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Alberta Cities Safety Council Meeting
November 29, 2022

Facilitator: Shannon Thomas, AMHSA Program Evaluation Manager

Training & Education	Strategic Partnerships	Business Solutions	Advocacy & Representation	Certifications

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Joint Meeting of NASC & SASC

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Agenda

9:45 – 10:00	Check-in, virtual coffee
10:00 – 10:10	Call to order, virtual housekeeping, introductions
10:10 – 10:15	Health and Safety Moment – Denise Isbister, City of St. Albert
10:15 – 10:30	WCB Update
10:30 – 11:00	Partnerships Update
11:00 – 11:15	Coffee Break
11:15 – 12:15	Dr. Siddharth Bhandari, Measuring Safety Performance
12:15 – 12:45	Lunch Break
12:45 – 1:00	AMHSA Auditing
1:00 – 1:30	AMHSA Update
1:30 – 1:40	Coffee Break
1:45 – 3:00	Member Roundtable - incidents, innovations, audits, claims, trends, etc. (all members)
3:00	Next Meeting & Adjournment

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September 20th NASC & SASC

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Housekeeping

Introductions

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AMHSA COR Auditing

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WORKPLACE SAFETY
COR
CERTIFICATE OF RECOGNITION

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AMHSA Auditing

Special auditor update Sept 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

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AMHSA Auditing

TRAINING

- ✓ Audit Refresher: January 31 or April 4
- ✓ HSMS: February 7–8 or March 7–8
- ✓ HS Auditing: February 21–22 or March 21–22

Carla@amhsa.net to register!

* Each is being offered once in person and once virtually. If demand is virtual we will switch the in-person offerings.

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January 1, 2023

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✓ Updated large (regular) employer COR Audit Tool launch and revised training
Auditor update with highlights

✓ New SECOR Audit Tool launch (scored vs yes/no for AMHSA employers) and training

✓ Revised auditor training

✓ Council included in WCB? Interviews

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2023 Audit Plan – Draft

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Partnerships monitoring COVID-19, will respond if public health measures are implemented.

Plan in effect Jan 1–Dec 31, 2023

- On site data gathering activities are not restricted
- "Safe Auditing Guidelines for Auditors and Employers for On-site Activities" is suspended
- Techniques:
  - ✓ Doc review and interviews: remote or on-site
  - ✓ Observations required, considering remote options for observations

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2023 Audit Plan – draft

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COR Certification Audits
- ✓ Documentation, interview, observations
- ✓ 80% overall, no less than 50% in elements

COR Maintenance Audits
- ✓ Documentation, interview, observations
- ✓ 60% overall
- ✓ Action plan maintenance option
- ✓ PHS optional element

Classification: Protected A

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2023 Audit Plan – Draft

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V A L U E

Auditor Certification Maintenance
- ✓ Attend Audit Refresher
- ✓ Complete two audits

Auditor Qualification
- ✓ Training – HSMS and Auditing
- ✓ Qualification Audit – 3 validation methods, 6 months

Classification: Protected A

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Fall 2022

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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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AMHSA Updates

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AMHSA Updates

- First Responder Psychological Claim Performance
- Municipal Compliance Snapshot
- Industry Task Force (ITF) Association
- Creative Sentencing Awards
- BCRSP CEU/CPD
- ECO Canada EP Employer Certification
- 2023 Business Plan

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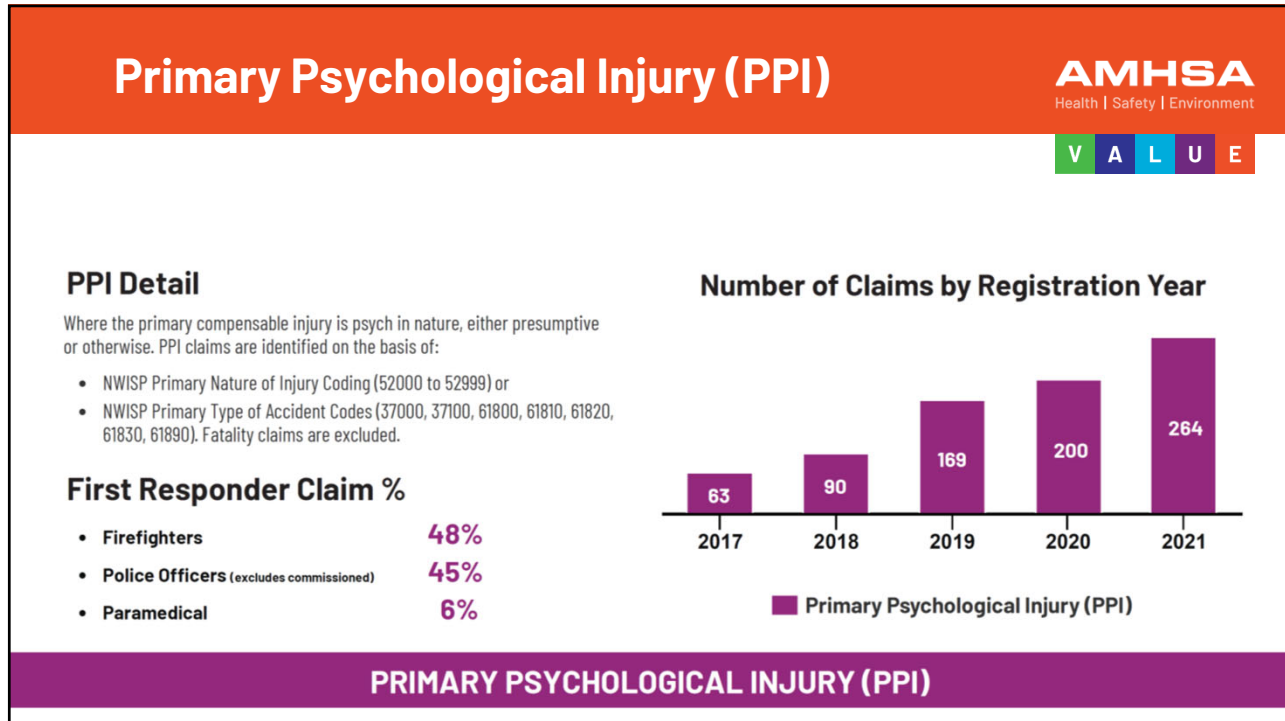## First Responder WCB Psychological Claims

WCB-Alberta AMHSA Industry Code Summary (2017-2021)

- Primary Psychological Injury (PPI)
- Secondary Psychological Injury (SPI)
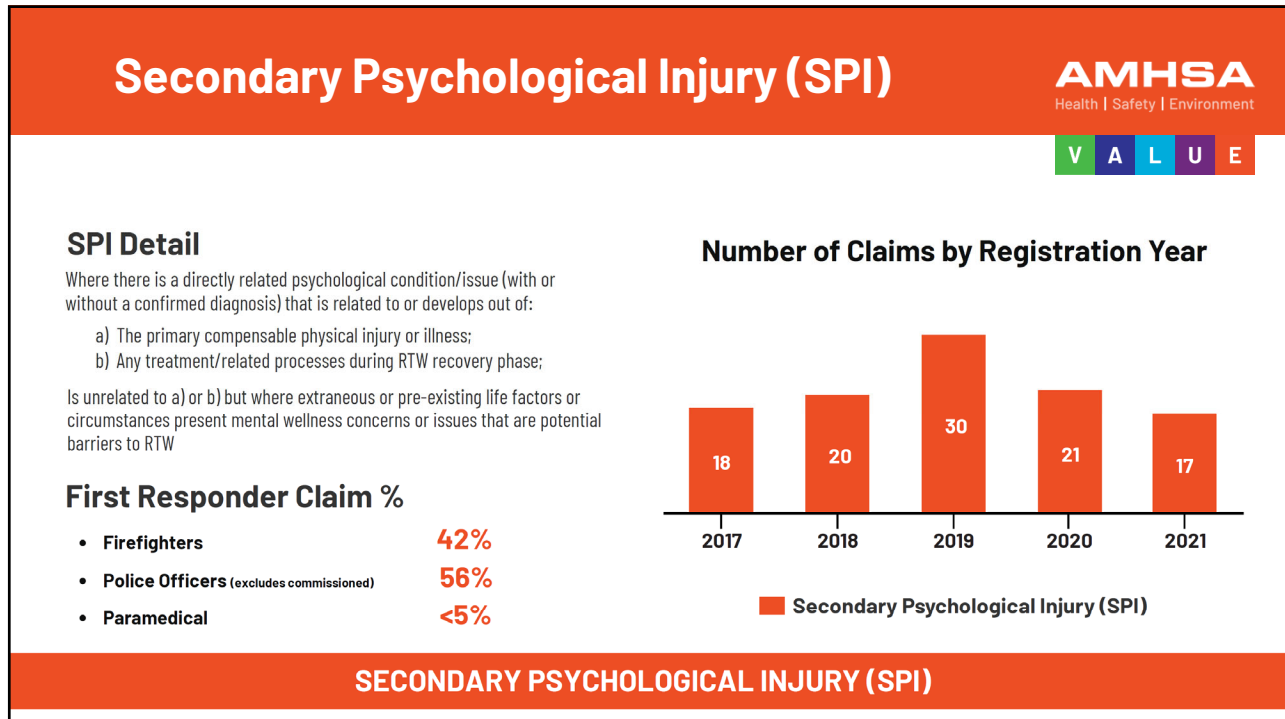- Post-Traumatic Stress Disorder (PTSD)

*First Responders include firefighters, police officers/sheriffs, emergency medical responders, primary care paramedics and advanced care paramedics.
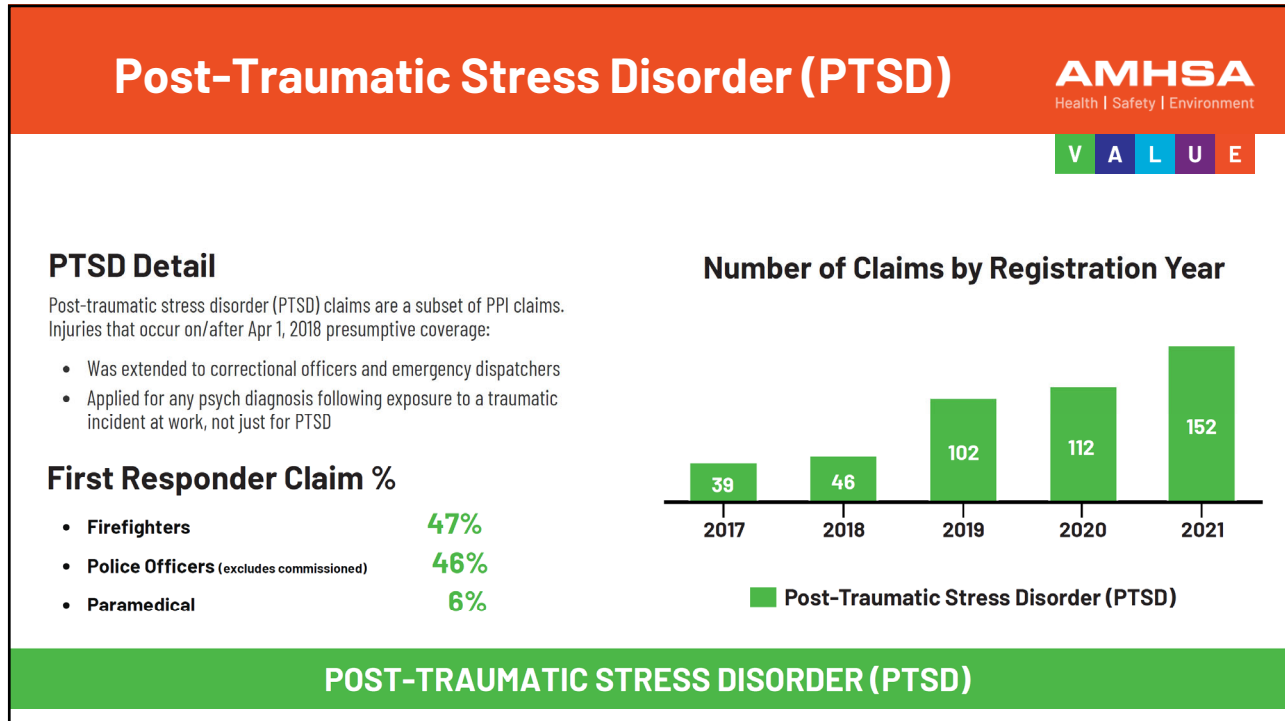
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Primary Psychological Injury (PPI)

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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). Fatality claims are excluded.

First Responder Claim %

- **Firefighters** — 48%
- **Police Officers** (excludes commissioned) — 45%
- **Paramedical** — 6%

Number of Claims by Registration Year

2017	2018	2019	2020	2021
63	90	169	200	264

■ Primary Psychological Injury (PPI)

PRIMARY PSYCHOLOGICAL INJURY (PPI)

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Secondary Psychological Injury (SPI)

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SPI Detail

Where there is a directly related psychological 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** — 42%
- **Police Officers** (excludes commissioned) — 56%
- **Paramedical** — <5%

Number of Claims by Registration Year

2017	2018	2019	2020	2021
18	20	30	21	17

■ Secondary Psychological Injury (SPI)

SECONDARY PSYCHOLOGICAL INJURY (SPI)

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Post-Traumatic Stress Disorder (PTSD)

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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** — 47%
- **Police Officers** (excludes commissioned) — 46%
- **Paramedical** — 6%

Number of Claims by Registration Year

2017	2018	2019	2020	2021
39	46	102	112	152

■ Post-Traumatic Stress Disorder (PTSD)

POST-TRAUMATIC STRESS DISORDER (PTSD)

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Post-Traumatic Stress Disorder (PTSD)

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2017-2021 Psychological Claims

	Cities			Municipal Districts			Towns & Villages		
PPI	704			43			39		
SPI		87			10			9	
PTSD			404			23			24

■ PPI ■ SPI ■ PTSD

Cities represented 90% of First Responder PPI and PTSD Claims in 2017-2021

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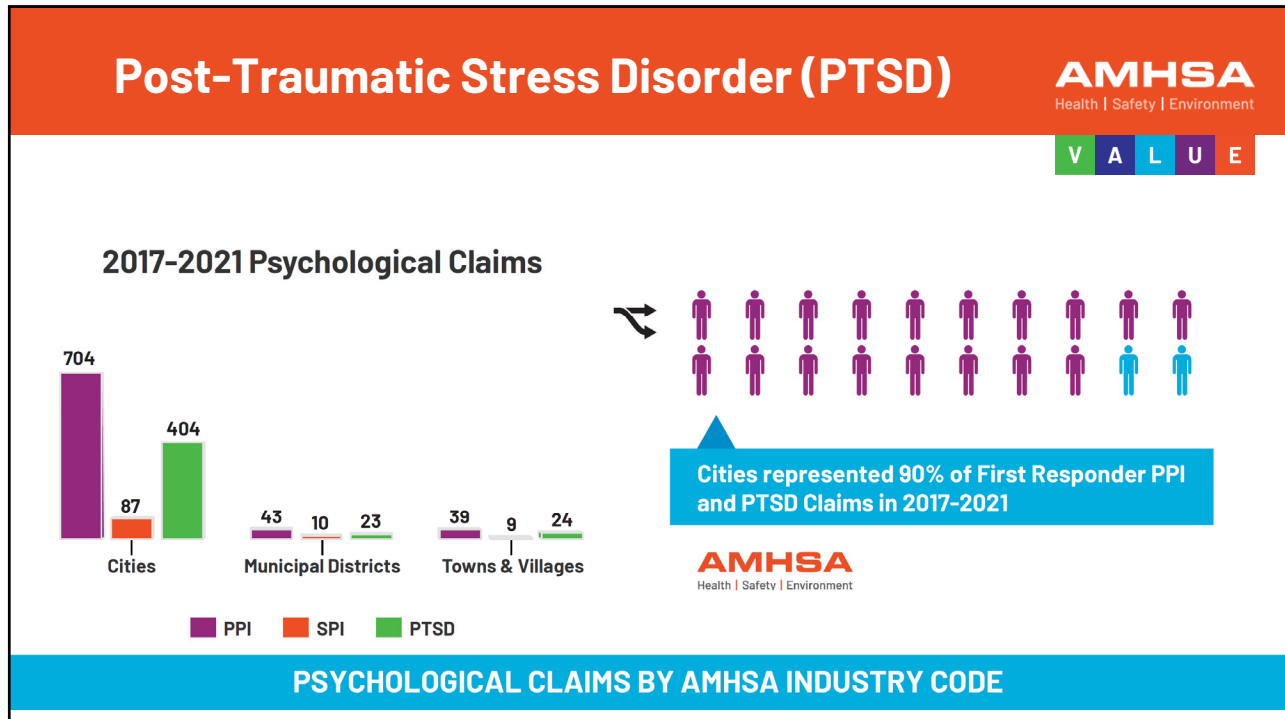
PSYCHOLOGICAL CLAIMS BY AMHSA INDUSTRY CODE

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What is Next?

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WCB-Alberta First Responder Lunch and Learn Opportunity

Voice Challenges of Municipalities

- Traumatic Psychological Injury (TPI) program wait times/durations
- Cities with integrated fire and paramedical services
- Absence of integrated treatment options
- Hybrid first responders
- Other?

If you have interest in participating please contact craig@amhsa.net

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AMHSA · TELUS Health · UNIVERSITY OF CALGARY · Mental Health Commission de la santé mentale of Canada du Canada · *Supported by funding from the Government of Alberta*

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

Providing rural and remote Alberta firefighters with innovative, FREE, evidence-based mental health training and resources for prevention and recovery from PTSI.
Now expanded to small cities under 500,000!

https://ruralfirstresponder.ca/

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The Working Mind First Responder (TWMFR)
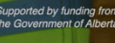
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What's Included?

- **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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AMHSA Health | Safety | Environment   **TELUS** Health   **UNIVERSITY OF CALGARY**   Mental Health Commission of Canada | Commission de la santé mentale du Canada | Supported by funding from the Government of Alberta

Rural First Responder Mental Health
Free PTSI Prevention Training and Resources

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UPCOMING TRAINING DATES
- January 11-12
- January 24-25
- February 22
- March 6

To register or book your own session,
email Shannon@amhsa.net

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Municipal Compliance Snapshot
(Oct 1, 2021 to Sept 30, 2022)

Inspections & Re-Inspections Conducted			
WCB Industry Code	**Inspection**	**Re-inspection**	**Grand Total**
95100 Villages	3	0	3
95101 Towns	36	21	57
95103 Municipal District	20	11	31
95104 City	48	12	60
Grand Total	107	44	151

Orders Issued to Cities, Villages, Towns, and Municipalities			
WCB Industry Code	**Order**	**Stop Work Order**	**Grand Total**
95100 Villages	1	0	1
95101 Towns	54	1	55
95103 Municipal District	14	0	14
95104 City	7	0	7
Grand Total	76	1	77

* Generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code - 95100 Villages			
Legislation	**Order**	**Stop Work Order**	**Grand Total**
Code 11 181 First Aid-First Aid Providers	1		1
Grand Total	5	0	5

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95101 Towns (Table 1)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Act 14 Health & Safety Committees, Representatives & Programs – HSR	1		1
Act 16 Joint Work Site Health & Safety Committees & HSR – Establishment of Joint Work Site Health & Safety Committee	1		1
Act 3 General Obligations – Obligations of Employers	3		3
Act 3 Obligations of Work Site Parties – Obligations of Employers	1		1
Act 36 Dangerous Work & Discriminatory Action – Discriminatory Action Complaint	1		1
Code 10 171 Fire & Explosion Hazards – Compressed & Liquefied Gas	1		1
Code 12 186 General Safety Precautions – Lighting	1		1
Code 13 201 Joint Health & Safety Committees & HSR – Training	1		1
Code 18 245 PPE – Respiratory Protective Equipment – Code of Practice	1		1
Code 18 248 PPE – Respiratory Protective Equipment – Storage & Use	1		1
Orders 1 to 10 – Continued on Table 2	**12**	**0**	**12**

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95101 Towns (Table 2)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Code 18 250 PPE – Respiratory Protective Equipment – Effective Facial Seal	1		1
Code 2 7 Hazard Assessment, Elimination & Control – Hazard Assessment	7		7
Code 2 8 Hazard Assessment, Elimination & Control – Worker Participation	1		1
Code 22 310 Safeguards – Safeguards	1		1
Code 27 390 Violence & Harassment – Violence Prevention Plan	2		2
Code 27 390.1 Violence & Harassment – Violence Prevention Policy	2		2
Code 27 390.2 Violence & Harassment – Violence Prevention Procedures	3		3
Code 27 390.4 Violence & Harassment – Harassment Prevention Plan	2		2
Code 27 390.5 Violence & Harassment – Harassment Prevention Policy	2		2
Code 27 390.5 Violence & Harassment – Harassment Prevention Policy	2		2
Orders 11 to 20 – Continued on Table 3	**23**	**0**	**23**

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95101 Towns (Table 3)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Code 27 391 Violence & Harassment – Training of Workers	2		2
Code 27 391 Violence & Harrassment – Training of Workers	2		2
Code 27 391.1 Violence & Harassment – Investigation & Reporting of Incidents	1		1
Code 27 391.1 Violence & Harrassment – Investigation & Reporting of Incidents	1		1
Code 29 395 WHMIS – Application	1		1
Code 29 397 WHMIS – Training	3		3
Code 29 398 WHMIS – Label Required	1		1
Code 29 402 WHMIS – Transfer of Hazardous Products	1		1
Code 29 407 WHMIS – Availability of Safety Data Sheet	2		2
Code 3 12 Specifications & Certifications – Following Specifications	1		1
Orders 21 to 30 – Continued on Table 4	15	0	15

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95101 Towns (Table 4)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Orders 1 to 10 (Table 1) Subtotal	12		12
Orders 11 to 20 (Table 2) Subtotal	23		23
Orders 21 to 30 (Table 3) Subtotal	15		15
Code 4 28 Chemical Hazards, Biological Hazards & Harmful Substances – General Provisions for Asbestos, Silica, Coal Dust & Lead		1	1
Code 5 46 Confined Spaces – Training	1		1
Code 7 115 Emergency Preparedness & Response – Emergency Response Plan	1		1
Code 7 117 Emergency Preparedness & Response – Rescue & Evacuation Workers	1		1
Code 9 139 Fall Protection – General Protection	1		1
Grand Total	54	1	55

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95102 Municipal Districts (Table 1)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Act 17 Joint Work Site Health & Safety Committees & Health & Safety Representatives – Designation of Health & Safety Representative	1		1
Act 33 Compliance & Enforcement – Serious Injuries, Iillnesses, Incidents & Worker Exposure to Radiation	3		3
Code 18 245 PPE – Respiratory Protective Equipment – Code of Practice	1		1
Code 2 7 Hazard Assessment, Elimination & Control – Hazard Assessment	1		1
Code 2 9 Hazard Assessment, Elimin & Control – Hazard Elimin & Control	1		1
Code 27 390 Violence & Harassment – Violence Prevention Plan	1		1
Code 27 390.4 Violence & Harassment – Harassment Prevention Plan	1		1
Code 27 390.7 Violence & Harassment – Review of Plans	1		1
Code 3 12 Specifications & Certifications – Following Specifications	1		1
Code 4 21 Chemical Hazards, Biological Hazards & Harmful Substances – Potential Worker Exposure	1		1
Orders 1 to 10 (Continued on Table 2)	**12**	**0**	**12**

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95102 Municipal Districts (Table 2)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Orders 1 to 10 (Table 1) Subtotal	**12**		**12**
Code 4 26 Chemical Hazards, Biological Hazards & Harmful Substances – General Requirements – Codes of Practice	1		1
Regulations 1 13 General – General Protection of Workers	1		1
Grand Total	**14**	**0**	**14**

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Orders Issued Snapshot
(Oct 1, 2021 to Sept 30, 2022)

WCB Industry Code – 95104 Cities			
Legislation	**Order**	**Stop Work**	**Grand Total**
Act 36 Dangerous Work & Discriminatory Action – Discriminatory Action Complaint	1		1
Code 13 198 Joint Health & Safety Committees & Health & Safety Representatives – Special Meetings of Committees	2		2
Code 2 7 Hazard Assessment, Elimination & Control – Hazard Assessment	1		1
Code 2 8 Hazard Assessment, Elimination & Control – Worker Participation	1		1
Code 27 391 Violence & Harassment – Training of Workers	1		1
Code 27 391 Violence & Harrassment – Training of Workers	1		1
Grand Total	**7**	**0**	**7**

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ITF Association Updates

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V A L U E

Psychological Injury Working Group (PIWG)

Q3/Q4 activities have focused on:

- Cognitive Job Demands Analysis
- Psychological Injury Dashboard
- Management of Secondary Psychological Injury (SPI) claims

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Psychological Injury Working Group (PIWG) AMHSA
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Cognitive Job Demands Analysis

- Pivot from physical related focus to whole body
- Respond to escalating claim costs and durations
- Support Return to Work (RTW) planning
- Process already piloted at Millard Health

If you have interest in participating in the pilot of the Cognitive JDA please contact craig@amhsa.net

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ITF Association Updates / Focus Areas AMHSA
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Psychological Injury Dashboard

Similar to Fit for Work Dashboard, provides at-a-glance employer view to:

- Chronic vs Acute Source of Injury PPI Accepted Claim Volume
- Return to Work (TRW) by Date of Accident (DOA) Year / RTW Year
- PPI and SPI claim volume YTD accepted, denied, no decision
- Avg Claim Costs by Accident Year/Time Loss/No Time Loss
- Claim Duration

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ITF Association Updates / Focus Areas

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Management of Secondary Psychological Injury (SPI) Claims

- Differentiate services based on relationship to the compensable issue (related, non-related or unclear)

- WCB has proposed the employer will be contacted to discuss available services (e.g. EFAP) where barriers are not work related and there will be greater reliance on referral to community resources

- If the barriers are non-compensable services will be limited to 5 sessions. After five sessions, it becomes an entitlement question (i.e. confirming a diagnosis and work relatedness)

- Better defining psychosocial "barriers"

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Creative Sentencing Awards

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Aquatic Health and Safety Awareness Campaign

1: OHS Prevention Initiative
Support GoA Prevention Initiative for Alberta's Occupational Health and Safety System, inclusive of protection of vulnerable worker populations.

3: AMHSA Vision/Mandate
Support AMHSA's vision/mandate as a Health and Safety Association (HSA) to deliver employer/worker injury/illness prevention education.

5: OHS Education Barriers
Remove employer barriers to OHS education by providing aquatic health and safety awareness resources free of charge.

7: Outreach
Provide platforms and avenues of connection to separate audiences through working groups, webinars, and free OHS resources.

2: OHS Awareness
Raise awareness of OHS worker rights and supervisor responsibilities.

4: Aquatic Certification
Bring awareness to aquatic safety best practices such as the Aquatic Safety Operator and Safety Recreation Facility Operator Certification program.

6: Subject Matter Experts
Provide access to SME including fall protection engineers, municipal employers, worker representatives, and recreation associations.
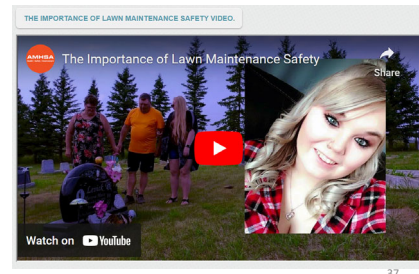
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Creative Sentencing Awards

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Lawn Maintenance Safety Program (LMSP)

- 7-hour instructor led course (with practical demonstration)

- eLearning Course (free to AMHSA members)

- FREE Toolkit

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BCRSP CEU/CPD

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International Association for Continuing Education & Training (IACET)

AMHSA has been working with the BCRSP to understand our ability to issue CEU for BCRSP is successful in our 2023 IACET accreditation application.

- AMHSA's inquiry was recently taken to the BCRSP CPD Committee

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BCRSP CEU/CPD

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Previously awarded CM credit by BCRSP	Hours Known?	IACET Accredited Provider	Suggested Language
No	Yes	No	This event contains XX technical hours and may be eligible for BCRSP CPD points. See the BCRSP website at www.bcrsp.ca for CPD point criteria
-------	No	No	This event may be eligible for BCRSP CPD points. See the BCRSP web site at www.bcrsp.ca for CPD criteria
Yes	Yes	No	BCRSP has previously awarded CPD points for this event. The current contains XX technical hours and may be eligible for BCRSP CPD points. See the BCRSP web site at www.bcrsp.ca for CPD point criteria.
	Yes	Yes	ORG Name is an accredited IACET Provider, this event contains xx technical hours and is eligible for BCRSP CPD points.

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BCRSP CEU/CPD

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CPD Point Approval for Certifications and Licenses

BCRSP Appendix C Recognized Certifications/Licenses

- AMHSA External COR Auditor Certification not currently recognized by BCRSP as a certification

- In Q1 2023, AMHSA will submit application to BCRSP to have its External COR Auditor recognized as an Appendix C Certification

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Environment

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V A L U E

AMHSA's BoD approved an environmental scope expansion and ECO Canada Environmental Professional (EP) application.

- In September 2022, AMHSA was notified that its application for the EP Employer designation had been **approved** by the Canadian Environmental Certification Approvals Board.
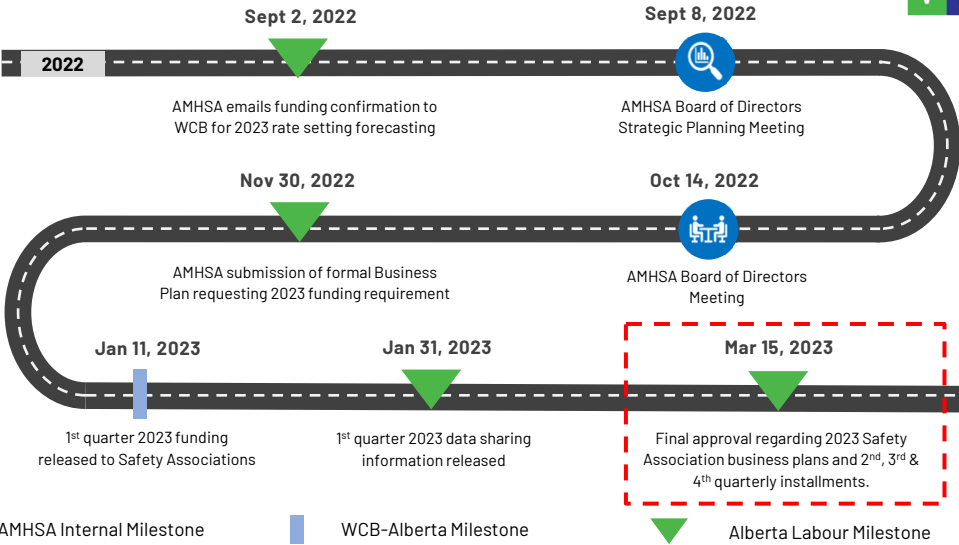
EP EMPLOYER

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2023 Business Plan / Funding Request

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2022

Sept 2, 2022
AMHSA emails funding confirmation to WCB for 2023 rate setting forecasting

Sept 8, 2022
AMHSA Board of Directors Strategic Planning Meeting

Nov 30, 2022
AMHSA submission of formal Business Plan requesting 2023 funding requirement

Oct 14, 2022
AMHSA Board of Directors Meeting

Jan 11, 2023
1st quarter 2023 funding released to Safety Associations

Jan 31, 2023
1st quarter 2023 data sharing information released

Mar 15, 2023
Final approval regarding 2023 Safety Association business plans and 2nd, 3rd & 4th quarterly installments.

● AMHSA Internal Milestone   ▮ WCB-Alberta Milestone   ▼ Alberta Labour Milestone
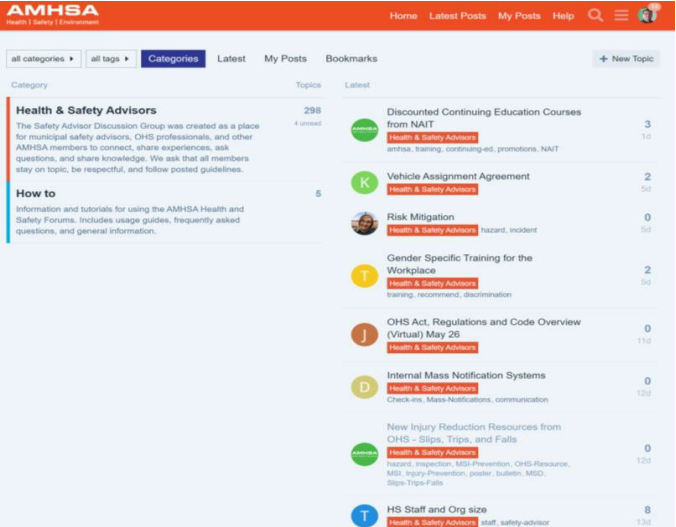
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AMHSA Update – Projects

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AMHSA Forums

❑ The main goal of the Forum Project is to create a valuable, user friendly, and informative resource for municipal safety, HR, disability management, and auditing professionals

❑ Visit amhsa.net/forum for user guide, resources, or to watch a Q&A presentation

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AMHSA Update – Disability Training

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Disability Management Training

Each course has been pre-approved by CPHR-Alberta for continuing professional development (CPD) hours.

These learning events apply towards the Disability Management Practitioner certificate program offered by PCU.

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)

Note: Students will have the option of attending the learning event or attending the learning event and completing an assignment. There is no change to pricing. For students that choose to only attend the learning event, a certificate will be issued reflecting 6 hours of participation. For students that attend the learning event and complete the assignment, a certificate will be issued reflecting 12 hours of participation.

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CUSP Certification Interest?

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Certified Utility Safety Professional (CUSP) Certification

CUSP certification has two designations

- **CUSP Blue** is for those in an operations leadership role

- **CUSP Green** is for those in a dedicated safety or training leadership role

Canadian CUSP Program

If you have interest in participating please contact craig@amhsa.net

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Member Roundtable

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Next Meeting

Date: May 16, 2023

Format: Virtual, In-Person, or Hybrid

Host/H&S Moment Volunteers

Survey

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amhsa.net   1-800-267-9764

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#21, 5720 Silver Springs Boulevard NW
Calgary, Alberta, T3B 4N7
Phone: 587.952.2268

Edmonton:
Alberta Municipal Health and Safety Association
#176, 2755 Broadmoor Blvd.
Sherwood Park, Alberta, T8H 2W7
Phone: 780.417.3900

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