ACSC Meeting
November 29, 2022
Minutes

IN ATTENDANCE

Municipality	Participant
Lethbridge	Jamie Anderson
Lethbridge	Tim Scott
Lethbridge	Leighann
Lethbridge	Melissa Craig
Calgary	Chris Collier
Calgary	Paul Shields
St. Albert	Denise Isbister
Beaumont	Marvin Shmyr
Beaumont	Lisa Rantucci
Edmonton	Farhan
Edmonton	Cyndil Taylor
Edmonton	John S
Edmonton Police	Nicole Wetsch
Grande Prairie	Kristi Lea
Grande Prairie	Leanne Litchfied
Lacombe	Megan Miller
Leduc	Jeri Wolfe
City of Red Deer	Bev Glass
City of Red Deer	Rob Carver
City of Red Deer	Eric Jeanveau
Strathcona County	Amanda Russell
Airdrie	Derek Kearney
Airdrie	Shawn Justus
City of Fort Saskatchewan	Quinn Gillard
WCB	Sanjeev Bhagrath
Partnerships	Miranda McLay
Guest Speaker	Dr. Sid Bhandari
AMHSA Representative	Craig Hrynchuk
AMHSA Representative	Shannon Thomas
AMHSA Representative	Sydney Perozak

1. Introductions and Welcome

- Meeting Called to Order: 10:02am
- Housekeeping – Sydney Perozak
- Introductions/Attendance – Shannon Thomas

2. Health and Safety Moments

- Health and Safety Moment – Denise Isbister, St.Albert
- Topic: Psychological Safety Project
- Run through of Project Phases and implementation

3. WCB Update – Sanjeev Bhagrath

- 2023 Premium Rate statements is coming soon
- 2022 Assessable earnings update
- Fir-For-Work dashboard reminder
- Employer Mobile App Release V2.3
    - LINK: https://www.wcb.ab.ca/resources/for-employers/online-services.html
- Help someone start a new career
    - LINK: https://www.wcb.ab.ca/return-to-work/training-on-the-job.html
- WorkSight: to receive a monthly email please subscribe to WorkSight.
    - LINK: https://www.wcb.ab.ca/about-wcb/whats-new/worksight-magazine/

4. Alberta Labour Partnerships – Miranda McLay

- 2022 COR Auditing
    - Requirements for 2022 Audits:
        - documentation and interviews for both Certification and Maintenance
        - Overall, 80% (Certification) or 60% (Maintenance) requirement to pass, no minimums per element.
        - Observations continue to be optional for 2022
        - Action plan dates continue to be extended for the 2022 season
- Auditor Status
    - Requirement for auditor certification remains at 1 audit within the 3 year cycle
    - Must attend an auditor update
    - Auditor candidates and complete qualification audit that has documentation and interviews completed
    - Auditors with limited status have until December 31, 2022 to complete their second qualification audit
    - Starting January 2023, auditor requirements will be returning to pre-COVID standards

- Printing CORs
  - Partnerships no longer prints these, but AMHSA can.
  - Employers can now print their own COR through the WCB LCR portal
- COR and SECOR Updates
  - COR and SECOR audit criteria have been updated due to changes in legislation and use of the new standard over the last few years
  - New COR and SECOR tools are created
  - Updates to training courses and new audit tools must be implemented by AMHSA by January 1, 2023
- Auditor Notes
  - Standard was updated recently.
  - All questions require quantification.
- Key Changes to the COR Audit Criteria
  - Allowance of applicable legislation (Alberta or Federal) to be used to answer legislation questions
  - Hazard assessments reviewed on pre-determined frequency instead of regular basis
  - Reduction in # of questions around Violence and Harassment to simplify requirements
  - JWSHSC/R element updated to match new legislation requirements
  - Self-employed persons removed as now included under employer as per OHS legislation definition
  - Minimum requirements around cascade scoring of questions
- SECOR Adapted for Owners/Operators
  - A new definition for Owner/Operator was created with Certifying Partners and WCB
- 2022/23 OSAR Year
  - Target is 75 OSARS, 2 planned for AMHSA.
  - OSARs will be completed both on-site and off-site this year
- Miscellaneous Statues Amendment Act
  - OHS Legislation Book was updated May 2022; Section 55(4) & 61.
- Searchable Legislation
  - LINK: https://search-ohs-laws.alberta.ca/
- Legislation Updates
  - In fall of 2022 two technical working groups were formed to provide input on Parts 33, 36 and 37 of the OHS Code.
- OHS Publications
  - LINK: https://ohs-pubstore.labour.alberta.ca/

5. AMHSA COR Auditing – Shannon Thomas

- AMHSA Auditing
  - Special auditor update September 2022, re-modernization of COR program
  - Strategic Steering committee – CP. Labour, WCB
  - ISO 45001:2018 and CSA eligibility for COR
  - Working Groups:
    - Complexity Based and Scalable Audit
    - Auditor Qualification, Training and Certification
    - COR Harmonization and Measurement

- o Training
    - Audit Refresher: January 31 or April 4
    - HSMS: February 7/8 or March 7/8
    - HS Auditing: February 21/21 or March 21/22
    - Contact carla@amhsa.net to register!
- o January 1, 2023
    - Updated large (regular) employer COR Audit Tool launch and revised training
    - New SECOR Audit Tool launch (scored vs yes/no for AMHSA employers) and training
    - Revised auditor training
    - Council included in WCB Interviews
- o 2023 Audit Plan – Draft
    - Partnerships monitoring COVID-19, will respond if public health measures aare implemented.
    - Plan in effect January 1 – Dec 31, 2023
    - Onsite data gathering activities are not restricted
    - "Safe Auditing Guidelines for Auditors and Employers for On-Site Activities" is suspended
    - Techniques: Docs review and interviews: remote or on-site. Observations required, considering remote options for observations.
    - Cor Certification Audits: documentation, interviews, observations. 80% overall, no less than 50% in elements.
    - COR Maintenance Audits: documentation, interview, observations. 60% overall. Action plan maintenance option. PHS optional element.
    - Auditor Certification Maintenance: Attend Audit Refresher. Completed two audits.
    - Auditor Qualification: Training – HSMS and Auditing. Qualification Audit – 3 validation methods, 6 months.
- Questions? Contact audits@amhsa.net / shannon@amhsa.net / jessica@amhsa.net

6. Guest Speaker – Dr. Sid Bhandari

- Measuring Safety Performance – Dr. Sid Bhandari, Associate Director, Construction Safety Research Alliance (CSRA)
- The Statistical Invalidity of Total Recordable Injury Rate (TRIR)
- White Paper: Located at the end of the meeting minutes.
- White Paper LINK: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/http://matt.colorado.edu/papers/StatisticalInvalidityOfTRIR.pdf

7. AMHSA Updates – Craig Hrynchuk

- First Responder Psychological Claim Performance
    - o WCB Alberta AMHSA Industry Code Summary (2017-2021)
    - o Primary Psychological Injury (PPI)

- - Secondary Psychological Injury (SPI)
  - Post-Traumatic Stress Disorder (PTSD)
  - WCB Alberta First Responder Lunch and Learn Opportunity
    - Email craig@amhsa.net if interested in participating.
  - Rural First Responder Mental Health
    - Free PTSI Prevention Training and Resources
    - 2022 SPHIFR Stream 1 (Services) Grant – Government of Alberta
    - Partners: Mental Health Commission of Canada, TELUS Health, University of Calgary
    - Upcoming Training Dates: January 11/12, January 24/25, February 22, and March 6
    - To book please email shannon@amhsa.net
    - LINK: https://ruralfirstresponder.ca/
  - The Working Mind First Responder (TWMFR)
    - Free 7 hour virtual training (includes booster sessions)
    - Email shannon@amsha.net to register
- Municipal Compliance Snapshot
- Industry Taskforce Association (ITF)
  - Psychological Injury Working Group
    - Cognitive Job Demand Analysis
    - Interested in participating in the pilot? Email: craig@amhsa.net
    - Psychological Injury Dashboard, similar to Fit For Work Dashboard.
    - Management of Secondary Psychological Injury (SPI) Claims
    - Aquatic Health and Safety Awareness Campaign
    - Lawn Maintenance Safety Program
    - LINK: https://www.amhsa.net/resources/lawn-maintenance-safety-toolkit/
    - BCSRP CEU/CPD
      - International Association for Continuing Education & Training (IACET)
    - Environment
    - 2023 Business Plan / Funding Request
    - AMHSA Forums: https://forum.amhsa.net/login
    - Disability Training
    - CUSP Certification Interest LINK: https://usoln.org/cusp-certification/

8. Roundtable Discussion

- Increase in Workplace Violence: Aggression and road rage towards city staff
  - Lots of incidents regarding aggression in city facilities
- ITrack – possible demo for next meeting
- Recovery mode from the past few years
- Focusing on training and integration of psychological health and safety.
- SafeTapp
- Winter Safety: initiatives and ice cleats
- Fatigue Management
- Wayfound (BOS): https://wayfound.ca/about-bos/

- Wounded Warriors (BOS): https://woundedwarriors.ca/our-programs/before-operational-stress/
- Requests for AMSHA COR Audit
- PHS National Standard: https://mentalhealthcommission.ca/national-standard/
- BISTrainer Online Learning System: https://www.bistrainer.com/v1/index.cfm?action=home.loginForm
- Implementing initiatives, focus on psychological health and safety
- Motor Vehicle Incidents

9. ADJOURNMENT AND NEXT MEETING

- Next Meeting: May 16, 2023
  - Hybrid, Virtual or In Person?
- Health and Safety Moment Volunteer: **NEED VOLUNTEER**
- Post Meeting Survey to be sent out
- Meeting Adjournment: 3:17pm by Shannon Thomas