



Alberta Cities Safety Council Meeting

May 16, 2023

Facilitator: Shannon Thomas, AMHSA Program Evaluation Manager
10:00 am – 3:00 pm



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Alberta Cities Safety Council May 2023



VALUE

10:00

Housekeeping

Introductions



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Joint Meeting of NASC & SASC

AMHSA
Health | Safety | Environment

V A L U E

Agenda

9:45 - 10:00	Check-in, virtual coffee
10:00 - 10:15	Call to order, virtual housekeeping, introductions
10:15 - 10:30	Discussion topic: Substance Use/Abuse Issues -City of St. Albert
10:30 - 10:45	AMHSA Auditing - Shannon Thomas
10:45 - 11:00	Coffee Break
11:00 - 11:15	WCB Update - Kim Bartch
11:15 - 11:30	University of New Brunswick OHS Tuition Giveaway - Katya Ziad Abbasi
11:30 - 11:45	Aquatics H&S Awareness Campaign - Rob Rosete
11:45 - 12:30	AMHSA Update Craig Hrynychuk
12:30 - 1:00	Lunch Break
1:00- 1:10	Partnerships Update - Amy MacDougall
1:10 - 2:30	Member Roundtable - incidents, innovations, audits, claims, trends, etc.
2:30 - 2:45	Next Meeting & Adjournment

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Group Discussion Topic

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SUBSTANCE USE/ABUSE ISSUES

Denise Isbister - City of St. Albert

- Policy or directive outlining support for employees facing substance use/abuse issues?
Share?
- Cover costs towards substance use treatment?
Parameters?
- "Last chance" agreements? "Firm choice" agreements?
- Return to work and testing?

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**AMHSA COR
Auditing**

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AMHSA Auditing Update

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PIR REFUNDS 2022

May 2023 WCB

113 Employers
Estimated \$5M to municipal sector

Thank you to our participants!

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AMHSA Auditing Update





2023 DEADLINES

- Action Plan**
- Applications due June 30th *(March 31 strongly recommended)*
- Deliverables due November 30
- External Peer Audits**
- Contact AMHSA by June 1 to request
- *All audits must be submitted to AMHSA by December 1




Report writing –
maximum **21** consecutive
days




Revisions – maximum **15**
consecutive days per
round (up to 90 days
total)

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AMHSA Auditing Update

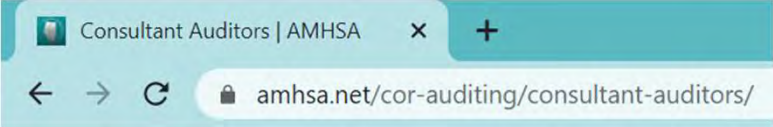




CONSULTANT AUDITORS LIST

Updated March 2023:

- Designations (as submitted)
- Location
- Travel Availability
- Sortable



Company	First Name	Last Name	Designations	Email Address	Business Phone	Location	Travel To

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AMHSA Auditing Update

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2023 LARGE EMPLOYER AUDITING

- **3 Validation Methods required**
 - Documentation, Interviews, Observational tours
 - 12 months of documentation
- **Remote auditing permitted**

Certification/Re-Certification and SECOR* Audits

- Minimum 80%
- Minimum 50% per element

Maintenance Audits and Maintenance Action Plans (conducted in lieu of Maintenance Audits) and SECOR* Audits

- Minimum 60%

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AMHSA Auditing Update

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[Amhsa.net/cor-auditing/audit-tools/resources/](https://amhsa.net/cor-auditing/audit-tools/resources/)

COR & Auditing

- Audit News
- About PIR & COR
- Audit Tools & Resources
- Audits & Municipal Council Information
- Consultant Auditors
- ISO 45001 Training


Audit Tools and Resources


Audit tools and resources:

- Auditor Updates
- Audit Registration Form
- Submission Reminders
- Auditor Resources (templates, interviews, etc.) - updated

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Upcoming Training






Health and Safety Management Systems
September 12-13

Health and Safety Auditing
September 26-27


Audit Refresher
September 19


Carla@amhsa.net
to register!



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AMHSA Auditing Update







SMALL EMPLOYER COR (SECOR) CHANGES

- Content modernized and aligned with the regular COR instrument
 - 10 elements vs 8
 - Scoring vs yes/no
 - Options for self-assessments or external audits
- Data gathering: to be completed within 15 days
- Submission of completed assessment/audit: within 21 days of the last day of data gathering activities
- Annual submission deadline: December 1

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AMHSA Auditing Update






SMALL EMPLOYER COR (SECOR) CHANGES


ANNUAL EVALUATIONS:

- **Self Assessments (internal)** – not scored, include notes, submit documentation to support; or
- **External Audits** – scored, includes interviews, proper justification notes, audit report.

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AMHSA Auditing Update





SMALL EMPLOYER COR (SECOR) CHANGES

Audit Tool

Available on AMHSA website:

<https://www.amhsa.net/cor-auditing/audit-tools-resources/>

COR AUDIT <i>(LARGE EMPLOYERS)</i>	SECOR AUDIT <i>(10 OR FEWER EMPLOYEES ONLY)</i>
<p style="font-size: 0.8em; margin: 0;">Auditors must complete and submit a registration form before beginning their audit. If you are conducting an audit using the Excel Audit Tool, AMHSA will provide the tool after your registration has been received. Alternative audit tool: AuditSoft</p>	<div style="background-color: #e67e22; color: white; padding: 5px 10px; border-radius: 3px; display: inline-block;">2023 SECOR Audit Tool</div>

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SMALL EMPLOYER COR (SECOR) CHANGES

SECOR Refresher Training:

- ½ day, virtual
- Thursday, May 25

Mandatory before initial SECOR Certification and every three years after




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Questions or need support while auditing?

- ✓ audits@amhsa.net
- ✓ Shannon@amhsa.net 780 691 6449
- ✓ Jessica@amhsa.net 780 965 4601

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COFFEE BREAK

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Member Access to 26 collected CSA Standards

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APR 18

Ergonomics Coaching & MSI Prevention
MSI Prevention for Facilities, Parks, and Recreation Employees

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TELUS Health

UNIVERSITY OF CALGARY

Supported by funding from the Government of Alberta

Rural First Responder Mental Health
Free PTSS Prevention Training and Resources

Alberta's Updated OHS Code
Updated versions of the Occupational Health and Safety Code (effective March 31, 2023) are now available to download or purchase from Alberta King's Printer

AMHSA Discussion Forums | Join the Conversation
www.forum.amhsa.net

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Workers' Compensation Board – Alberta

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wcb Workers' Compensation Board – Alberta

Kim Bartch
Worker's Compensation Board
Industry Specialist
May 2023 Update

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WCB Update March 2023

Fit-for-work dashboard seminar

The new fit-for-work dashboard is now available to employers. This new tool provides you with the information you need to collaborate and confirm modified work opportunities. Employers with myWCB Claims Administrator role access can view the dashboard right from myWCB.

- a. Go to www.wcb.ab.ca and log on with your UserID and password
- b. Go to the **My Claims and Costs** tab and click on the **Request Claim and Premium Reports** link
- c. Select **Fit for Work**

We have added new dates to our schedule in 2023 for this 45-minute seminar to help employers familiarize themselves with the dashboard's features and functions (8:30 a.m. or 1:00 p.m. start).

- May 18
- June 6

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Update to employer mobile app release 2.3

With this release, employers can Update account details – Under the new “Your directory” section and adjust coverage – In the new “Coverage” section. More information available here.

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Help someone start a new career

WCB's Training-on-the-Job (TOJ) program is designed to help people who are no longer able to go back to their regular job and employer. The worker develops skills and gains work experience, and we support employers with wage subsidy, training costs and accident protection.

Email TOJ@wcb.ab.ca or call 1-866-498-4694 to learn how to get started with a TOJ.

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Worksight

Worksight is our digital newsletter that provides Alberta employers with timely information about workers' compensation topics and support available for injured workers. Worksight is published monthly and emailed directly to all employers with a WCB account. [View the latest edition here.](#)

To receive your monthly copy by email, please subscribe to Worksight.

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Alberta Wildfire Evacuations

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<https://www.wcb.ab.ca/about-wcb/whats-new/wildfires.html>

If you are an employer or an injured worker impacted by Alberta's wildfire evacuations, you may have questions about your workers' compensation coverage. Treatment providers may have questions regarding your clients' care.

If you have a specific question about your claim or account, please call us directly at 1-866-922-9221 (Monday to Friday, 8 a.m. to 4:30 p.m.). Treatment providers can contact our Health Care Strategy team at 780-498-3219 or hcs@wcb.ab.ca. We're here to help.



Wild Fire Exposures: Smoke

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Further Questions for Industry Support?

Employers north of Red Deer

Sanjeev Bhagrath, 780-498-4748, sanjeev.bhagrath@wcb.ab.ca

Employers in Red Deer and Southern Alberta


Kim Bartch, 403-517-6181, kim.bartch@wcb.ab.ca




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Occupational Health & Safety Program Tuition Giveaway!



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Enter to win free tuition for one of UNB's Occupational Health and Safety programs!


Winner gets to choose between the Certificate in OHS or the Diploma in OHS.

Submit your entry today!


Entry Deadline: Oct. 1, 2023 – 11:59 pm MST
Winner will be announced in November 2023.

go.unb.ca/amhsa

To be eligible, you must work for a municipal organization or be an associate member that is in good standing with the Alberta Municipal Health and Safety Association.




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UNB
UNIVERSITY OF NEW BRUNSWICK

With this initiative we would like to honour the memory of the late Terri Filipjki, who was instrumental in the launch of the very first AMHSA/UNB tuition giveaway in 2020. Her passion for safety and education serves as an example to us all.




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Certificate in Occupational Health & Safety (COHS)




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Equipped with practical process skills, graduates are better able to assess risk and practice loss management along with the knowledge and skills to build and implement a safety management plan

- An entry-level OHS certificate program
- Created for OHS practitioners with or without formal credentials
- Includes:
 - 11 courses
 - 42 hours of study per course
 - 10 weeks to complete each course
 - 70% pass rate



UNB
UNIVERSITY OF NEW BRUNSWICK
CANADA

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COHS continued

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- 100% online
- 2-year part-time program (flexible for working adults – work/life balance)
- Nationally and internationally recognized (INSHPO)
- No academic prerequisites required
- No textbooks
- CRST®/CRSP® Preparation
 - BCRSP education requirement
 - 113 competencies
- Can register anytime and begin within hours



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Diploma in Occupational Health & Safety (DOHS)

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- Equipped with a broader understanding of managerial and technical skills, graduates are more adept OHS leaders and gain a better understanding of how to communicate with senior leadership
- A management-level OHS program
- Created for emerging managers or managers with no formal management and/or OHS education (great for those requiring CMPs)
- Post COHS/CRSP®/CHSC
- Includes:
 - 10 courses – 4 core management, 6 electives (emerging issues)
 - 46 hours of study per course
 - 13 weeks to complete each course
 - 70% pass rate



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DOHS continued

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V A L U E

- 100% online
- 2-year part-time program (flexible for working adults – work/life balance)
- Nationally and internationally recognized (INSHPO)
- Prerequisites required
- No textbooks
- Management - safety leadership
- CRSP® Preparation
 - BCRSP Factor 1 requirement
 - 113 competencies
- CRSP® maintenance points



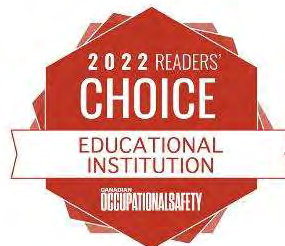
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Industry Recognition

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2022 Readers' Choice Award
Canadian Occupational Safety Magazine



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Questions?

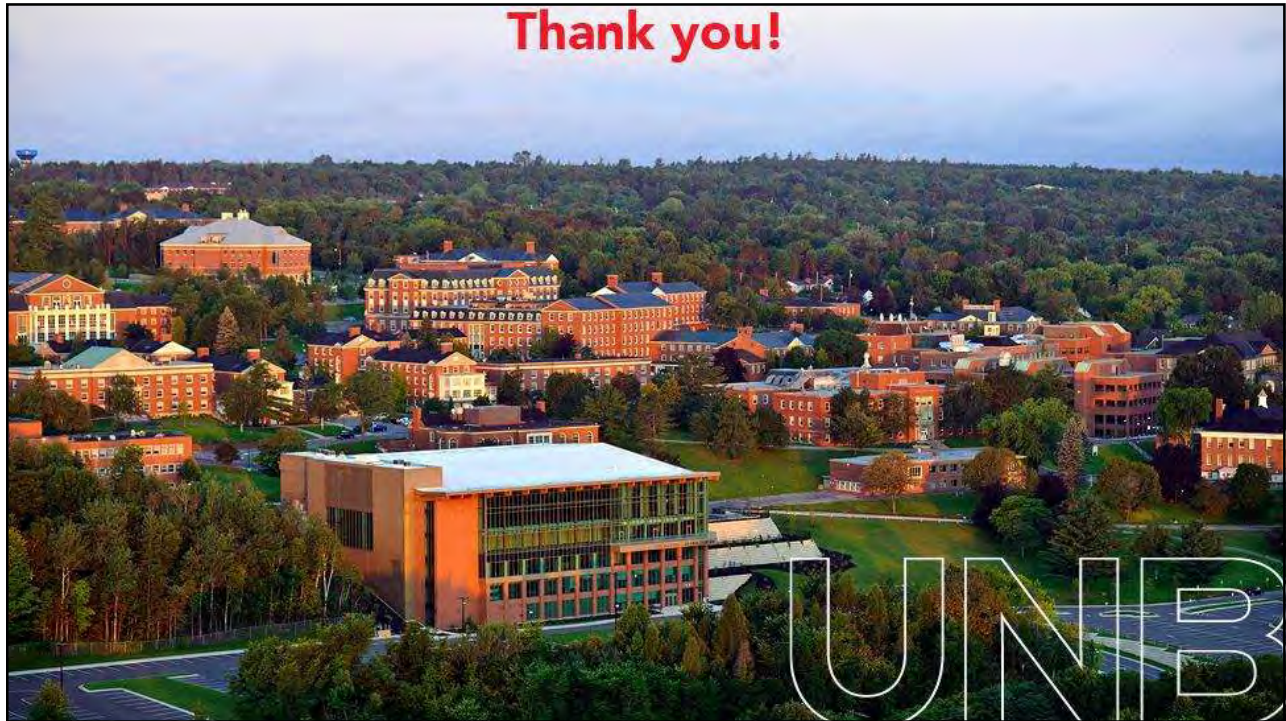
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@ Susan Goold
sgoold@unb.ca

UNB
EST. 1785
UNIVERSITY OF NEW BRUNSWICK
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Aquatic H&S Awareness Campaign

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Background

[Incident](#)
Lifeguard seriously injured – Fell into an empty pool basin

[Creative Sentence](#)
Aquatic Health & Safety Awareness Campaign

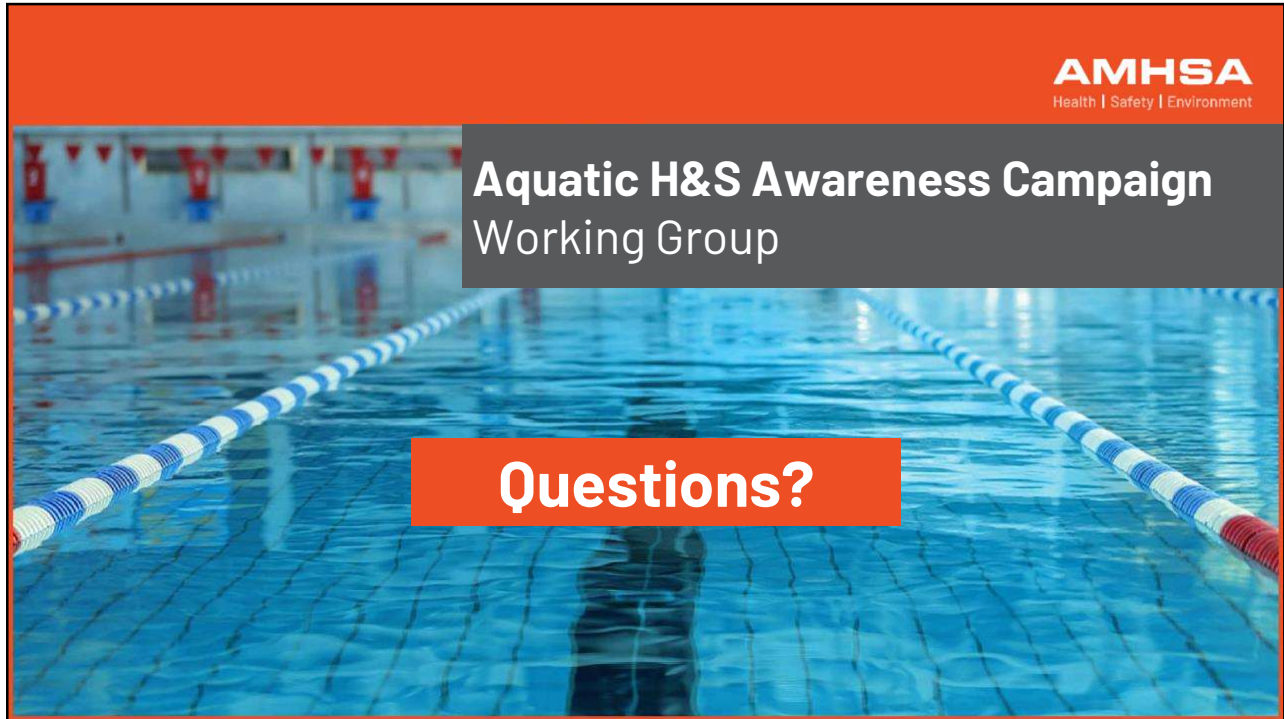
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AMHSA Updates

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Highlights

- First Responder Mental Health Grants
- WCB Cognitive–Psychosocial Job Demands Analysis Pilot
- Municipal Compliance Snapshot
- CAN/ULC–s801–14 Awareness Training
- CSA Association Partnerships
- Lawn Maintenance Safety Program
- Temporary Traffic Accommodation Training
- SPARK
- Aquatic H&S Awareness Campaign

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The Working Mind First Responder (TWMFR) – 2021/2022

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What's Included?

- **FREE** 7-hour virtual training (**including booster sessions**)
- Formerly known as Road to Mental Readiness (R2MR)
- Customized Alberta Post Traumatic Stress Injury (PTSI) content
- Telus Health Espri App
- Examines effects of mental health problems and mental illness in the workplace
- Helps identify indicators of declining and poor mental health in themselves and others
- Introduces the Mental Health Continuum Model
- Reviews rights and responsibilities
- Provides strategies to maintain good mental health



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The Working Mind First Responder

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CURRENT OFFERINGS

- May 23, 2023
- July 26, 2023
- August 29, 2023

To register or host your own session,
email Shannon@amhsa.net
See <https://ruralfirstresponder.ca/>

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2022-2023 SPHIFR Grant Program

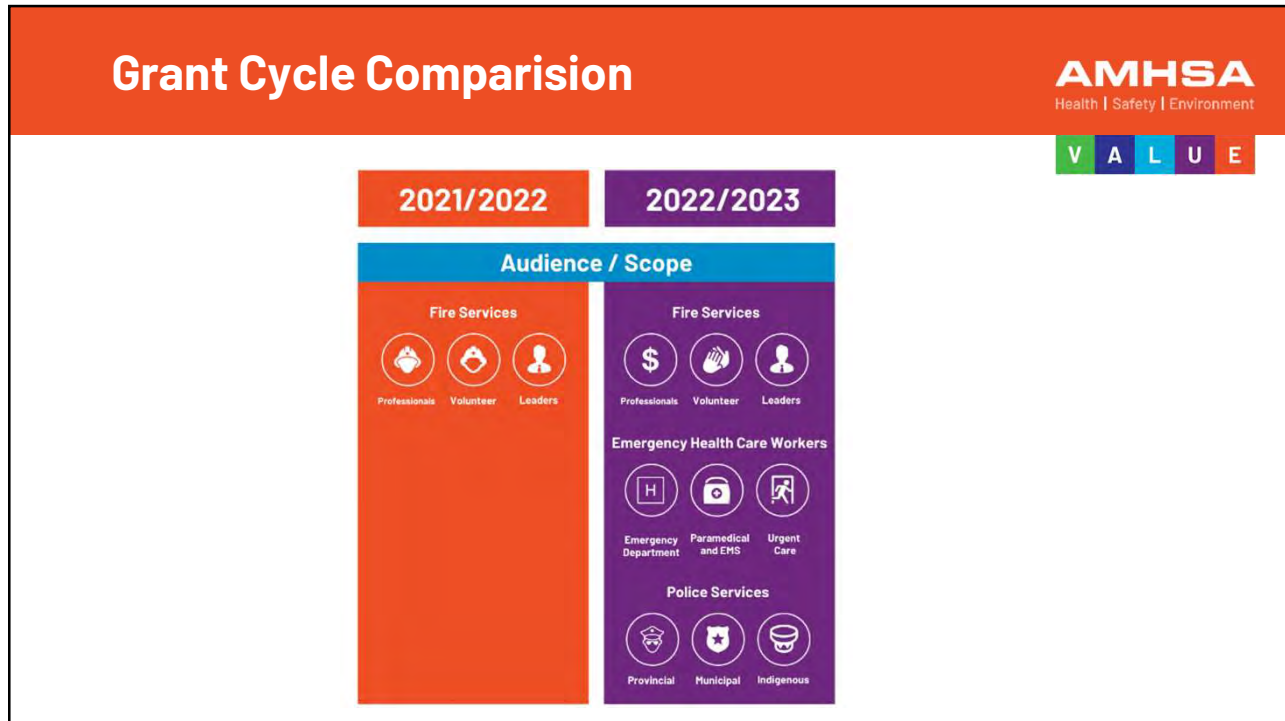
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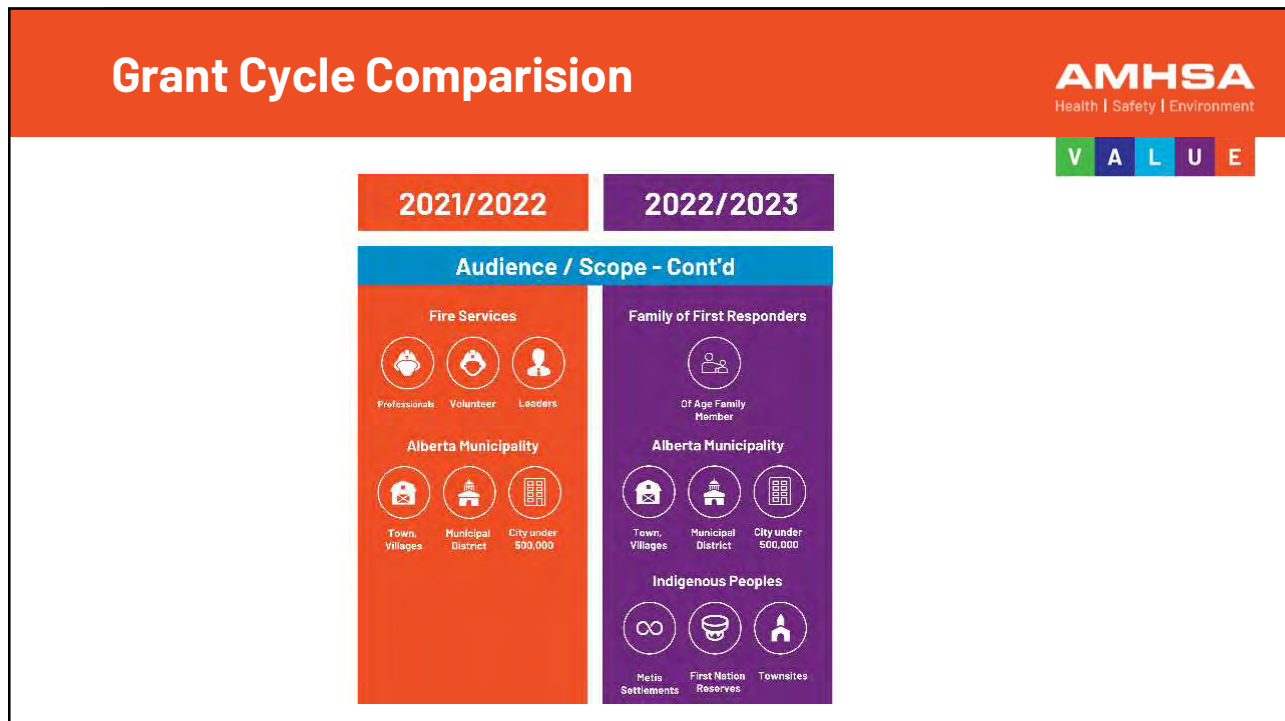
The GoA has advised AMHSA that our Stream 1 (Services) application has been **approved for 2022 Supporting Psychological Health in First Responders (SPHIFR) grant program.**

- Supports first responders living with or at risk of post-traumatic stress injuries (PTSI)
- PTSI is a non-clinical term encompassing a range of mental health injuries, including some operational stress injuries (OSI), clinically diagnosed PTSD, anxiety & depression.

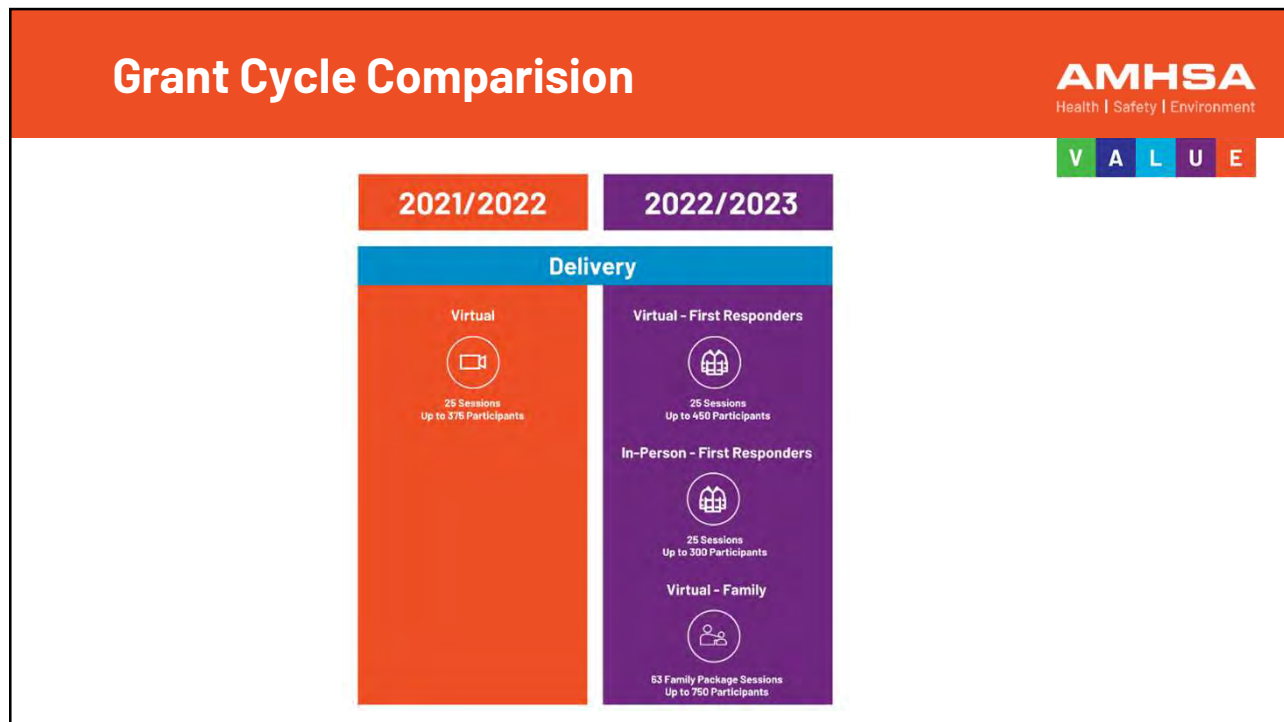
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Cognitive-Psychosocial Job Demands Analysis





Background

Many WCB processes still focus on physical injury/illness.

- Physical Demands Analysis (PDA) - [C545 Employer](#)
- [PDA Workshop](#)

Change in process was required given psychological injury claim:

- Increased - number, duration, claim costs, etc.
- Challenges - Return to Work (RTW), Traumatic Psychological Injury (TPI) wait times, etc.
- Impacts - Minimum staffing levels (first responders)

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Cognitive-Psychosocial JDA

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Psychological Injury Working Group (PIWG)

The WCB-Alberta / Industry Task Force (ITF) Association have worked together to establish a **pilot** of a new Cognitive-Psychosocial Job Demands Analysis (JDA).

- For ITF members only, but extended to municipalities – through AMHSA
- **New** psychological injury claims only:
 - **On a case by case basis, the claim owner may also reach out on other active claims where a Cognitive-Psychosocial JDA could be helpful in the RTW process.*
 - ✓ Complete fillable PDF and submit it with claim or to the claim owner.
 - ✓ Please direct any claim specific questions to the WCB Adjudicator.

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Cognitive-Psychosocial JDA


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Resources

- Cognitive-Psychosocial JDA - Fillable PDF
- Cognitive-Psychosocial JDA - Sample PDF

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C1447
Cognitive-Psychosocial Job Demand Analysis
Employer

Is the date of accident position considered "safety-sensitive and/or" "risk sensitive and/or" "decision critical?"
 Yes No (If yes, please check off all relevant job tasks that apply.)

"Safety sensitive" – a lapse in memory, attention/concentration, or problem solving that may impact safety of oneself and/or safety of others i.e. a performance error results in a high likelihood of direct harm. Occupations may include nurse, correctional officer, pilot, professional driver, etc.

"Risk sensitive" – a position or class of positions identified by the employer normally remote from a work site but that has authority to direct safety-sensitive employees or make potentially high-consequence decisions within a hazardous work site. They include supervisors, technical experts, etc. who reside off-site but make safety-critical decisions and direct on-site employees conducting potentially dangerous tasks in potentially dangerous work environments. Performance limitations (e.g. due to substance use) could result in an incident or near miss as described above.

"Decision critical" – a lapse in memory, attention, concentration may impact effective performance, productivity, financial/legal reputation, and liability of the workplace organization. This may include but is not limited to risks to property damage, digital information loss, proprietary breaches, legal liability, delayed completion of time sensitive job tasks or economic loss. Occupations may include corporate executives, supervisors/managers, lawyers, schoolteachers, information technology workers.

Driving

Working with and around equipment (Example: fork lift, bulldozer, crane, tractor, etc.)

Tool usage affecting safety of self and/or others (Example: knife, grinders, torch, etc.)

Working with animals

Climbing or working at heights

Providing direct care to persons

Tasks including decision making which would affect another individual

Tasks in which errors made would have negative consequences including privacy of information/confidentiality, legal and/or financial implications

Other (Specify):


ADDENDUM – FREQUENCY KEY

Frequency	% of workday	Duration of a 4-hour workday	Duration of an 8-hour workday	Duration of a 12-hour workday
Not Required (NR)	0%	0	0	0
Rare	1 - 5%	1 to 12 minutes	< 25 minutes per day	1 to 35 minutes per day
Occasional	6 - 33%	13 minutes to 1 hour 19 minutes per day	25 minutes to 2 hours 40 minutes per day	37 minutes to 3 hours 58 minutes per day
Frequent	34 - 66%	1 hour 20 minutes to 2 hours 38 minutes per day	2 hours 41 minutes to 5.5 hours per day	3 hours 59 minutes to 7 hours 55 minutes per day
Constant	67 - 100%	2 hours 39 minutes to 4 hours per day	5.51 hours to 8 hours per day	7 hours 56 minutes to 12 hours per day
Not Daily	Tasks not required on a daily basis	N/A	N/A	N/A

Source: Workers' Compensation Board – Alberta Recommendations

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Cognitive-Psychosocial JDA



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Feedback

Because this is a pilot WCB would like feedback on the process or the form itself.


- Is this form useful?
- Is there information you would like to see added?
- Wording that is not clear, areas where additional explanation would be helpful?
- Other tools that you would find useful for assessing cognitive or psychosocial demands, etc.

Over the next few weeks, please send comments on the form/process to Shannon, and we will consolidate feedback to the PIWG for discussion at future meetings.

Feedback will be useful in determining future rollout to Alberta employers.

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CAN/ULC-s801-14



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Background

Standard on Electric Utility Workplace Electrical Safety for Generation, Transmission and Distribution in effect March 31, 2023.

- Applies to the **construction**, operation, **maintenance** and replacement of electric utility systems that are used to generate, transform, transmit, distribute or deliver electrical power or energy to consumer services or their equivalent.
- Provides safety performance requirements for electric utilities, workers **and employers involved in work on or near** electric generation, transmission and distribution systems.





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Digital Credentialing Pilot

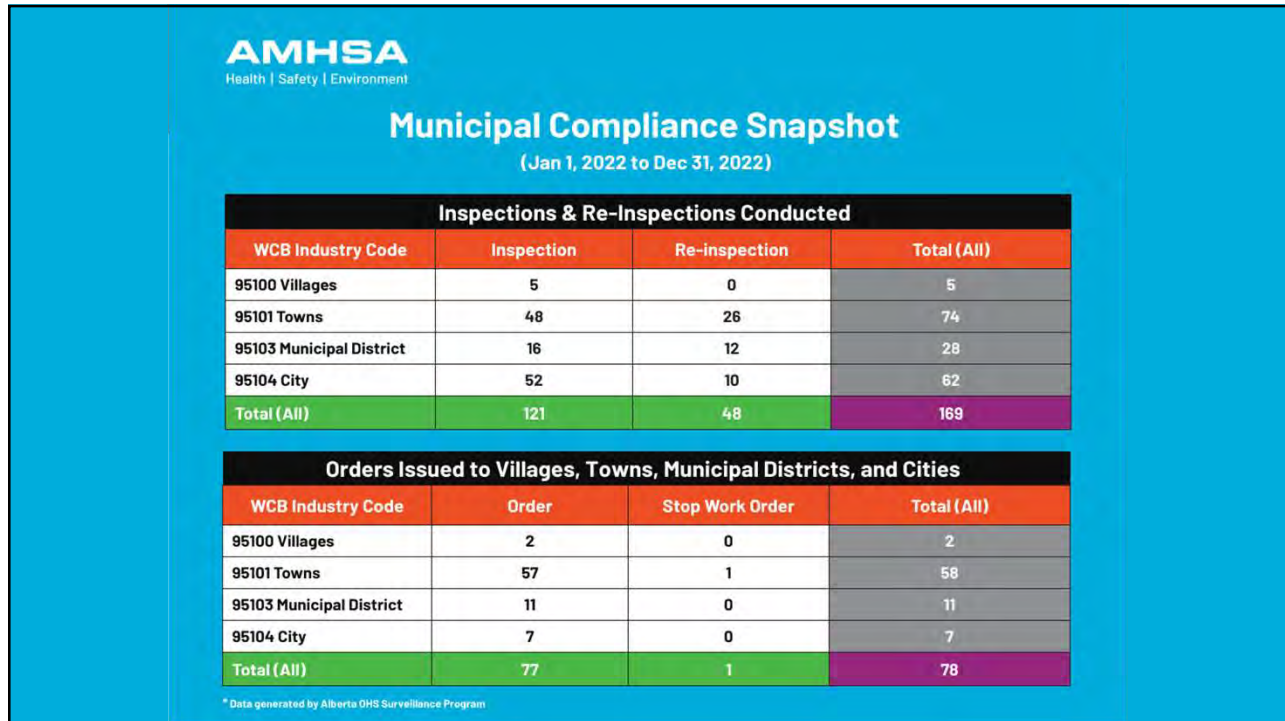


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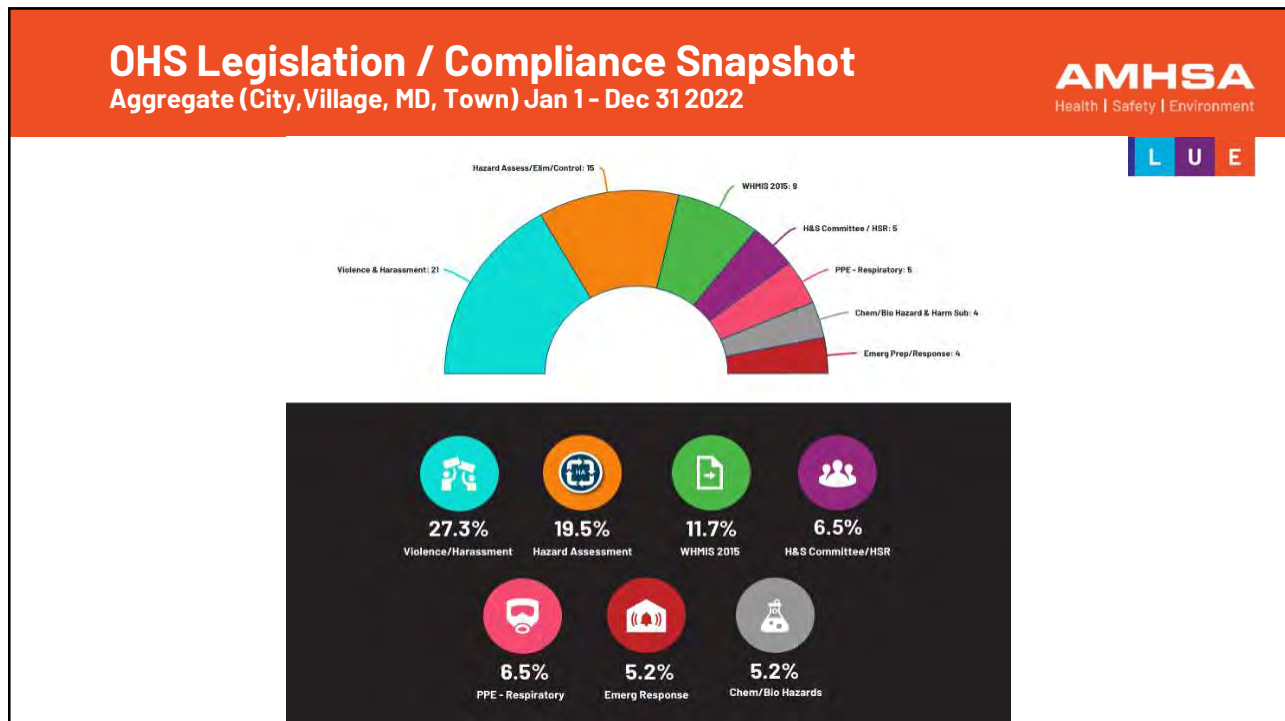
What to badge?

 <p>Experience Not Measured Unstructured Passive Learning</p> <p>Events/Conferences Participation Membership Volunteering Recognition Projects Hackathons</p>	 <p>Learning Not Measured Structured Learning</p> <p>Self-Led Learning Soft Skills Professionalism Competencies Product Knowledge</p>	 <p>Validation Measured and Validated Learning</p> <p>Learning + Assessments Portfolio/Evidence SME Reviews / Peer Review Certificate Programs</p>	 <p>Certification Industry Recognized or Validated Achievement</p> <p>Credentials Industry Certifications License</p>
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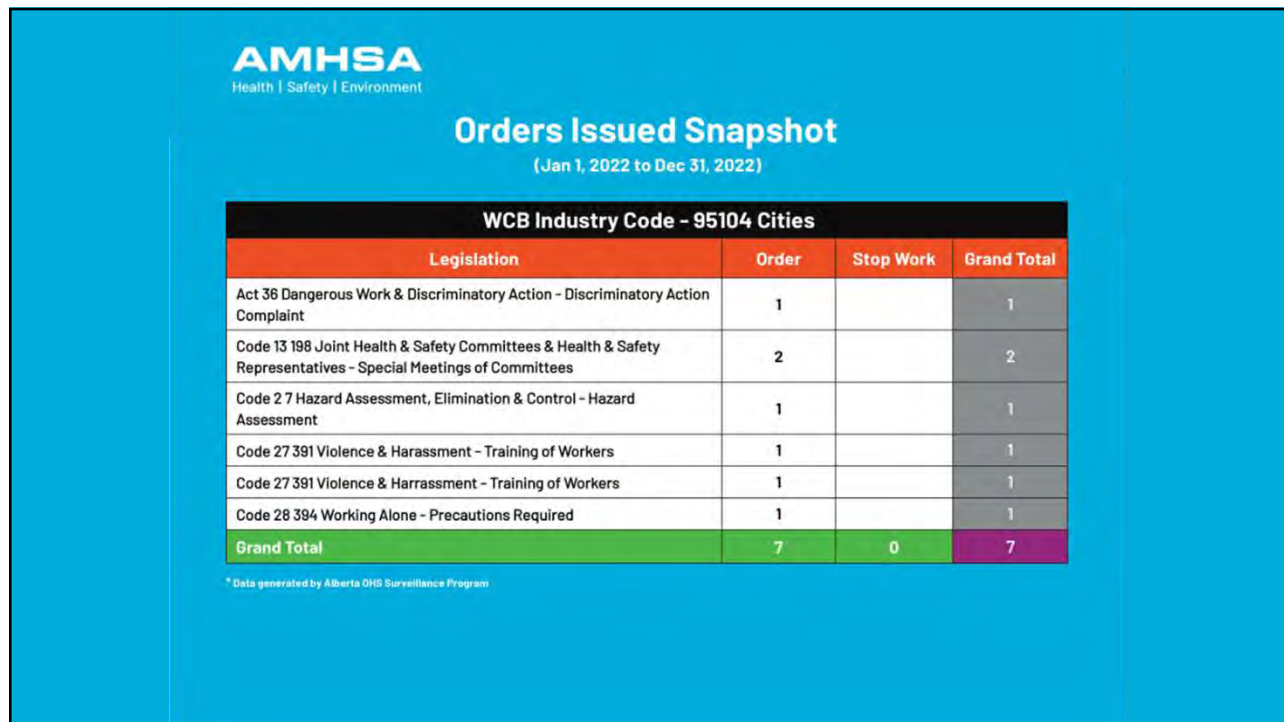
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ITF Association

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WCB-Alberta Policy Consultation

- [Working Remotely Policy](#)
 - ✓ Comments closed **March 6, 2023**
 - ✓ Added questions specific to working remotely
 - ✓ Combined Policy 02-01, Part II, Application 1 (employment hazards) and Application 2 (time and place)

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ITF Association



Industry Custom Pricing (ICP)

- **Experience ratio** – This is accident experience compared to other industry employers. This can be changed allowing more of your performance to be recognized.
- **Participation** – Every employer in the experience rating program is given a participation rate. The larger an employer is (as measured by premiums), the larger their participation factor.

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ITF Association



Industry Custom Pricing (ICP)

- **Maximum discounts and surcharges** – These can be increased from the standard 40% to 60%.
- **Costs used to measure performance** – If an industry chooses to no longer have cost relief (used to pay for claims that involve the aggravation of injuries from pre-existing claims), the levy required to fund these costs is removed. The result? A decrease to your base industry rate and a more accurate assessment of performance within your industry.

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Industry Custom Pricing (ICP)



VALUE

WCB asked ITF for suggestions on options or alternative methods for voting.

Of particular interest was the way that non-responses to a poll are handled.

- The ITF proposed that ICP participation be for a fixed term and employers be re-pollled in the last year of the term regarding continued participation.

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Industry Custom Pricing (ICP)



VALUE

- ITF suggested a non-response should be considered a vote for not participating in ICP rather than a vote for the "status quo" as is currently the case.
- ITF also suggested a variety of administrative and communication changes to help ensure employers have sufficient and accurate information upon which to base their response to a poll.

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OnDemand Access to CSA Standards

AMHSA Members Only



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CSA OnDemand™ Subscription View Access

AMHSA Member Quick User Guide



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OnDemand Access to CSA Standards



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AMHSA is partnering with the [Canadian Standards Association \(CSA\)](#) to provide municipal members with no-cost access to a collection of 26 CSA standards (CSA OnDemand Program) and discounts for CSA training and resources (CSA Association Program).

Members can also upgrade their access to the CSA standards collection at a reduced cost with discounts provided through AMHSA.

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OnDemand Access to CSA Standards






- 26 standards + any updates to those 26 standards (access is read-only – no printing or downloads)
- AMHSA’s access code will be valid for 1 year from program launch (a new code will be provided in 2024)
- Our code is good for 100 admin memberships (1 use per municipality)


Each admin account can assign up to 10 user accounts with access to the standards

- 1 admin (with access) + 9 users (with access)
- 1 admin (no access) + 10 users (with access)

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CSA Association Discounts







- A no cost partnership that allows AMHSA to offer discounts for CSA training, resources, and supplementary materials
- These discount codes have unlimited uses and can be provided to any member or non-member.

Product	Discount	Coupon Code
Online Course	25%	AMHSAWT25
Public/Virtual Course	15%	AMHSASE15
Handbook	20%	AMHSAHB20
Virtual/In-Person Onsite	15%	AMHSAS015

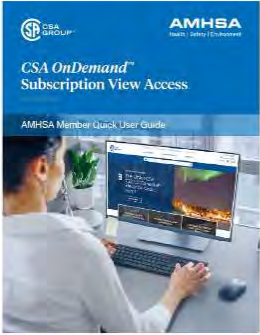
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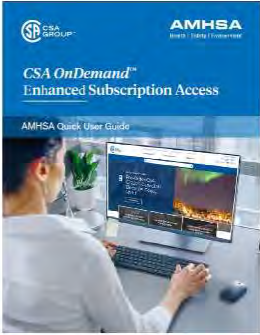
OnDemand Access to CSA Standards - Guides






- CSA OnDemand Subscription View Access Guide - setting up your account, adding users, viewing the standards
- CSA OnDemand Enhanced Subscription Access Guide - information on adding more than 10 users, increasing subscription






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Contacts







- **More information on access, discount codes, initial access, basic account assistance:**
 - Contact AMHSA by phone or email
 - 587-952-2268
 - safety@amhsa.net
- **Technical assistance, account changes, website issues, changing account access:**
 - sales@csagroup.org
Website chat function
1-800-463-6727
Mon-Fri, 8:00 am - 5:30 pm EST
 - CSA Coordinator, Sophia Jaffer
Sophia.jaffer@csagroup.org
514-428-2441

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Lawn Maintenance Safety Program (LMSP)






Program Includes:


- Comprehensive 7 hours [instructor-led](#) course (with practical demonstration)
- Lawn Maintenance Safety awareness eLearning Course (free)
- All-inclusive online [Toolkit](#) (free to anyone)
- Instructional videos
- Document library including:
 - legislation, forms & reference materials for supervisors
- Levick family PSA [video](#)
- Titanich family PSA [video](#)



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Temporary Traffic Accommodation





- Relevant legislation
- Industry standards
- Traffic Accommodation Strategy (TAS)

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What is [Spark](#)?

- A program for municipal government members to support psychologically safe workplaces.
- Provides participants with access to a community of learning, strategic coaching, and tools.
- SPARK incorporates the feedback from 2020-2022 participants of the PHS Impact group to reflect the changing operational needs of member

[Spark](#) was designed to meet your municipality's needs



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How can Spark help?

- Foster a community of learning and sharing of best practices.
- Better understand cultural priorities and gaps within staff experience.
- Bridge silos; align and refine departmental priorities and strategies.
- Provide leader-focused and individual-focused insights towards creating a collaboratively curious culture
- Gain access to resources and practices for challenges that municipalities are facing.



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Spark: Supporting Psychologically Safe Spaces

[Spark](#) was designed to meet your municipality's needs

Connect	Community	Cultivate	Cultural
<p>For individual leaders who are seeking more connections with professional peers from other municipalities. This will help build a strong network of learning and provide an opportunity to exchange ideas and best practices.</p>	<p>For municipalities that are seeking more connection with professionals from other municipalities. This will help build a strong network of learning and provide an opportunity to exchange ideas and best practices, share tools, create strategic alignment and build awareness.</p>	<p>In addition to being a part of a strong network of learning and knowledge exchange, this version of the program is for those who want to focus on training and development for their leaders and individuals.</p>	<p>This level provides municipalities with the opportunity to assess their current culture and environment using the Listening Tour. Additionally, there is access to a strong learning community, including training and development for leaders and individuals.</p>

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SPARK: Supporting Psychologically Safe Spaces







				
<p>OPTION 1 CONNECT</p> <p>Connect is for people leaders who are seeking more connection with professional peers from other municipalities. This will help build a strong network of learning and provide an opportunity to exchange ideas and best practices.</p> <p>\$3,500/Participant +GST (Group pricing available upon request)</p>	<p>OPTION 2 COMMUNITY</p> <p>This version of the SPARK program is for municipalities that are seeking more connection with professionals from other municipalities. This will help build a strong network of learning and provide an opportunity to exchange ideas and best practices, share tools, create strategic alignment and build awareness...</p> <p>\$13,500 +GST</p>	<p>OPTION 3 CULTIVATE</p> <p>In addition to being part of a strong network of learning and knowledge exchange with professionals from other municipalities, this version of the SPARK program is for those who want to focus on training and development for their leaders and individuals.</p> <p>\$23,500 +GST</p>	<p>OPTION 4 CULTURAL ALIGNMENT</p> <p>This version of the SPARK program is for municipalities that want to take a holistic and integrated approach to building a psychologically safe workplace. This level provides municipalities with the opportunity to assess their current culture and environment using the Listening Tour. Additionally, there is access to a strong learning community, including training and development for leaders and individuals.</p> <p>\$41,500 +GST</p>	<p>A LA CARTE SERVICES</p> <p>SPARK a la carte services can either be add-ons to the four options or stand-alone services that align to your workforce's current needs. These services can help:</p> <ul style="list-style-type: none"> • Foster leadership buy-in • Gain a deeper understanding of your workforce's culture • Provide training and development to your staff • Support leadership development

Contact us for additional information:

Email: olana@amhsa.net


Toll-free: 1-800-627-9764


Direct: 1-800-267-9764 ext. 307






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LUNCH BREAK


Member Access to 26 collected CSA Standards






APR 18

Ergonomics Coaching & MSI Prevention

MSI Prevention for Facilities, Parks, and Recreation Employees




Supported by funding from the Government of Alberta

Rural First Responder Mental Health

Free PTSI Prevention Training and Resources

Alberta's Updated OHS Code

Updated versions of the Occupational Health and Safety Code (effective March 31, 2023) are now available to download or purchase from Alberta King's Printer



AMHSA Discussion Forums

Join the Conversation

www.forum.amhsa.net

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Pacific Coast University – Disability Training

AMHSA
Health | Safety | Environment

V A L U E

In partnership with the [Pacific Coast University for Workplace Health Sciences](#), AMHSA is offering learning events related to disability management and successful return to work.

These courses emphasize the skills and knowledge required to return to work individuals who have incurred injuries or illnesses and provide an introduction to the competencies that are required to introduce and administer disability management programs.

PROFESSIONAL DEVELOPMENT

These learning events apply towards the [Disability Management Practitioner certificate program](#) offered by PCU.

The Chartered Professionals in Human Resources of Alberta (CPHR Alberta) have identified that these courses have been Pre-Approved for CPD Hours through [CPHR Alberta](#). Each course has been endorsed by the [Canadian Society of Professionals in Disability Management \(CSPDM\)](#) for continuing education credit (CEC) hours for the professional designations of:

- [Certified Disability Management Professional \(CDMP\)](#) and
- [Certified Return to Work Coordinator \(CRTWC\)](#)

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Disability Training – Upcoming Training

AMHSA
Health | Safety | Environment

V A L U E

MENTAL HEALTH ISSUES, REHABILITATION AND RETURN TO WORK Pre-Approved for CPD Hours

Date: Tuesday, October 17, 2023
Time: 9:00 a.m. - 3:30 p.m. (MT)
Cost: \$250

[CLICK TO REGISTER](#)




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Roundtable



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E

MEMBER REPORT FORM

- Significant incidents
- Trends
- Projects/initiatives
- Innovations
- Other

Potential changes:

- Leading Indicators
- Other?

Municipality:	Municipality	Date:	Date
Contact:	Contact	Phone:	Phone
Reporting Period:	Reporting Period		
LTC in Period:	LTC in Period	LT Frequency:	LT Frequency
LT Severity:	LT Severity	WCB Rate:	WCB Rate

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Member Roundtable



AMHSA
Health | Safety | Environment

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Next Meeting

Date: December 5, 2023
Format: Survey – separate, together, in-person, virtual, hybrid...
H&S Moment: City of Lethbridge, Encampment Concept
Host:



AMHSA
Health | Safety | Environment

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The image shows a rectangular graphic divided into two sections. The left section has a solid orange background with the text 'AMHSA' in large white letters and 'Health | Safety | Environment' in smaller white letters below it. The right section has a white background with contact information in black text.

amhsa.net 1-800-267-9764

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