

1.877.537.9063  safety@amhsa.net

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AMHSA
Alberta Municipal Health and Safety Association

**Impairment in
the Workplace
Workshop** 

Joint North and Southern Alberta Safety Council

September 22, 2020

IMPAIRMENT IN THE WORKPLACE WORKSHOP: AIRDRIE

Join us for a complimentary "Impairment in the Workplace" workshop for members - September 25 in Airdrie.

zoom

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[News And Events](#)

[Quick Links](#)

Joint Northern/Southern Alberta Safety Council Meeting

September 22, 2020

Host: Via [Zoom](#) Meeting

AGENDA

- 9:45 – 10:00** **ZOOM SIGN IN, VIRTUAL COFFEE AND NETWORKING**
- 10:00 – 10:10** **INTRODUCTIONS AND WELCOME**
Scott Lyall, Director of Operations
- Safety Moment – Social Media Burnout (Krystal M)
 - Welcome & Participation Introductions
- 10:10 – 10:20** **WORKERS' COMPENSATION BOARD – ALBERTA UPDATE**
- Kim Bartch
- 10:20 – 10:45** **PARTNERSHIPS UPDATE, AMHSA AUDITING Q&A**
- Miranda McLay
 - Shannon Thomas
- 10:45 – 11:15** **MUNICIPAL MEMBER PRESENTATION-INTERJURISDICTIONAL RECOGNITION**
- Megan Coulter & John Stevens, Lloydminster
- 11:15 – 12:00** **BUSINESS PLAN AND DATA ANALYTICS UPDATE**
- Craig Hrynchuk & Mike Lowes
- 12:00 – 12:45** **GUEST SPEAKER TODD CONKLIN (OPEN TO CITIES ALSO)**
- Topic: Team Resilience and Systems that Manage Variability
 - Todd will take us on a fun-filled journey of workers solving problems in real time, how valuable the nature of the worker is, and how your municipality can strive and thrive through challenging times
 - Bring your own stories of team resilience and the current outlook shift from workers being the challenge to workers being problem solvers
- 12:45 – 1:00** **VIRTUAL LUNCH AND NETWORKING BREAK-OUT ROOM**

AGENDA - Continued

1:00 – 1:05

UNB – SAFETY PROGRAM TUITION GIVEAWAY!

- For more information and to enter, [click here](#)
- Deadline: October 8, 2020 11:59 pm MST

1:10 – 3:15

INFORMATION SHARING – ROUNDTABLE

3:30

ADJOURNMENT and NEXT MEETINGS

Hopefully, 2021 will see us hosting these meetings in person. If you are willing to pencil in a date for hosting a meeting in April or September, 2021, please contact Terri at terri@amhsa.net.

Introductions and Welcome





Workers' Compensation Board

Kim Bartch

WCB Update

How the Alberta economy is impacting employer

We are calling employers to understand the impacts the current Alberta economy is having on their business. This will help us confirm information for the 2020 premium relief program and assist us with 2021 rate setting.

The Canadian Emergency Wage Subsidy (CEWS)

- If you are receiving CEWS and your worker is actively working for you, the earnings are assessable
- If you are receiving CEWS and your worker is at home on furlough (paid via CEWS and not drawing from EI), then the earnings are not assessable

Keeping your data safe

- We became aware of a financial scam where callers are pretending to be from WCB
- Please be assured that your information is safe and none of our systems have been compromised
- If you encounter this situation, visit our website to find directions on how to report this

WCB Update – Cont'd

COVID-19 Cost Relief Update

- We are offering cost relief to employers with COVID-19 claims and costs related to the provincial shutdown earlier this year
- Employers will automatically receive cost relief for these claims so their PIR refunds in 2021 and their experience rating in 2022 are not impacted
- There is a Q&A sheet on our website that provides more details into what cost relief will be provided
- <https://www.wcb.ab.ca/about-wcb/news-and-announcements/COVID-19.html>

WCB seminars and workshops

- Our employer seminars and workshops are now being hosted online via WebEx
- Please visit our website to register
- <https://www.wcb.ab.ca/resources/for-employers/seminars-and-workshops/>

WCB Update – Cont'd

Training-on-the-job (TOJ) Resources

The TOJ application process has moved to an online platform called WCB Job Connections. All you have to do is keep us in mind when you have a job opportunity and visit the site as part of your normal recruitment process.

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

Supporting Psychological Health and Safety

We are pleased to partner with the University of Fredericton to offer Alberta employers exclusively reduced rates to online certificate programs in the following areas of study:

- Psychological health and safety in the workplace
https://www.wcb.ab.ca/assets/pdfs/employers/UFred_psychological_health_and_safety.pdf
- Enhancing workplace resiliency
<https://www.wcb.ab.ca/resources/for-employers/seminars-and-workshops/>

Courses are available at the basic, manager and advanced level. Please visit our website for more information.

Partnerships Update

Miranda McLay

PIR NASC/SASC Update

Miranda McLay

Partnerships Consultant

Partnerships in Injury Reduction

OHS Prevention Strategies Branch

September 22, 2020



COVID-19 COR Changes

- Allowing documentation only audits until December
- 1-year COR – internal auditor
- 3-year COR – external auditor or CP staff, recertifying in 2020
- No more 90-day extensions as end of year approaching
- Does not effect PIR refunds

Auditing 2021

- Interviews and Observations will be brought back next year
- CP group working to create guidelines for auditors on how to complete these verification techniques
- AMHSA has a member sitting on the working group

Fixed COR Date and ISO/CSA Equivalency

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

Off-Site Audit Review

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

COR Working Groups

- 3 groups out of items from the COR Strategic Plan
- COR Harmonization
 - ❑ Across provinces; working on performance metrics that could be beneficial for both the program and employers
- Auditor Training/Certification Standardization
 - ❑ All auditors receive same standardized training
- Risk Based Scalable Audit/COR Plus/Accreditation
 - ❑ COR Plus/Accreditation for higher performers
 - ❑ Looking at audit tools to be risk based and scalable

OHS Publications

- Our Strategic Evidence and Action group is constantly updating or creating new publications
 - ❑ Webinar: Operating During a Pandemic
 - ❑ Webinar: Hazard Assessment and Control
 - ❑ COVID19 publications by industry
- <https://ohs-pubstore.labour.alberta.ca/>

Contact:

Miranda McLay

miranda.mclay@gov.ab.ca

780-422-5612

Auditing Q&A

AMHSA Team



AMHSA COR Update

September 22, 2020

Joint NASC/SASC Meeting

COR Certification 2020

- Peer process coordinated for 30 municipalities and consultant auditors for 15+
- Extraordinary circumstances – internal auditors
- Minimum 3 months documentation required
 - Example
- 3-year COR for Recertifications
 - 1-year CORs issued prior to announcement have been extended
 - Not available for lapsed or new CORs

ISO 45001:2018



- COR Equivalency is granted to ISO certified employers
- Hosted ISO 45001:2018 Requirements, Internal Auditor, and Lead Auditor training in August/September through SGS Academy (ISO 45001 Registrar)
- Attended by AMHSA employees, peer Health and Safety Associations, and municipal auditors
- Additional offerings to be hosted by AMHSA, contact Shannon for waiting list

OSAR 2020



- Expecting approximately 10 off site audit reviews to be conducted by Partnerships
- Once completed, follow-up will be completed with the auditors by AMHSA

Important Reminders

- Action plan deliverables due **November 30**
 - 12 municipalities
- Audits due **December 1**
- Auditor Updates and Tools on website: COR – Audit Tools and Resources
- Extensions

September 2020

A banner for AMHSA Auditor Update. It features a central blue diagonal shape with the text 'AMHSA AUDITOR UPDATE' in white. The background is a collage of images: a woman in a black blazer holding a phone, a worker in an orange safety vest and white hard hat, and a woman in a yellow hard hat and orange safety vest holding a sign that says 'Safety in the Work Place'.

**AMHSA
AUDITOR
UPDATE**

COR Certification Announcement

Great news! The COR program has just introduced a new option to help those employers who have completed a full three-year audit cycle (2017 to 2019) and now must re-certify their COR in 2020 during the COVID pandemic. This option qualifies for PIR refund eligibility from WCB.

Upcoming Training

October 22

- Audit Refresher

January 2021

- HSMS
- H&S Auditing
- Audit Refresher

Overview of
Changes

Excel Tips
and Tricks

Quality
Assurance

2021 Auditing

- **Jessica Meyer** representing AMHSA on the CP subcommittee.
- Intent is return to full auditing (documentation, interviews, and observations) next year.
- As decisions are finalized, we will communicate with COR-holders and auditors.

Questions?

- **Jessica Meyer**, HSMS Advisor

Jessica@amhsa.net

587 337 8458

- **Shannon Thomas**, Program Evaluation Manager

Shannon@amhsa.net

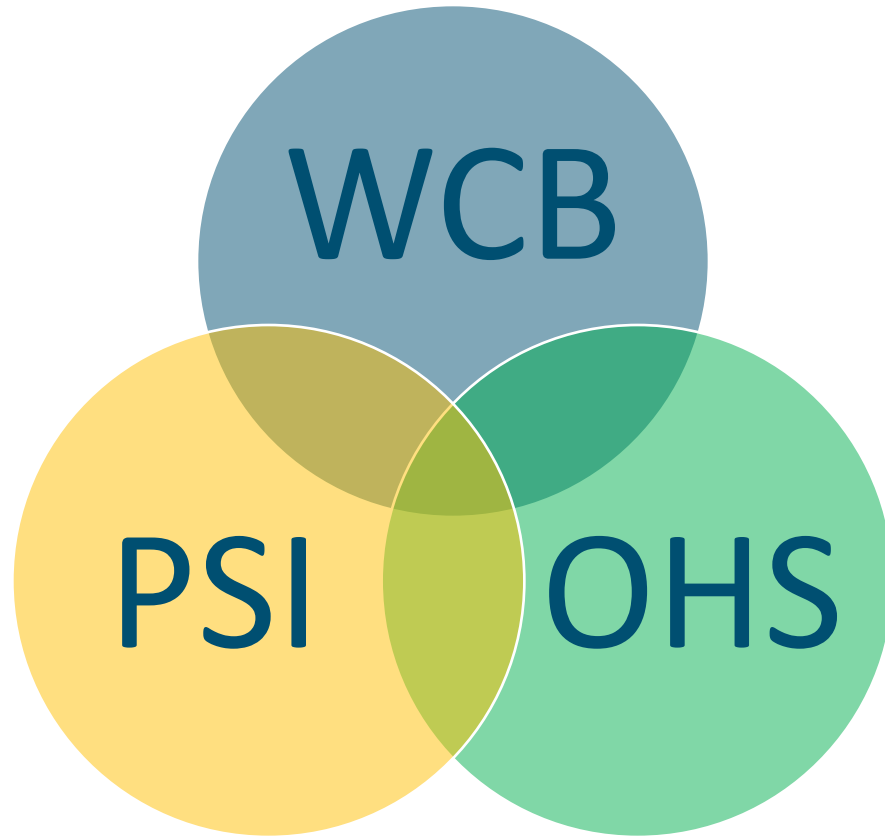
780 691 6449

MUNICIPAL MEMBER PRESENTATION- INTERJURISDICTIONAL RECOGNITION

- Megan Coulter & John Stevens,
Lloydminster

Data Analytics & Business Plan - Updates

Mike Lowes, Craig Hrynychuk



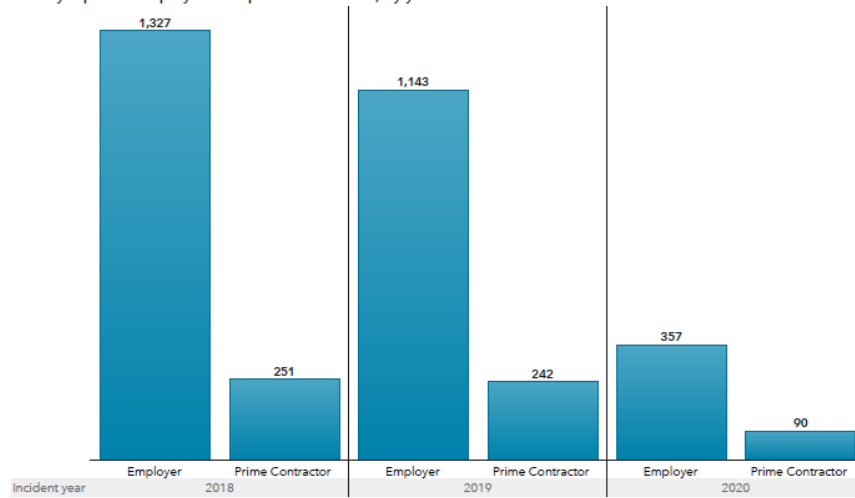
Municipal Data Analytics - Review

- WCB Data (2017 to YTD 2020) – Municipal Districts, Towns, Villages
- PSI Data – 4 Municipal Industry Codes
 - ✓ Source of Incident/Injury
 - ✓ Type of Incident/Injury
 - ✓ Occupation/Demographics
 - ✓ PSI Corrective Actions Taken

PSI Reporting

All Industries

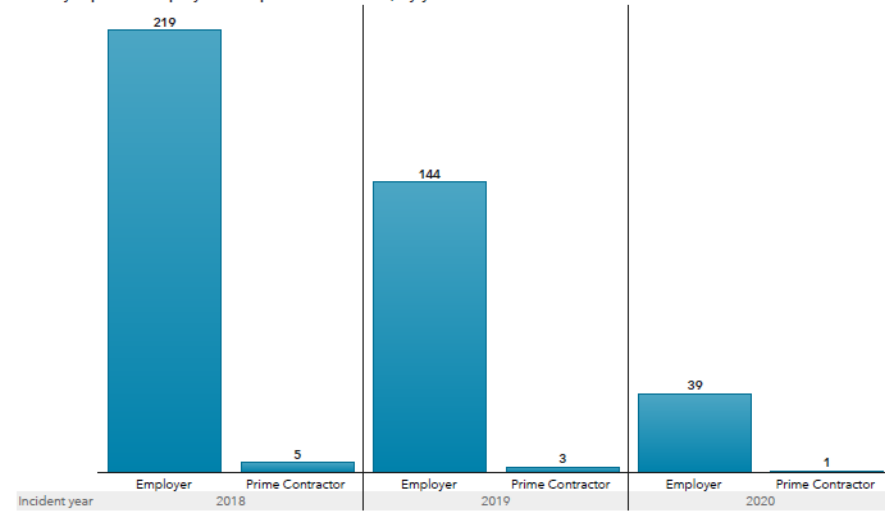
PSIs by reported employers and prime contractors, by year



Note: 2020 represents year-to-date data.

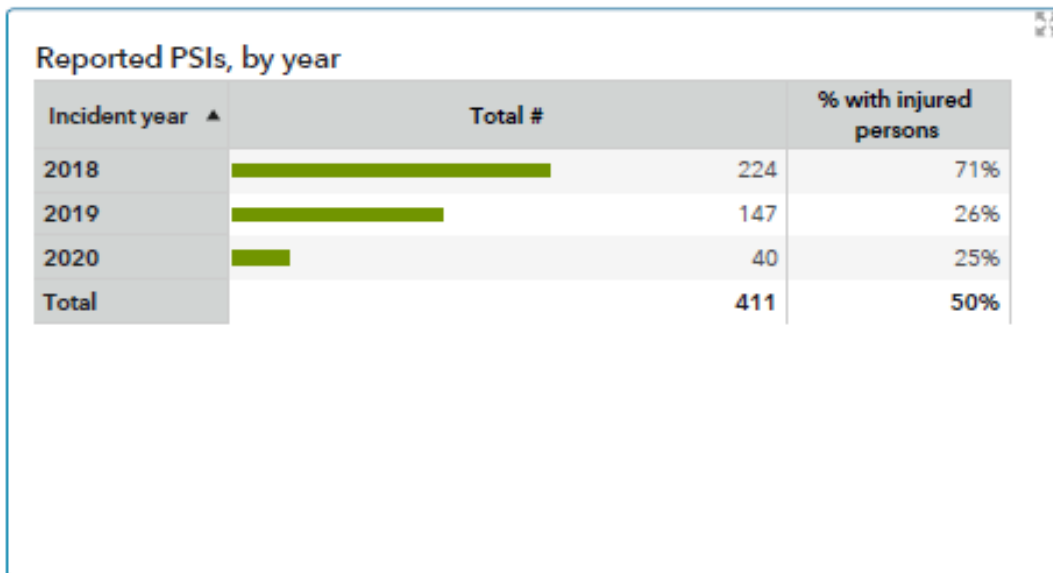
Municipalities

PSIs by reported employers and prime contractors, by year



Note: 2020 represents year-to-date data.

AMHSA PSI Reporting

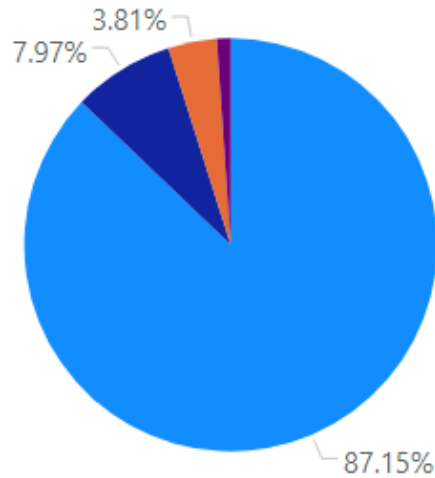


Note: PSI reporting began on June 1, 2018. PSI definition was modified in December 2018.

2020 OHS Compliance Data



WCB Claim Data – Cities Removed



Injury or Illness
 ● Injury
 ● Illness
 ● Mental
 ● Other

Number of Claims

3626

27975

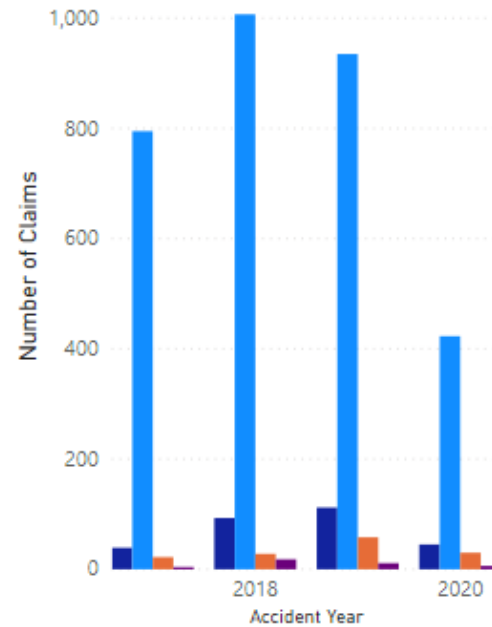
Total Disability Days

16.74M

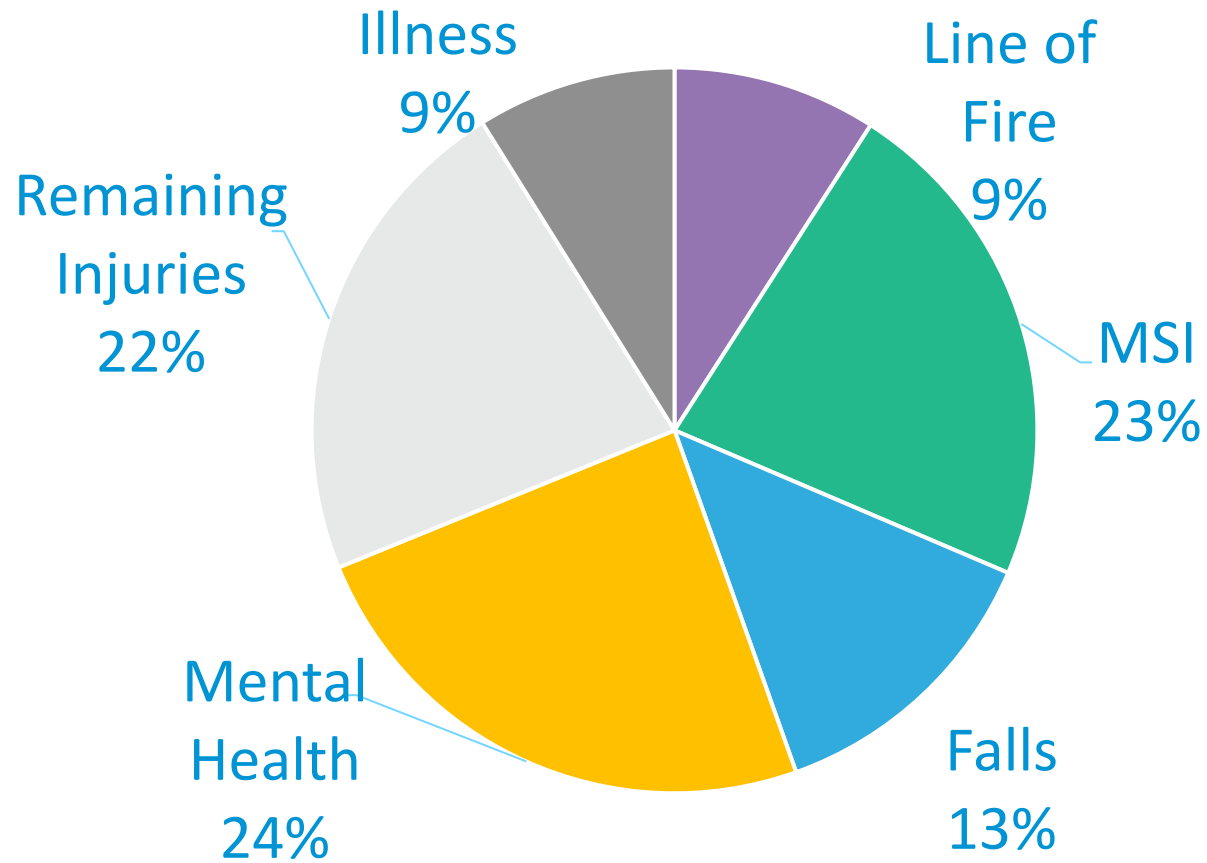
Total Cost

Accident Year and Injury or Illness

● Illness ● Injury ● Mental ● Other

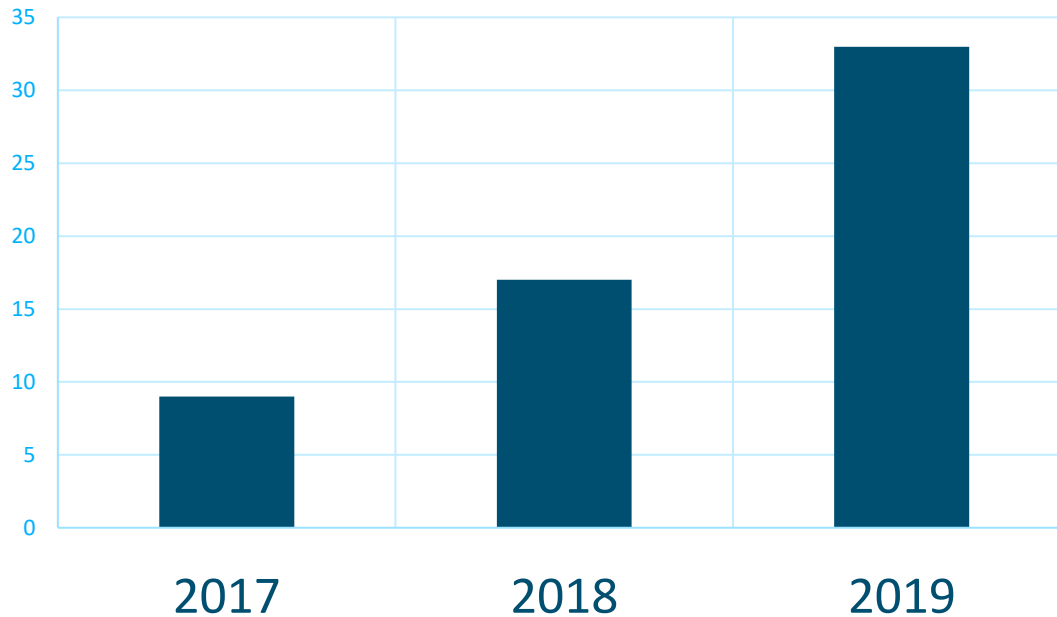


Total Cost of WCB Claims 2019



Psychological Health

Number of Claims

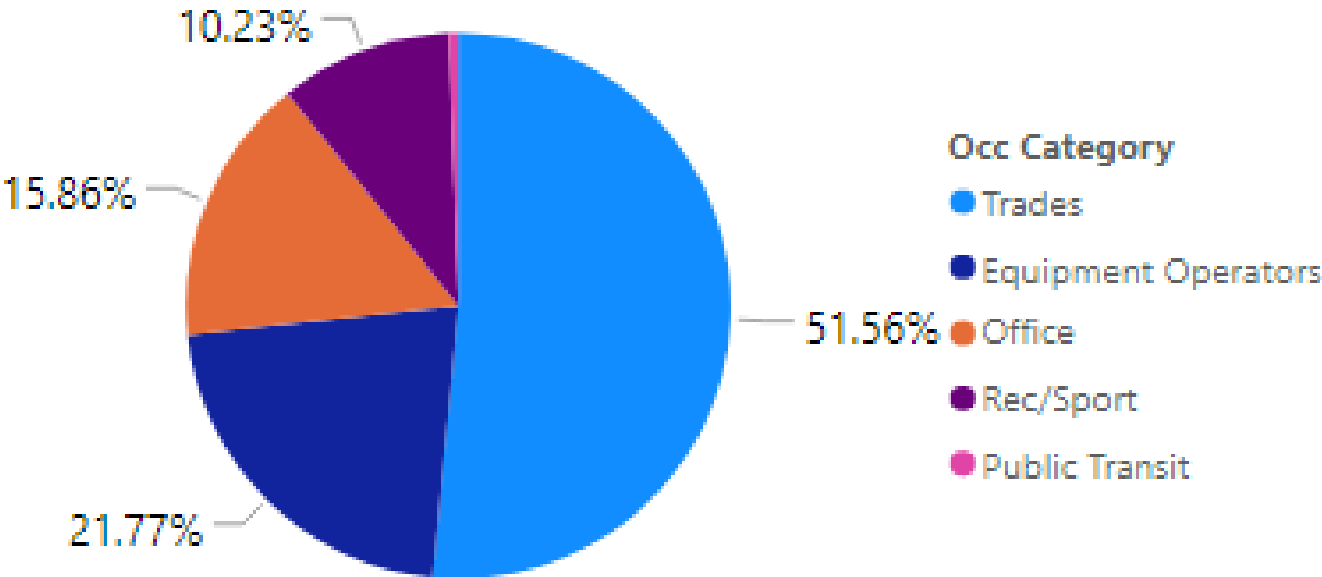


Average Days Lost

107

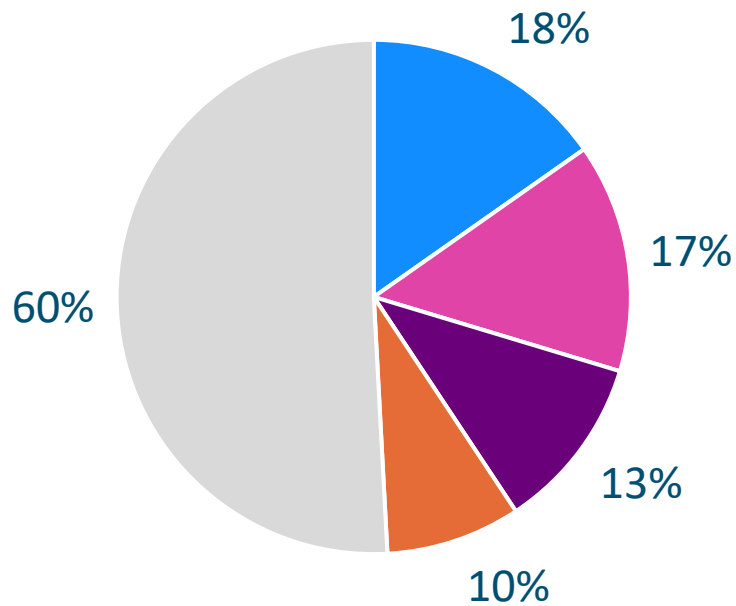


Claims by Occupational Category (2017-YTD 2020)

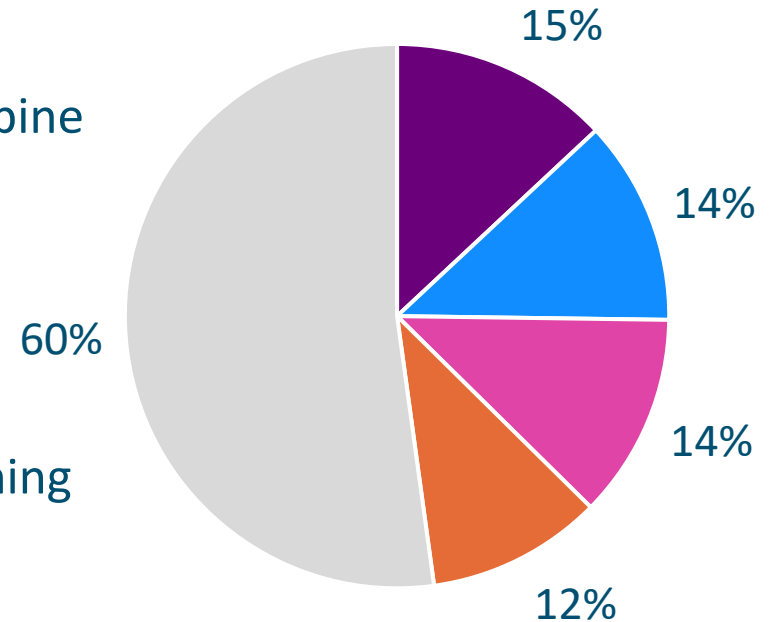


Trades: Body Parts Injured

2017-2019

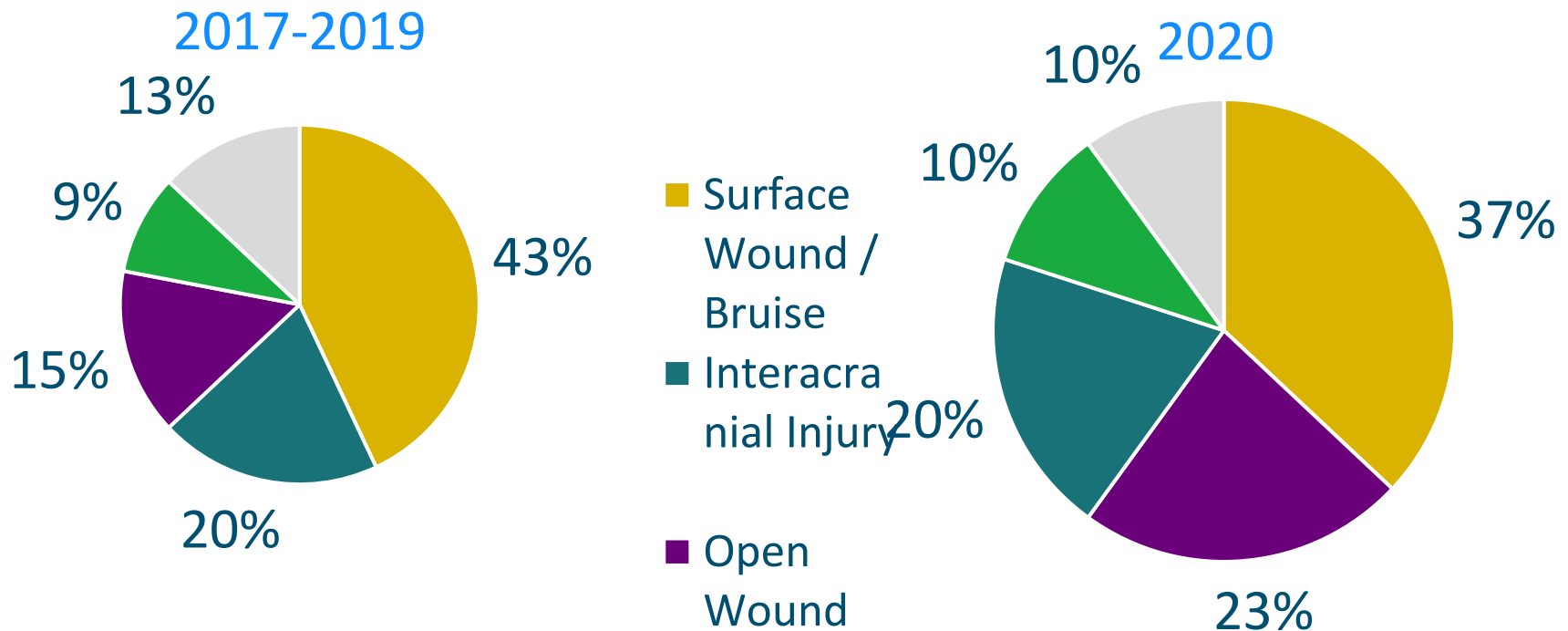


2020

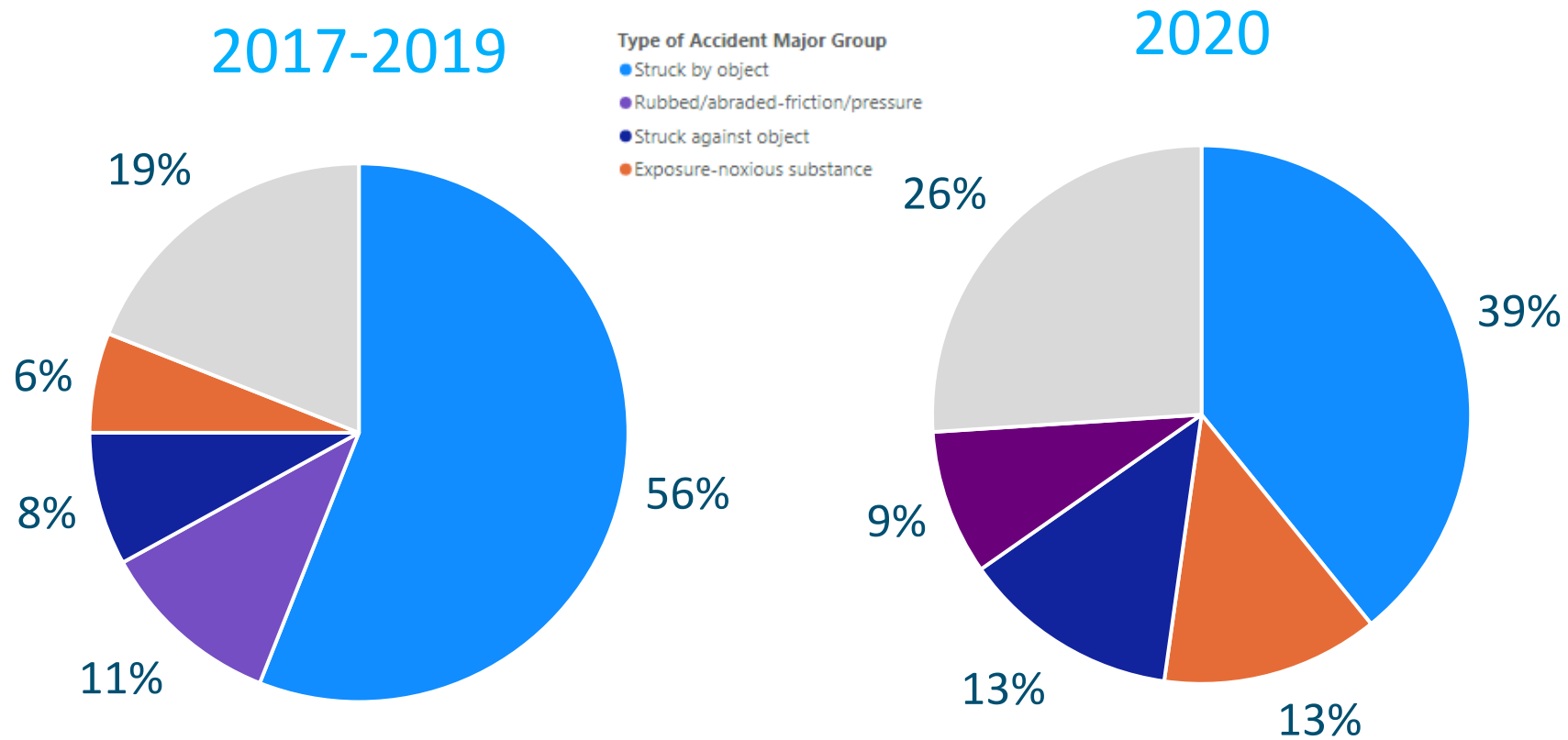


- Back/Spine
- Hand
- Head
- Leg
- Remaining

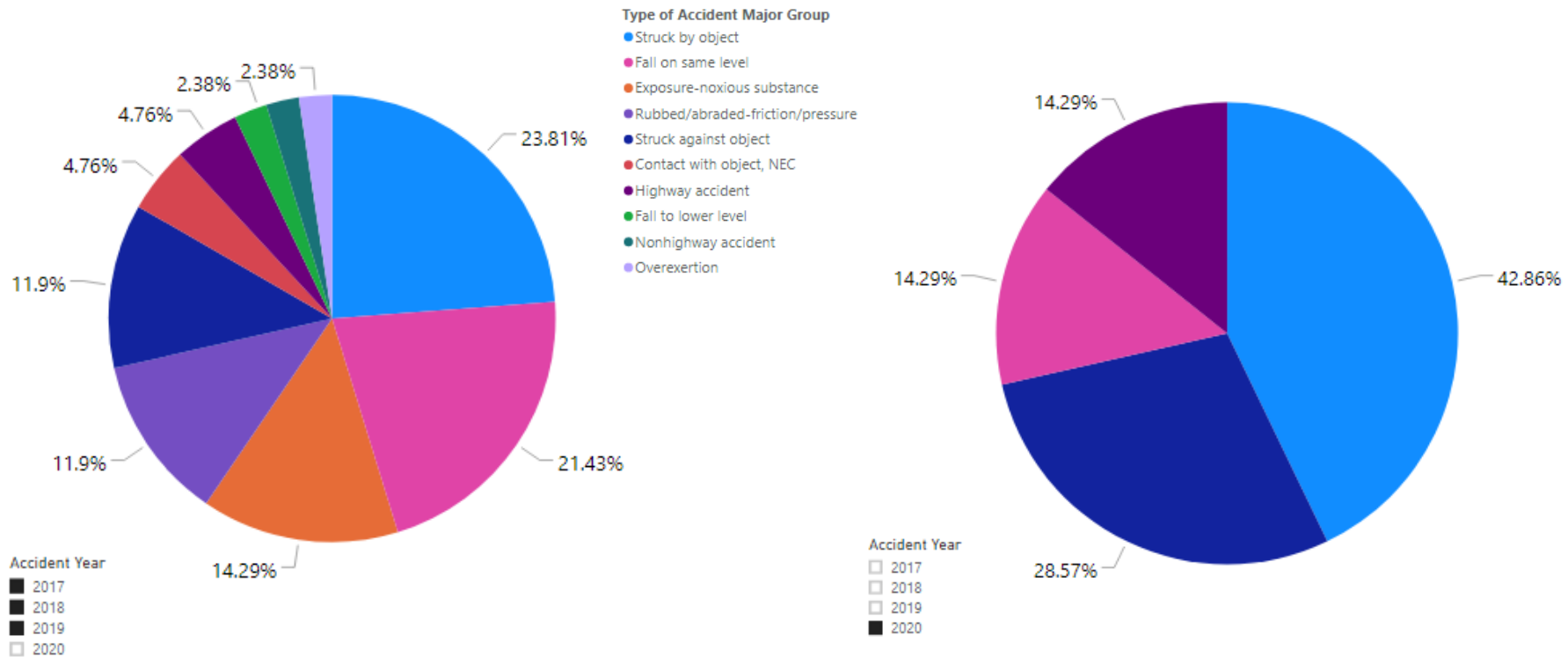
Head Injuries: Trades and Equipment Operators



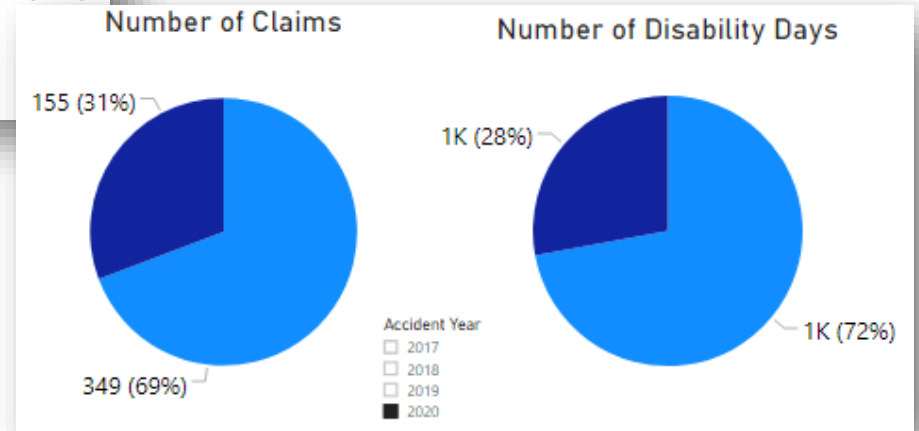
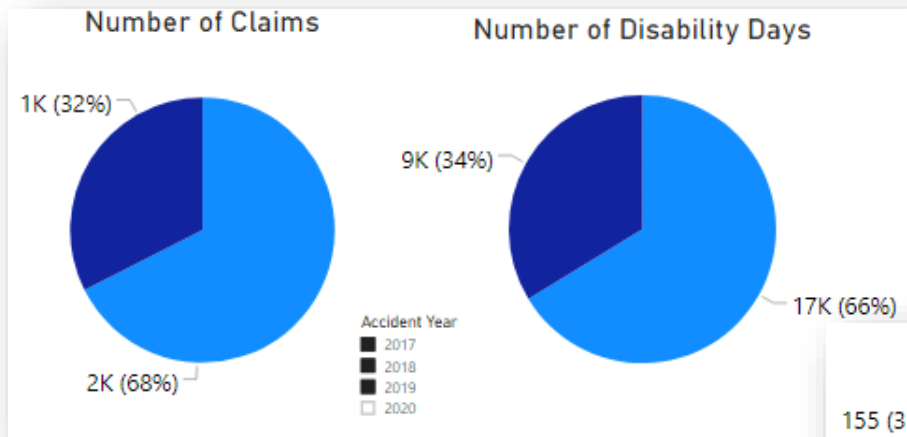
Head Injuries – Type of Accident - Trades



Head Injuries – Type of Accident – Equip Ops

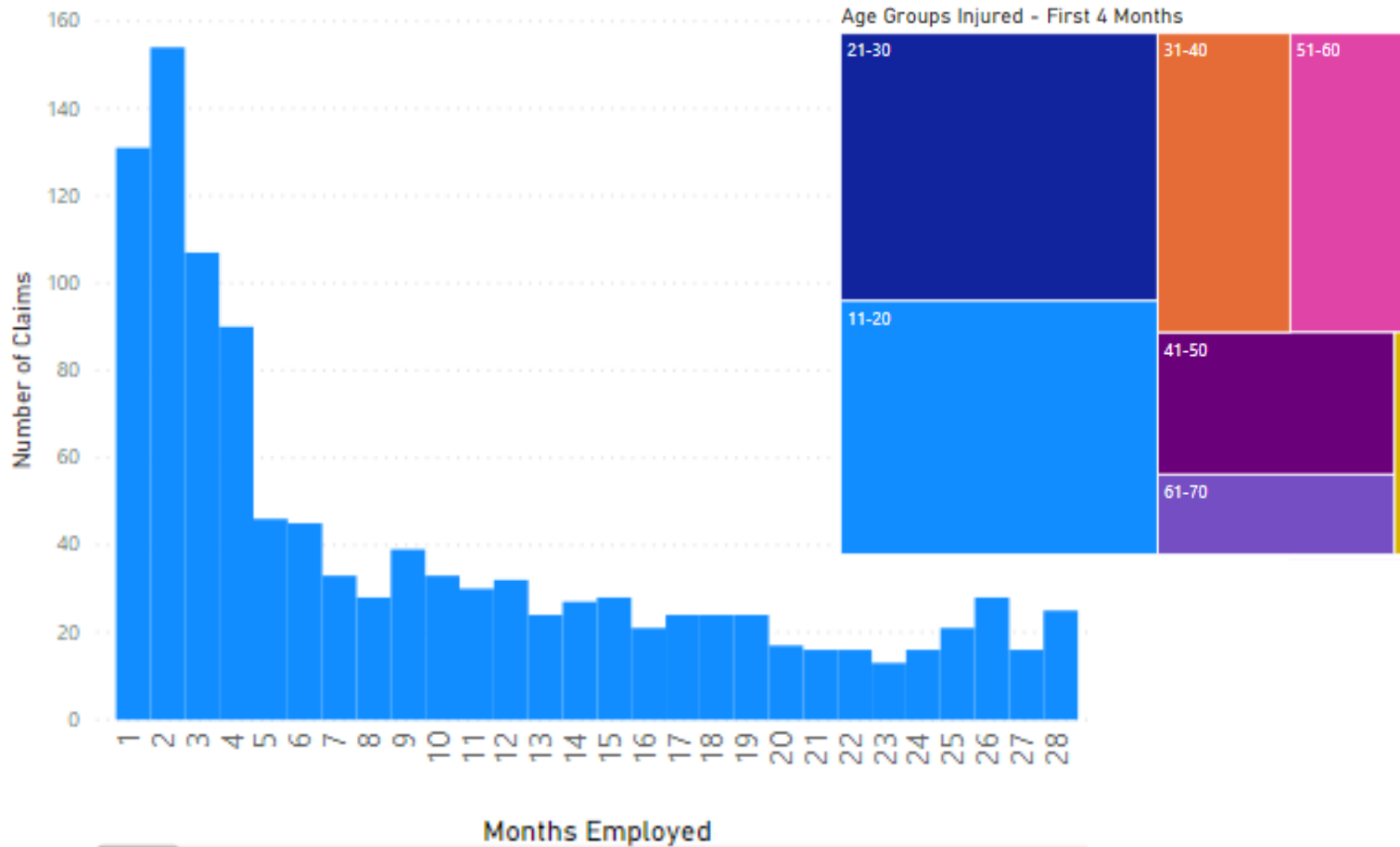


Musculoskeletal Injuries (MSI)



ewiworks

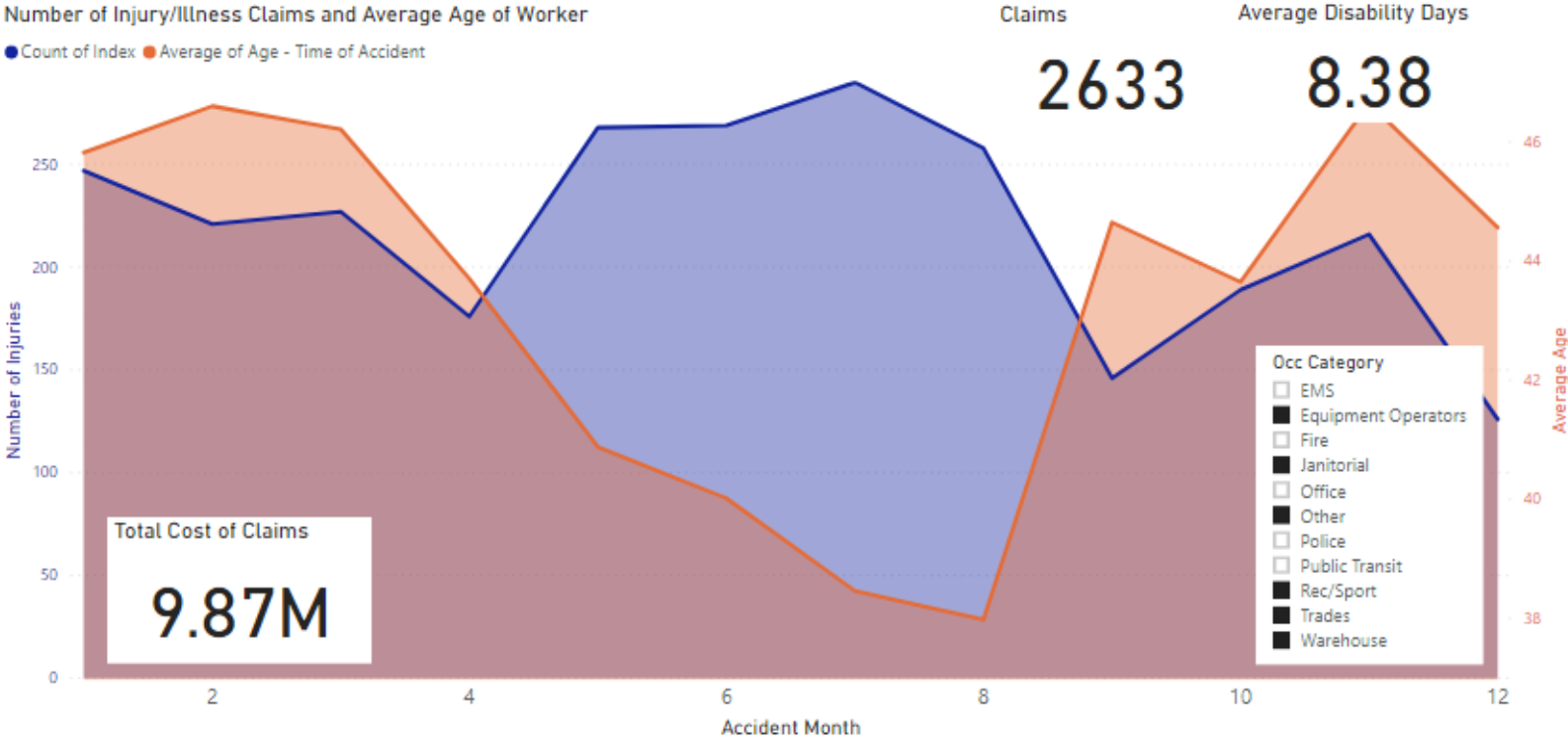
New / Returning Workers



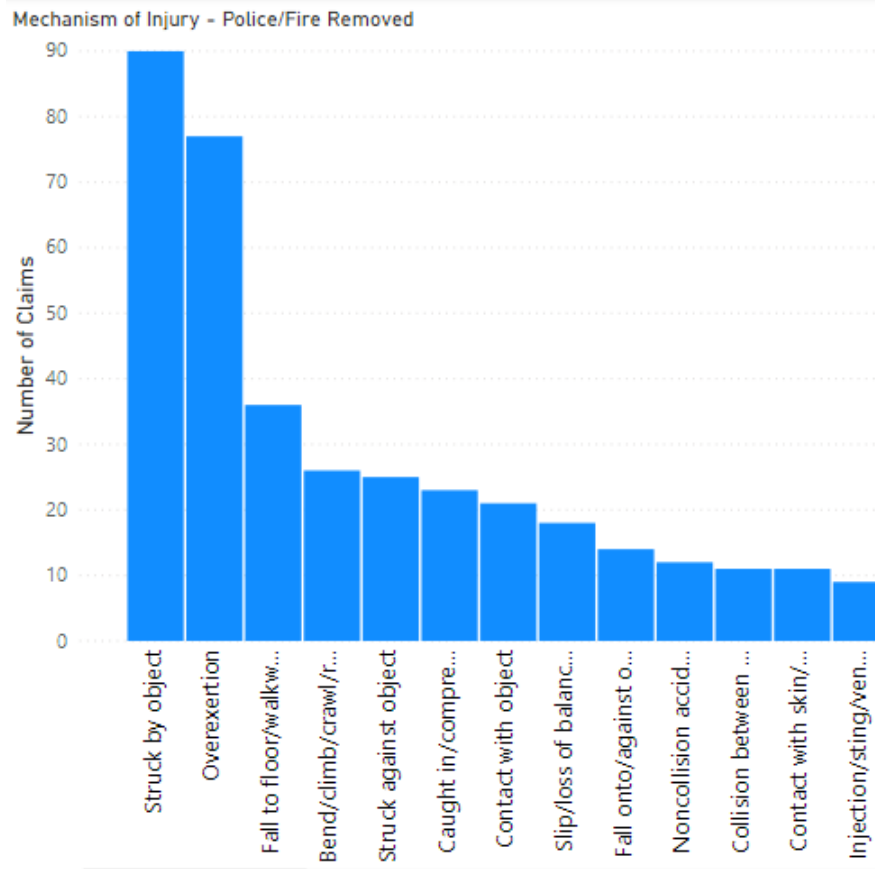
Seasonal Workers

Number of Injury/Illness Claims and Average Age of Worker

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

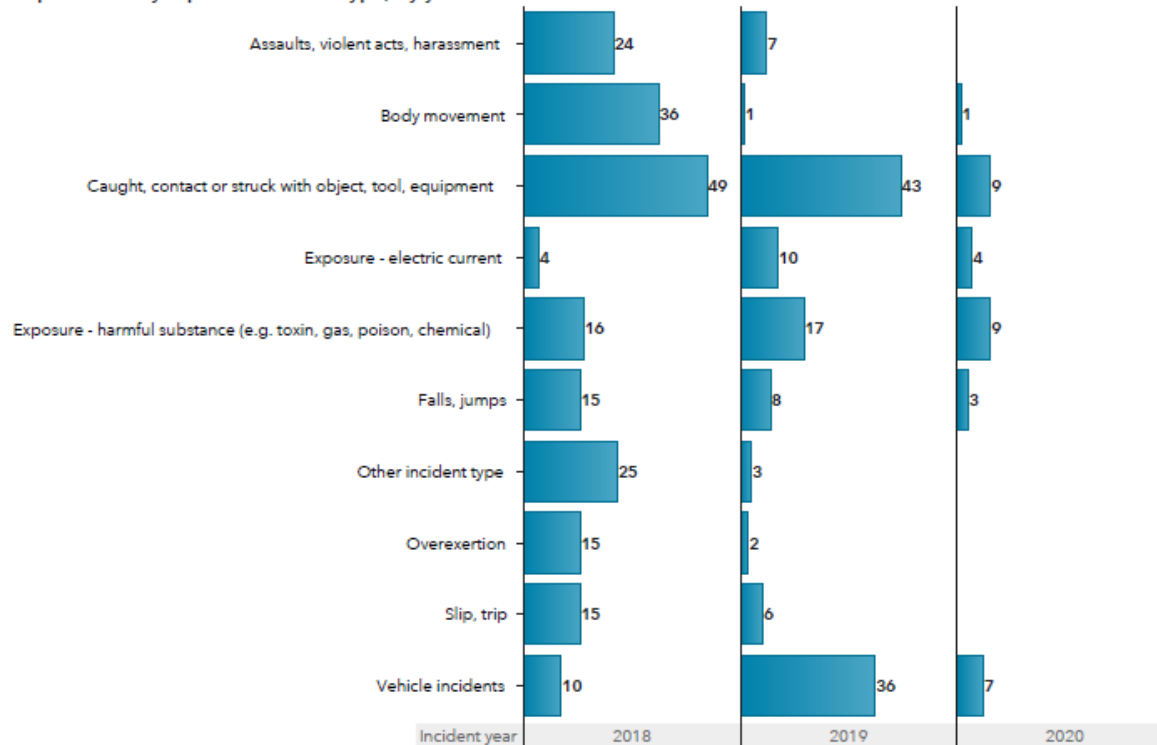


Mechanism of Injury – New Workers



Top 10 PSI's by Incident Type - Municipalities

Top 10: PSIs by reported incident type, by year



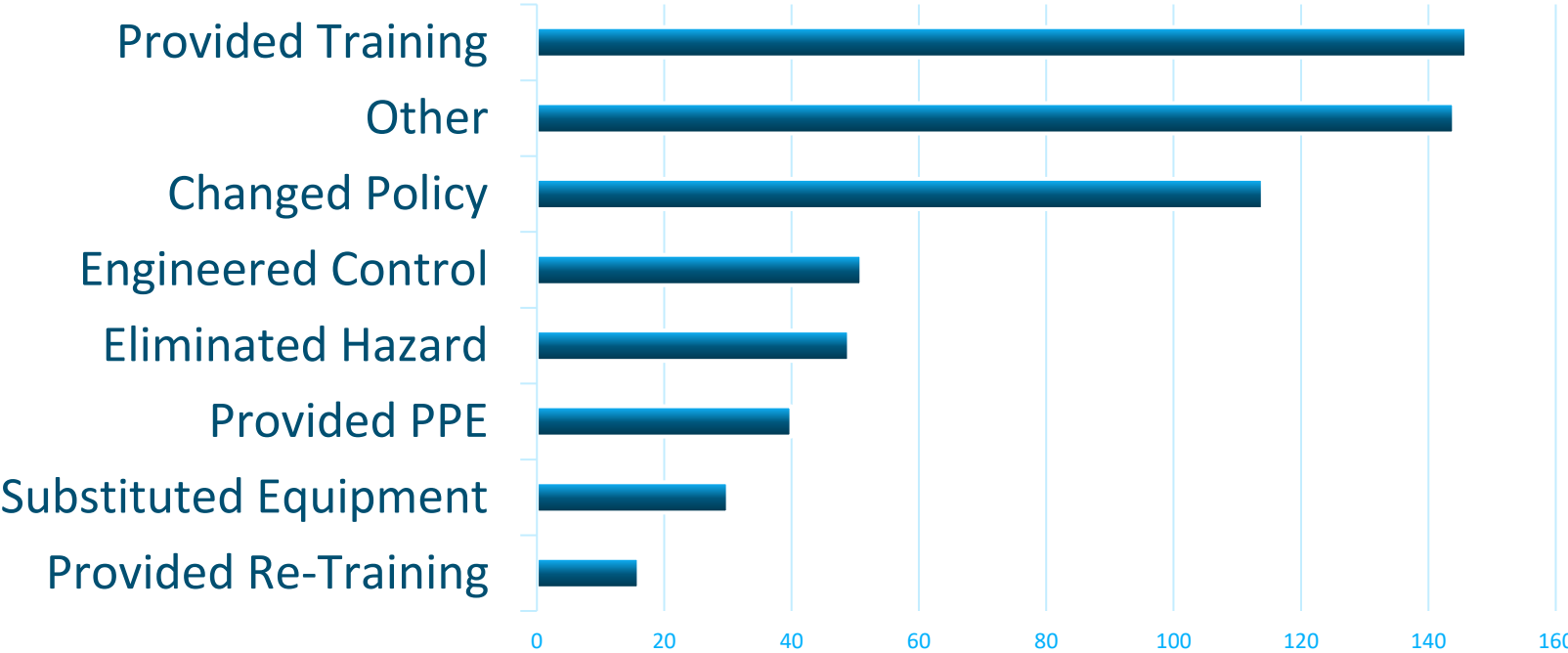
Note: 2020 represents year-to-date data.

Corrective actions reported by type of PSI

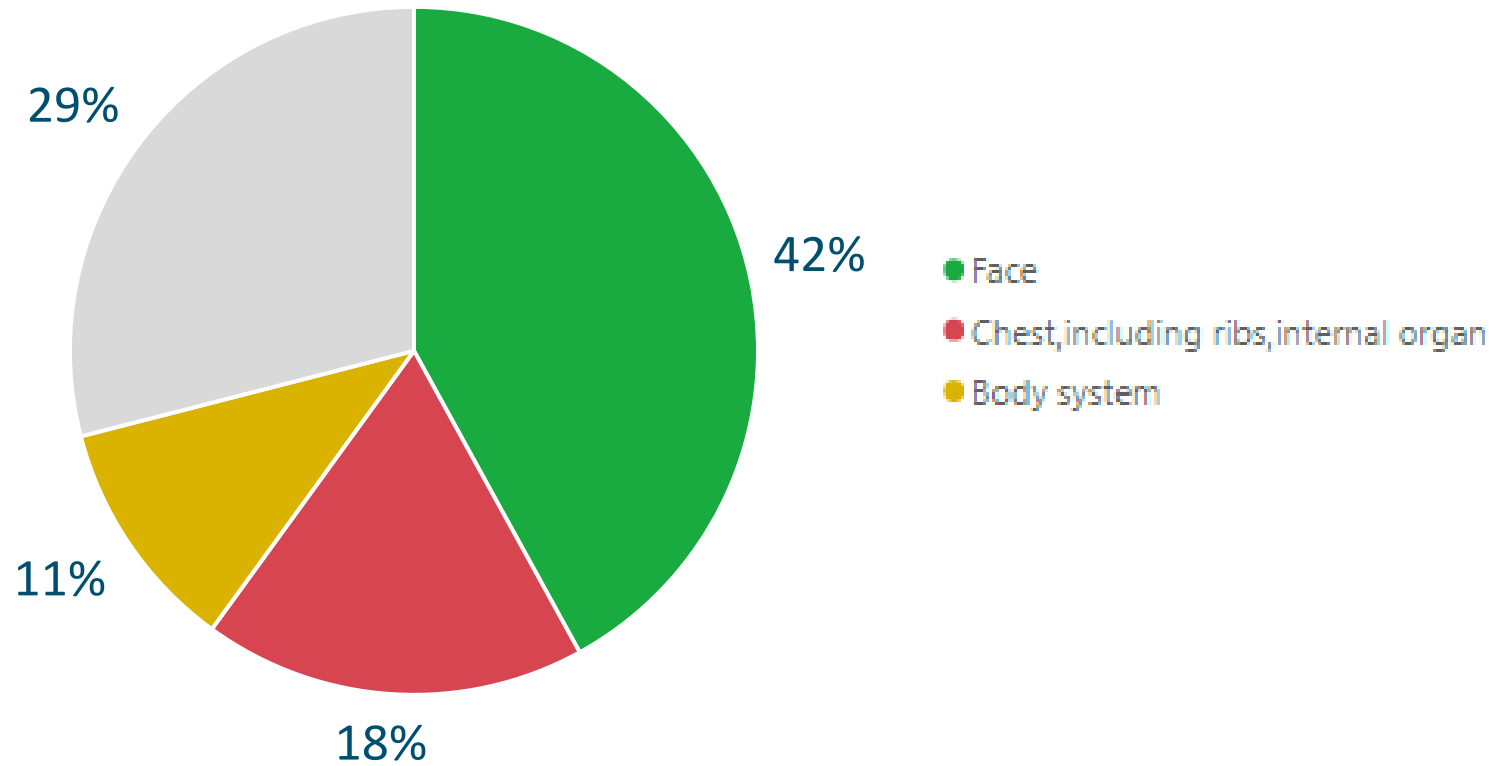


Type of incident - category ▲	Eliminated hazard	Substituted equipment	Engineered control	Changed policy	Provided PPE	Provided training	Provided re-training	Other corrective action
Assaults, violent acts, harassment	2	1	1	4	3	7	1	13
Body movement	3	1	2	2	2	16	1	7
Caught, contact or struck with object, tool, equipment	9	7	9	31	16	32	0	34
Contact or exposure - contents under pressure	0	0	0	1	0	1	0	0
Contact or Exposure - extreme temperature	0	0	2	1	1	0	0	2
Exposure - animal, insect	0	0	0	1	0	1	0	3
Exposure - electric current	5	2	3	11	3	9	1	6
Exposure - harmful substance (e.g. toxin, gas, poison, chemical)	7	4	12	14	4	13	2	12
Exposure - lack of oxygen	0	0	0	0	0	0	0	0
Failure, collapse, upset, malfunction	5	1	4	5	2	3	3	2
Falls, jumps	3	3	3	4	3	8	3	12
Fires and explosions	4	3	1	2	0	1	0	1
Other incident type	2	3	2	9	0	13	0	10
Overexertion	0	1	2	5	0	6	0	6
Repetitive motion injury	0	1	0	1	0	5	0	2
Slip, trip	4	0	1	2	2	7	0	11
Vehicle incidents	5	3	9	21	4	24	5	23
Total	49	30	51	114	40	146	16	144

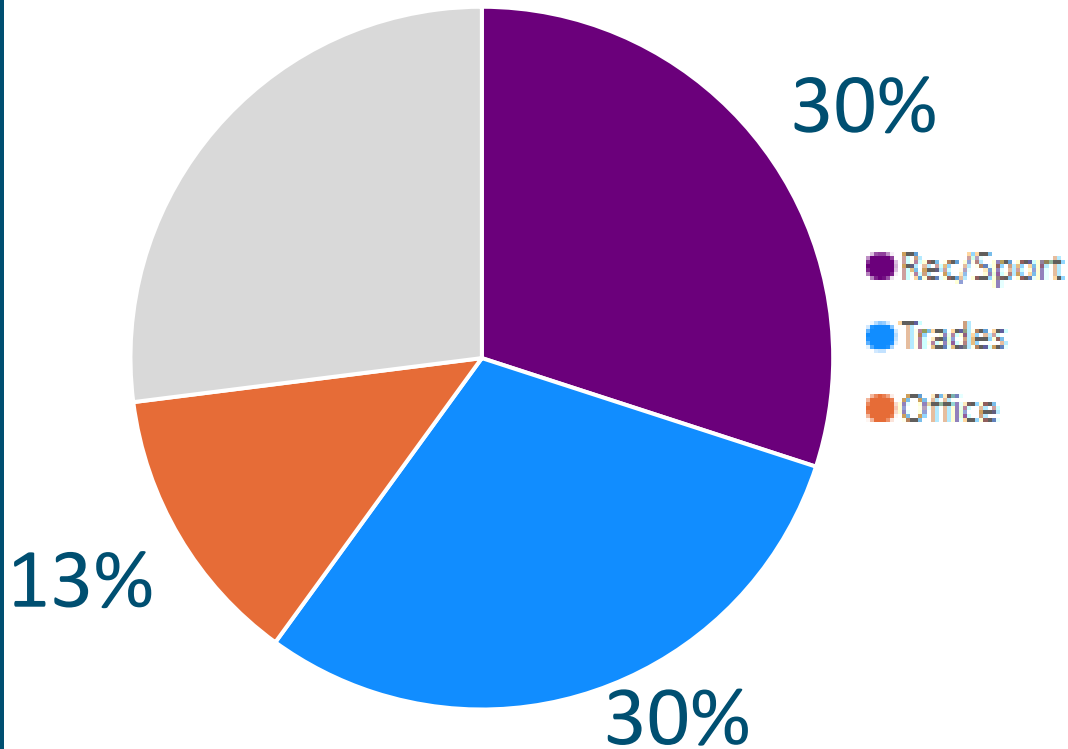
Corrective Actions Reported by Type of PSI



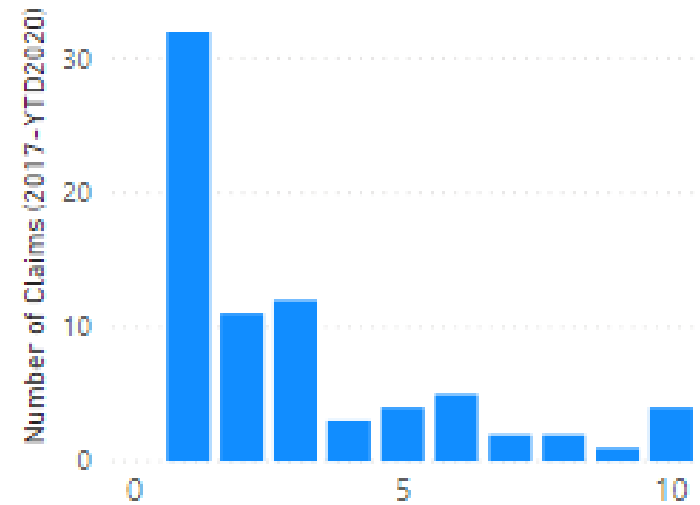
Exposure to Harmful Substance



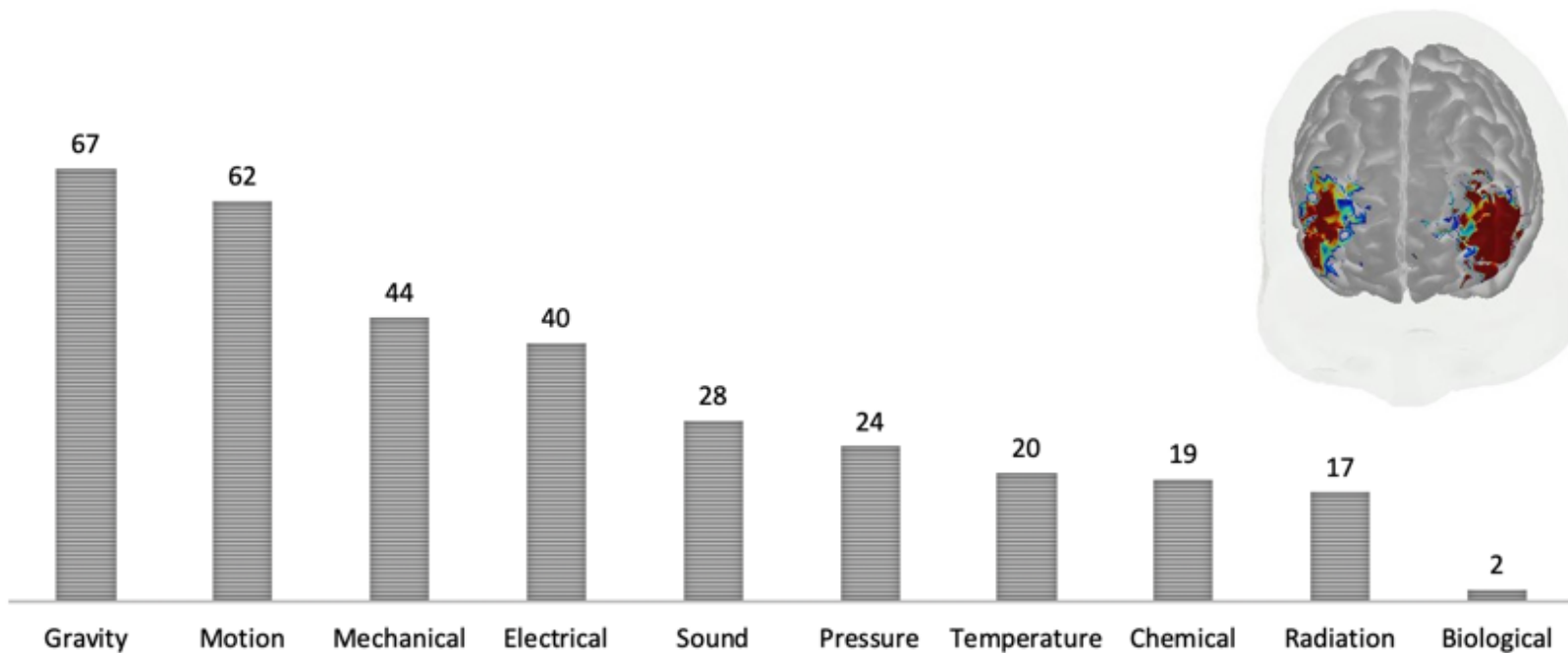
Exposure to Harmful Substance



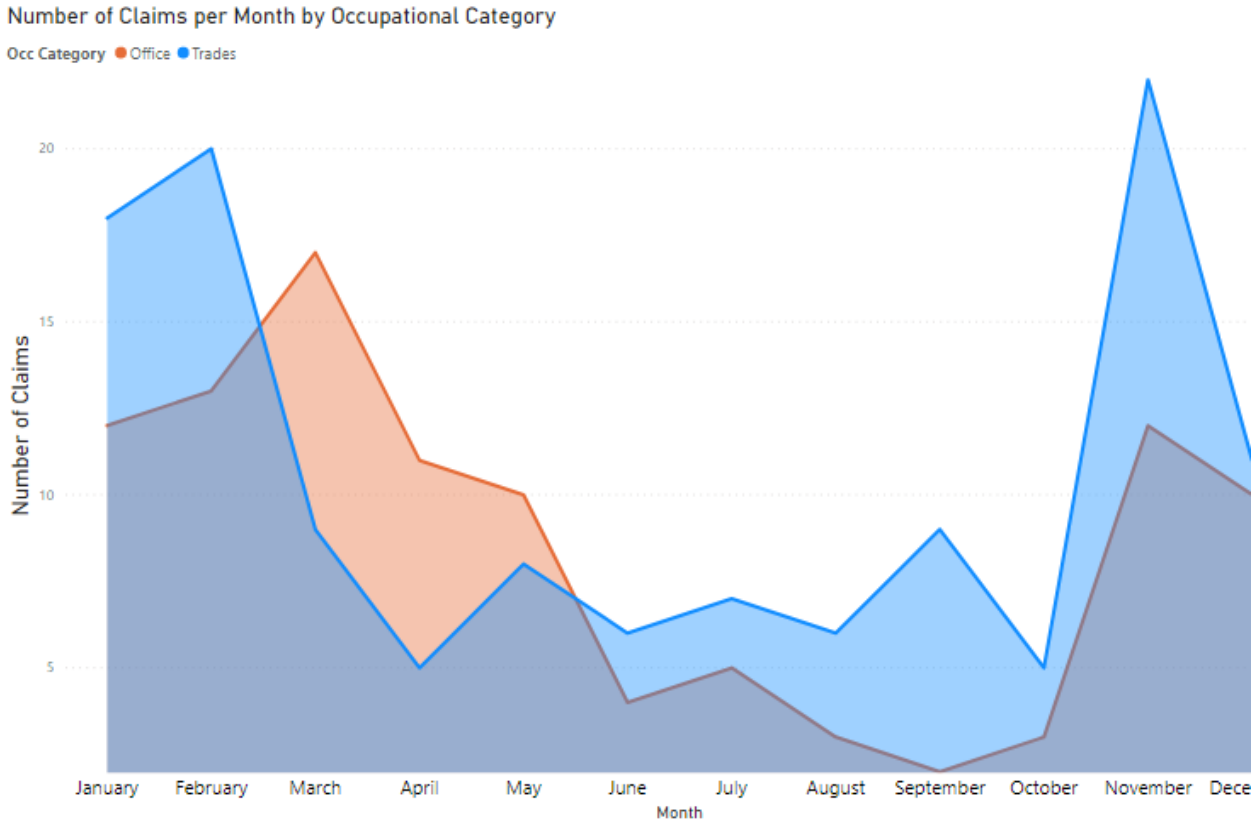
Years Employed



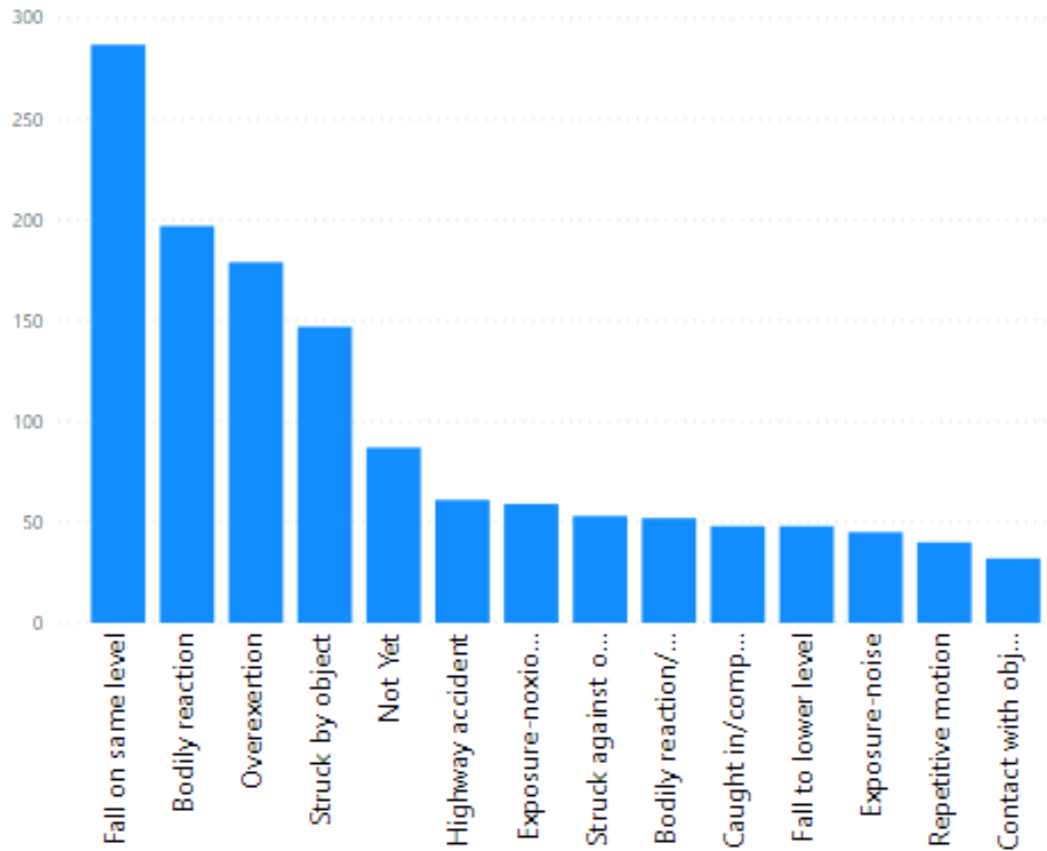
Percent of Hazards Identified by Energy Type



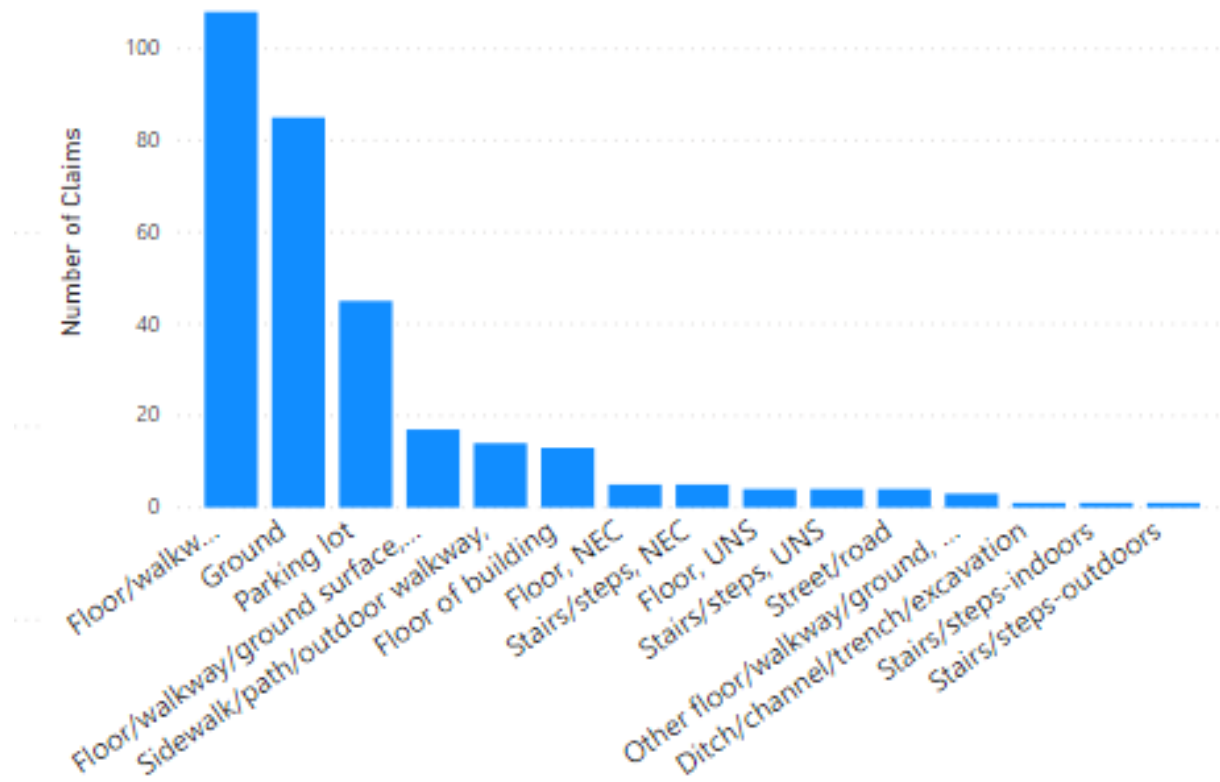
Claims Per Month – Trades and Office



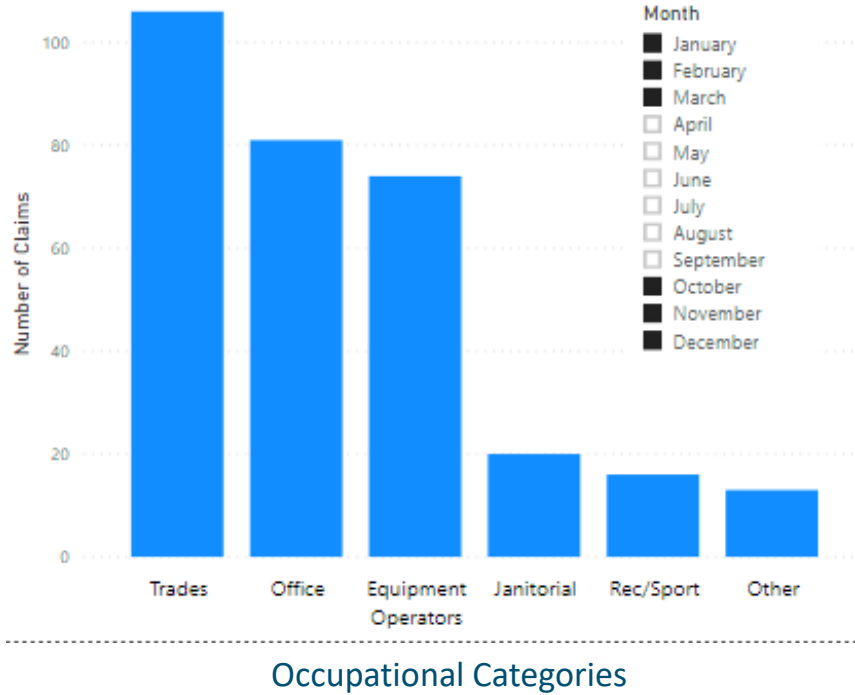
Primary Source of Injury : October to March



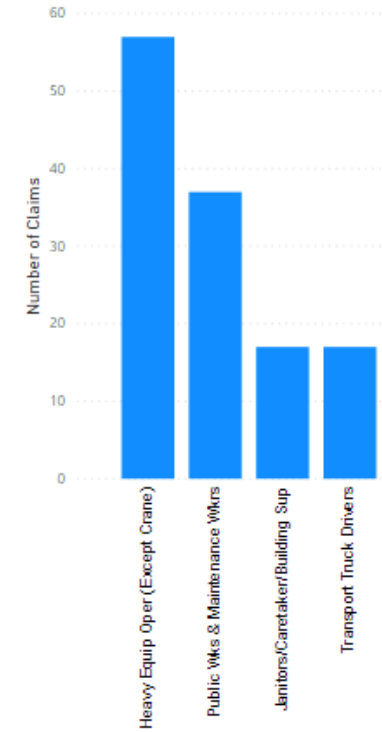
Primary Source of Fall Injuries October to March



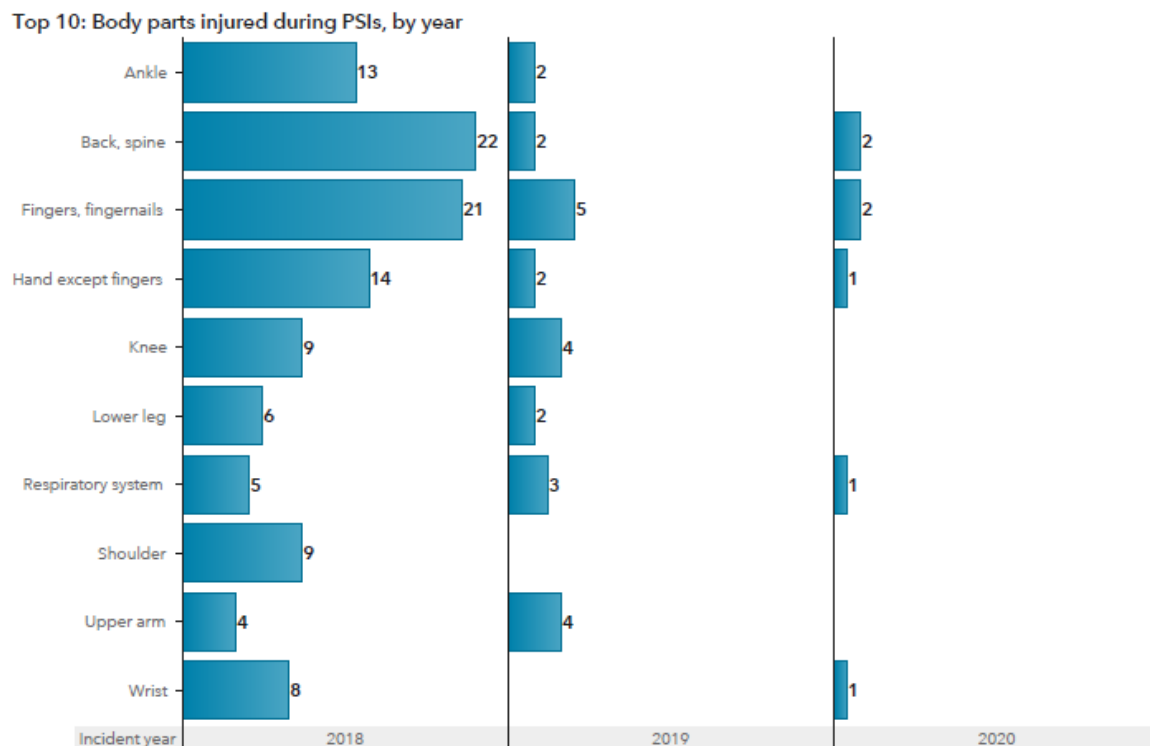
Fall Injuries by Occupation



Number of Fall Injuries by Occupation

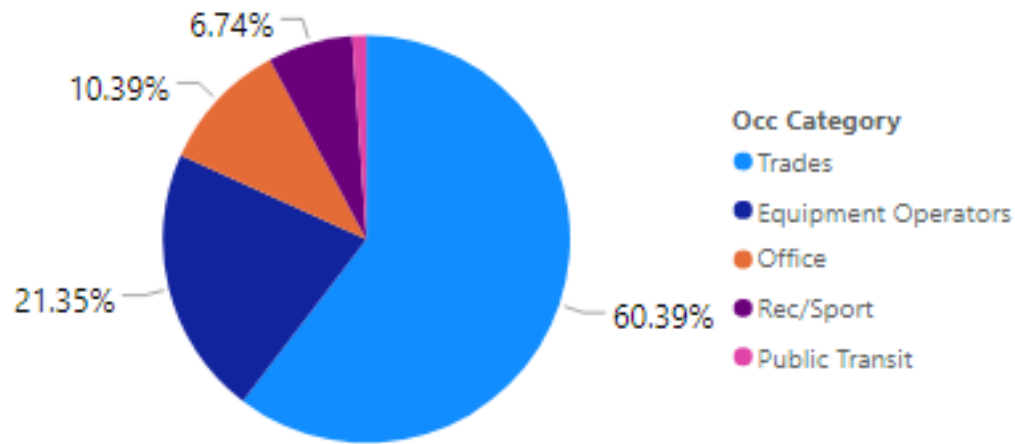


Top 10 Body Part PSI – Alberta Municipalities



*Note: A person could have multiple injuries reported.
2020 represents year-to-date data.*

Hand Injuries



OHS eNews

Hand injuries in the workplace



44%
of hand injuries are cuts and lacerations



63%
are from being caught, in contact or struck with an object, tool or equipment.



73%
of hand injuries occur with fingers and fingernails.



Corrective Actions



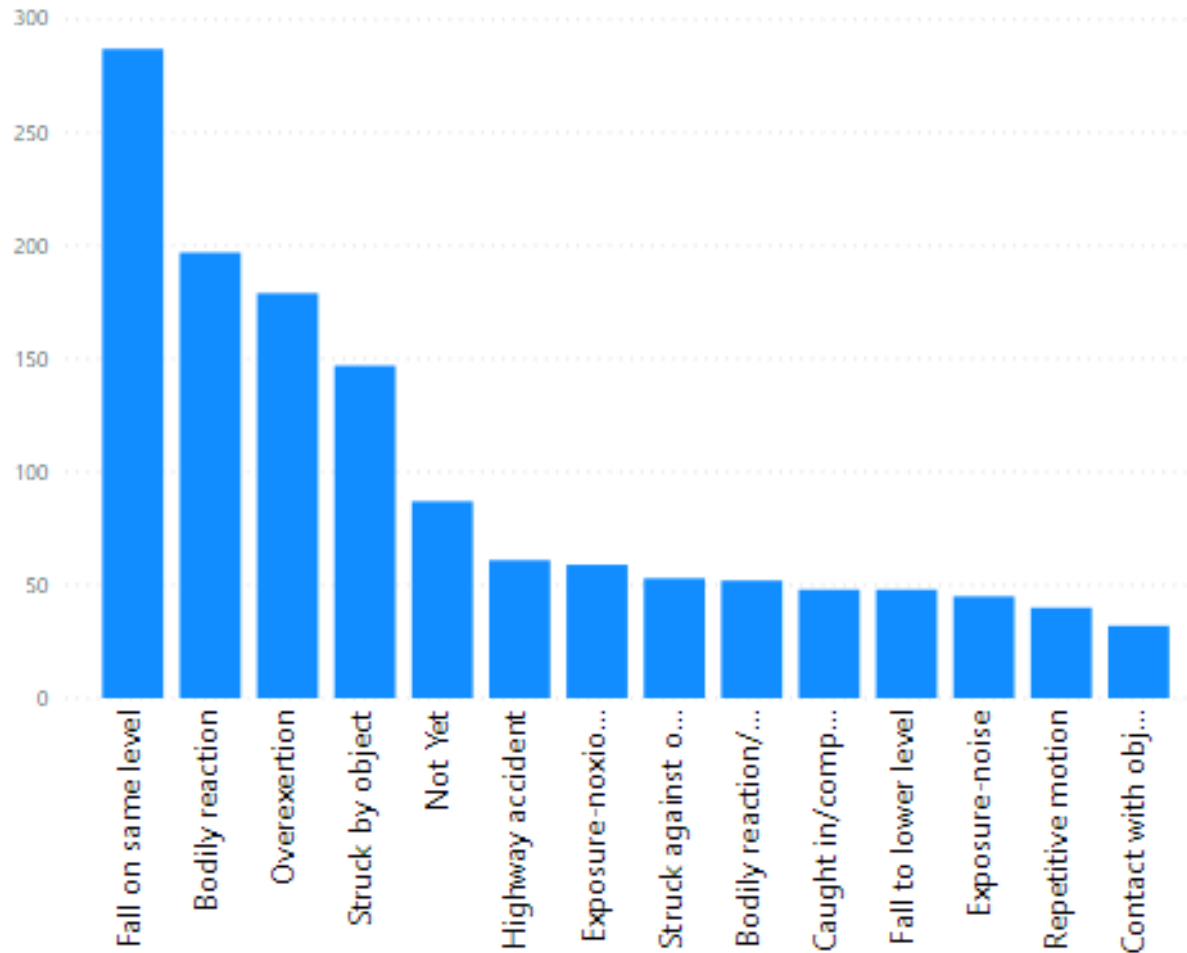
31%
changed policy



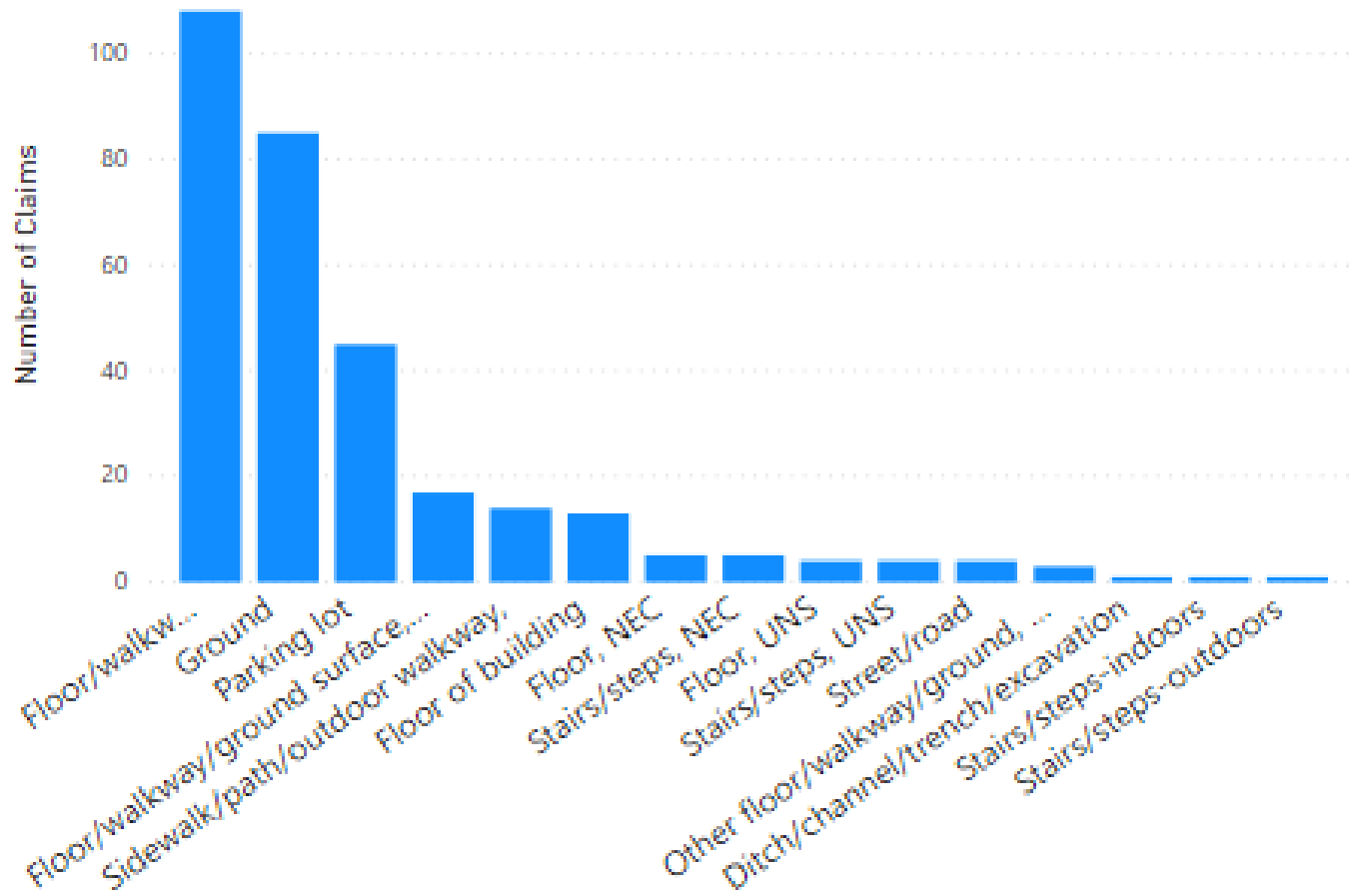
51%
provided training

Data Source: Potentially Serious Incidents Reported, June 1, 2018 to August 20, 2020

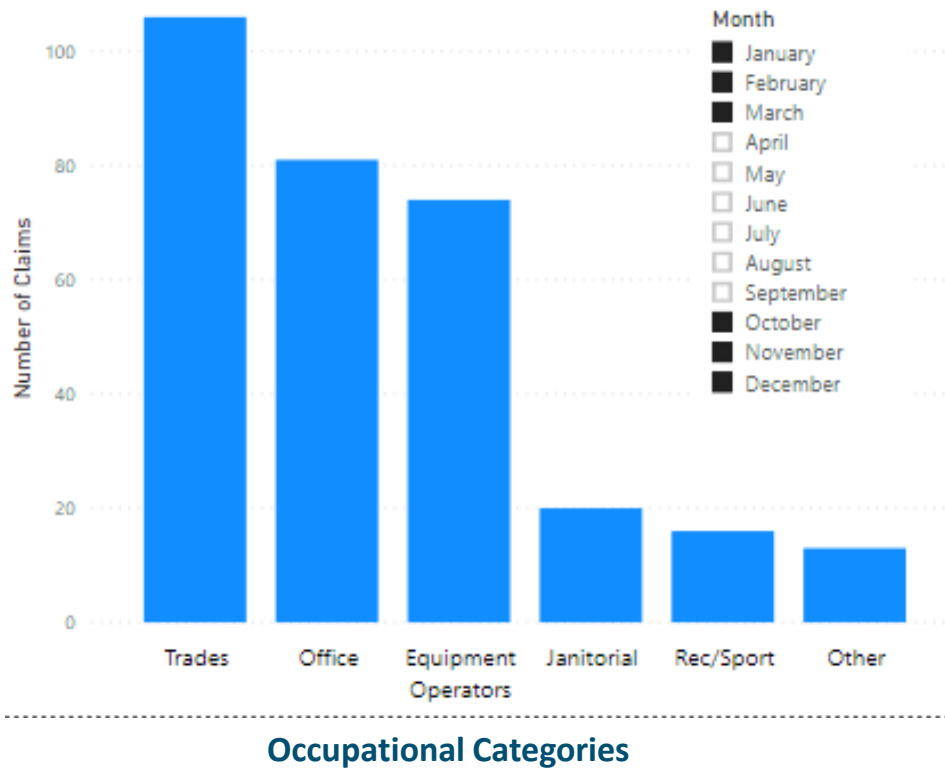
Primary Source of Injury: October to March



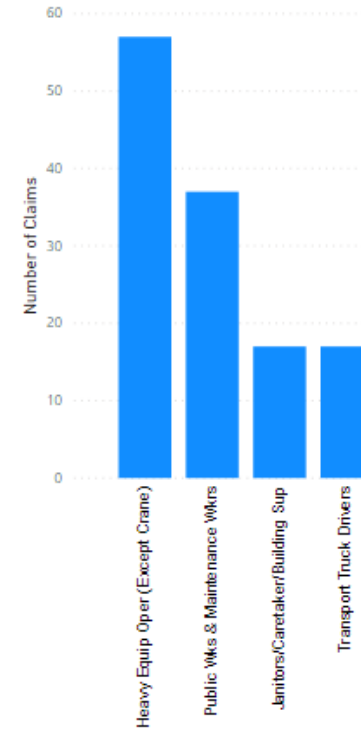
Primary Source of Fall Injuries: Oct to March



Fall Injuries by Occupation

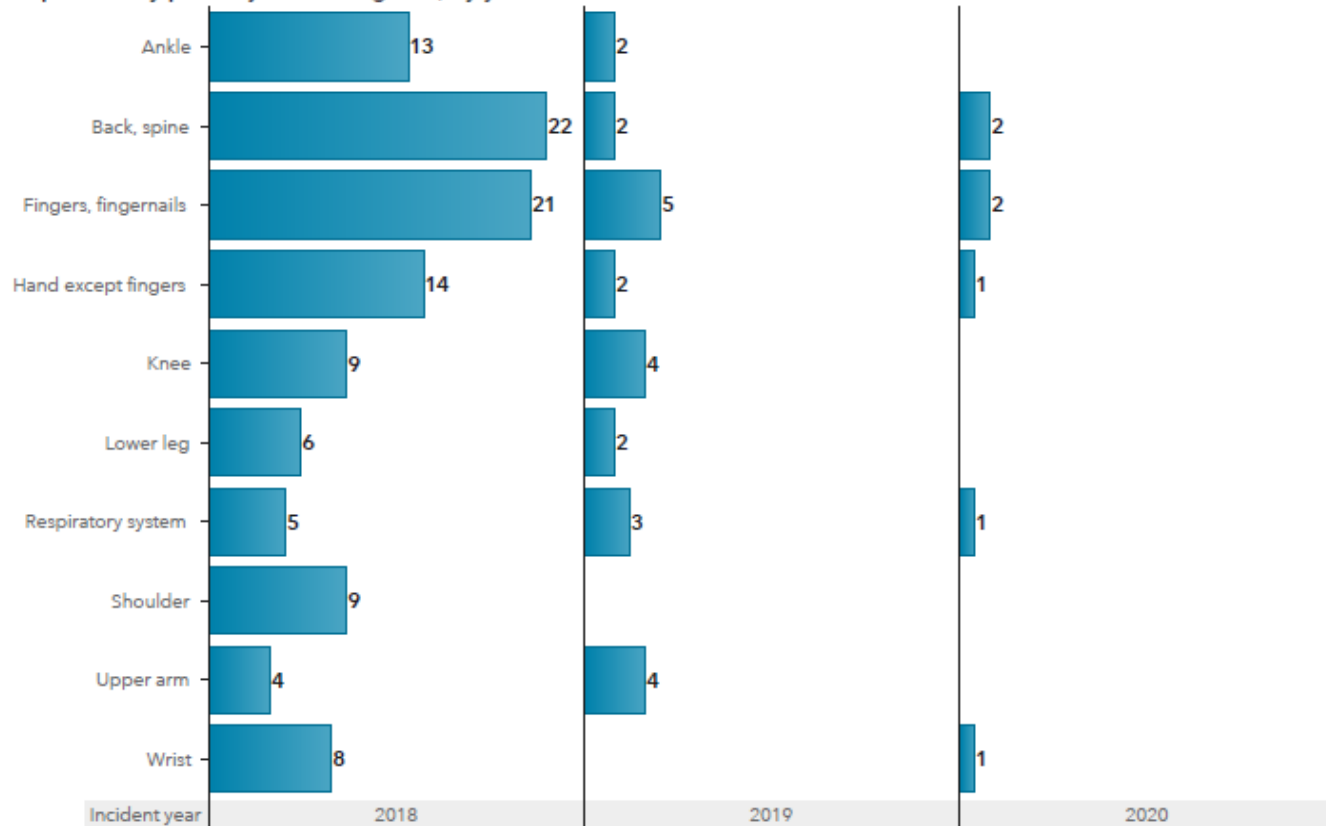


Number of Fall Injuries by Occupation



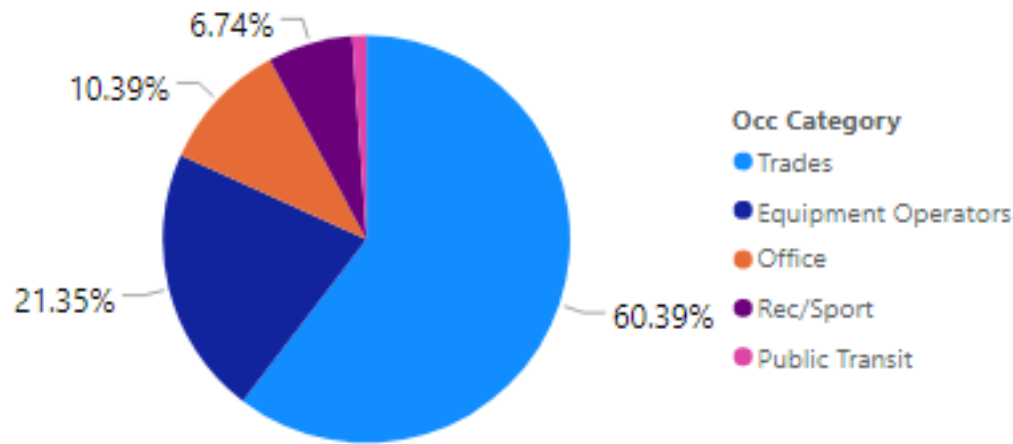
Top 10 Body Part PSI - Alberta Municipalities

Top 10: Body parts injured during PSIs, by year



Note: A person could have multiple injuries reported.
2020 represents year-to-date data.

Hand Injuries



OHS eNews

Hand injuries in the workplace



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Corrective Actions



31%
changed policy



51%
provided training

Data Source: Potentially Serious Incidents Reported, June 1, 2018 to August 20, 2020

Importance of Strategic Planning

- Strategic Business Planning is critical to both the **sustainability** and **relevance** of AMHSA
- Validating that strategies are “fit for purpose”
 - ✓ Implementable
 - ✓ Scalable
 - ✓ Contemplates stakeholders represented
 - Employers
 - Workers
 - Industry Codes

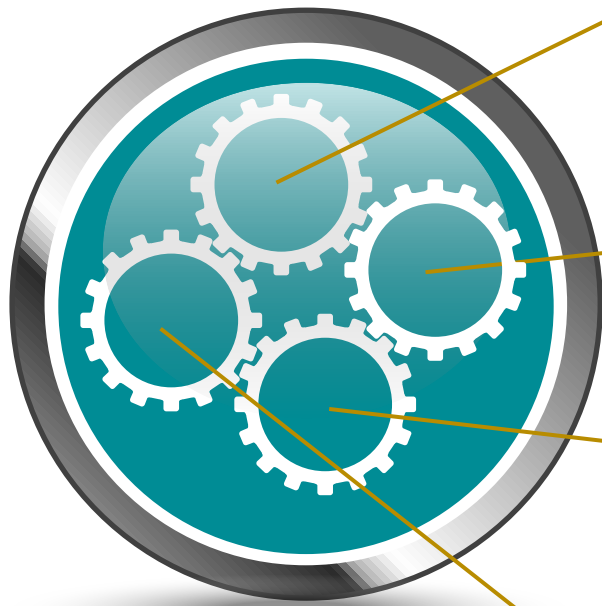
2021 Business Plan - Unknowns

2020 Legislative Review

COVID-19

- Vaccine Availability
- Potential Second Wave
- Municipal WCB Claims

2021 Data Driven Business Plan



WCB Iron Key Data

- Musculoskeletal Injury (MSI)
- Line of Fire
- Psychological Health & Safety
- Winter Hazards & Slips/Trips/Falls

OHS Municipal Compliance Data

- Hazard Identification/Assess/Control
- Emergency Preparedness

OHS Municipal PSI Data

- Type: Line of Fire (LOF)
- Source: Objects/Tools/Equipment
- Body Part: Back/Spine & Hands/Fingers
- Injured Occupations
- Incident: Sprain/Strain & Cut/Laceration

Member Participation Rates

- Certificate of Recognition (COR)
- AMHSA Classroom/Online Training
- Injury/Illness Prevention Campaigns

2021 Member/Peer Engagement Strategy

Members

- Chief Administrative Officer/Leadership Teams
- Health and Safety Advisors and Auditors
- Board of Directors

Peer/Regulatory

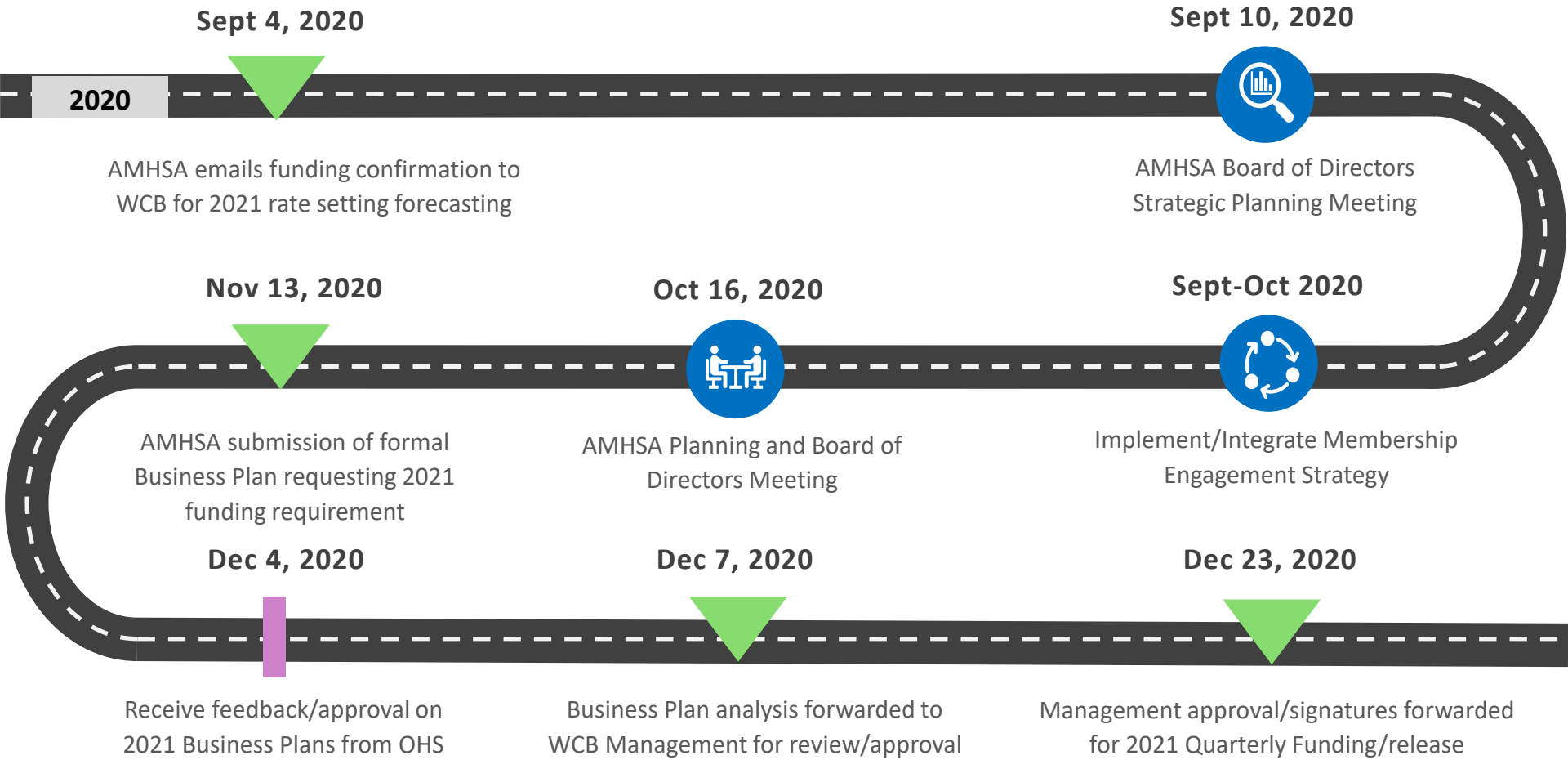
- Health and Safety Associations
 - ✓ British Columbia Municipal Safety Association (BCMMSA)
 - ✓ Energy Safety Canada (ESC)
 - ✓ Manufacturing Health & Safety Association (MHSA)
 - ✓ Continuing Care Safety Association (CCSA)
 - ✓ Alberta Construction Safety Association (ACSA)
 - ✓ Alberta Association of Safety Partnerships (AASP)




2021 Member/Peer Engagement Strategy

Peer/Regulatory – Cont'd

- Regulatory - Alberta Labour, WCB-Alberta
- Peers
 - ✓ Alberta Urban Municipalities Association (AUMA)
 - ✓ Rural Municipalities of Alberta (RMA)

2021 Business Plan Submission Timeline



-  AMHSA Internal Milestone
-  WCB-Alberta Milestone
-  Alberta Labour Milestone

Guest Speaker Todd Conklin

**Topic: Team Resilience and
Systems that Manage Variability**

Team Resilience and Systems that Manage Variability

Virtual Lunch and Networking Break-Out Room

University of New Brunswick Safety Program Tuition Giveaway!



**SAFETY PROGRAM TUITION
GIVEAWAY!**

ENTER TO WIN!

AMHSA/UNB Safety Program Tuition Giveaway

AMHSA and the University of New Brunswick College of Extended Learning (UNB CEL) are committed to Occupational Health and Safety education in the workplace and beyond by offering a tuition giveaway.

This contest will award the lucky winner a chance to enrol in UNB's Occupational Health and Safety certificate program (retail value of \$6,545).

Deadline for entry is October 8 11:59 pm MST.

Who Can Enter?

All Alberta municipal members and AMHSA's associate members who are currently working or are interested in the Occupational Health and Safety field can enter this contest online. To be eligible, the individual must:

1. Work for a municipal or associate member organization that is in good standing with AMHSA.
2. Entrants must complete and submit the online entry form outlining their interests and aspirations for a career in OHS as well as including any positive contributions and/or demonstrated leadership they may have in the OHS field.

How Can You Enter Contest?

The website link for this contest is:

<https://www.unb.ca/cel/promotions/tuition-giveaway/amhsa.html>

The lucky winner will be announced in early November!

Roundtable – Information Sharing



Adjournment and Next Meetings in 2021

Hopefully, 2021 will see us hosting our meetings in person.

If you are willing to pencil in a date for hosting a meeting in April or September 2021, please contact Terri at terri@amhsa.net