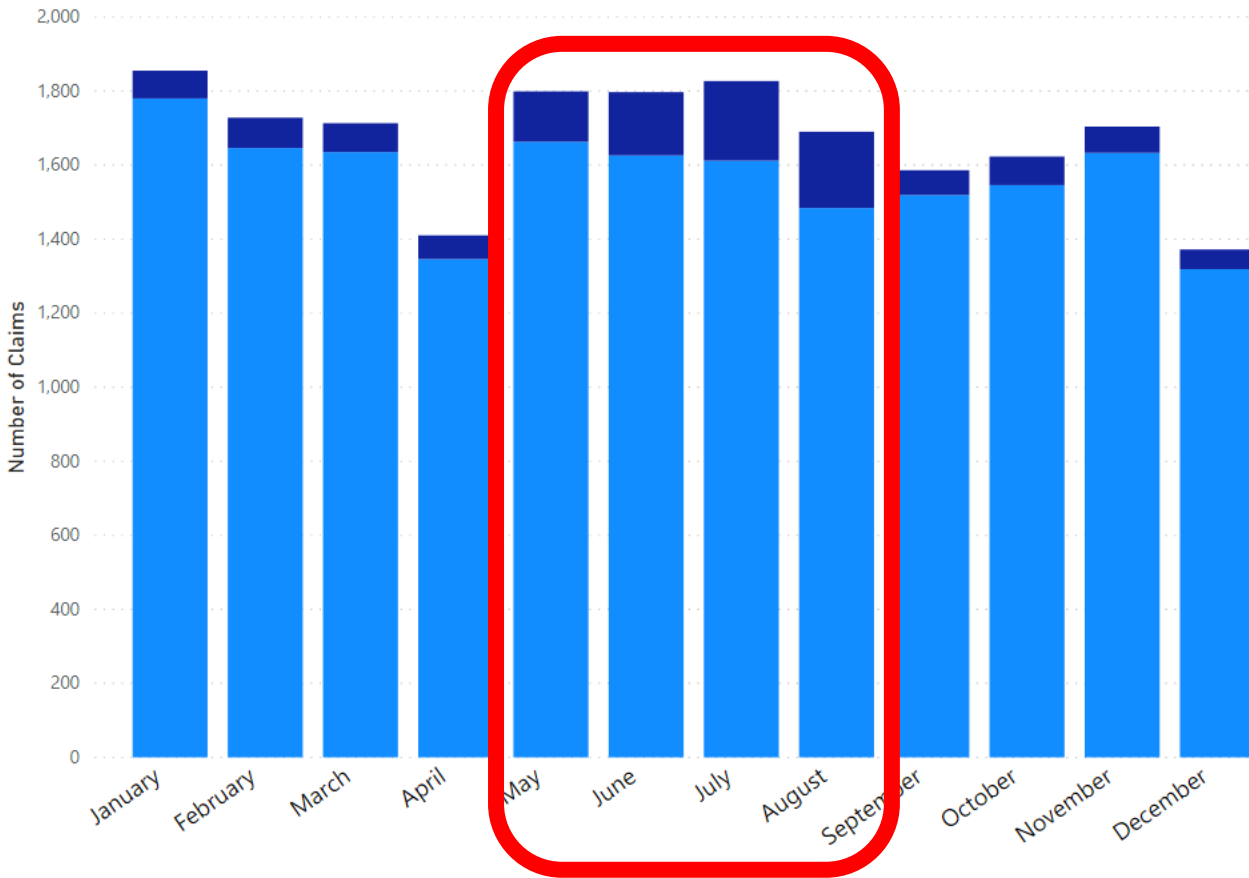
Peak Season For Claims – Average Age of Workers Drops

Number of Injury/Illness Claims and Average Age of Worker

● Count of Index ● Average of Age - Time of Accident



Peak Season For Claims and Young Workers



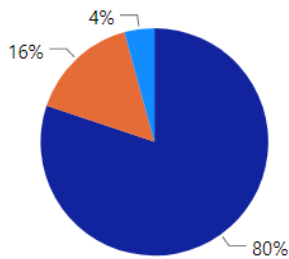
Dark Blue = Young Workers (24 years old or younger)

2017-2020 Data

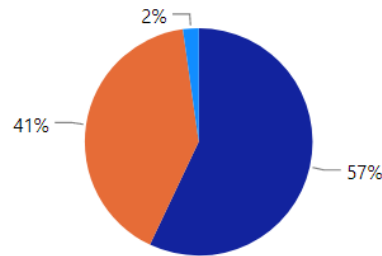
Nature of Claims : Police

Percentage of Claim Cost by Nature of Claim

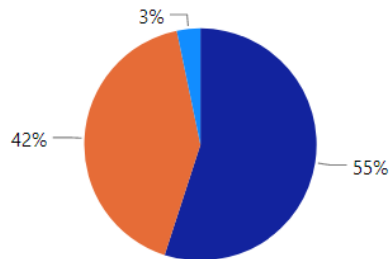
2017



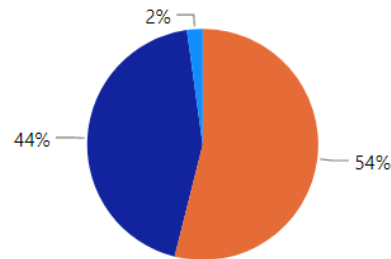
2018



2019

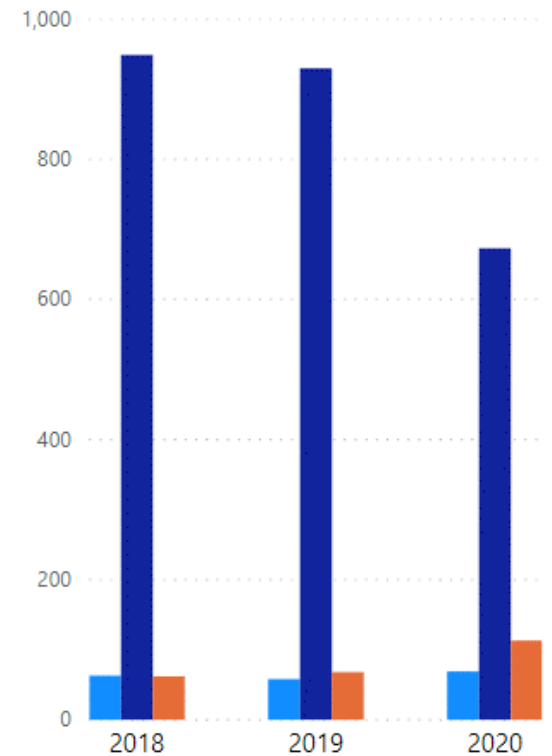


2020



● Illness ● Injury ● Mental Health

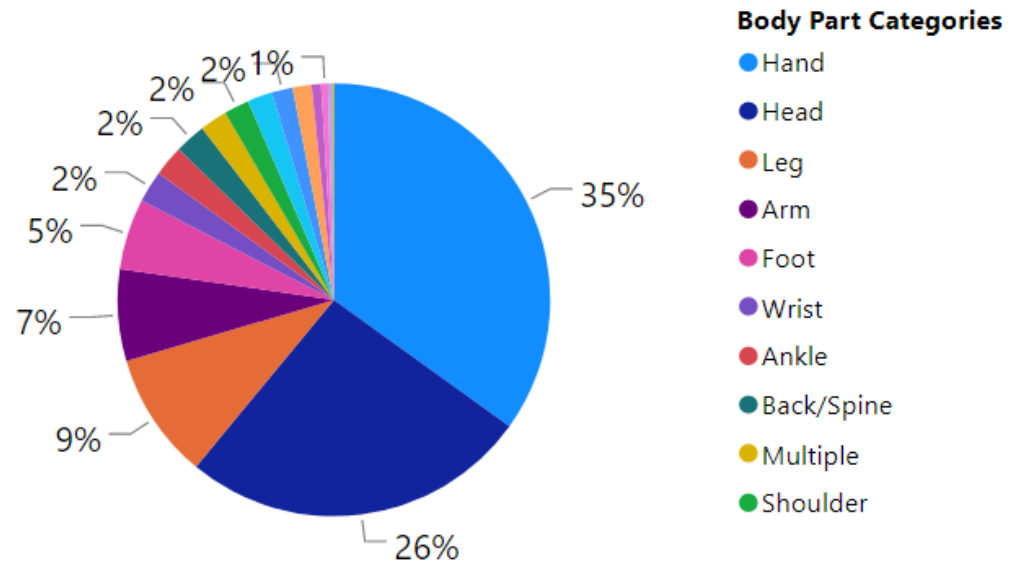
Number of Claims



Line of Fire Mechanism and Body Part



LoF Injuries by Type

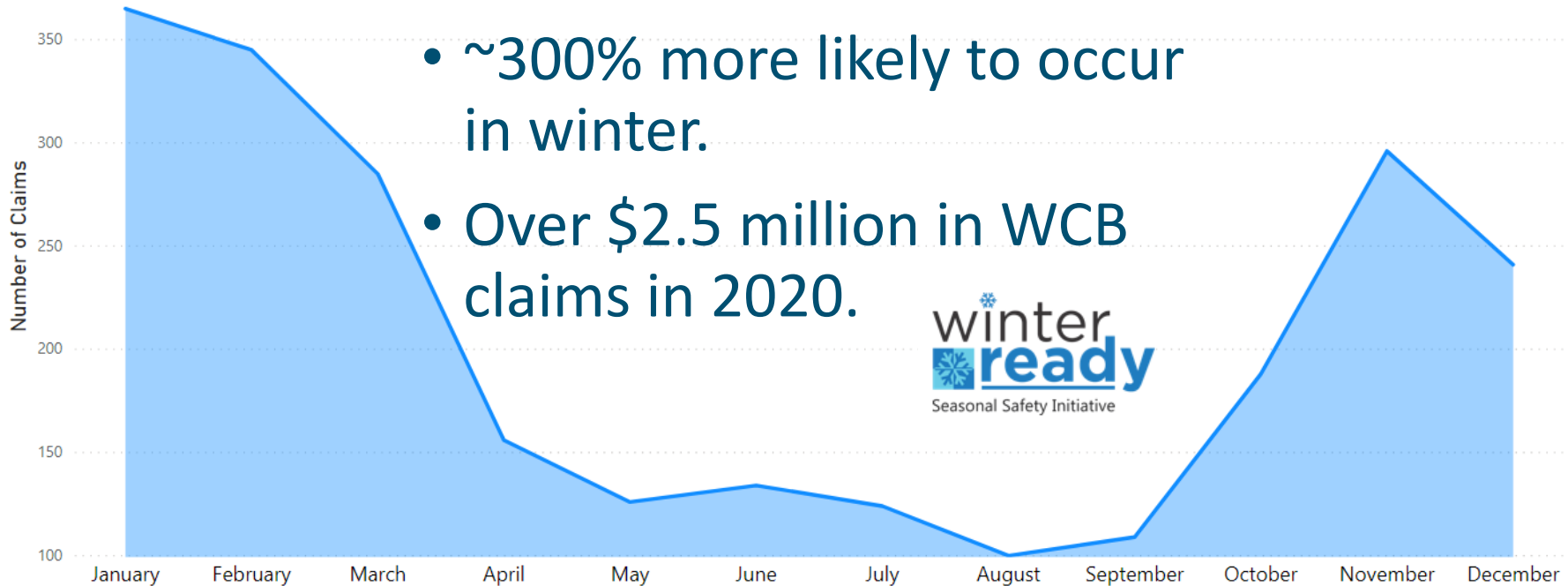


Fall Injuries Peak During Winter Months

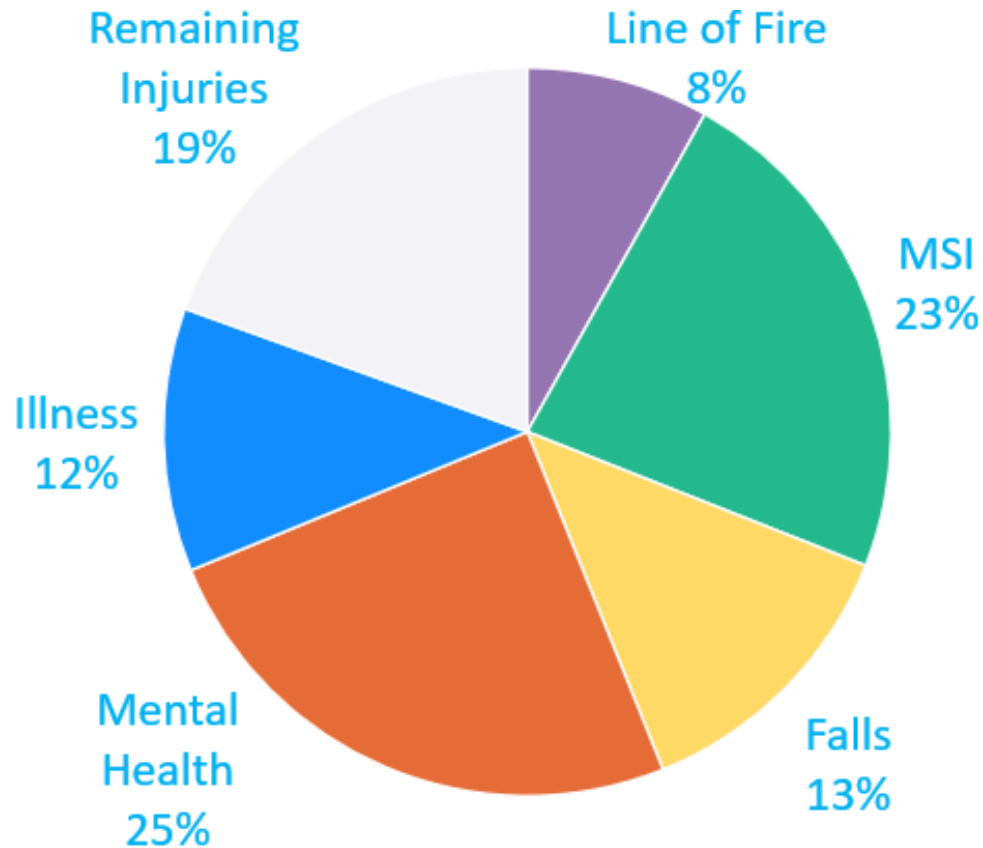
- Primarily falls at the same level due to ground/floor conditions.

- ~300% more likely to occur in winter.

- Over \$2.5 million in WCB claims in 2020.



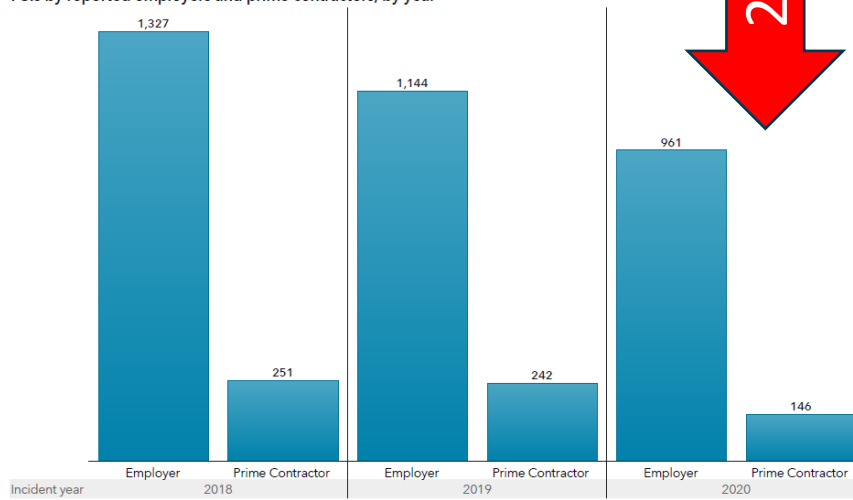
Claims Cost 2017-2020 by Campaign



PSI Reporting Down

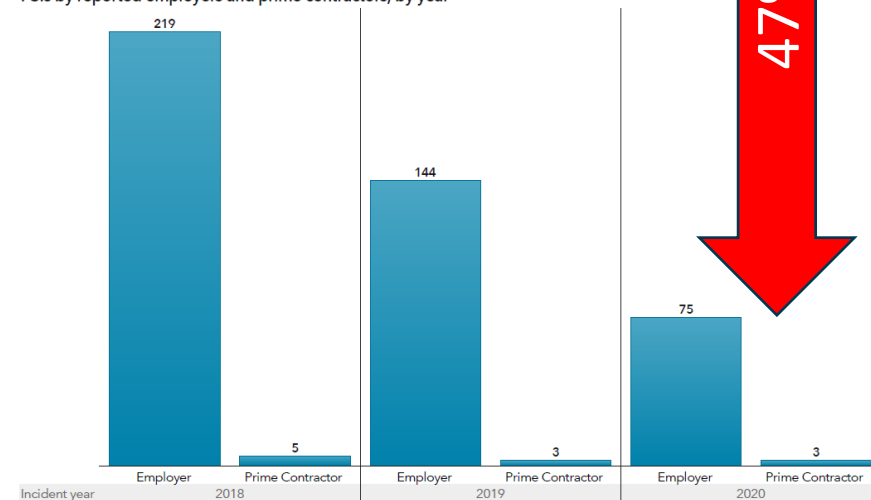
All Industries

PSIs by reported employers and prime contractors, by year

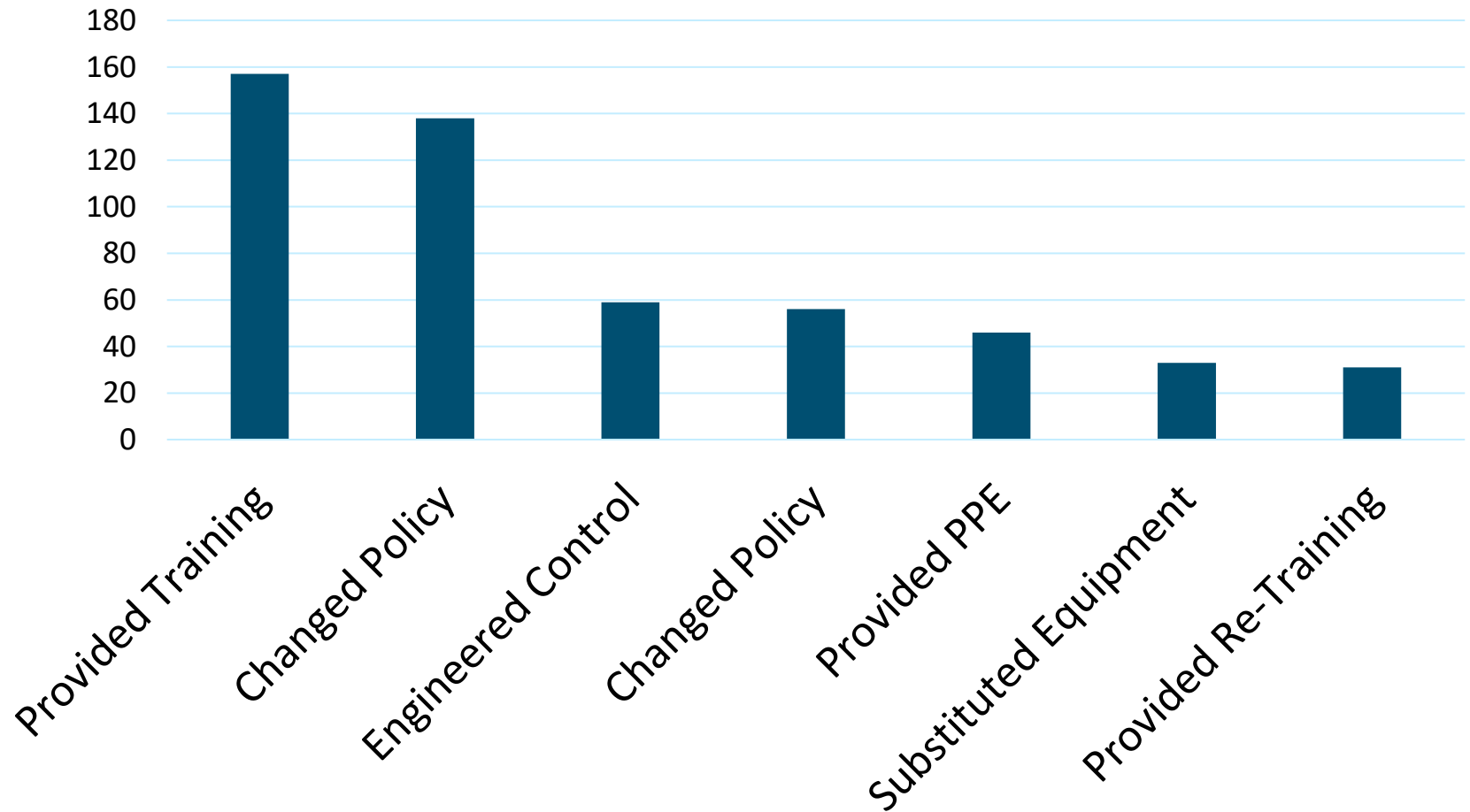


Municipalities

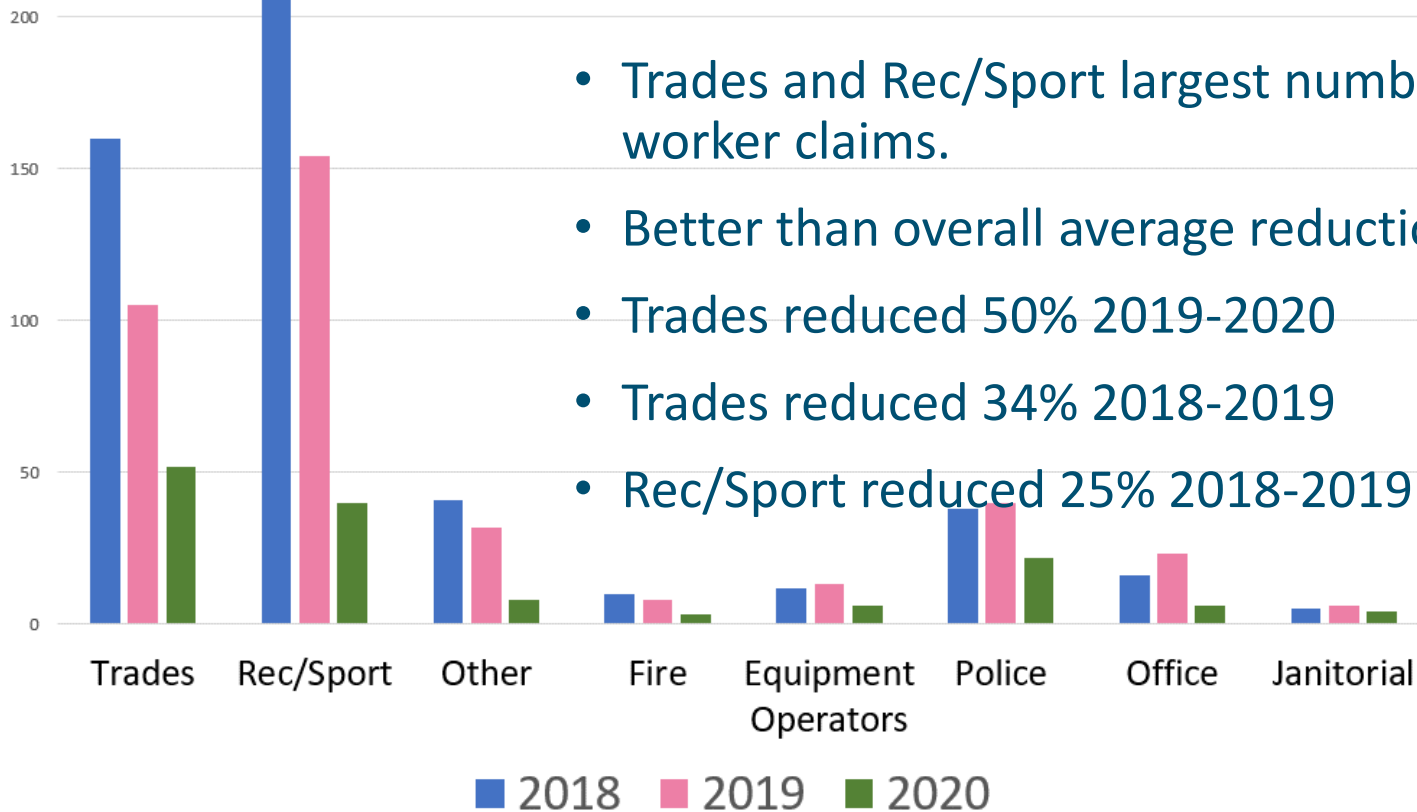
PSIs by reported employers and prime contractors, by year



PSI – Corrective Actions Identified

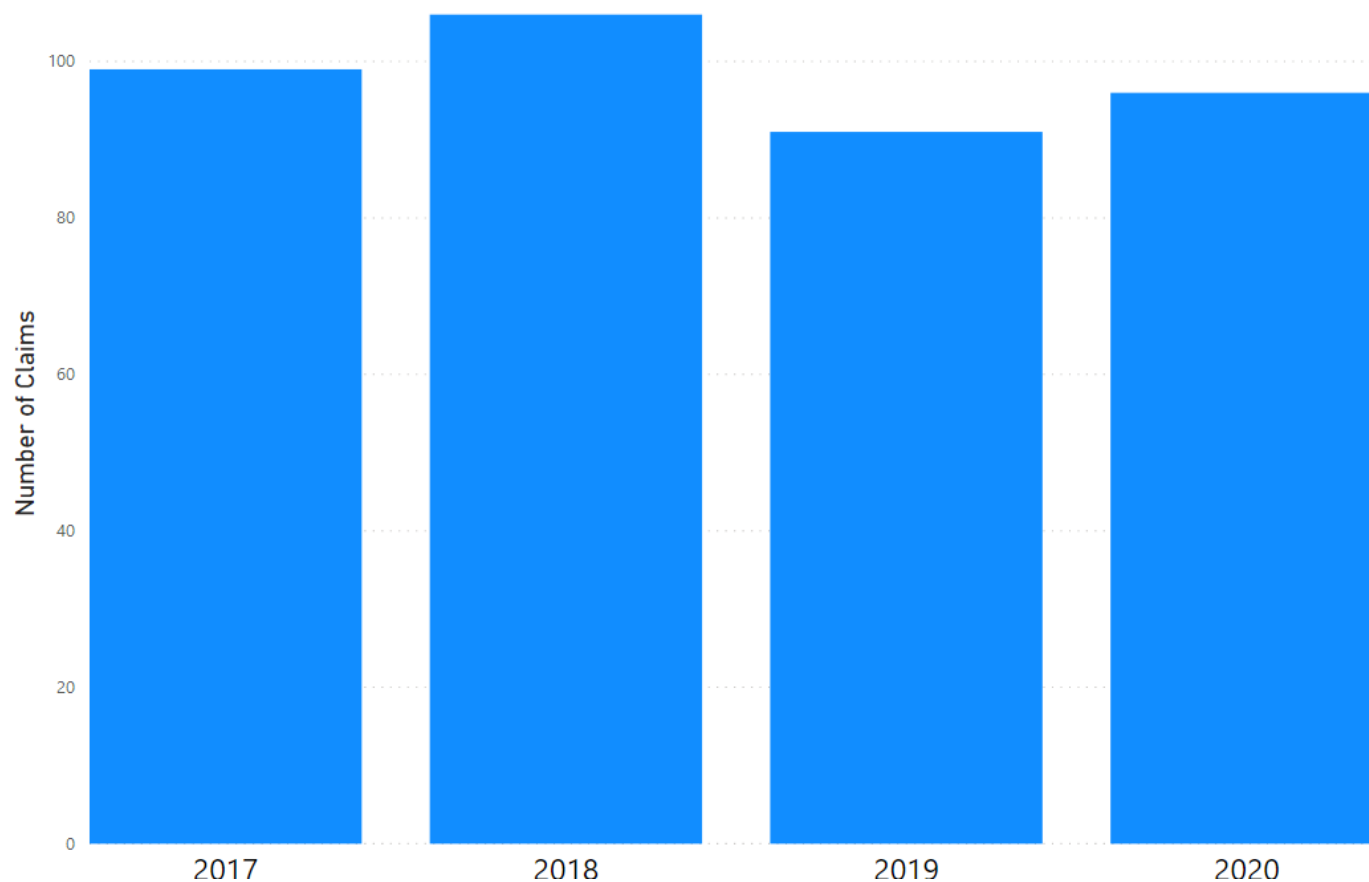


62% Reduction in Young Worker Claims

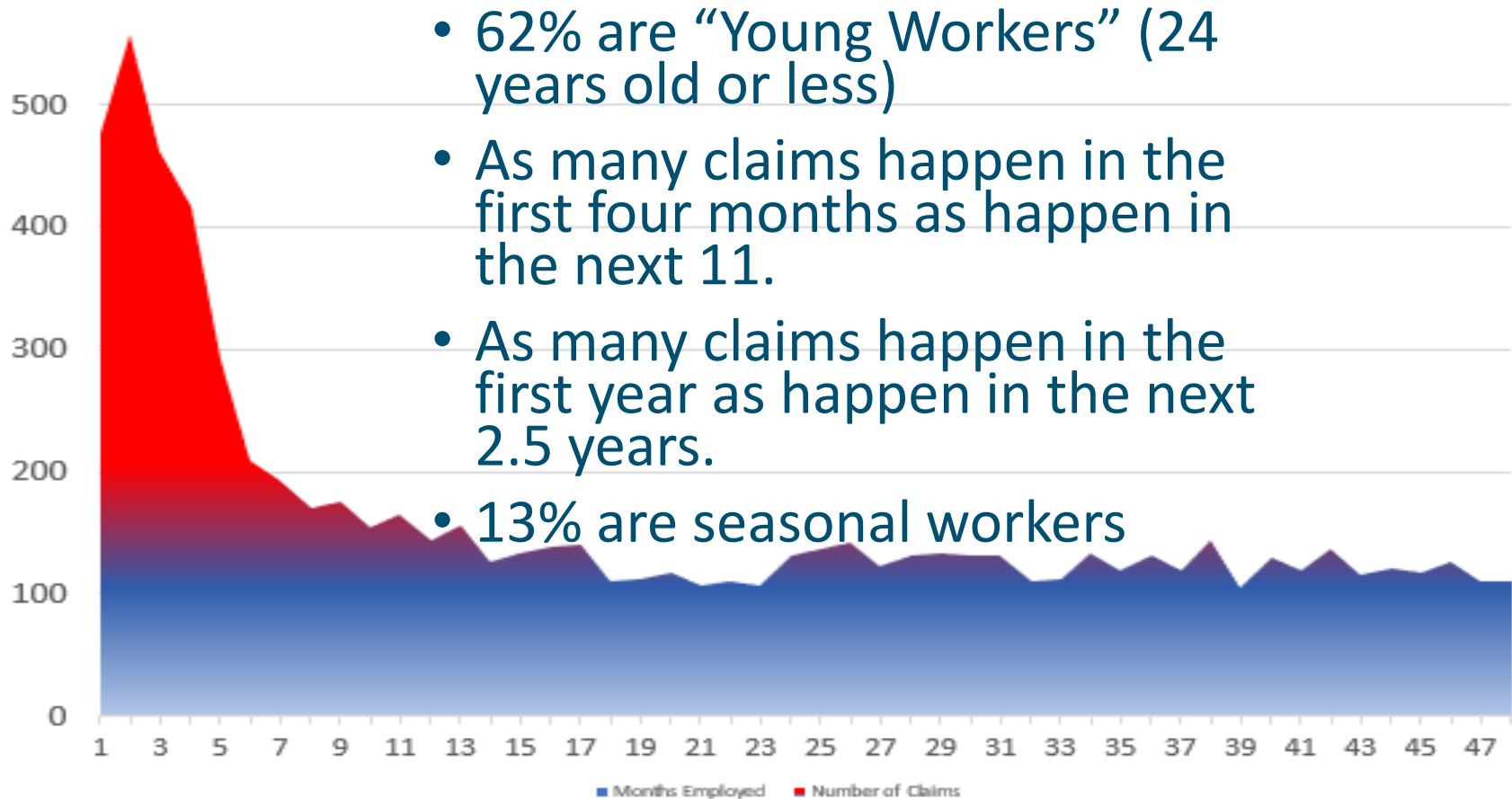


- Trades and Rec/Sport largest number of young worker claims.
- Better than overall average reduction of 27%
- Trades reduced 50% 2019-2020
- Trades reduced 34% 2018-2019
- Rec/Sport reduced 25% 2018-2019

Seasonal Worker Claims Flat



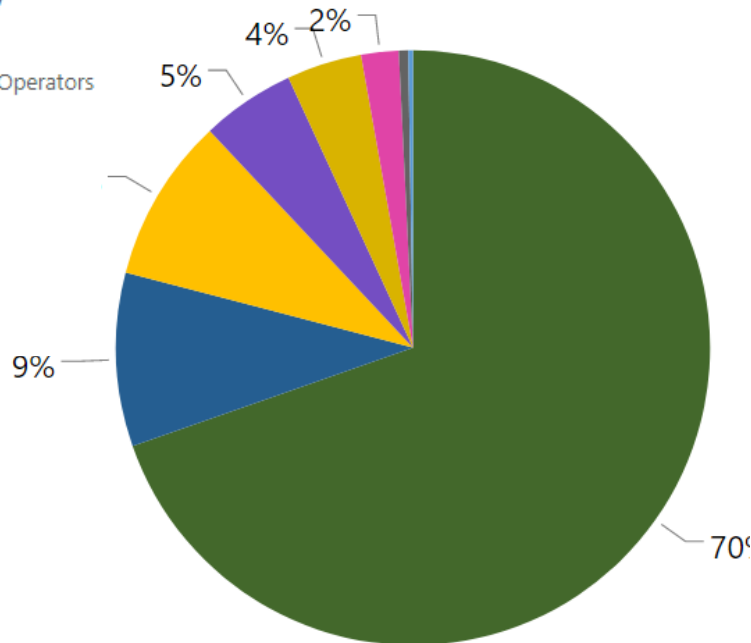
>400% More Likely to be Injured in the First Four Months



Seasonal Worker Claim Demographics

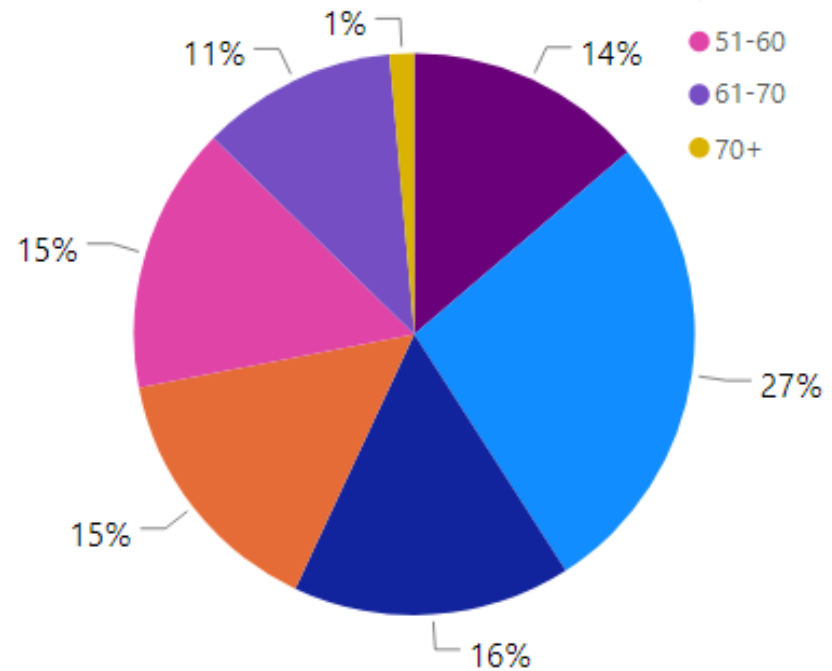
Occ Category

- Trades
- Equipment Operators
- Rec/Sport
- Office
- Other
- Janitorial
- Police
- Fire



Age Group

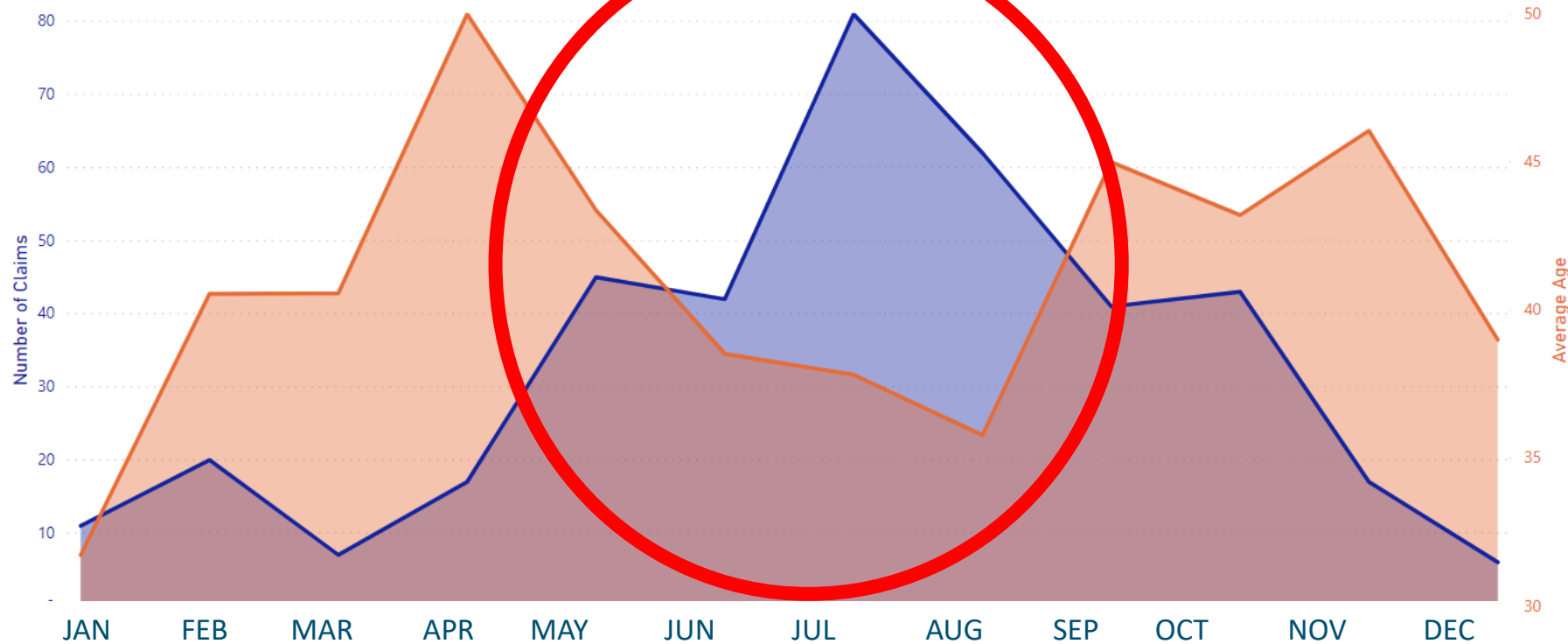
- 11-20
- 21-30
- 31-40
- 41-50
- 51-60
- 61-70
- 70+



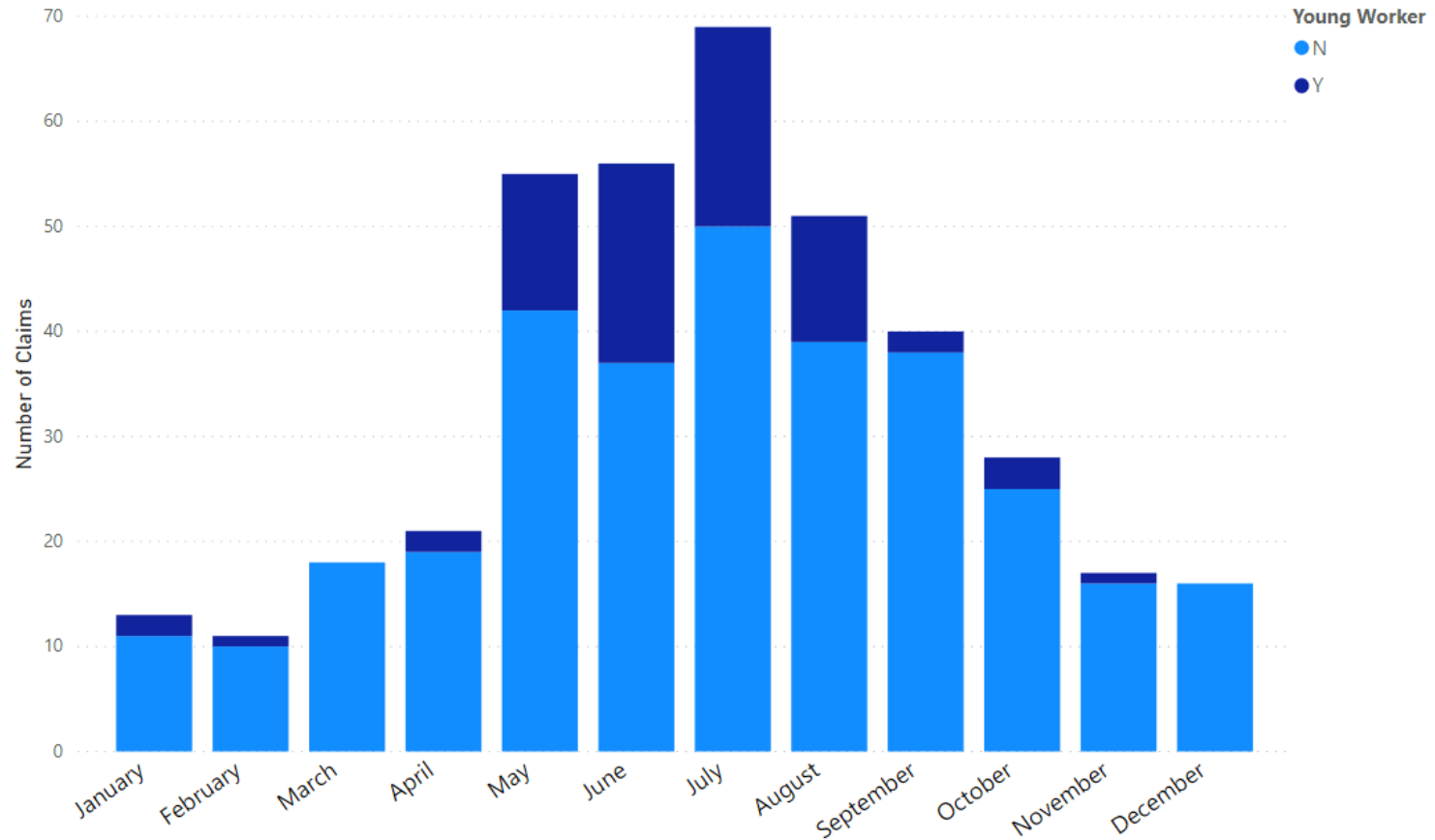
July and August Peak Months for Seasonal Worker Claims and Lowest Average Age

Number of Injury/Illness Claims and Average Age of Worker

● Count of Index ● Average of Age - Time of Accident



Landscaping Season is Here



COMING SOON

Lawn Maintenance Course with online Resources

training.amhsa.net/v1/index.cfm?action=learner.doCourse&cid=20578&hid=4082380&isjump=0&aid=1618618271586

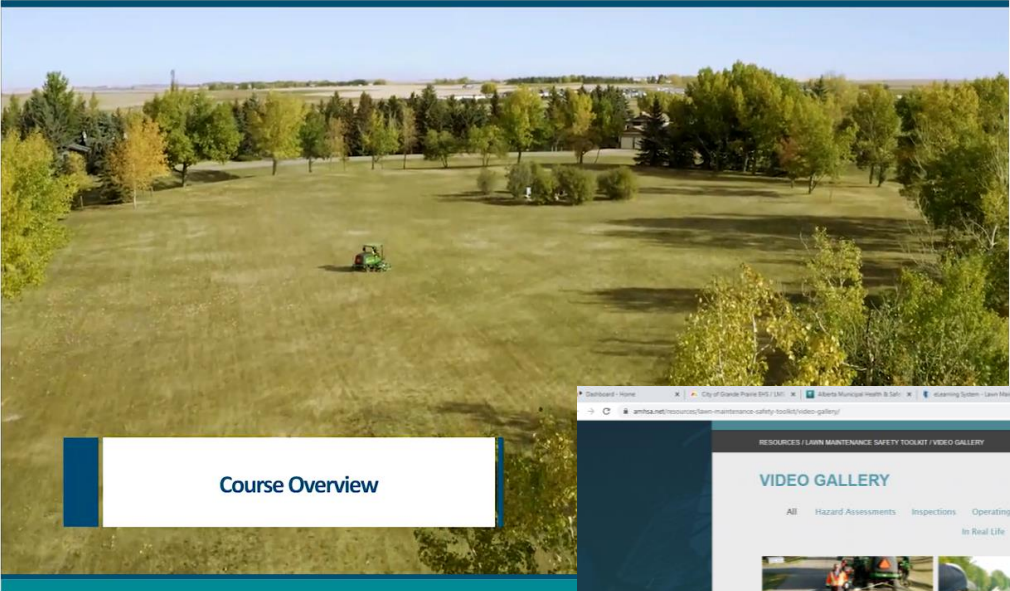

HOME PROFILE HELP SEARCH COURSE CODES LOG OUT

LAWN MAINTENANCE TEST

AMHSA Lawn Maintenance Safety

RESOURCES

Welcome



Course Overview


AMHSA

resources / LAWN MAINTENANCE SAFETY TOOLKIT / VIDEO GALLERY

VIDEO GALLERY

All Hazard Assessments Inspections Operating Equipment Show Equipment Communications Activities

In Real Life Go to Documents



M1-5 Hazard Control

MUSTER POINT

Chat with us

Type your message here

New Worker Orientation



Starting a new job?

Get off to a safe start by following these checklists.

All workers in Canada have **three basic rights**

- Know your rights**
- 1 The Right to Know** about hazards on the job and how to protect yourself.
 - 2 The Right to Participate** in health and safety activities, including reporting unsafe practices.
 - 3 The Right to Refuse Unsafe Work** that poses harm to yourself or co-workers.

Did you know?



A new job means **more risk.**

New workers are more vulnerable to workplace injury or illness, many of which happen in the first month on the job.



Stay safe



Have you had training yet? It's your employer's duty to keep you safe. Make sure you know about and are trained on all hazards in the workplace.

Training moving too fast? Ask your supervisor to slow down and repeat.



Do you have your PPE? Make sure you have all the personal protective equipment you need.

Know what to do in an emergency. Ask your supervisor what to do if there's a fire, power failure or any other emergency.



Know who to reach out to. Your supervisor should let you know who you can connect with for health and safety matters.



Stay healthy

Working during the pandemic?

Here are a few tips to keep yourself and others healthy.



Are you feeling okay? Screen yourself for COVID-19 symptoms daily.

Common signs of infection:

respiratory symptoms, fever, cough, shortness of breath and breathing difficulties.



Do you know your sick policy?

Ask your employer what to do if you have symptoms of COVID-19 or are feeling unwell.



Are you physically distancing? Stay the greatest distance possible (at least 2 metres) apart from others.



Are you taking precautions? Wear a well constructed, well fitted mask, wash or sanitize hands often, and disinfect items that you share or are touched by others.



On-the-job reminders



If you spot it, say it. Have you spotted something that's unsafe? Report it to your supervisor.



If you're not okay, it's not okay. If you feel you're being harassed or unsafe, it's your right to report it. Talk to your supervisor, a human resources representative, or a member of your health and safety committee.



Do you know what workplace harassment looks like? It's any time that a worker is abused, threatened, intimidated, or assaulted – and it isn't always physical. It could be inappropriate texts from a boss or team member, a coworker making offensive jokes, or being bullied by a customer.



Your mental health matters. Know who to talk to if you're feeling stressed, bullied, or overwhelmed.

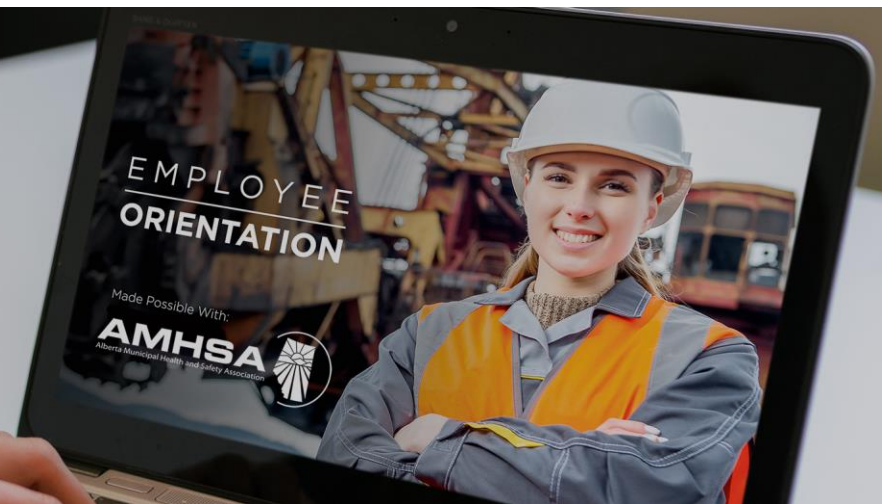
Orientations Live Webinar, and “Legislation & How to” Session

- Date: Wednesday, June 16
- Time: 10am – 12pm



Online Orientations

With online orientations, your team can spend less time on training and more time getting the job done.





Legislation Review & Discussion+ Online Orientation Building “Tips and Tricks”

After the Legislation review & discussion, this session, we will explore everything you will need know to get started creating online courses and orientations including:

- How to build a business case to launch or improve online on demand orientations
- A (very) brief Introduction to third party SCORM course & other authoring tools
- A brief introduction to the BIStainer course builder
- Creating courses in BIStainer using video-based content
- Creating courses in BIStainer using PowerPoint based content
- Creating courses in BIStainer using YouTube/Vimeo based content
- Adding Quizzes and Exams to your courses

Actual Poll from today's meeting:

 Forms 11:44 a.m.

Live | Poll: Not anonymous | Results shared 

Do you currently have an online, on demand Orientation for your new employees and contractors?

Yes

No

[Submit Vote](#)

Updated

| | |
|-----|---------|
| Yes | 36% (4) |
| No | 63% (7) |

11 responses

DIGITAL FORMS

The Paperless Solution for a
Mobile Workforce Switch



Switch from paper to digital forms to allow completion
anywhere using a computer, tablet, or smartphone.



Upload your paper forms
to our software



Switch from paper
to digital forms



Using a computer, tablet,
or smartphone

Dynamic Digital Forms for All Your Assessment, Validation, and Audit Needs

Drag-and-drop functionality allows you to easily design digital forms that fulfill your company's needs. Add logic rules to each form checkbox and drop-down menu, which, depending on the answer selected, will dynamically reveal or hide other form fields. You can even allow forms to work in conjunction with the Training Matrix to automatically add required training to user accounts based on the fields selected.



► Form Types

Create hundreds of customized forms, including:



Competency
Validations



Incident
Investigations



COR
Audits



Hazard
Assessments











Equipment
Inspections



Advanced Form Builder

Our advanced form builder incorporates innovative drag-and-drop technology, allowing you to build and administer any form online.

Each form can include:

- Checkboxes
-  Images
-  Electronic signatures
-  Drop-down menus
-  Videos
-  Calculated fields
-  Likert scales
-  File uploaders
-  Open text fields



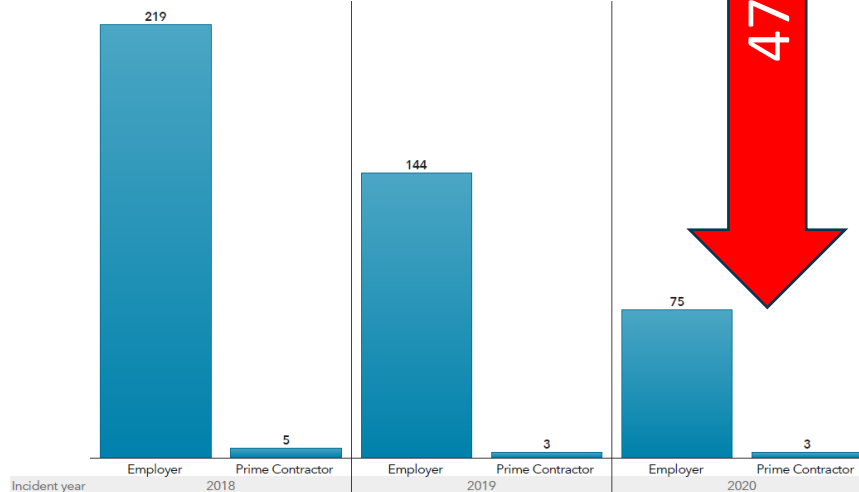
Automated
Alerts

Using our technology, you can set the frequency at which each form must be completed. Once the frequency is set, automated notifications are sent to specified personnel in advance of the due date. Should a due date be missed, escalating notifications can be sent to help get your team back on track.

PSI Reporting Down

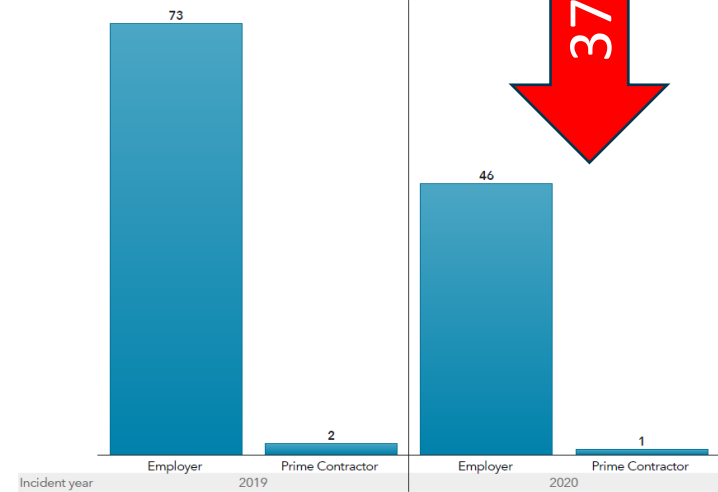
All Municipalities

PSIs by reported employers and prime contractors, by year

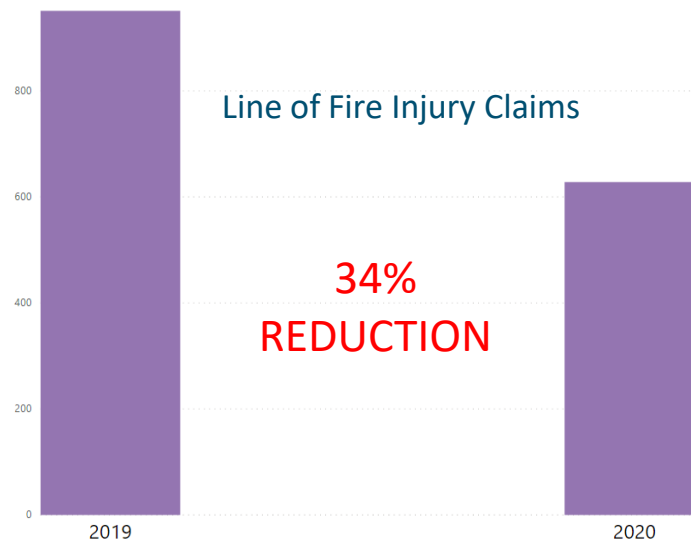
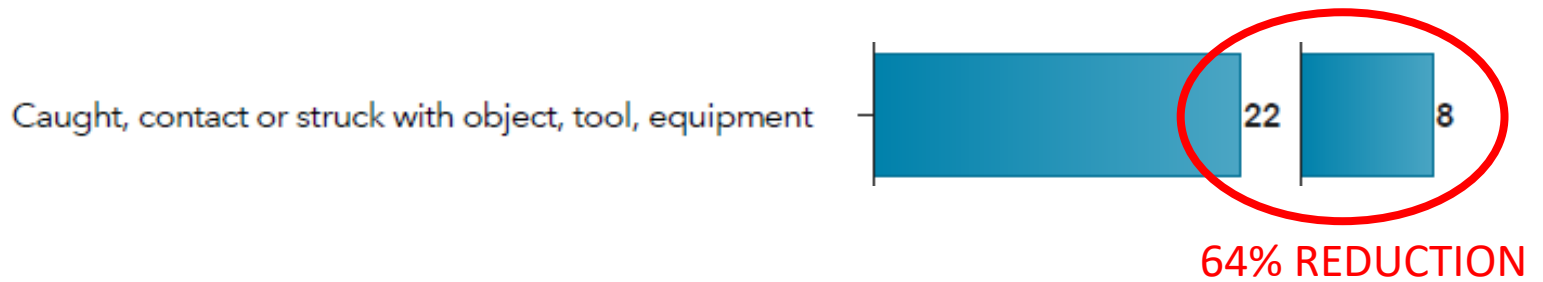


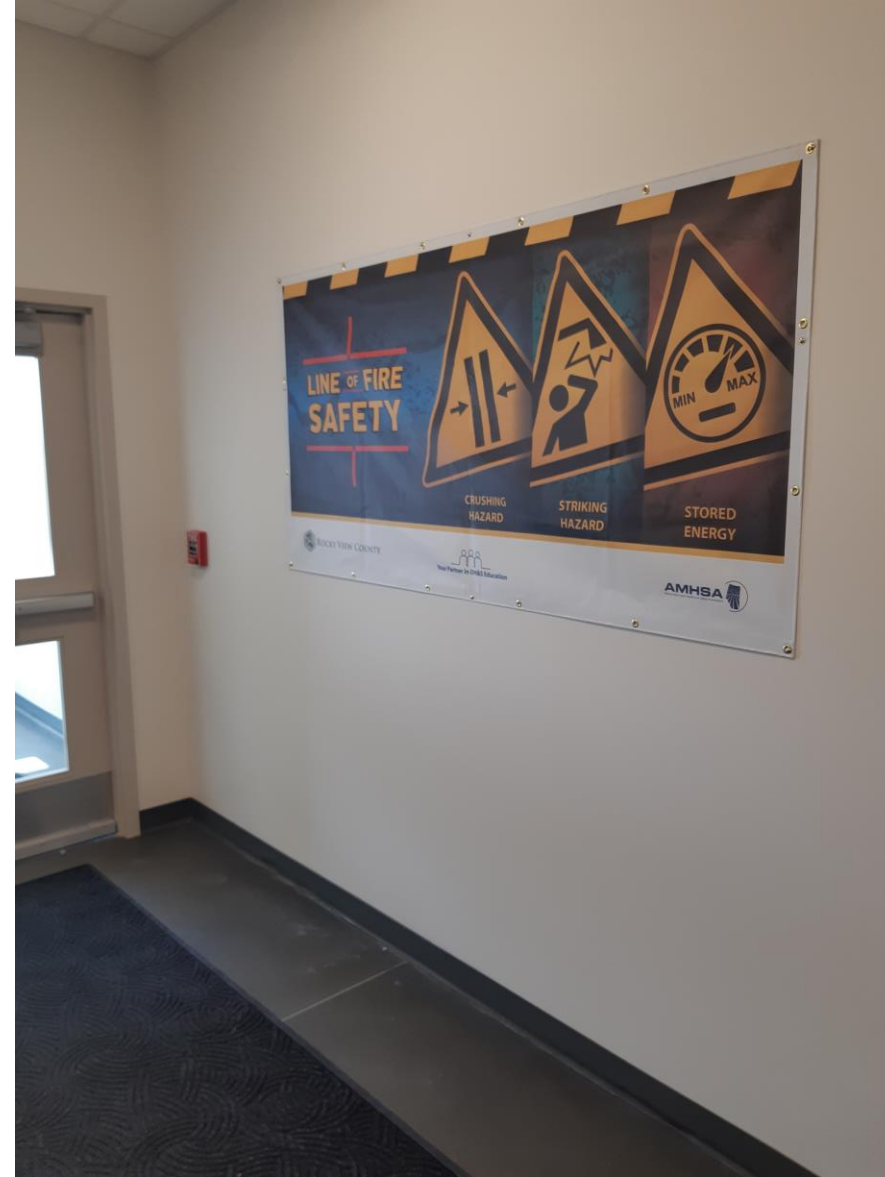
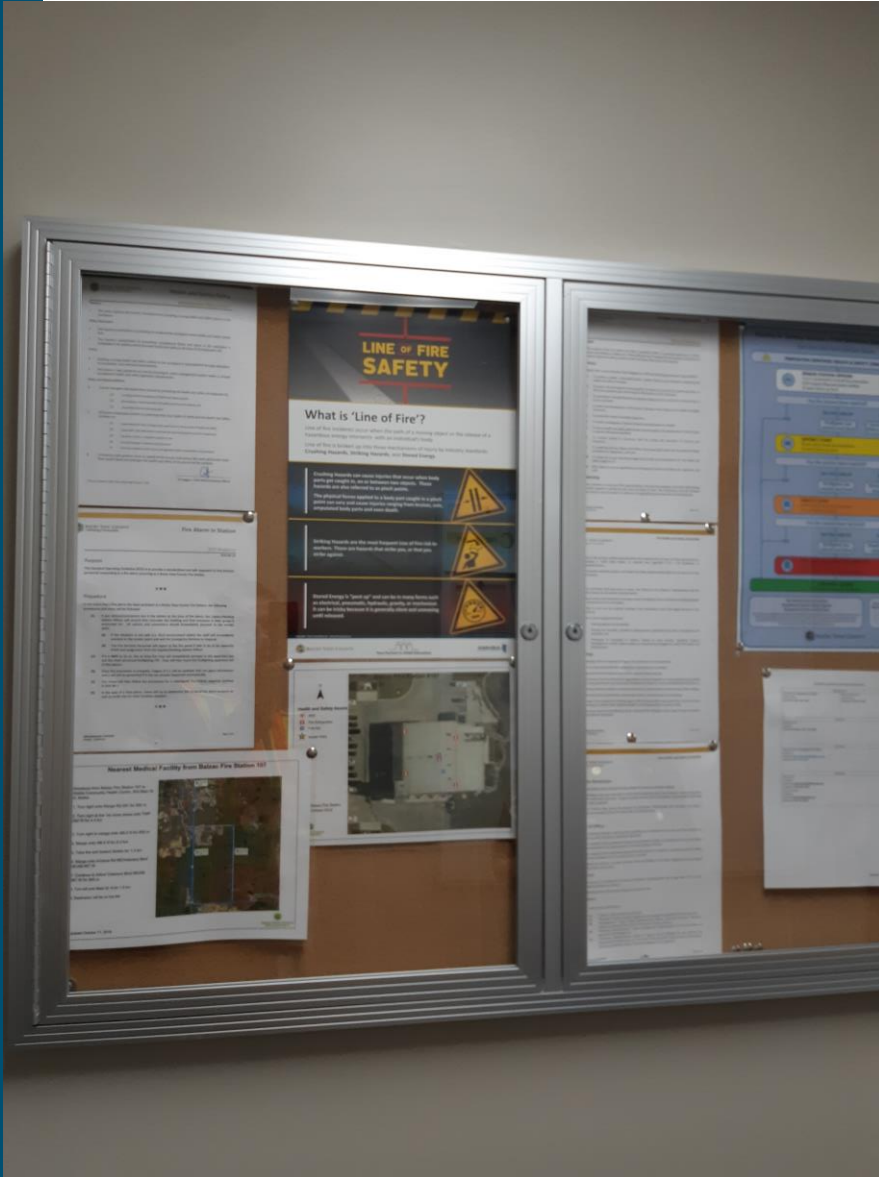
Cities

PSIs by reported employers and prime contractors, by year

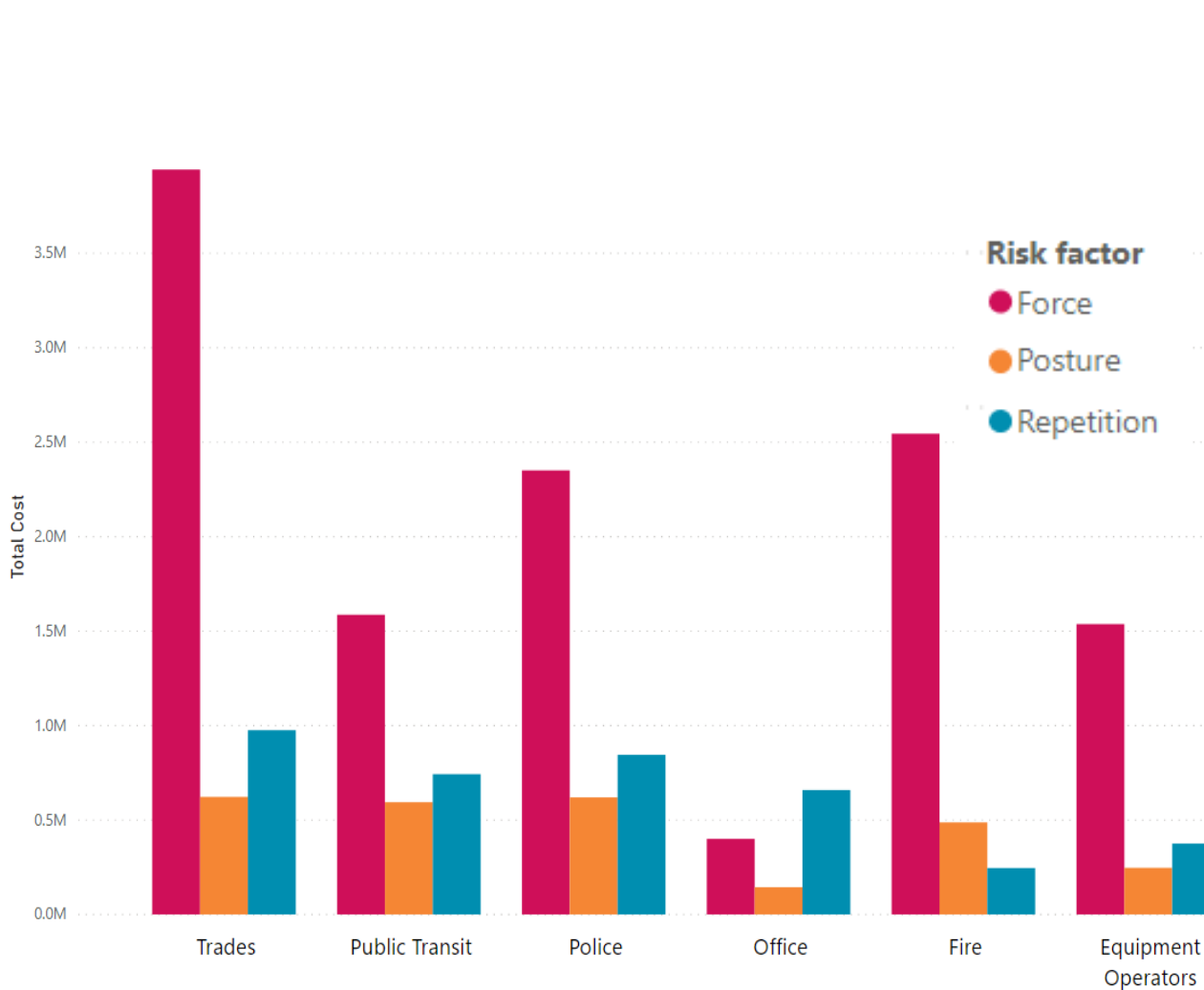


Large Reduction in Line of Fire PSI's Reported





Force is a Leading Risk Factor



MSI
Musculoskeletal Injury

Force
Lifting, Carrying & Grip Force

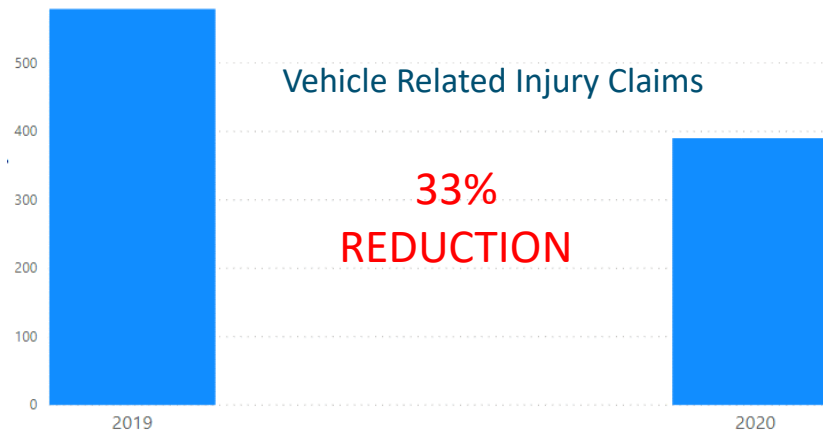
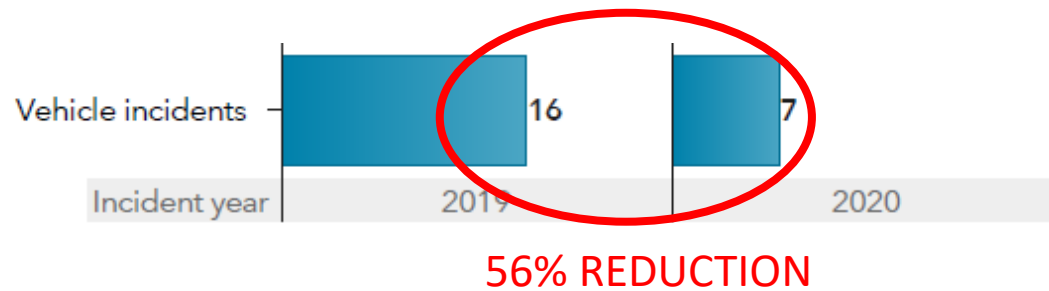
MSI
Musculoskeletal Injury

Posture
Reaching, Twisting, Kneeling, Squatting & Bending

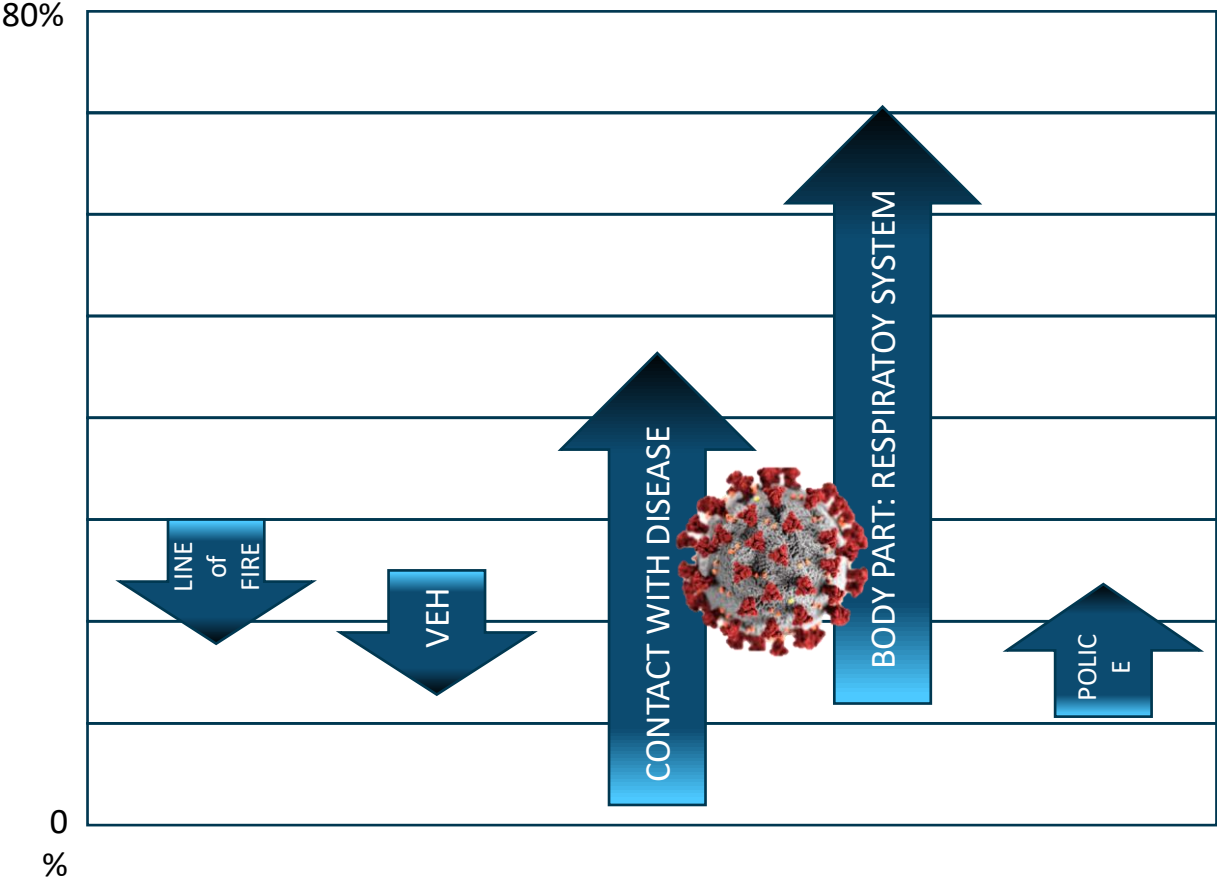
MSI
Musculoskeletal Injury

Repetition & Duration
Work variety, being unaccustomed to the task

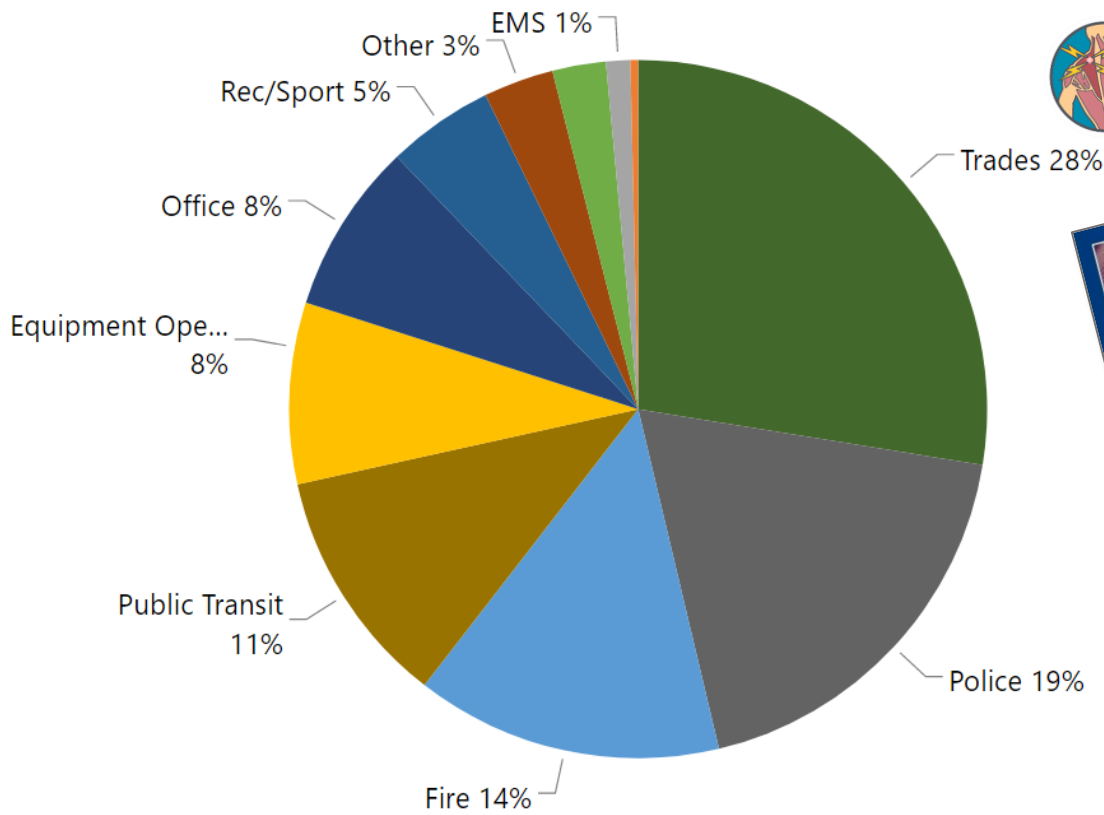
Large Reduction in Vehicle PSI's Reported



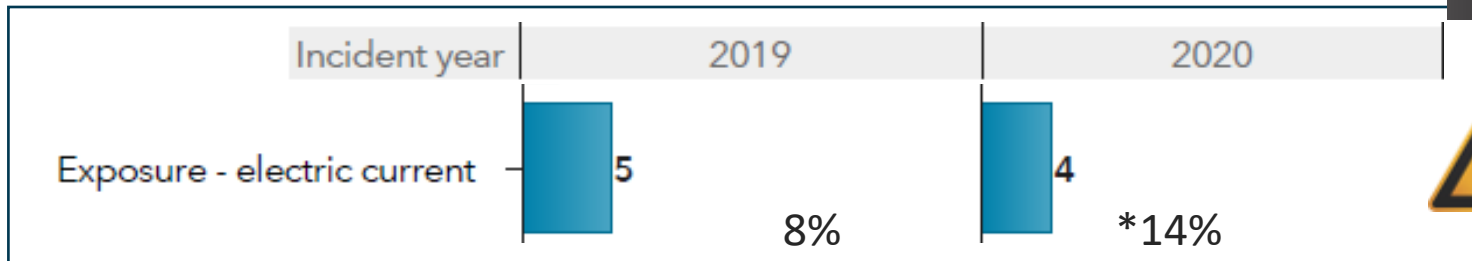
Changes in Types of PSI Incidents Reported



MSI Injuries by Occupation



Contact With Electrical Current

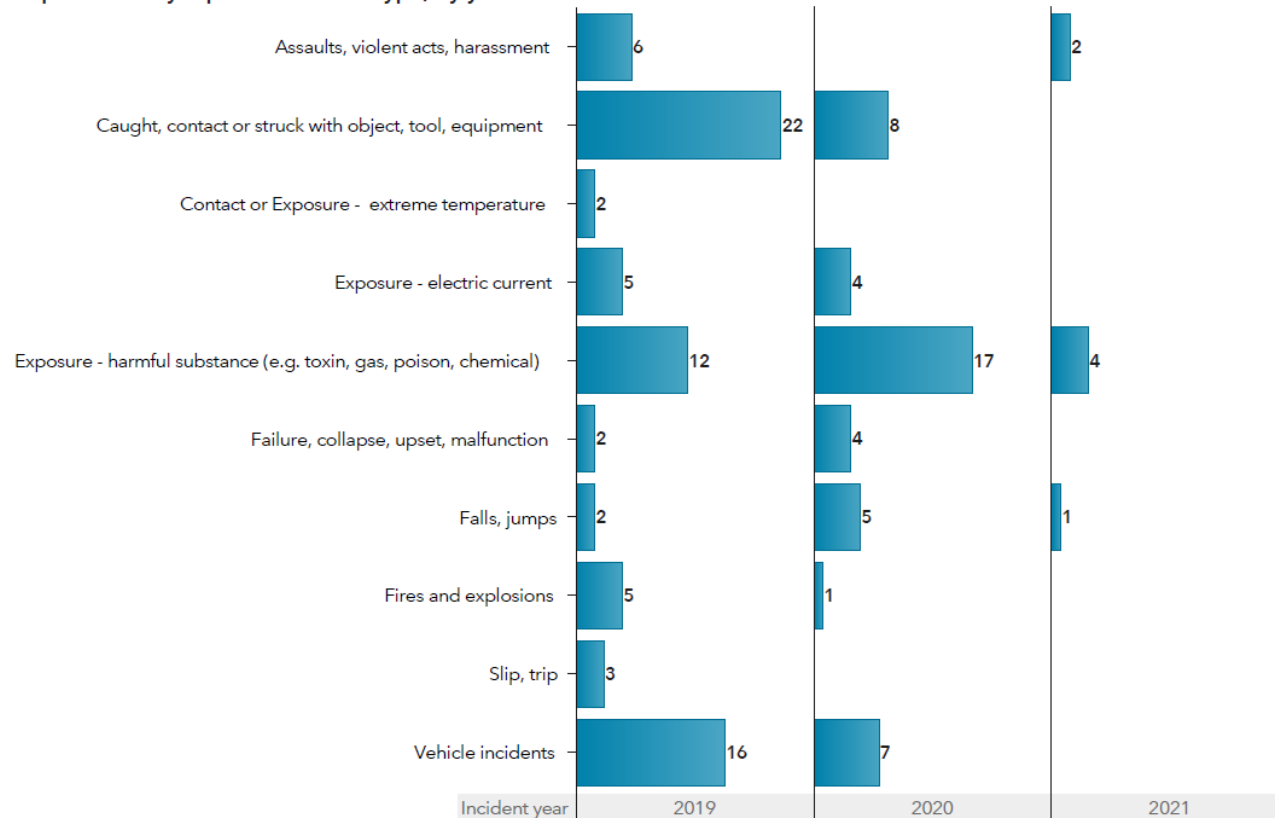


| | | Incident year ▲ | | 2019 | | 2020 | |
|-----------------------------|----------------------------------|-----------------|----|------|----|------|--|
| Exposure - electric current | Contact with electric current | 2 | 3% | 1 | 2% | | |
| | Contact with overhead power line | 1 | 1% | 1 | 2% | | |
| | Contact with wiring | 2 | 3% | 2 | 4% | | |

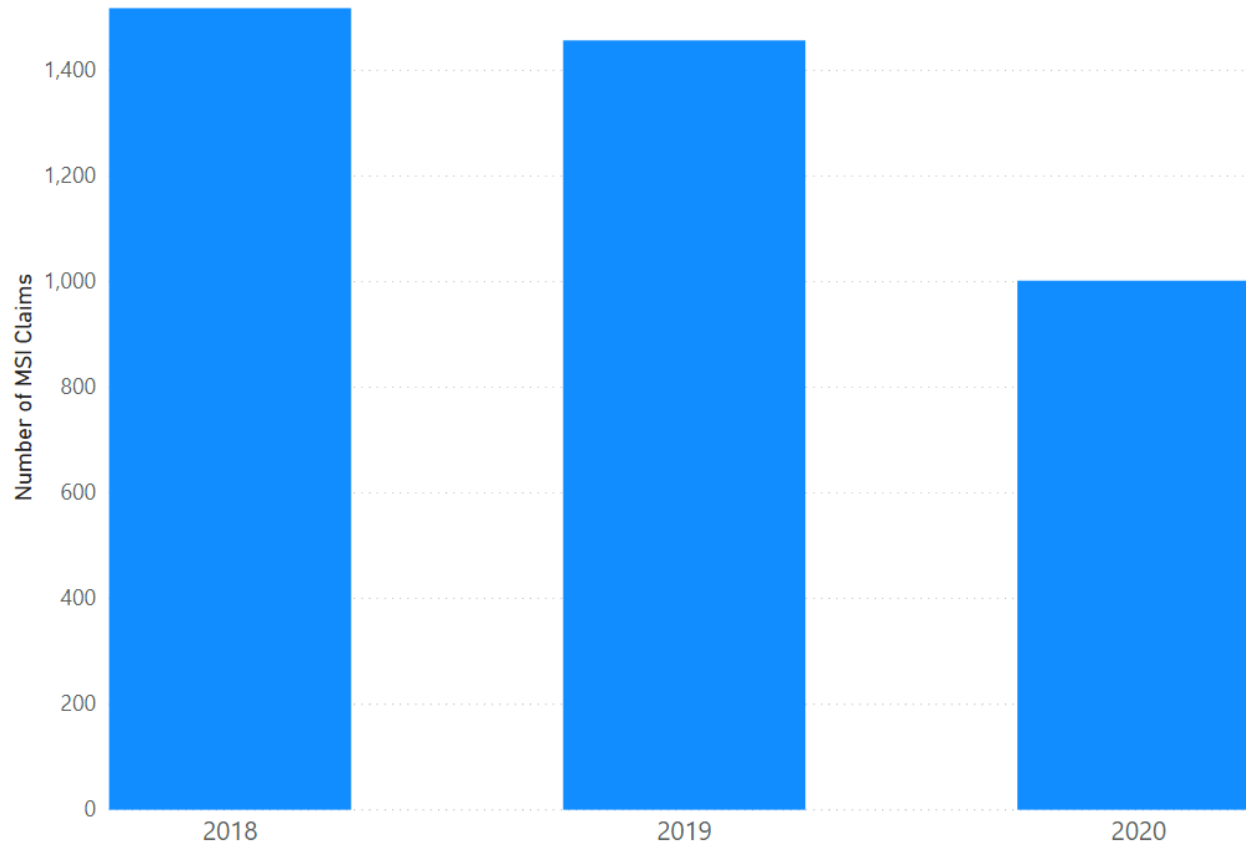
*with exposures removed

Top 10 Most Frequent PSI's Reported by Alberta Municipalities

Top 10: PSIs by reported incident type, by year

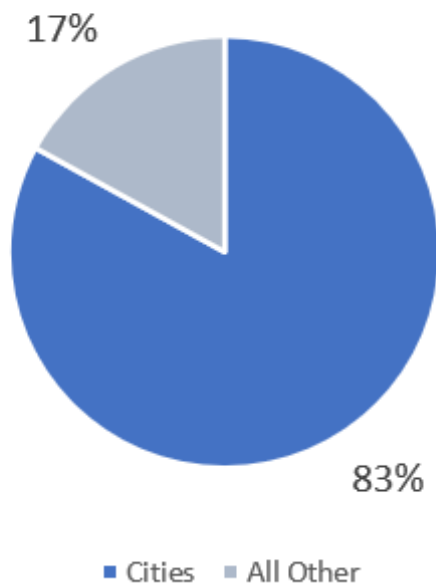


31% Reduction in MSI Claims

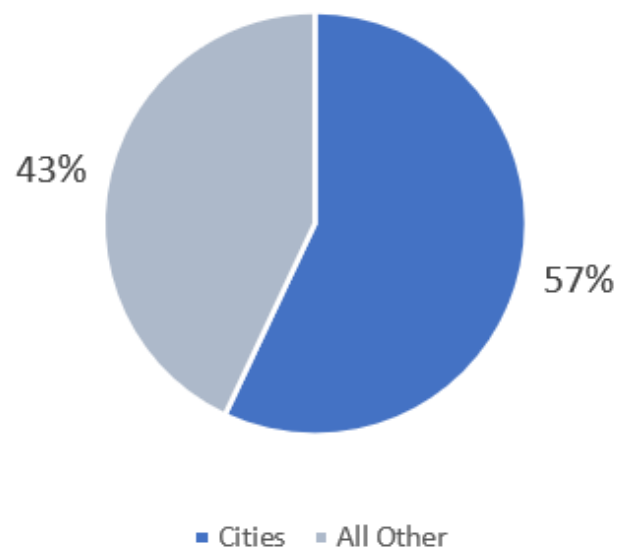


% of Claims vs % of PSI Reporting

Percentage of Claims in 2020



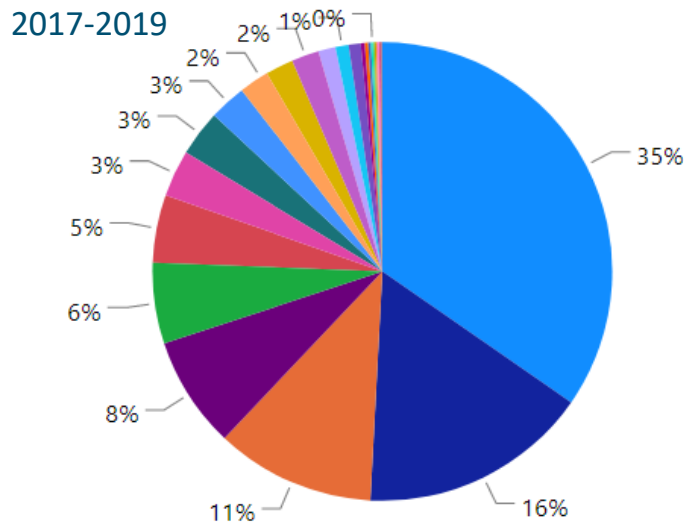
Percentage of PSI Reports in 2020



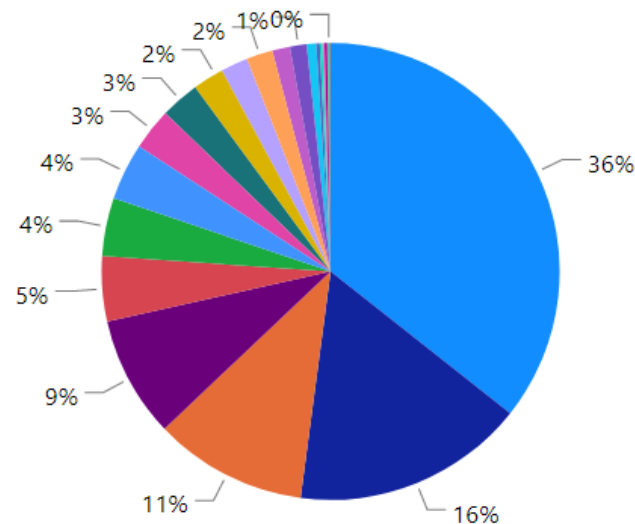
MSI – PRIMARILY BACK AND SHOULDERS



% of Claims



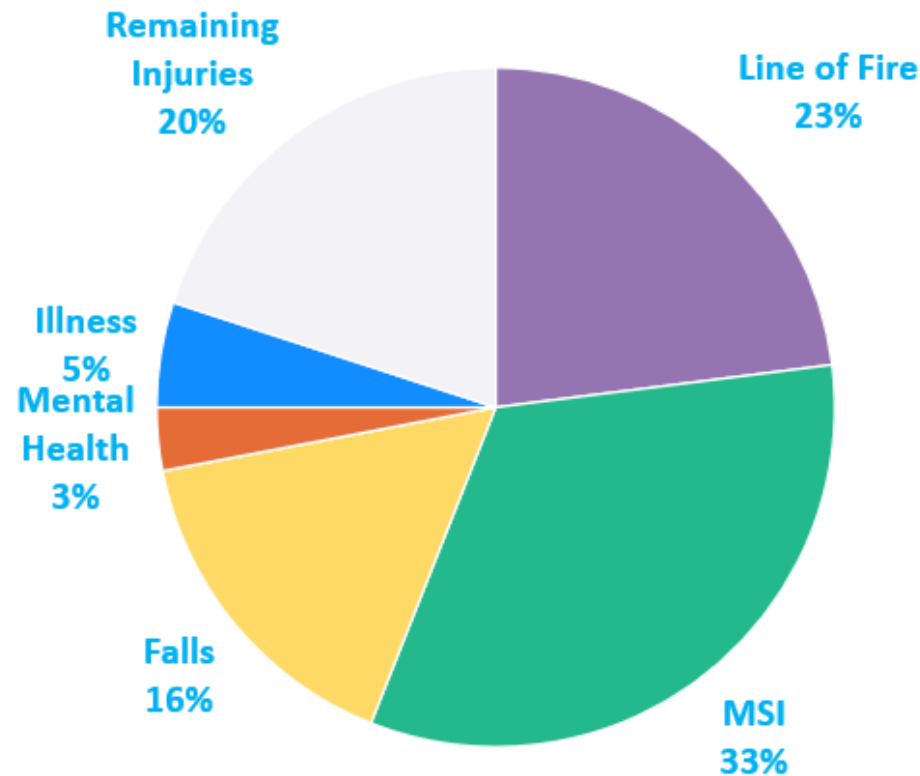
% of Claims 2020



Primary Part of Body

- Back/spine
- Shoulder
- Leg
- Arm
- Multiple body parts
- Wrist
- Ankle
- Pelvic region
- Neck except internal
- Fingers/fingernails
- Foot except toes
- Abdomen
- Hand except fingers

MSI and Line of Fire Leading Mechanism for Claims with Seasonal Workers



New Certification Program partnered by Alberta Recreation Facility Personnel (RFP) and AMHSA

Safety Recreation Facility Operator Certifications

AMHSA CERTIFIED

- Arena Safety Operator**
- Aquatics Safety Operator**
- Building Maintenance Safety Operator**
- Parks and Sport Fields Safety Operator**

Overview

- Our partnership with RFP offers 4 certification opportunities and technical skills related to the operation of recreation facilities.
- The 4 distinct certification programs include:
 1. Arena Safety Operator
 2. Aquatics Safety Operator
 3. Building Maintenance Operator
 4. Parks and Sport Fields Safety Operator



Visit our website for more information.

Certificates



Maintaining Mental Fitness Season 2 – Back by Popular Demand!

Maintaining Mental Fitness Season 2

Join our free bi-weekly Mental Health Webinar Series as we examine key behaviours that organizations and individuals can do to Maintain Mental Fitness during the COVID-19 Pandemic.



maintainingmentalfitness.com





Our free webinar series Maintaining Mental Fitness returns for season 2 with 12 new episodes.

Beginning May 11, join Dr. Bill Howatt every other Tuesday at 10 am (GMT) for a 15-minute overview of key skills to help maintain and improve your mental fitness both at home and in the workplace. Each session will conclude with a 10–15-minute Q&A session to ask your mental fitness questions.

Maintaining Mental Fitness Season 2 is a free resource presented by AMHSA, AUMA, and Howatt HR.



Register for one or all of our upcoming 2021 webinars:

- May 11 Moving away from loneliness starts from within
- May 25 Tips for being less overwhelmed at work (Feeling overwhelmed is the new norm)
- June 8 Tips for taming negative emotions
- June 22 Relationship survival tips
- July 6 Tips for dealing with emotional exhaustion
- July 20 Benefits of monitoring positive/negative daily changes
- Aug. 3 Insulating for irritability (Tips for managing anger)
- Aug. 17 Halting self-doubt
- Aug. 31 Tips for unplugging from work
- Sept. 14 Tossing social rejection
- Sept. 28 Blending demands of home and work
- Oct. 12 Setting social media boundaries



Virtual Collaboration Booth and panel
Relevant Municipal Material and guest Speakers

THE 3RD ANNUAL
PWABC & BCMSA

VIRTUAL
10.05.2021
10.06.2021

JOINT ANNUAL CONFERENCE



BC MUNICIPAL
SAFETY Association



Member Advocacy & Strategic Planning



Advocacy & Representation

Involves identifying, embracing and promoting a cause. Is an effort to shape public perception or to effect change that may or may not require legislation.



Strategic Planning

An organizational activity used to set priorities, focus energy and resources, ensure stakeholders are working toward common goals, and assess/adjust the organization's direction in response to changing environments.

COVID-19 SME & Resources



In efforts to support membership with low or no cost access to COVID-19 Subject Matter Experts (SME), products and services, or voice industry issues - AMHSA is representing members by participating in, developing, or facilitating:

- **19 to Zero** Staff Engagement and Employer COVID-19 Vaccine Toolkit Working Group
- Infection Prevention & Control (IPAC) eLearning Training (FREE)
- COVID-19 WCB-Alberta Claim Trend Reports - Municipal Specific
- Attending Government of Alberta (GoA) Stakeholder Forums



19 to Zero

19 to Zero is a dedicated coalition of academics, public health experts, behavioural economists, and creative professionals working to *shift public perceptions around COVID-19 behaviours and vaccination*.

AMHSA is participating in the 19 to Zero Staff Engagement and Employer COVID-19 Vaccine Toolkit Working Group. Soon to be released materials on the 19 to Zero website from this and other Working Group will be:

- **COVID-19 employee survey template**
- **Townhalls/slide decks**
- **Corporate challenges – senior leader endorsement, pledges, badges, stories**
- **Company policies**



Infection Prevention & Control (IPAC)

During the global pandemic, AMHSA members have had more need than ever to integrate **BIOLOGICAL HAZARDS** into their Health and Safety Management Systems (HSMS) to support requirements for:

- Hazard Identification, Assessment & Control
- Certificate of Recognition

In support of this member need, AMHSA has partnered with the Public Services Health & Safety Association (PSHSA) to license a **FREE** Alberta version of IPAC Basic Awareness eLearning Training to AMHSA members.

Developed in consultation with infection control consultants and epidemiologists, this **30-MINUTE eLearning program** will equip workers on what actions can be taken to protect themselves from workplace infectious hazards.

IPAC will be launched in **early JUNE** on AMHSA's BIS Portal, and can be added to member LMS Portals that are hosted by AMHSA upon request.



COVID-19 Claim Data

At the request of the AMHSA Board of Directors (BoD) and membership, AMHSA has pursued COVID-19 claim trend reports for the municipal industry codes it represents.

Through AMHSA's participation in the Industry Task Force (ITF) Association Executive, COVID-19 Claim Data Reporting has recently been received (Jan 1, 2020 to April 30, 2021).

Unfortunately, COVID-19 Claim Data provided was grouped together as Municipal, Education, and Health. AMHSA has requested a report by municipal industry code.

WCB-Alberta has indicated that this report is anticipated to be generated the week of June 7.



COVID-19 GoA Information Update

AMHSA was contacted by the Government of Alberta (GoA) on May 31st to participate as a Stakeholder in an Alberta Health Emergency Operations Centre / Alberta Labour and Immigration COVID-19 Information Session on June 3rd.

During the session, Dr. Deena Hinshaw (Chief Medical Officer of Health), and Trish Merrithew-Mercredi (Assistant Deputy Minister, Public Health and Compliance Division) will provide an overview of Alberta's vaccination approach, program goals, and roll out.

The aim is to ensure as leaders in workplace health and safety have the most up-to-date information and understanding of the overall priorities and processes for vaccination of Albertans and are able to share that with our membership.

AMHSA will update membership post attendance.

Legislative Reform / Change



AMHSA has recently supported membership in legislative reform / change by:

- Aggregating member feedback in the GoA 2020-2023 OHS Code Review
- Advocating for Allowance and Acceptance Red Tape Reduction Strategies
- Participating in ITF Executive efforts to understand the Joint OHS WCB Reporting Project
- Participating in OHS Strategic Priority Working Groups (Psychosocial Hazard, Musculoskeletal)

2020-2023 OHS Code Review



As with Bill-30 legislative reform, AMHSA performed the role of aggregator to reflect feedback from the municipal industry sectors we represent in the Year 1(Mar 30 - May 10, 2021) OHS Survey. AMHSA"s submission reflected:

- Heard feedback including percentages for Acceptance, Rejection, or Modification to proposed change where member feedback was split
- Distinct views of AMHSA as a Health and Safety Association
- Request to support Red Tape Reduction, and permit AMHSA to advocate / represent membership in Allowance and Acceptance applications

Joint OHS WCB Reporting Project



The GoA conceptualized a joint reporting project in response to recommendations from a WCB review completed in 2017. These recommendations indicated that the WCB and OHS needed to harmonize and improve the collection of data. The 2020-21 budget showed this as a \$700,000 expenditure.

The Industry Task Force (ITF) Executive recently met with Alberta Immigration and Labour to better understand the drivers and outcomes for this initiative.

The ITF then wrote Myles Morris, Assistant Deputy Minister in April outlining concerns with the project and requesting some specific information. He replied on May 28th and advised that:

- The project is not proceeding, and there are no current plans to resume work on the project
- If this is to be revisited in the future, GoA will engage with the ITF and have further dialogue



Psychosocial Hazard Working Group

In support of the GoA ***OHS Prevention Initiative***, the Psychosocial Hazard (PSH) Working Group has continued to work in 2021 to support this Top 3 System Priority. AMHSA sits on the PSH Working Group as an Initiative Partner.

Work has continued to create Employer and Worker **Web Content/Resources** that demonstrate the:

- Case for Psychosocial Safety (Legal Case, Business Case)
- Barriers to Psychological Hazards (Stigma, Lack of Knowledge, Aversion to Change)

Final PSH Prevention Materials are scheduled to be posted to the GoA ***OHS Prevention Initiative Resource Page*** in late summer 2021 to support already launched Slips Trips Falls campaign materials.



Psychological Injury Working Group

Work has continued in 2021 through the Psychological Injury Working Group (PIWG) that was established in response to concerns raised by the Industry Task Force (ITF) Association for psychological claims.

The Modified Work Sub-committee has met several times to develop psychosocial tools and resources:

- Job Demands Analysis (JDA)
- Job Jar Concept

Work on the Psychosocial JDA and Job Jar concept is ongoing and Millard Health has been asked to pilot some of the draft forms created.

A Psychological Occupational Injury Service (OIS) pilot also started in Calgary in Q1.



Strategic Planning - Updates



This content serves to update membership on AMHSA Strategic Planning for 2022-2024:

- Our process
- Opportunities to provide input
- Timelines

Define Input Criteria

- Efficiencies
- HSA Sustainability
- OHS Strategic Priorities
- Business Development
- Member Data Analytics
- Customer Excellence

3-year plans (internal vs published)

1

Obtain Insights

- External Analysis
- Internal Analysis
- Hard Data Collection

2

External Analysis

- Members – Survey
- CAO – Targeted List
- Board of Directors
- Regulators - WCB/OHS
- Peer HSA - Targeted List
- Strategic Partners – MOU Partners, ITF, SME

Internal Analysis

- Departmental Employees
- Leadership Team
- Contract Instructors

Hard Data

- CORRS
- PSI
- Compliance
- Iron Key
- Appendix G/MOU Metrics
- Case for New Industry Codes

Identify Strategic Issues

- Insight Trends
- Risk Analysis
- 2020/21 Performance Review

3

Insight Trends

- Internal – What our ee said?
 - External – What we heard?
 - Hard Data Review
1. WCB Industry Code Expansion Recommendation (what/why)
 2. EHS Analytics – Presentation
 3. Financial

Risk Analysis

- SWOT Analysis
- High Priority – Which require assessment with Risk Matrix?
- Black Swan Issues – Legal, IT (Ransomware), etc.

Performance Review

- Successes – What do we want to repeat?
- Opportunities – What do we want to STOP doing or do better?

Establish Strategic Goals

- What is Required/Proposed to Achieve Change?

4

Define Change

- Products/Services
- Organizational Design
- Performance Goals
- Strategic Partners
- Governance
- Resources (Human Capital, Financial, Equipment, etc.)

Formalize Plan

- Strategic Sub-committee
- Pre-read
 - PowerPoint Presentation

5

Present Draft / Revise

- Strategic Sub-committee
- Alberta Labour (per 2020)

Integrate received feedback

6

Obtain Approval

- AMHSA Board of Directors during Q4 2021 Meeting

7

Submit / Communicate

- Submit - Nov 13, 2021**
- Submission of formal Business Plan requesting 2022 funding requirement.

Communicate

- AMHSA Employees
- Members
- Strategic Partners

8

2022 Business Plan Submission Timeline

2021

Sept 4, 2021

AMHSA emails funding confirmation to WCB for 2021 rate setting forecasting

Sept 10, 2021

AMHSA Board of Directors Strategic Planning Meeting

Nov 13, 2021

AMHSA submission of formal Business Plan requesting 2021 funding requirement

Oct 16, 2021

AMHSA Planning and Board of Directors Meeting

Dec 4, 2021

Receive feedback/approval on 2021 Business Plans from OHS

Dec 7, 2021

Business Plan analysis forwarded to WCB Management for review/approval

Dec 23, 2021

Management approval/signatures forwarded for 2021 Quarterly Funding/release



AMHSA Internal Milestone



WCB-Alberta Milestone



Alberta Immigration & Labour Milestone

- **Lawn Maintenance**

- Focus on young, vulnerable workers
- Two pilots have been held (Drayton Valley, Rocky View County)
- First set of instructor-led courses next week
- Pre-requisite eLearning course (~2 hours) available now

- **Traffic Accommodation Strategy Course**

- Pilot held last week
- Next steps to establish a subcommittee working group for full development of course for launch in Spring 2022

Questions?



FORUM PROJECT OVERVIEW

OVERVIEW

- The main goal of the Forum Project is to create a valuable, user friendly, and informative resource for municipal safety professionals
- The Safety Advisor Email List is easy to use and filled with great information, but its also lacking in some helpful features, such as searching, tagging, and customized notification levels
- This project includes requesting feedback, developing the forums, increasing awareness, and creating additional value-added content

WHAT WE'VE HEARD SO FAR

- Unaware – Many of AMHSA's members just don't know about the SA List
- Too many emails – Some dislike the quantity and scope of emails received
- Missing a search function/history – Users must save emails to have any sort of history for future reference
- Repetitive – Since there is no way to see previous topics/answers, questions are often asked repeatedly

WHAT WE'VE DONE SO FAR

- Researched and tested several formats and platforms
- Developed a draft privacy policy, terms of service, and use guidelines
- Created an initial beta forum for demo and feedback

WHAT WE'RE WORKING ON

- Collecting additional feedback and ideas – via the SA Email List, during user testing, etc.
- Developing policies and procedures around forum use, privacy, and membership. This work will involve our legal counsel, management, and member feedback.
- Recording a demo and creating draft how-to guides
- Advertising the forums and looking for forum ambassadors
- Continuing to create content and improve the forum experience

FORUM Q&A SESSIONS

- Ultimately, this forum is for you, our members. Your input and feedback is essential in creating a forum experience that meets your needs and is valuable to you.
- Our first Q&A was held last week, and we heard some great ideas, such as audit or HSC related categories and “Ask an Expert” events.

MEMBER Q&A SESSIONS

- Interested in attending an upcoming Forum Q&A?
 - June 15, 10 am – 11 am
 - June 19, 2 pm – 3 pm
 - July 22, 11 am – 12 pm
- Register at www.amhsa.net/forumqa

NEXT STEPS

- Have further comments or questions?
- Interested in user testing?
- Want to be a forum ambassador?
 - Introduce to staff/coworkers
 - Be active on forums
 - Get others involved

Email:

Krystal (krystal@amhsa.net) or Sydney (sydney@amhsa.net)





Member Roundtable

2:15 Next Meeting, Adjournment

The next meeting will be held
Tuesday, November 30, 2021 (virtual
or Cambridge Hotel, Red Deer)

Thank you



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Blvd. NW. T3B 4N7

Sherwood Park Office

176 – 2755 Broadmoor
Blvd. T8H 2W7

1.800.267.9764



Backup Slides

Alberta Labour & Immigration

OHS Reform Update

Occupational Health and Safety (OHS) Code Consultation



OHS Legislative Reform

- The Government of Alberta is committed to improving health and safety outcomes for workers while reducing unnecessary administrative burden.
- The OHS Legislative Reform aims to:
 - Improve health and safety outcomes;
 - Ensure rules are easy to understand and apply;
 - Empower work site parties and promote the internal responsibility system; and
 - Reduce unnecessary administrative burden.
- The first step in the OHS Legislative reform was Bill 47, Ensuring Safety and Reducing Red Tape Act, which was passed in December 2020.

OHS Legislative Reform

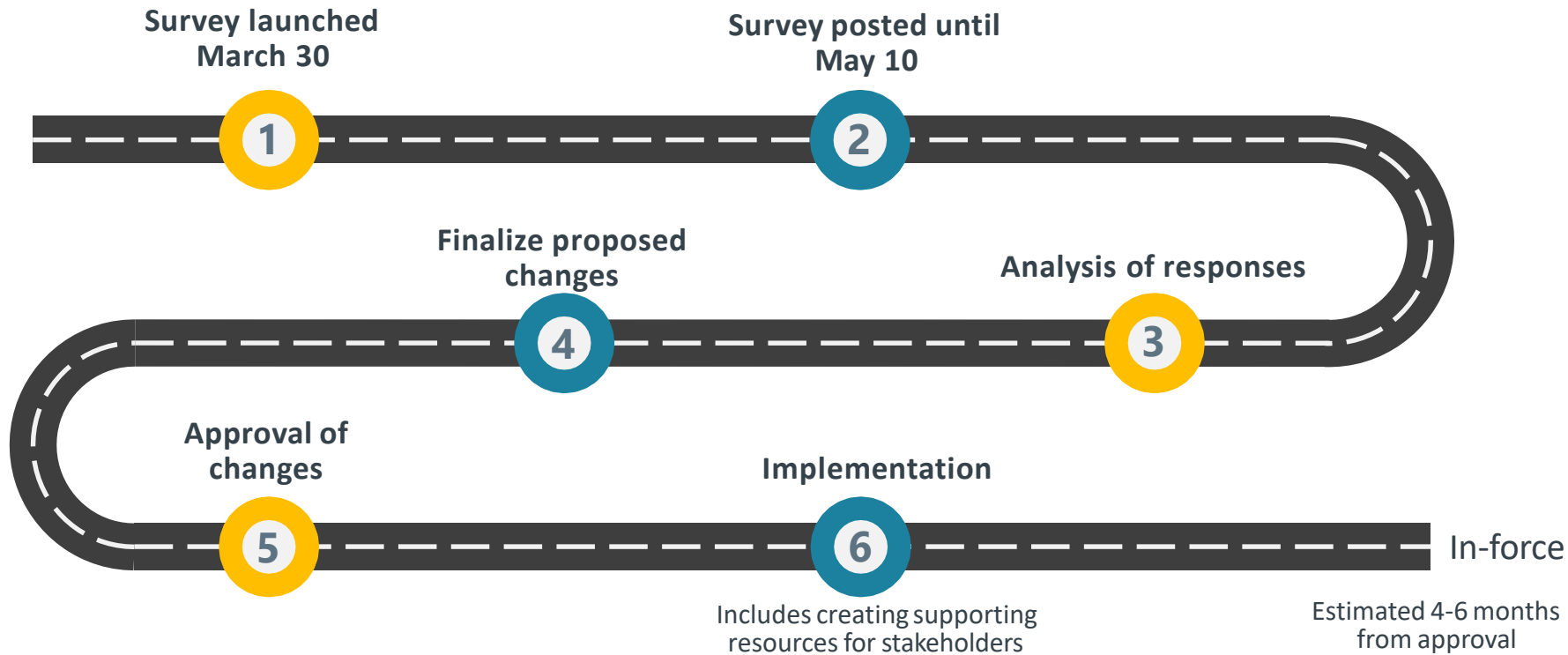
- The OHS Act requires the posting of a three year review plan for the OHS Code.
- Publishing the plan provides stakeholders with an understanding of the work that is being conducted on a year to year basis, enabling them to provide meaningful input.
 - The plan covers a three-year period and is updated annually
- Technical working groups are proposed to be used for some of the industry specific parts of the OHS Code.
- In Year 1, technical working groups were used for oil and gas, and mining. Their work was completed in December 2020.
 - These groups contributed to the proposed changes for Year 1 of the OHS Code.

OHS Code Consultation Year 1

- Online consultation March 30 – May 10, 2021.
 - Online survey questions were developed for the proposed changes.
 - Written submissions were also accepted.

| | |
|-------------------------------|----------------------------|
| Part 4 – Chemical/bio hazards | Part 6 – Cranes, hoists |
| Part 10 – Fire/explosions | Part 11 – First aid |
| Part 13 – HSC/HSR | Part 15 – Hazardous energy |
| Part 16 – Noise | Part 17 – Overhead power |
| Part 18 – PPE | Part 20 - Radiation |
| Part 33 - Explosives | Part 36 – Mining |
| Part 37 – Oil and gas | |

Next Steps for Year 1 Code Changes



OHS Code Consultation Year 2

- Year 2 items will occur during 2021/22.
 - *Part 27, Violence and harassment is proposed for Year 2 to allow for a review and comparison to the ILO standard.
 - **The use of technical working groups will be explored for the industry specific parts.

| | |
|---|---|
| Part 8 – Entrances, walkways, stairways and ladders | Part 12 – General safety precautions |
| Part 19 – Powered mobile equipment | Part 21 – Rigging |
| Part 22 – Safeguards | Part 23 – Scaffolds, temporary work platforms |
| Part 25 – Tools, equipment, machinery | Part 27 – Violence and harassment * |
| Part 32 – Excavating and tunnelling** | Part 34 – Forestry** |
| Part 35 – Health care and industries with biological hazards ** | |

Questions?
