

AGENDA

- 9:45 am Check-in, Coffee
- 10:00 Call to Order, Introductions, Safety Moment
- 10:15 – 10:45 UNB – Diploma or Certificate Draw Presentation
- 10:45 – 11:00 WCB Update
- 11:00 – 12:00 Advisor Office for Alberta Workers' Compensation
- 12:30 – 1:00 Partnerships Update & AMHSA Auditing
- 1:00 – 1:30 AMHSA Strategic Planning & Update
- 1:30 – 3:00 Member Roundtable
- 3:00 Upcoming Meetings & Adjournment

Code of Conduct

Participants are expected to conduct themselves in a manner of integrity, honesty and respect for individuals in the AMHSA community.

If you are found to act in a manner contrary to the aforementioned values, you may be required to withdraw from the day.

Please remember that Chatham House Rules apply, both within this event, and our Forums. You may use information shared within this learning environment, but it cannot be attributed to an individual or organization.

In Memoriam

It is with a heavy heart that we share the tragic loss of Terri Filipski, who passed away on Sunday, August 29, 2021.

Her contagious smile, kind heart, and unflagging support of coworkers and colleagues will be missed.

In lieu of flowers, the family asks that you consider a donation to a cancer prevention charity.



SAFETY PROGRAM TUITION GIVEAWAY!



Enter to win complimentary enrolment in 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: May 31, 2022 - 11:59 pm MST
Winner will be announced Tues., June 7, 2022 at the Alberta Cities Safety Council Meeting.

go.unb.ca/amhsa

To be eligible, you must work for a non-profit organization or be an associate member of a provincial/territorial trade and safety association.

This year's contest is dedicated to the memory of Terri Filipski who worked with UNB to launch the inaugural UNB/AMHSA Tuition Giveaway contest in 2020.



Certificate in Occupational Health & Safety (COHS)

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
 - 10 weeks to complete each course
 - 70% pass rate

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COHS continued

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

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Diploma in Occupational Health & Safety (DOHS)

- 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 up and coming 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, 4 emerging issues
 - 46 hours of study
 - 13 weeks to complete each course
 - 70% pass rate

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DOHS continued

- 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
 - 9 domains
 - 113 competencies
- CRSP maintenance points

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Industry Recognition

2020 Readers Choice Award
Canadian Occupational Safety Magazine



UNB Occupational Health & Safety 9

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Questions?

Katya Abbasi
@Katya.Abbasi@unb.ca

UNB Occupational Health & Safety 10

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Thank you!



UNB

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AMHSA Updates
Scott Lyall, Director of Operations

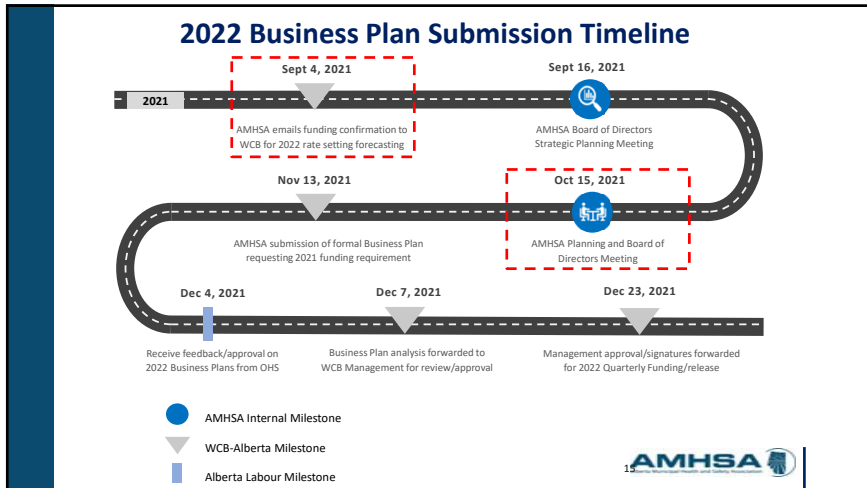
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AMHSA 2022-2024 Strategic Planning

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AMHSA Team Member Updates

- A big welcome to Alex Munro, who recently joined us as a Learning and Design Specialist. Welcome Alex!
- Christopher Carter, Client Success
- We also wish a very happy retirement to Sharon Young, Director of Learning Management. We thank Sharon for her incredible work as both a leader in the field of OHS and a valued mentor to AMHSA staff. Happy retirement Sharon!

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Updated with December 1st legislation changes

Workplace Harassment & Violence Prevention

available via Zoom, Teams, or Online, On demand

Updated with December 1st legislation changes

Training Options
Full day and half day classes
 The full day training provides critical awareness, practical de-escalation techniques and covers elements in a personal protection plan, which is designed to be used and practiced at the workplace.

Full-day (6 Hours)
 The full day training provides critical awareness, practical de-escalation techniques and covers elements in a personal protection plan, which is designed to be used and practiced at the workplace.
 Members \$150.00
 Non-members \$180.00

Half-day (4 Hours)
 The half-day class is our introductory course, which includes all necessary training and enhance with additional time spent on de-escalation strategies.
 Members \$80.00
 Non-members \$100.00

Awareness (2 Hours)
 This course meets minimum training needs and is a good refresher in legislation, responsibilities, coping skills and recognizing warning signs, brief review of de-escalation techniques.
 Members \$50.00
 Non-members \$75.00

Online On Demand
 This 4.2 Hour Online Workplace Harassment and Violence Prevention course is designed to help individuals understand how to identify incidents that could be considered workplace harassment and/or workplace violence. It addresses how such incidents might be prevented and practical procedures for addressing incidents in work site settings.
 Members and Non-Members \$59.99

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Health and Safety Committee (HSC) and Health and Safety Representative (HSR)

Legislation Changes Overview



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OHS Legislative Updates

- Presentations
- Bulletins
- Up-to-date information



Health and Safety Committee and Health and Safety Representative awareness and half day courses

Click here to learn more, and register for a free webinar explaining how new OHS legislation may affect you!

www.amhsa.net/ohs

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Webinar and Q&A recording available for AMHSA members

OCCUPATIONAL HEALTH AND SAFETY (OHS) LEGISLATION

OHS Change Updates Coming into Effect December 1, 2021

1.5 CPD Hours

November 10, 2021 • 2:30-4:00 PM • Virtual Webinar Q&A

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HSC/HSR Changes to Act and Code



Now in the Act:

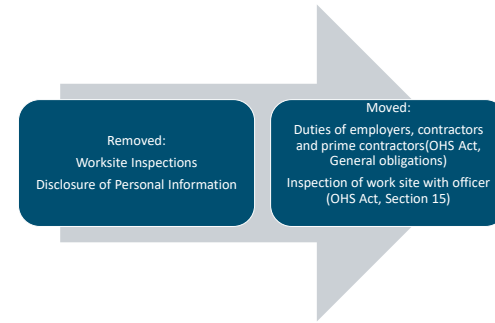
- High level duties of HSCs/HSRs
- Framework requirements for HSCs/HSRs
- Employer must cooperate with the HSC/HSR, respond in a timely manner and ensure the HSC/HSR is meeting their obligations

Now in the Code:

- More specific or technical requirements for HSCs/HSRs
- Membership selection
- Terms of Reference
- Training requirements
- Special meetings
- Quorum
- Posting of contact info for HSC/HSR

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HSC/HSR – Removed/moved



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When is a HSC or HSR required?

- HSC is required for employers that **regularly employ 20 or more workers**
- HSR is required for employers who **regularly employ 5-19 workers**
- Employers have flexibility in determining what “regularly employed” means for their business
 - For the purposes of HSC/HSR thresholds, unpaid volunteers are not counted
- HSC or HSR must be established on multiple employer work sites that **do not have a prime contractor** (subject to the threshold numbers for regularly employed workers)



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Prime contractor sites: HSC/HSR



- HSCs and HSRs are no longer mandatory for work sites with a prime contractor
- Prime contractor must establish a system to ensure employer/worker cooperation and designate a person to ensure cooperation occurs

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Prime contractor sites: HSC/HSR



- Employers at the work sites will maintain their own employer level HSC or HSR (depending on the number of workers)
- No changes to multi-employer work sites without a prime contractor
- Such work sites can voluntarily designate a prime contractor

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Duties of HSC and HSR

The duties of the HSC and HSR include the following:

the receipt, consideration and disposition of concerns respecting the health and safety of workers	participation in the employer's hazard assessment	the making of recommendations to the employer respecting the health and safety of workers	review of the employer's work site inspection documentation
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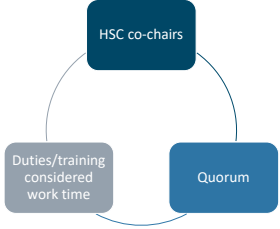
When an officer inspects a work site, the officer may request any member of the HSC or their designates or a HSR to be present at that inspection

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HSC/HSR – Code Requirements

Moved from Act, not new




Minimal changes


- Special meetings
- Posting of contact info

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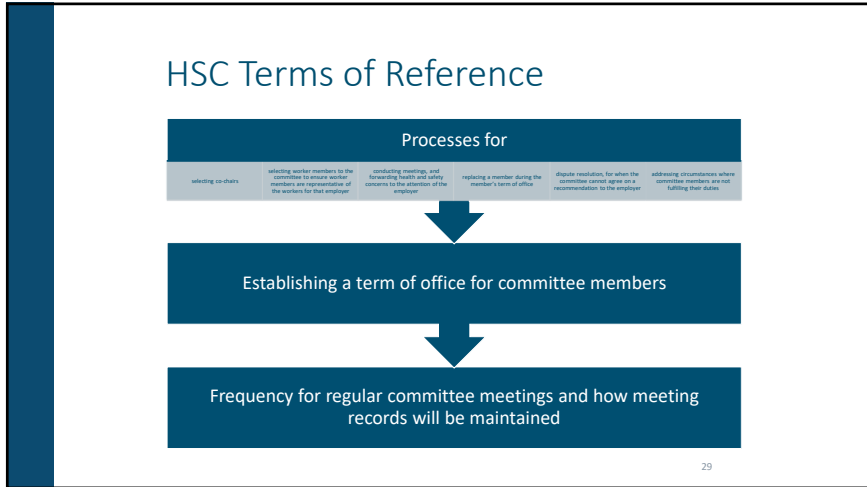
HSC Membership Selection

- Employer chooses number of worker members needed to:
 - equitably represent any union at the work site and non-unionized workers
 - address relevant occupational health and safety concerns
- Non-unionized workers choose the non-unionized worker representatives
- The relevant union chooses the unionized worker representatives
- Employer chooses employer representatives
- If names not provided in timely manner, employer can appoint



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- Fully updated AMHSA-created ToR template and example available at www.amhsa.net/hsc

Terms of Reference

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HSC/HSR Training

- Removing requirements:** training by a designated training organization mandatory HSC/HSR training curriculum
- All HSC members are trained (not just co-chairs)* or the HSR
- Training must cover:** Roles and responsibilities of co-chairs and members on HSC and HSR; Obligations of work site parties; Rights of workers

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AMHSA HSC/HSR Instructor Led Training

NEW

Awareness

- Minimum mandatory training
- Compliant with all new legislation related to HSC/HSR
- Register for Dec 10 course at training.amhsa.net

Half-Day

- Enhanced training
- Compliant with all new legislation related to HSC/HSR
- Includes information on how to execute obligations
- Register for Dec 10 or Jan 10 course at training.amhsa.net


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COVID-19 Update


- In light of the recent rise in COVID-19 cases and new restrictions from the Government of Alberta, AMHSA will be temporarily suspending our cancellation policy for in-person training
- Where possible, we are replacing in-person classroom courses with online instructor-led training. These live webinars can be attended by individuals or groups and an internet connection is required.
- Contact us at 1-800-267-9764 for details

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Levick Safety video / Lawn Maintenance Program Share



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Lawn Maintenance Safety Program - AMHSA

FREE

[Buy Now!](#)


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Stakeholders Engagement Sessions




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Infection Prevention and Control (IPAC): Basic Awareness Training


FREE

Buy Now

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Important Health and Safety Committee changes take effect December 1st, 2021



OCCUPATIONAL HEALTH AND SAFETY (OHS) LEGISLATION

OHS Change Updates Coming into Effect December 1, 2021

1.5 CPH Hours


November 10, 2021 • 2:30-4:00 PM • Virtual Webinar Q&A

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

Sign up and start your certification journey today.



Powered By:

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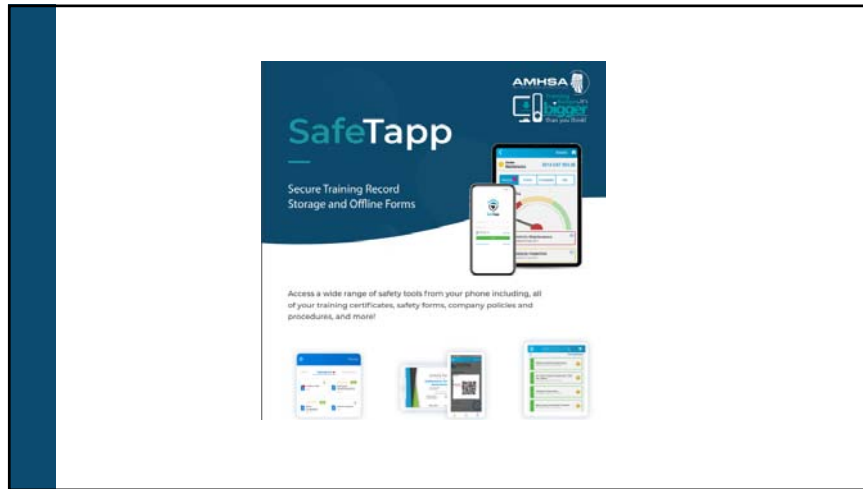
winter ready

Seasonal Safety Initiative



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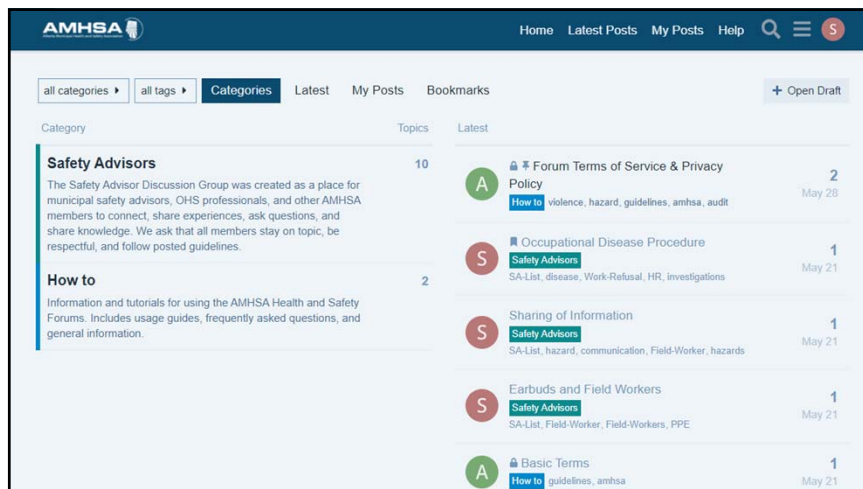
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AMHSA Forums – Project Overview

- 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 it's 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

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Contact Us

- 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
- Are you interested in a 1:1 forum review & guide?

Book an appointment with Rick: <https://calendly.com/rickn-1>



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Psychological Health & Safety Program

• New dates have been scheduled!

- PHS 101: January 18-19 + January 25-26
- PHS 102: February 15-16
- PHS 103: March 22-23
- PHS 104: April 19-20
- PHS 105: May 17-18
- PHS 106: June 21-22



• We've heard your feedback:

- 1-day classes have been changed to 2 consecutive mornings from 8:30-11:30 am
- 2-day classes are now 4 mornings over 2 weeks, also 8:30-11:30 am

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Psychological Health IMPACT Group

Optimize your employee experience through an impactful psychological health and safety program

A journey designed for...

Municipalities at any level of readiness, interested in building, promoting, or enhancing psychological health and safety in their workplace



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Data Analytics Project

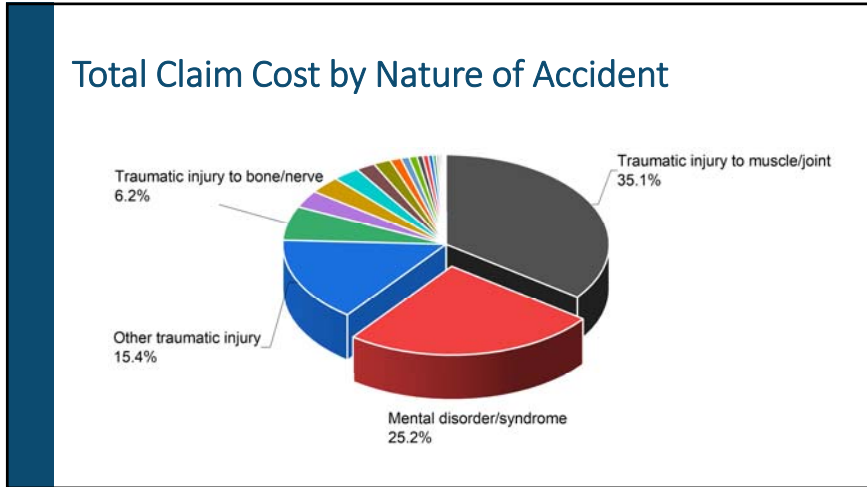
- Earlier this year, AMHSA contracted with EHS Analytics for a review and analysis of WCB Iron Key data (claims and metrics), OHS compliance and PSI reports, and AMHSA training and COR data
- All data was sanitized to remove identifying information, leaving only WCB industry codes

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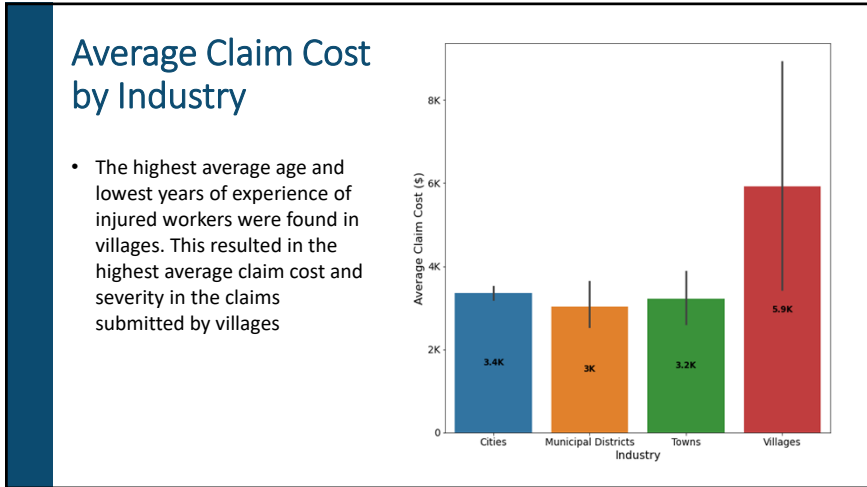
Major Findings (Claim Data)

- “Traumatic injury to muscle/joint” is the most frequent claim type and also the costliest
- The second costliest claim type is “mental disorder/syndrome”
- Transit staff and emergency response personnel submit the highest number of claims, while dispatchers submit claims with both the highest average cost *and* severity

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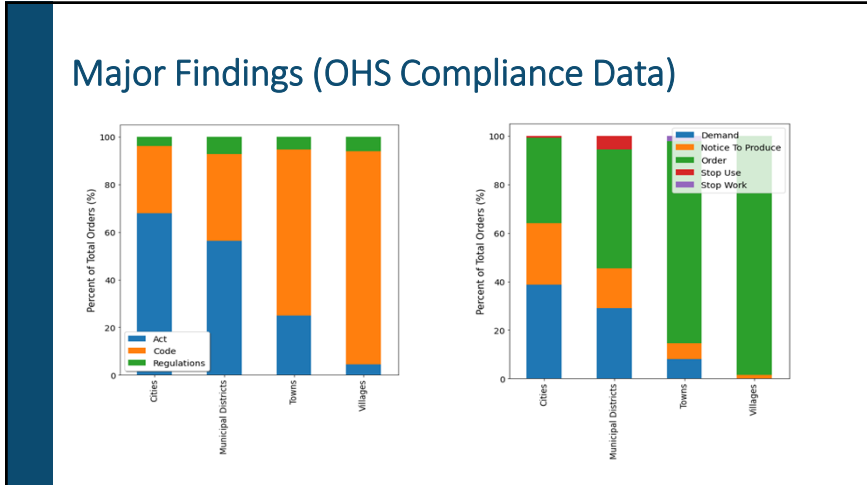


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Major Findings (OHS Compliance Data)

- As the size of the municipality decreases, there is:
 - An increase in number of OHS orders per employee
 - An increase in orders relating to Code violations vs. Act
 - An increase in order severity
- Most orders related to the Code (15.5% of all orders) were submitted for **violence and harassment**
- Cities tend to receive orders relating to practices, procedures, and training, while villages mainly received orders relating to plans and assessments

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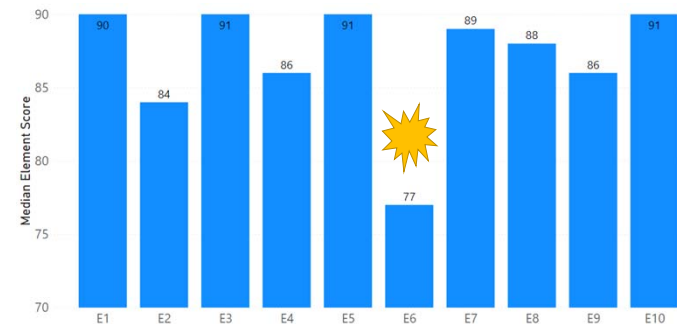
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Major Findings (COR Data)

- Internal audit scores are comparable to external, suggesting that internal audits are effective at improving safety performance
- Cities score 5-6% lower than towns and villages on their audits
- Element 6: Other Parties is consistently the lowest scoring element

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Major Findings (COR Data)



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Major Findings (Training Data)

- Training has shown continuous revenue growth from 2014-2021, with a shift from in-class to online
- This shift was gradual until 2020 when the pandemic caused a major shift to online options
- Leadership Safety is the largest contributor to online training

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Information Sharing Roundtable - AMHSA Members



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Upcoming Cities meetings:

- Tuesday June 7, 2022
- Tuesday Nov 29, 2022

Adjournment

Thank you!

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