NASC/SASC Meeting
October 3, 2023
Minutes

IN ATTENDANCE

Municipality	Participant
Town of Hinton	Angela Ross
Town of Hinton	Jennifer Fiddler
MD of Pincher Creek	Brian Millis
Woodlands County	Beverly Gellibrand
Lac St. Anne	Carole Peacock
Smoky Lake County	Trevor Tychkowsky
Smoky Lake County	Dean Kruscos
Barrhead County	Chelsea Jaeger
Town of Stettler	Sonia Dodd
MD of Lesser Slave River	Rhonda Muzyka
Leduc County	Kent Fuson
Lacombe County	Glynnis Croken
County of Paintearth	Tammy Hildreth
Town of High River	Kira Maslak
Lac La Biche County	Shirley Huffman
Starland County	Chris Peoples
Cypress County	Tim Davies
Foothills County	David Gregor
Kneehill County	Ann Wade
Flagstaff County	Bert Goliath
County of Athabasca	Megan Paly-Alexander
Sturgeon County	Maureen Leclaire
Strathcona County	Amanda Russell
Town of Devon	Alyssa Douglas
Town of Banff	Christopher Bruckeder
Clearwater County	Fallon Davis
Clearwater County	Tamara Saufert
	David Douglas
Partnerships	Amy MacDougall
WCB	Martinne Sykora
AMHSA Representative	Olana Todoruk
AMHSA Representative	Shannon Thomas
AMHSA Representative	Sydney Perozak
AMHSA Representative	Jessica Meyer

1. Introductions and Welcome

- Shannon Thomas called the meeting to order at 10:05am.
- Introductions and Housekeeping were conducted by Shannon.
- Virtual Housekeeping was presented by Sydney.
- Member Introductions.
- Blanket Raffle held, thanks to the Town of Hinton, for Virtually Attending Members – WINNER: Ann Wade of Kneehill County!

2. Health and Safety Moment - Angela Ross, Town of Hinton

- Health and Safety Moment – Sweeping Operations.
    - On May 20, 2021, the Town of Hinton commissioned a consultant to collect respirable particulate and silica samples during annual sweeping activities on roadways within Hinton, AB to determine the levels employees are exposed to.
    - Discussed Exposure Control Plan (ECP)
    - See PPT slides

3. Workers' Compensation Board – Alberta Update – Martinne Sykora, Industry Specialist

- Millard Health Workshops are back.
    - https://www.wcb.ab.ca/millard-treatment-centre/workshops/millard_workshops.asp
- Policy Consultation updates.
    - Working Remotely – Policy 02-01, Arises out of and occurs in the course of employment.
    - https://www.wcb.ab.ca/about-wcb/policy-manual/recent-changes.html
- Fit-for-work dashboard seminar.
    - This 45-minute seminar will help you familiarize yourself with the dashboard's features and functions (8:30 a.m. or 1 p.m. start). Here are the remaining sessions scheduled for 2023.
        - October 4 & November 15
    - The fit-for-work dashboard provides you with the information you need to collaborate and confirm modified work opportunities.
    - Employers with myWCB Clams 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.
- 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.
  - https://www.wcb.ab.ca/return-to-work/training-on-the-job.html
  - Email: toj@wcb.ab.ca or call 1-866-498-4694
- Seminars and Workshops
  - A schedule for the remainder of the year is available online.
  - https://www.wcb.ab.ca/resources/for-employers/seminars-and-workshops/
- Worksight Digital Magazine
  - Worksight is published monthly and emailed directly to all employers with a WCB account.
  - Latest Issue: https://mailchi.mp/wcb.ab.ca/worksight-2023-issue-7
  - Subscribe: https://www.wcb.ab.ca/about-wcb/whats-new/worksight-magazine/subscribe-to-worksight-magazine.asp
- Contact Information
  - Sanjeev Bhagrath: 780-498-4748, Sanjeev.bhagrath@wcb.ab.ca
  - Martinne Sykora: 403-517-6077, martinne.sykora@wcb.ab.ca

4. Partnerships Update – Amy MacDougall

- Partnerships in Injury Reduction
  - Maintain the Partnerships Standards for the COR Program
  - Conduct Program Quality Assurance
    - On-site Audit Review (OSAR)
    - Employee Review
    - Quality Assurance audits of Certifying Partners
    - Approval of CP audit instruments, courses and exams.
  - Promotion of COR
  - Continuous improvement in the program.
  - https://www.alberta.ca/get-certificate-recognition
- COR Metrics
  - Please review slides for data.
- COR Program Highlights for 2023
  - Post COVID – 2023 COR Audit Plan
  - Key Changes to the COR Audit Criteria
  - New Staff in Partnerships
- COR Future
  - COR Strategic Plan
  - Cor Strategic Plan Implementation
  - New Approach for CBSA starting in 2023
  - CBSA – Planned Features
  - CBSA Timeline
  - https://ohs-pubstore.labour.alberta.ca/pir006
- Growing the COR Program – New Employer Initiative
  - COR Program Promotion
- 2022-2023 OSAR Summary

    - OSAR Summary for AMHSA
    - OSAR Summary Overall
- OHS Prevention Initiative OHS Resource Portal
    - OHS Prevention Initiative – Background
    - OHS System Priorities
    - OHS Resource Portal
    - https://ohs-pubstore.labour.alberta.ca/
- Contact: amy.a.macdougall@gov.ab.ca

See attached COR Strategic Plan.

5. AMHSA COR and Auditing Update – Shannon Thomas

- 2023 Auditing
    - 3 Validation Methods Required – Documentation, Interviews, and Observation Tours.
    - 12 months of documentation
    - Remote auditing permitted.
- 2023 Deadlines
    - November 30: deliverables submission for COR Maintenance Action Plans
    - December 1: audit submission for COR Maintenance and COR Certification
    - Need an extension? Email audits@amhsa.net prior to deadline
- 2023 Timelines – Quality Assurance
    - COR Certification: 2 weeks
    - COR Maintenance: 4 weeks
    - Auditor Qualification: 5 weeks
    - Revisions: 2-3 days.
        - Remember 90-day deadline overall regardless of number of rounds of revisions are required.
- Complexity-Based Scalable Audit
    - History
    - Quick Facts
    - The CBSA Working Group (WG) Road Map
    - What's Next?
        - Information sheet communication via Auditor Update (including FAQs) – October 2023
        - Prototype March 2024
        - COR-holder and auditor engagement May – July 2024
        - Ultimate goal: launch 2026 (training, transition to new tool)
- Upcoming Training
    - Health and Safety Management Systems: October 4-5
    - Health and Safety Auditing: October 17-18 (FULL)
    - ISO 45001:2018
        - Requirements: October 11-12 (FULL)
        - Internal Auditor: October 25

        - Lead Auditor: October 26
    - Email audits@amhsa.net or shannon@amhsa.net to register!
- Communications
    - Auditor Update Email: July 2023, October 2023 (upcoming)
- Contacts:
    - audits@amhsa.net
    - Shannon Thomas: shannon@amhsa.net 780-691-6449
    - Jessica Meyer: jessica@amhsa.net 780-965-4601

6. AMHSA Update – Olana Todoruk

- Welcome to our new AMHSA Director of Corporate Services – Sundeep (Sunny) Singh Kakar!
    - sunny@amhsa.net
- The Working Mind First Responder Grant
    - Expanded Eligibility
    - https://mentalhealthcommission.ca/training/twm/twm-first-responders/
    - Grant Cycle Comparison
        - Please review slides for data.
    - Training Dates:
        - October 11 (6-9 pm) and October 13 (6-10 pm) - Virtual Delivery - Law Enforcement
        - October 17 (6-9 pm) and October 18 (6-10 pm) – Virtual Delivery - Fire
        - October 31 (6-9 pm) and November 1 (6-10 pm) – Virtual Delivery - Paramedics
        - November 14 (6-9 pm) and November 15 (6-10 pm) – Virtual Delivery - Emergency Health Care Workers
        - November 16 (6-9 pm) – Virtual Delivery – Family Members
        - November 22 (6-9 pm) and November 23 (6-10 pm) - Virtual Delivery – all disciplines
    - Email safety@amhsa.net to register.
- Cognitive-Psychosocial Job Demands Analysis
    - https://www.wcb.ab.ca/millard-treatment-centre/workshops/physical-demands-analysis-workshop.html
    - Psychosocial Injury Working Group (PIWG)
    - Feedback - Over the next few weeks, please send comments on the form/process to Shannon@amhsa.net and we will consolidate feedback to the PIWG for discussion at future meetings.
- Municipal Compliance Snapshot
    - Please review slides for data and charts.
- Data Management Journey
    - Data informed decision making
- Data Management Current State – Strengths
    - AMHSA is 1 of 3 Health & Safety Associations (HSA) holistically reviewing data
- Current Datasets Analyzed
    - CORRS, WCB-Alberta Iron Key, PSI – General Only, Participant Training Evaluations, Training Metrics
- 2023-2024 Future Data Analytics Strategy

  - Integrate 2023 data analytics project insights to improve products/services
  - Request BoD approval to participate in GoA HSA Information Sharing Agreement
  - Validate established data security and protection protocols
  - Implement Business Intelligence (BI) tools
  - Establish and maintain internal data analytics competencies
  - Report & audit for effectiveness
- Strategic Partnerships
  - My Workplace Health
  - Ember Experience
  - Pacific Coast University
  - Mental Health Commission of Canada
  - Ergonomics Wellness Innovation (EWI)
  - RED The Agency
  - Northern Alberta Institute of Technology
  - CSA Group
  - BIS Safety Software
  - University of New Brunswick
  - Devco
- OnDemand Access to CSA Standards
  - https://www.csagroup.org/store/?gclid=Cj0KCQjwsp6pBhCfARIsAD3GZuZsBSpHXp3AZ2YVf_ckt9QKhHQwsqL_K1y0s1avIc6nzDagS_PDd5saArcGEALw_wcB
  - 26 Standards + any updates to those 26 standards (access is read only, no printing or downloads)
  - AMHSA access code will be valid for 1 year from program launch (a new code will be provided in 2024)
  - Code is good for 100 admin memberships, i.e., 1 admin with 9 attached users.
  - CSA Association Discounts
    -

Product	Discount	Coupon Code
Online Course	25%	AMHSAWT25
Public/Virtual Course	15%	AMHSASE15
Handbook	20%	AMHSAHB20
Virtual/In-Person Onsite	15%	AMHSASO15

  - Contacts: safety@amhsa.net 587-952-2268
  - CSA GROUP: sales@csagroup.ca 1-800-463-6727
  - Sophia Jaffer: Sophia.jaffer@csagroup.org 514-428-2441
- PHS Learning Certificates
  - Leadership Certificates (5 courses)
  - Worker Certificate (4 courses)
  - More information coming soon!
- Member Advocacy and Representation
  - COR Working Group – Industry Consultation
  - WCB-Alberta - Policy Consultation Advisory Group (PCAG)
  - ITF Association – Psychological Injury Working Group (PIWG)

  - Conference Board of Canada – Council for Safe Workplaces (CSW)
  - GoA - Injury Prevention Working Groups
- Temporary Traffic Accommodation
  - https://training.amhsa.net/v1/index.cfm?action=classroom.coursedetails&course=_79EDF18FBCC74785545ED3A8BEF20746&company=_F949695D3A547DBF208705E841BC4BEF&_ga=2.72486740.692509285.1697124037-906064255.1684868860
- SPARK
  - A program for municipal government members to support psychologically safe workplaces.
  - https://sparkpsychological.ca/
- Pacific Coast University – Disability Training
  - In partnership with the Pacific Coast University for Workplace Health Sciences, AMHSA is offering several learning events related to disability management and successful return to work.
  - Certified Disability Management Professional (CDMP)
    - https://www.nidmar.ca/certification/cdmp/cdmp_background.asp
  - Certified Return to Work Coordinator (CRTWC)
    - https://www.nidmar.ca/certification/crtwc/crtwc_background.asp
  - Mental Health Issues, Rehabilitation and Return to Work
    - October 17 – email shannon@amhsa.net to register
- Creative Sentencing Awards
  - Aquatic Health & Safety Awareness Campaign:
    - Aquatic Health and Safety Awareness Campaign targeted at municipal interested parties, including but no limited to: vulnerable workers, municipal supervisors, pool maintenance contractors, and certified Aquatic Safety Operators.

7. ROUNDTABLE DISCUSSION

Members presented updates on their statistics, incidents, innovations, audits, and topics of interest, including:

- Vehicle and equipment damages is a prominent issue lately.
- Incidents with stationary machinery are more common lately.
- Interest in Defensive Driving and Backup Training.
- Everyone working on audits.
- Discussion on having multiple FLHA's for different positions instead of one generic form for everyone.
- Focus on both general safety and psychological safety training.
- Violence incidents (public)
- PSI reporting
- Discussion on the importance of reporting ALL incidents, near misses etc.
- GIS (Geographical Information Systems) being used more often for Health and Safety.
- Violence in the workplace (public towards staff) becoming more common, in addition to B&E and thefts.
- Great work on proactive maintenance.

- Sounds meters for decibel awareness and noise pollution.
- Rewards programs
- Discussion on spring/summer wildfires and emergency management.
- Great discussion on "Is it okay to just be compliant? Not committed?"
- Don't forget to reach out to your municipal peers if you have questions or discussion via email or via AMHSA forums. https://forum.amhsa.net/login

8. ADJOURNMENT AND NEXT MEETING

Shannon thanked participants for their responses to the NASC/SASC survey about meeting formats and structure. Now that the regional groups have joined, please submit any name change suggestions to her.

Next NASC/SASC Meeting
April 16, 2024
Hybrid Format

Looking for host location, H&S moment volunteers, and ideas for guest speakers.

Meeting Adjourned by Shannon Thomas.

AMHSA
Health | Safety | Environment

Joint Northern and Southern Alberta Safety Councils Meeting

October 3, 2023

Facilitator: Shannon Thomas, AMHSA Program Evaluation Manager

10:00 am – 3:00 pm

Joint Meeting of NASC & SASC

AMHSA
Health | Safety | Environment

V A L U E

Agenda

9:45 - 10:00	Check-in, coffee
10:00 - 10:10	Call to order, virtual & in-person housekeeping, introductions
10:10 – 10:30	Health and Safety Moment – Angela Ross, Town of Hinton
10:30 – 10:45	WCB Update – Kim Bartch
10:45 – 11:00	Partnerships Update – Amy MacDougall
11:00 – 11:10	Coffee Break
11:10 – 11:25	AMHSA Auditing Update
11:25 – 12:15	AMHSA Update – Olana Todoruk
12:15 – 1:00	Lunch Break
1:00 – 2:30	Member Roundtable - incidents, innovations, audits, claims, trends, etc.
2:00 – 3:00	Next Meeting Discussion
3:00	Adjournment

NASC & SASC April 2023

AMHSA
Health | Safety | Environment

V A L U E

Housekeeping

- In-Person
- Virtual

Introductions

Safety Moment
Sweeping Operations

HINTON

The Town & It's Equipment

On May 20, 2021, the Town of Hinton commissioned a consultant to collect *respirable particulate and silica samples* during annual sweeping activities on roadways within Hinton, AB to determine the levels employees are exposed to.

Crystalline silica and respirable dust particles that are small enough to be inhaled into the lungs can cause a number of health problems, including silicosis, lung cancer, chronic obstructive pulmonary disease and emphysema, as well as pulmonary tuberculosis.

Inhalation is the important route of exposure in the workplace. "What happens" depends on the chemical and toxic properties of the material.

Crystalline Silica “the new asbestos”

Crystalline silica and respirable dust particles that are small enough to be inhaled into the lungs can cause a number of health problems, including silicosis, lung cancer, chronic obstructive pulmonary disease and emphysema, as well as pulmonary tuberculosis.

Inhalation is the important route of exposure in the workplace. “What happens" depends on the chemical and toxic properties of the material.

What are the factors influencing where particulates are deposited?

Different sized particles deposit in different areas of the lung, nose or throat,

The American Conference of Governmental Industrial Hygienists (ACGIH) recommends the concept of particle size-selective limits in their occupational exposure limits, the Threshold Limit Values (TLVs).

The ACGIH uses the terms inhalable, thoracic, and respirable particulate mass for TLVs for particulates that are hazardous when inhaled.

Terms

Inhalable Particulate Mass-TLVs are for materials that are hazardous when deposited anywhere in the respiratory tract.

Thoracic Particulate Mass-TLVs are assigned to materials that are hazardous when deposited anywhere within the lung airways and the gas-exchange region (the lower airways passages).

Respirable Particulate Mass-TLVs are for particulates that are small enough to reach the gas exchange region and are hazardous only if they are deposited in that region.

Health Effects

- Crystalline silica dust particles that are small enough to be inhaled into the lungs can cause a number of health problems, including:
  - silicosis,
  - lung cancer,
  - chronic obstructive pulmonary disease
  - emphysema,
  - pulmonary tuberculosis

Alberta OELs

- The Alberta Occupational Act, Regulation and Code set the 8-hour occupational exposure limit (OEL) for:
  - respirable silica of 0.025 mg/m3; and
  - respirable particulate of 3 mg/m3
  - An action limit is defined as 50 percent of the OEL set by the National Institute for Occupational Safety and Health (NIOSH)

Crystalline Silica Results

Based on the respirable silica sampling results outlined below, one (1) of the two (2) Sweeper operators and the Traffic Controller were *above* the OEL.

Additionally, the Water Truck Operator and Mower Operator were above the action limit for respirable silica. An action limit is defined as 50 percent of the OEL set by the National Institute for Occupational Safety and Health (NIOSH).

OPERATOR	EQUIPMENT	SILICA READINGS
WATER TRUCK OPERATOR	Sterling water truck Unit #412	S-01 – 0.014 mg/m3
SWEEPER OPERATOR #1	GMC 5500 HD Challenger Street Sweeper Unit #438	S-02 – 0.011 mg/m3
SWEEPER OPERATOR #2	Ford Elgin Eagle Series F 89713 Unit #437	S-03 – 0.042 mg/m3
MOWER OPERATOR #2	John Deer Mower 1545 with Sweepster attachment Unit # 344	S-04 – 0.013 mg/m3
TRAFFIC CONTROLLER	Ford F-150 Unit # 302	S-05 – 0.030 mg/m3
GRADER OPERATOR	Finning CAT 140 SN: N9400445 Unit #462	S-06 - <0.0046 mg/m3

Respirable Particulate

The OEL for respirable particulate is 3 mg/m$_3$. Based on the respirable particulate sampling results outlined below, all sampling results collected for respirable particulate are *below* the OEL.

OPERATOR	EQUIPMENT	PARTICULATE READINGS
WATER TRUCK OPERATOR	Sterling water truck Unit #412	S-01 –0.12 mg/m3
SWEEPER OPERATOR #1	GMC 5500 HD Challenger Street Sweeper Unit #438	S-02 –0.067 mg/m3
SWEEPER OPERATOR #2	Ford Elgin Eagle Series F 89713 Unit #437	S-03 –0.33 mg/m3
MOWER OPERATOR	John Deer Mower 1545 with Sweepster Attachment Unit # 344	S-04 –0.13 mg/m3
TRAFFIC CONTROLLER	Ford F-150 Unit # 302	S-05 – 0.24 mg/m3
GRADER OPERATOR	Finning CAT 140 SN: N9400445 Unit #462	S-06 - <0.046 mg/m3

Immediate Actions Taken

- The Town:
  - stopped all sweeping operations,
  - reviewed and evaluated operations, and
  - Planned for necessary steps to control excess silica exposure.

The review was conducted by Parks, Public Works, and Health and Safety.

Immediate Causes

1. Environment– natural dilution, wind, precipitation
2. Equipment– access hatches, rust, open to environment, effectiveness of seals, air filters
3. Negative pressure vs positive pressure

Immediate Controls

1. Remove the Elgin Street Sweeper, Unit #437, from service until further notice.
2. Place air intakes on recirculate instead of fresh air intake on all powered mobile equipment (PME)
3. Deep clean all PME and maintain daily cleaning to ensure debris and fine particulate does not accumulate in cab areas.
4. Fit test all workers with a N95 respirator before street sweeping activities continue.

Immediate Controls

5. Enforce the use of N95 respirators during street sweeping activities until further notice.
6. Ensure workers participate in Workhub training for care, use and maintenance of respirators.
7. Retrain affected workers on water application during sweeping activities.
8. Ensure all Operators STOP WORK when roadways are dry and wait for water application.

Exposure Control Plans (ECP) - Why?

Silica is the basic component in sand and rock. Silica is the most common hazard on a work site. Any activity that creates dust can expose workers to airborne silica. Inhaling silica dust can cause silicosis and lung cancer.

ECPs are a formal management strategy used to control exposure to substances that represent significant health risks.

A ECP is required when:

1. A hazard is present in the workplace and is a designated substance that cannot be reasonably substituted. Designated substances can be listed by name in the regulations such as in Alberta's regulations.

1. Exposure is greater than 50% of the OEL or measurement is not possible at or below 50% of the OEL.

1.All operations will cease if dust is created that would impede the ground workers.

2. When Water truck is required, both the parks sweeper and Challenger Sweeper will stop until watering is done. Keep in mind that some dust will be created as we can not pick up mud with sweeper.

3. If ground worker is required to shovel or hand sweep around either sweeper, the sweepers will stop until the Ground worker finishes the job at hand and removes himself from any dust created by the sweepers.

4. If either flagger is too close to the work zone and we are creating dust, flaggers must extend the Zone and move back to allow equipment to clean that area.

5. Before the Work zone is setup, taken down or Zone switched, the water truck will water both lanes.

Exposure control plan (ECP)

Exposure control plan (ECP)

6. While the Ground worker is working switching signs or hand work, all sweeping operations will cease in his working area.

7. If dust is present and a hazard, all workers must wear the N-95 mask.

8. If any worker feels that the dust hazard is questionable, we recommend that the worker wears the N-95 mask.

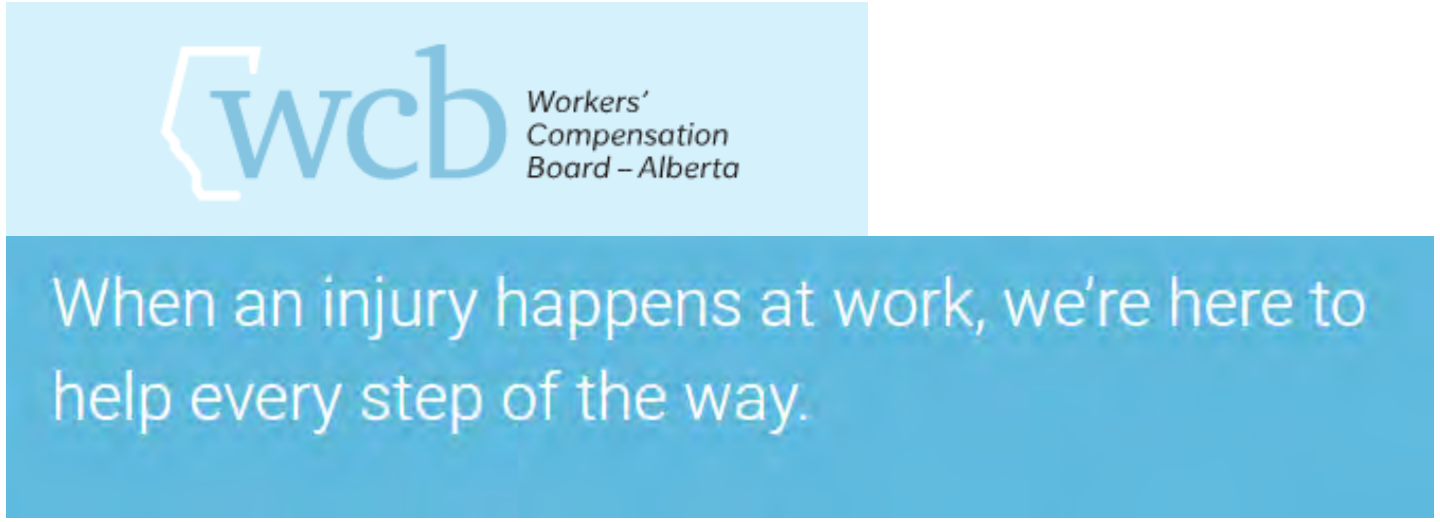
9. Every effort will be made

to minimize dust creation.

Workers' Compensation Board – Alberta

AMHSA
Health | Safety | Environment

V A L U E



Sanjeev Bhagrath

Worker's Compensation Board
Industry Specialist

October 2023 Update

Millard Health workshops are back

Register here for the Modified duties and or the Physical demands analysis (PDA) hybrid workshops ($299 each + GST) .

Policy Consultation updates

Working Remotely – Policy 02-01, Arises Out of and Occurs in the Course of Employment

We restructured this policy effective September 1, 2023, to provide clarity on coverage when working from designated workspaces. This includes when coverage begins and ends, the impact of personal hazards, and travel between the designated workspace and the employer's workplace. Additional details available here.

We're updating our rolling multi-year policy project plan and we want to hear from you. Let us know what matters to you. Consultation is open until **October 3, 2023.**

Here is a complete summary of recent changes to our Policies and Information Manual.

Fit-for-work dashboard Seminar

This 45-minute seminar will help you familiarize yourself with the dashboard's features and functions (8:30 a.m. or 1 p.m. start). Here are the remaining sessions scheduled for 2023.

October 4

November 15

The fit-for-work dashboard provides you with the information you need to collaborate and confirm modified work opportunities.

Employers with myWCB Clams 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**.

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.

See Seminars and Workshops to register for a 30-minute Training on the Job information session.

Seminars and workshops

A schedule for the remainder of the year is available online. Register for a date and time that works for you.

- Employer information seminar
- Return to work (modified work) seminar
- Fit-for-work dashboard seminar
- Training on the job information session
- Action planning seminar
- Appeals system seminar
- Psychological injuries in the workplace

Worksight

Worksight is our digital magazine 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, subscribe today!

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

Partnerships Update

Amy MacDougall

Partnership Consultant, Partnerships in Injury Reduction

October 3, 2023

Partnerships in Injury Reduction – Key Roles

- Maintain the Partnerships Standards for the COR program
  - Standards are developed in-conjunction with the Certifying Partners and approved by Partnerships
- Conduct program quality assurance:
  - On-Site Audit Review (OSAR)
  - Employer Review
  - Quality assurance audits of Certifying Partners
  - Approval of CP audit instruments, courses and exams
- Promotion of COR
- Continuous improvement of the program

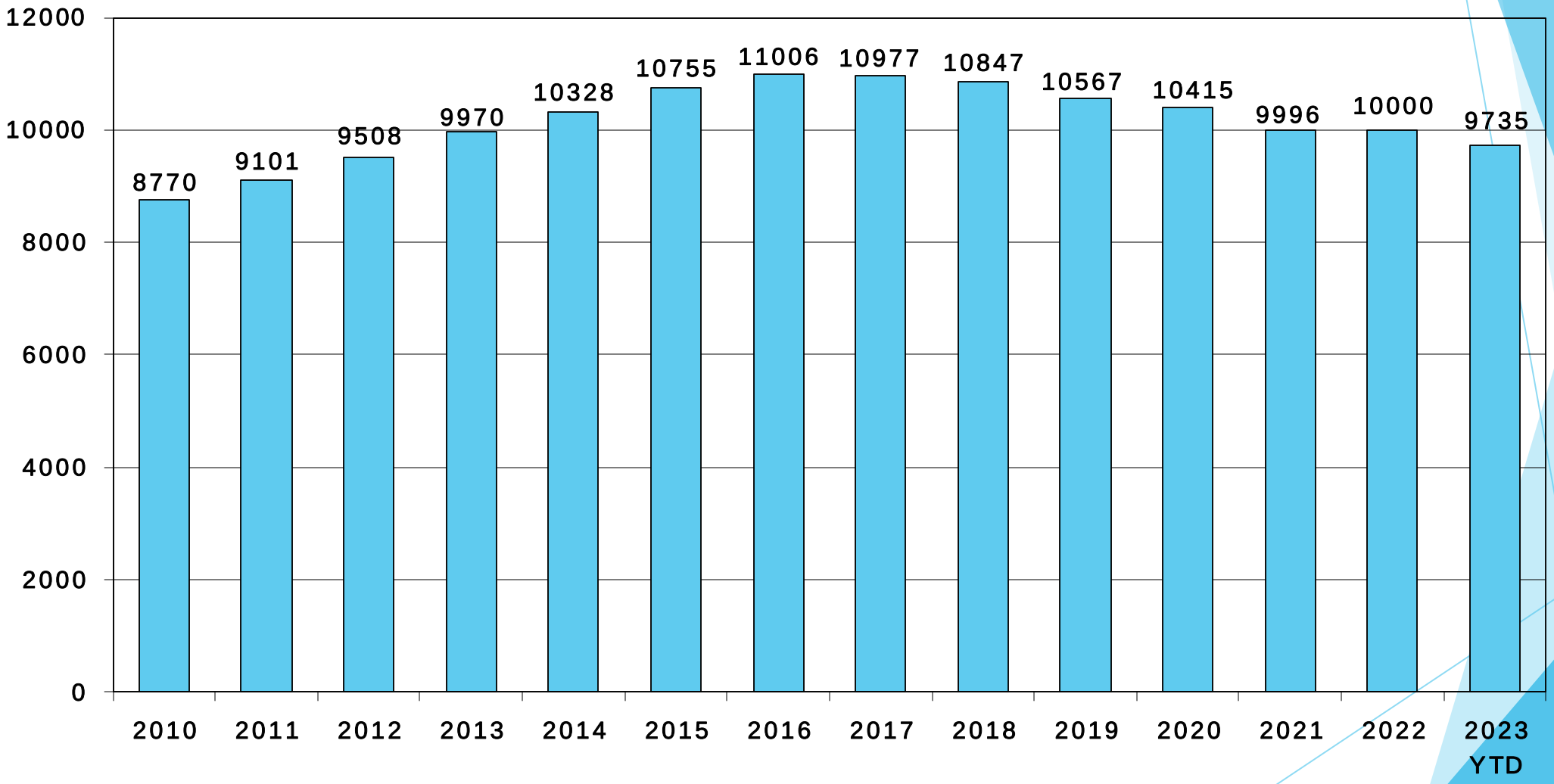
https://www.alberta.ca/get-certificate-recognition.aspx

Classification: Protected A

COR Metrics

Classification: Protected A

Total Number of CORs - 2010 to 2023



Source: Alberta Labour and Immigration – Data to August 10, 2023

Classification: Protected A

CORs by Certifying Partner

Certifying Partners	Number of COR/SECORs	Percentage of COR/SECORs
Alberta Association for Safety Partnerships (AASP)	2,526	26.0%
Alberta Construction Safety Association (ACSA)	4,343	44.6%
Alberta Food Processors Association (AFoodPA)	32	0.3%
Alberta Forest Products Association (AForestPA)	133	1.4%
Alberta Motor Transport Association (AMTA)	685	7.0%
Alberta Municipal Health & Safety Association (AMHSA)	126	1.3%
Alberta Safety Council (ASC)	200	2.1%
Continuing Care Safety Association (CCSA)	101	1.0%
Energy Safety Canada (ESC)	1,316	13.5%
Manufacturers' Health and Safety Association (MHSA)	273	2.8%
Grand Total	**9,735**	**100%**

Source: Certificate of Recognition Registry System (CORRS) – Data to August 10, 2023

Classification: Protected A

COR Holders by Type

COR Type	Number of CORs by Type	Percentage of CORs by Type
Regular Certificate of Recognition (COR)	6,581	67.60%
Small Employer Certificate of Recognition (SECOR)	3,122	32.07%
ISO/CSA Equivalency	25	0.26%
Subtotal	9,728	99.93%
Discontinued Certification Options (effective Dec. 31, 2021)		
• Medium Employer Certificate of Recognition (MECOR) *	3	0.07%
• Partnerships Audit Standard Equivalency (PASE) *	3	
• Roll-Up Audits *	1	
Total	**9,735**	**100%**

* Note: MECOR, PASE and Roll-Up participants who certified in 2021 may finish their 3-year audit cycle in 2023

Source: Certificate of Recognition Registry System (CORRS) – Data to August 10, 2023

Classification: Protected A

Workforce Covered Under COR

Year	Total Estimated Number of Workers Reported to WCB	Estimated Number of Workers Under COR	Percentage of Workforce Under COR
2019	1,944,286	798,892	41.0%
2020	1,920,271	717,912	37.4%
2021	1,806,697	731,822	40.5%
2022	1,911,798	761,797	39.9%

Source: WCB Alberta, May 2023

Classification: Protected A

COR Holder Performance

Loss ratios compare the claim costs of a group of employers to the WCB premium they pay.

- COR holders as a group, out-perform non-COR holders by the following percentages (as measured by comparing loss ratios):
  - 31.7 per cent lower in 2018
  - 33.3 per cent lower in 2019
  - 29.2 per cent lower in 2020
  - 26.5 per cent lower in 2021
  - 27.6 per cent lower in 2022

Source WCB Alberta, May 2023

Classification: Protected A

WCB PIR Refunds for COR Holders

- Total PIR Refunds issued to all COR Holders by WCB:
  - $65.9 million for 2018
  - $73.6 million for 2019
  - $69.5 million for 2020
  - $71.2 million for 2021
  - $78.7 million for 2022

- Total PIR Refunds issued to AMHSA COR Holders:
  - $3.1 million for 2018
  - $4.7 million for 2019
  - $4.4 million for 2020
  - $4.3 million for 2021
  - $5.2 million for 2022

Source WCB Alberta, May 2023

Classification: Protected A

COR Program Highlights for 2023

Classification: Protected A

Post COVID – 2023 COR Audit Plan

- COR Auditing has returned to normal – three audit techniques are again required for audits (documentation, interview and observation)
- Use of remote documentation review, on-line video interviews will continue
- Use of remote observations may be allowed, but must be authorized by the Certifying Partner in advance

Classification: Protected A

Key Changes to the COR Audit Criteria

- Allow applicable legislation (Alberta or Federal) to be used to answer legislation based questions
- Hazard assessments will be reviewed on pre-determined frequency instead of a “regular” basis
- Updated and simplified the element for Joint Health and Safety Committee/ Health and Safety Representative to align with new legislative requirements
- Reduced the number of questions on violence and harassment to simplify requirements and align with new legislative requirements
- Clarified cascade scoring requirements for questions linked to the hazard assessment element (Identification of Jobs – Tasks – Hazards)

Classification: Protected A

New Staff in Partnerships

Over the period from October 2022 to May 2023, Partnerships has added six new Partnerships Consultants to the team!

- Calgary: Amy MacDougall, Mili Correa
- Edmonton: Bowman Pringle, Katherine Foster, Randy Gauthier
- Red Deer: Don Henley

Classification: Protected A

COR Future

Classification: Protected A

COR Strategic Plan

Developed in-conjunction with the SSC and CPs and finalized December 2019

Vision: COR is a nationally recognized and harmonized health and safety program that drives improvement in health and safety performance in Canada

Outcomes:

- COR is a harmonized and nationally recognized program
- Participation in COR leads to improved OHS safety performance and fewer workplace injuries and illness
- COR is a credible, efficient and effective program
- Changes to COR will improve access and increase participation

Classification: Protected A

COR Strategic Plan Implementation

- Three industry-led COR Working groups were formed to began implementation of the COR Strategic Plan in early 2020.
  - Complexity Based and Scalable Audit (CBSA)
  - Auditor Qualifications, Training and Certification (AQTC)
  - COR Harmonization and Measurement
- The CBSA and AQTC working groups were combined in 2022 to focus on the development of the CBSA.
- The department participates on a national COR working group with the AWCBC (Association of Workers' Compensation Boards of Canada) to further COR harmonization efforts.

Classification: Protected A

New Approach for CBSA starting in 2023

- New Resources from Partnerships:
  - Jennyfer Harms (Lead), Partnerships Consultant (50% of time)
  - Arlene Ledi-Thom, Partnerships Consultant (50% of time)
  - Mili Correa, Partnerships Consultant (50% of time)
  - Katherine Foster, Partnership Consultant – project support
- Partnerships to chair the meetings going forward
- Monthly meetings – staring in June 2023

Classification: Protected A

CBSA – Planned Features

- Adopt the *Plan – Do – Check – Act* Model for the CBSA
- Keep the audit instrument and questions guidelines
- Keep interview and worksite sampling tables
- Keep three validation techniques – documentation, interview and observation
- Keep audit scoring – the method is under development
- Keep the CBSA accessible to internal and peer auditors
- More communication from Partnerships and CPs
  - CBSA Info Sheet being finalized

Classification: Protected A

CBSA Timeline

- Phase One – to March 2024
  - Update TOR, Project Plan and Communication Plan
  - Develop the CBSA Audit Standard and Prototype
- Phase Two – April 2024 to July 2025
  - CPs to lead member engagement with employers and auditors regarding adding industry content and the plan for small employers
  - Testing, limited pilot, evaluation and approval
  - Develop Partnerships Standards for CBSA
- Phase Three – August 2025 to 2026
  - Implementation Plan
  - CPs to develop employer and auditor training and electronic audit instrument
  - CPs to deliver training then gradual roll-out of the CBSA audit

Classification: Protected A

Growing the COR Program – New Employer Initiative

Classification: Protected A

COR Program Promotion

- Newly Registered WCB Employers
  - Reaching out to an average of over 1000 per month by e-mail
  - Partnerships Consultants to conduct individual visits starting in the fall 2023
- Attend Events
  - Annual Health and Safety Conference
  - CP Events – AGMs, Member Events, Conferences
  - Industry Events
- Partner with Employment Standards and Workforce Strategies to draw a wider audience

Classification: Protected A

2022-2023 OSAR Summary

Classification: Protected A

OSAR Summary for AMHSA

- Allocation of OSARs for the 2022-2023 year were determined based on the percentage of CORs held by each Certifying Partner (as of April 1, 2022).
- There was a target of 75 OSARs for the fiscal year, with 2 of the 75 being sampled for AMHSA.
- One representative audit and one directed audit were sampled and an OSAR was completed on the directed OSAR (the other OSAR was cancelled due to the employer not having all of the documentation available electronically for an off-site review).
- The OSAR included follow-up around “Audit Findings not Verified” for OHS Policy, Formal Hazard Assessments, Competency and Inspections.
- The auditor had been used by this employer for all audits over the last 6 years.

Classification: Protected A

OSAR Summary Overall

- The percentage of OSARs requiring follow-up (63%) nearly doubled from the last two OSAR years (32% in 20/21 and 21/22)
  - The April 28, 2022 approval and roll out of the newly revised Partnerships Standard "1.15 Auditor Notes" may have resulted in this increase as auditors and Certifying Partners acquainted themselves with the new note requirements. OSA Reviews were conducted with a focus on auditor notes to ensure that they:
    - Reflected that the audit question guidelines were followed
    - Were consistent with the notes and score awarded
    - Indicated what specific documentation was reviewed
    - Included reference to specific examples and details
    - Included quantification (i.e. 14/15) to support the note
- "Top 3 Areas of Audit Findings Not Verified" continue to be the same over the last few years. They include:
  - Formal Hazard Assessments
  - Qualifications
  - Workplace Violence/Harassment Review

OHS Prevention Initiative OHS Resource Portal

Classification: Protected A

OHS Prevention Initiative - Background

- Clarify the priorities of the OHS system based on evidence and consultation
  - Using best practices
  - Forging and maintaining strong partnerships
  - Developing positive health and safety culture
- Raise awareness of disease and injury areas where workers are most affected and/or have the greatest risk;
- Provide updates on actions to address priorities;
- Evaluate the efficacy of the system, and
- Prioritize cooperation between all levels of the OHS system to work collaboratively.

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OHS System Priorities

Priority diseases and injuries:

- Musculoskeletal disorders due to repetitive use, overexertion and heavy lifting
- Slips, trips and falls
- Psychosocial hazards (including workplace violence and harassment)

Resources are available at:

https://ohs-pubstore.labour.alberta.ca/prevention-initiative

Classification: Protected A

OHS Resource Portal

- Best practices and tool kits
- Bulletins and fact sheets
- Posters, postcards and infographics
- Webinars and e-newsletter

  https://ohs-pubstore.labour.alberta.ca/

Classification: Protected A

Questions?

amy.a.macdougall@gov.ab.ca

Classification: Protected A

COFFEE BREAK

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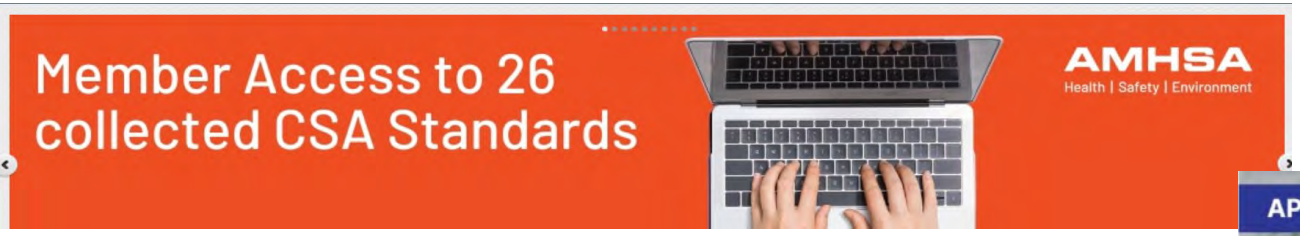

AMHSA COR Auditing

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AMHSA Auditing Update

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2023 AUDITING

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

AMHSA Auditing Update

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2023 DEADLINES

- **November 30**: deliverables submission for COR Maintenance Action Plans
- **December 1**: audit submission for COR Maintenance and COR Certification
- Need an extension? Email audits@amhsa.net prior to deadline

AMHSA Auditing Update

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2023 TIMELINES – Quality Assurance

- **COR Certification:** 2 weeks
- **COR Maintenance:** 4 weeks
- **Auditor Qualification:** 5 weeks
- **Revisions:** 2-3 days.
  - *Remember 90-day deadline overall regardless of number of rounds of revisions are required*

Complexity-Based Scalable Audit

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HISTORY

- 2018 Evaluation of COR program
- Need for modernization
- CBSA working group established in 2020
- Create a new audit instrument to eventually replace COR and SECOR tools
- Led by Partnerships, representatives from the CPs

Complexity-Based Scalable Audit

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To date, the working group is on track to develop a CBSA prototype by **March 2024**. The prototype will be tested and evaluated to ensure the recommendations of the COR program evaluation are met.

When the prototype is ready, the CPs will engage with their members, COR/SECOR holders, and auditors to gather **industry input** into the CBSA's final design.

CBSA Quick Facts

- ✓ Improves effectiveness and efficiency of the audit process.
- ✓ Adopts a *Plan-Do-Check-Act* model in the audit instrument.
- ✓ Incorporates employer complexity and scalability into the audit instrument.
- ✓ Incorporates industry specific content into the audit instrument.
- ✓ Incorporate industry specific content to the audit instrument.
- ✓ Design the audit to work for small employers and owner operators.
- ✓ Reinforce the integrity and credibility of the COR program.
- ✓ Forms the basis for enhanced COR development.

The CBSA working group recognizes the unique needs of small employers and owner operators. These will be carefully considered into the design of the CBSA.

The CBSA Working Group (WG) Road Map

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To Date

- WG Terms of Reference (TOR)
- Project Plan
- CBSA Journey Map
- SWOT analysis
- Complexity Calculator
- Phase One Communications Strategy
- Comparisons between PIR Audit criteria, ISO 45001, WSBC Draft Audit Standard, IHSA 2020 and the National OHS Management System for Manufacturing

2023 - 2024

- CBSA Content Criteria
- Audit Scoring
- CBSA Questions & Validation Techniques
- CBSA Sampling Tables
- Complexity Calculator Processes

2024

- CBSA Instrument Prototype
- Phase Two Communications Strategy

2024 - 2025

- CBSA Prototype Testing & Evaluation (stage 1)
- CP Member, SECOR holders and Auditor Engagement Sessions
- Prototype Testing and Evaluation (stage 2)
- CBSA Pilot
- Update and Approve the CBSA for COR Use
- PIR Standards, Processes and Appendices

2026

- Transition Plan
- Developing Auditor and Employer Training
- CP-led Electronic CBSA Instrument
- Delivering Auditor and Employer Training

Complexity-Based Scalable Audit

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WHAT'S NEXT?

- Information sheet communication via Auditor Update (including FAQs) – October 2023
- Prototype March 2024
- COR-holder and auditor engagement May – July 2024
- Ultimate goal: launch 2026 (training, transition to new tool)

Upcoming Training

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Health and Safety Management Systems
October 4-5

Health and Safety Auditing
October 17-18 (FULL)

audits@amhsa.net to register!

ISO 45001:2018
Requirements: October 11-12 (FULL)
Internal Auditor: October 25
Lead Auditor: October 26

Shannon@amhsa.net to register!

AMHSA Auditing Update

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COMMUNICATIONS

Auditor Update Email: July 2023, October 2023

Questions or need support while auditing?

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

AMHSA Updates

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Welcome Sunny!

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Sundeep (Sunny) Singh Kakar

AMHSA Director of Corporate Services

Sunny has over 16-years of progressive management experience providing governance, risk, and compliance oversight services in the financial services and public sector.

Sunny has had the privilege to manage and lead teams at some of the largest organizations in Alberta including, Alberta Investment Management Corporation (AIMCo), Price Waterhouse Coopers (PwC), and the University of Alberta (U of A) among other well established public sector institutions. Sunny has consulting and project management expertise and a strong internal controls and reporting background. Sunny is a Certified Internal Auditor, Canadian Risk Manager (CRM), and holds a Certification in Risk Management Assurance.

AMHSA Updates

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- First Responder Mental Health Grants
- WCB Cognitive-Psychosocial Job Demands Analysis Pilot
- Municipal Compliance Snapshot
- Data Management Journey
- Strategic Partnerships
- CSA Association
- PHS eLearning Certificates
- Temporary Traffic Accommodation Training
- SPARK
- Pacific Coast University
- Aquatic H&S Awareness Campaign

The Working Mind First Responder Grant

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Expanded Eligibility....

- 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.

  - Fire Services
  - Emergency Health Care Workers
  - Law Enforcement
  - Paramedical Sector
  - Indigenous First Responders
  - Family Members

Grant Cycle Comparison

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Grant Cycle Comparison

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Grant Cycle Comparison

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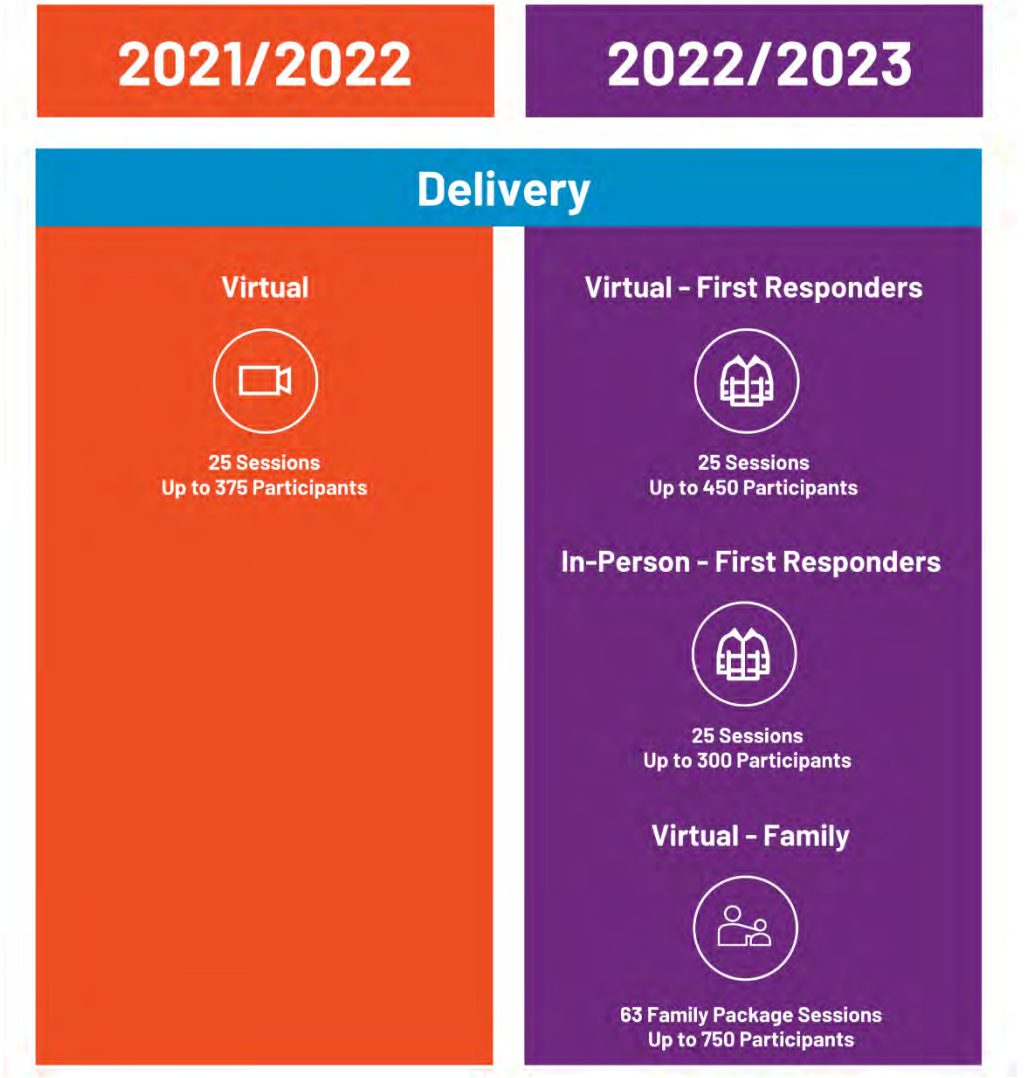

The Working Mind First Responder

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- October 11 (6-9 pm) and October 13 (6-10 pm) - Virtual Delivery - Law Enforcement
- October 17 (6-9 pm) and October 18 (6-10 pm) – Virtual Delivery - Fire
- October 31 (6-9 pm) and November 1 (6-10 pm) – Virtual Delivery - Paramedics
- November 14 (6-9 pm) and November 15 (6-10 pm) – Virtual Delivery - Emergency Health Care Workers
- November 16 (6-9 pm) – Virtual Delivery – Family Members
- November 22 (6-9 pm) and November 23 (6-10 pm) - Virtual Delivery – all disciplines

Email safety@amhsa.net to register!

Cognitive-Psychosocial Job Demands Analysis

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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)

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.

Cognitive-Psychosocial JDA

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Resources

- Cognitive-Psychosocial JDA - Fillable PDF

- Cognitive-Psychosocial JDA – Sample PDF

wcb Workers' Compensation Board – Alberta
P.O. BOX 2415
EDMONTON, AB T5J 2S6
FAX: 780-427-5863
1-800-661-1993

C1447
Cognitive-Psychosocial Job Demand Analysis

Employer

		Claim Number: 123-4567
Worker's Surname: Mann	First Name: Otto	Initial:
Job Title: Transit Operator	Hours per shift: 7.5 - 9 hours/shift	Shifts per week/shift rotation: 35 hours/week
Company Name: City of Champions		Completed by: Joe Quimbey
Employer Contact: Joe Quimbey		Phone Number: 780-555-5555

Tasks	Date of Accident Job Demand Intensity	Date of Accident Job Demand Frequency	Comments (brief description of job tasks)
Short term memory and recall The ability to recall and retrieve, on demand, information that has been previously learned.	☐ **Not Required** ☐ **Low Demand –** Minimal need to remember and recall information that is applied to work tasks and/or there are clear processes/instructions available to carry out work tasks. ☑ **Moderate Demand** – Recall information that is harder to remember because it is not often used or there are time constraints within which to recall the information. ☐ **High Demand** – Recall many different pieces of detailed information and/or sequences which may have to be recalled in demanding situations (e.g. tight timeline pressures or being out of control).	☐ Not Required ☐ Rare ☐ Occasional ☑ Frequent ☐ Constant ☐ Not Daily	-Recalling route information -Bus schedules -Timing points -Pre/post inspection protocol
Attention to Detail The ability to perform work tasks that require significant attention or understanding.	☐ **Not Required** ☐ **Low Demand –** Minimal attention or concentration is required and this is not at an intense level. Errors made would not create serious difficulty. ☐ **Moderate Demand** – Significant attention or concentration is required for many tasks. Errors made would not impact safety of others. ☑ **High Demand** – Intense level of attention or concentration is required. Errors made would have detrimental consequences (e.g. safety of others).	☐ Not Required ☐ Rare ☐ Occasional ☐ Frequent ☑ Constant ☐ Not Daily	-Safe driving and operation of the bus -Awareness of road conditions and navigating traffic
Completing multiple tasks The ability to perform and/or monitor more than one task or function at a time, and identify when tasks or functions require attention.	☐ **Not Required** ☐ **Low Demand –** Completion of one task at a time with few interruptions until completion or until further direction from a supervisor. ☑ **Moderate Demand –** Completion of multiple tasks at a time with need to exercise some time management and judgement to determine priorities. ☐ **High Demand –** Completion of multiple, concurrent tasks with need to exercise a high degree of time management and judgement to determine when to attend to each task.	☐ Not Required ☐ Rare ☐ Occasional ☑ Frequent ☐ Constant ☐ Not Daily	-Driving -Radio and ipad communication -Taking payments -Issuing transfers -Some responsibility for completing multiple tasks but clear guidance or cues about when to perform each task

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 (N/R)	0%	0	0	0
Rare	1 - 5%	1 to 12 minutes	< 25 minutes per day	1 to 36 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

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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Municipal Compliance Snapshot

(Jan 1, 2023 to Aug 15, 2023)

Inspections & Re-Inspections Conducted			
WCB Industry Code	Inspection	Re-inspection	Total (All)
95100 Villages	0	1	1
95101 Towns	19	19	38
95103 Municipal District	11	2	13
95104 City	101	19	120
Total (All)	131	41	172

Orders Issued to Villages, Towns, Municipal Districts, and Cities			
WCB Industry Code	Order	Stop Work Order	Total (All)
95100 Villages	0	0	0
95101 Towns	27	1	28
95103 Municipal District	6	0	6
95104 City	32	1	33
Total (All)	65	2	67

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95100 Villages			
Legislation	Order	Stop Work Order	Total (All)
Total (All)	0	0	0

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 20223 to Aug 15, 2023)

WCB Industry Code - 95101 Towns (Table 1)			
Legislation	**Order**	**Stop Work**	**Total (All)**
Act 14 Health & Safety Committees, Representatives and Programs-HSR	1		1
Act 3 General Obligations-Obligations of Employers	1		1
Code 11 179 First Aid-Location of first aid	1		1
Code 13 197 Joint Health & Safety Committees & HSR-Terms of Reference	1		1
Code 13 199.1 Joint Health & Safety Committees & HSR-Terms of Reference - Posting names of committee members or health & safety representatives	1		1
Code 15 212 Managing the Control of Hazardous Energy-Isolation re machinery, equipment or powered mobile equipment	1		1
Code 18 245 PPE - Respiratory Protective Equipment - Code of Practice	1		1
Code 18 250 PPE - Respiratory Protective Equipment - Effective Facial Seal	1		1
Code 19 256 Powered Mobile Equipment-Operator Responsibilities	3		3
Code 19 260 Powered Mobile Equipment-Inspection & Maintenance	1		1
Orders 1 to 10 - Continued on Table 2	**12**	**0**	**12**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95101 Towns (Table 2)			
Legislation	**Order**	**Stop Work**	**Total (All)**
Code 2 7 Hazard Assessment, Elimination and Control-Hazard Assessment	4		4
Code 27 390.1 Violence and Harassment-Violence prevention policy	1		1
Code 27 390.5 Violence and Harassment-Harassment prevention policy	1		1
Code 27 390.6 Violence & Harassment-Harassment prevention procedures	1		1
Code 27 390.7 Violence and Harassment-Review of plans	1		1
Code 27 391 Violence and Harassment-Training of workers	1		1
Code 27 391.1 Violence & Harassment-Investigation & reporting of incidents	1		1
Code 29 397 WHMIS - Training	1		1
Code 29 406 WHMIS - Information current	1		1
Code 29 407 WHMIS - Availability of safety data sheet	1		1
Orders 11 to 20 - Continued on Table 3	**13**	**0**	**13**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95101 Towns (Table 3)			
Legislation	**Order**	**Stop Work**	**Total (All)**
Code 3 12 Specifications and Certifications-Following specifications	1		1
Code 7 115 Emergency Preparedness & Response-Emergency Response Plan	1		1
Code 17 225 Overhead Power Lines-Safe limit of approach distances		1	1
Orders 21 to 23 - Continued on Table 4	**2**	**1**	**3**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15 2023)

WCB Industry Code - 95101 Towns (Table 4)			
Legislation	**Order**	**Stop Work**	**Total (All)**
Orders 1 to 10 (Table 1) Subtotal	12		12
Orders 11 to 20 (Table 2) Subtotal	13		13
Orders 21 to 23 (Table 3) Subtotal	2	1	3
Total (All)	27	1	28

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95102 Municipal Districts			
Legislation	**Order**	**Stop Work**	**Total (All)**
Act 14 Health and Safety Committees, Representatives and Programs - HSR	1		1
Act 33 Compliance and Enforcement-Serious injuries, illnesses, incidents and worker exposure to radiation	1		1
Code 2 7 Hazard Assessment, Elimination and Control-Hazard Assessment	2		2
Code 27 390.1 Violence and Harassment-Violence prevention policy	1		1
Code 29 400 WHMIS - Decanted products	1		1
Total (All)	**6**	**0**	**6**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95104 Cities (Table 1)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Act 10 General Obligations-Obligations of prime contractors	1		1
Act 3 General Obligations-Obligations of employers	1		1
Act 33 Compliance & Enforcement-Serious injuries, illnesses, incidents & worker exposure to radiation	2		2
Code 12 185 General Safety Precautions - Housekeeping	1		1
Code 13 197 Joint Health and Safety Committees and Health and Safety Representatives-Terms of reference	2		2
Code 13 198 Joint Health & Safety Committees & HSR - Special meetings of committees	1		1
Code 14 210 Lifting & Handling Loads - Manual Handling Hazards	1		1
Code 14 211.1 Lifting & Handling Loads - Training to Prevent MSI	1		1
Code 16 221 Noise-Noise management program	1		1
Code 18 245 PPE - Respiratory Protective Equipment - Code of Practice	2		2
Orders 1 to 10 - Continued on Table 2	**13**	**0**	**13**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95104 Cities (Table 2)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Code 18 250 PPE - RPE - Effective Facial Seal	1		1
Code 19 258 Powered Mobile Equipment - Dangerous Movement	1		1
Code 2 7 Hazard Assessment, Elim & Control-Hazard Assessment	6		6
Code 2 8 Hazard Assessment, Elim & Control-Worker Participation	1		1
Code 22 310 Safeguards-Safeguards	2		2
Code 24 361 Toilets and Washing Facilities - Condition of Facilities	1		1
Code 27 391 Violence and Harassment - Training of workers	1		1
Code 29 407 WHMIS - Availability of safety data sheet"	1		1
Code 3 12 Specifications & Certifications - Following specifications	1		1
Code 4 21 Chemical/Biological Hazards & Harmful Substances - Potential worker exposure	2		2
Orders 11 to 20 - Continued on Table 3	**17**	**0**	**17**

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15, 2023)

WCB Industry Code - 95104 Cities (Table 3)			
Legislation	**Order**	**Stop Work**	**Grand Total**
Code 4 25 Chemical Hazards, Biological Hazards & Harmful Substances - General Requirements - Prohibited Activities	1		1
Code 12 189 General Safety Precautions - Securing Equipment & Materials		1	1
Orders 21 to 22 - Continued on Table 4	1	1	2

* Data generated by Alberta OHS Surveillance Program

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Orders Issued Snapshot

(Jan 1, 2023 to Aug 15 2023)

WCB Industry Code - 95104 Cities (Table 4)			
Legislation	**Order**	**Stop Work**	**Total (All)**
Orders 1 to 10 (Table 1) Subtotal	13		13
Orders 11 to 20 (Table 2) Subtotal	17		17
Orders 21 to 22(Table 3) Subtotal	1	1	2
Total (All)	31	1	32

* Data generated by Alberta OHS Surveillance Program

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V A L U E

Data Informed Decision Making

- Data analytics strategy – continuous improvement
- PSI data access
- Product, service, program integration

Data Management Current State - Strengths

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V A L U E

AMHSA is 1 of 3 Health & Safety Associations (HSA) holistically reviewing data

- Only HSA using compliance, occupational disease, and non-standard WCB data
- Data informed decision making supports fiduciary responsibility
- Analysis has created evidence-based injury/illness prevention programs:
  - ✓ Musculoskeletal Injury (MSI)
  - ✓ Psychological (PHS Certificates, SPARK)
  - ✓ Line of Fire (1 of 2 HSA with a LoF program)
  - ✓ Slips/Trips/Fall – Winter Ready

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V A L U E

Current Datasets Analyzed

- CORRS
- WCB-Alberta Iron Key
- OHS Compliance
- Potentially Serious Incident (PSI) – General Only
- Participant training evaluations
- Training metrics

2024-2026 Future Data Analytics Strategy

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V A L U E

- Integrate 2023 data analytics project insights to improve products/services
- Request BoD approval to participate in GoA HSA Information Sharing Agreement
- Validate established data security and protection protocols
- Implement Business Intelligence (BI) tools
- Establish and maintain internal data analytics competencies
- Report
- Audit for effectiveness

Product and Service Value Generation

- My Workplace Health
- Ember Experience
- Pacific Coast University
- Mental Health Commission of Canada
- Ergonomics Wellness Innovation (EWI)
- RED The Agency
- Northern Alberta Institute of Technology
- CSA Group
- BIS Safety Software
- University of New Brunswick
- Devco

OnDemand Access to CSA Standards

AMHSA Members Only

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CSA GROUP

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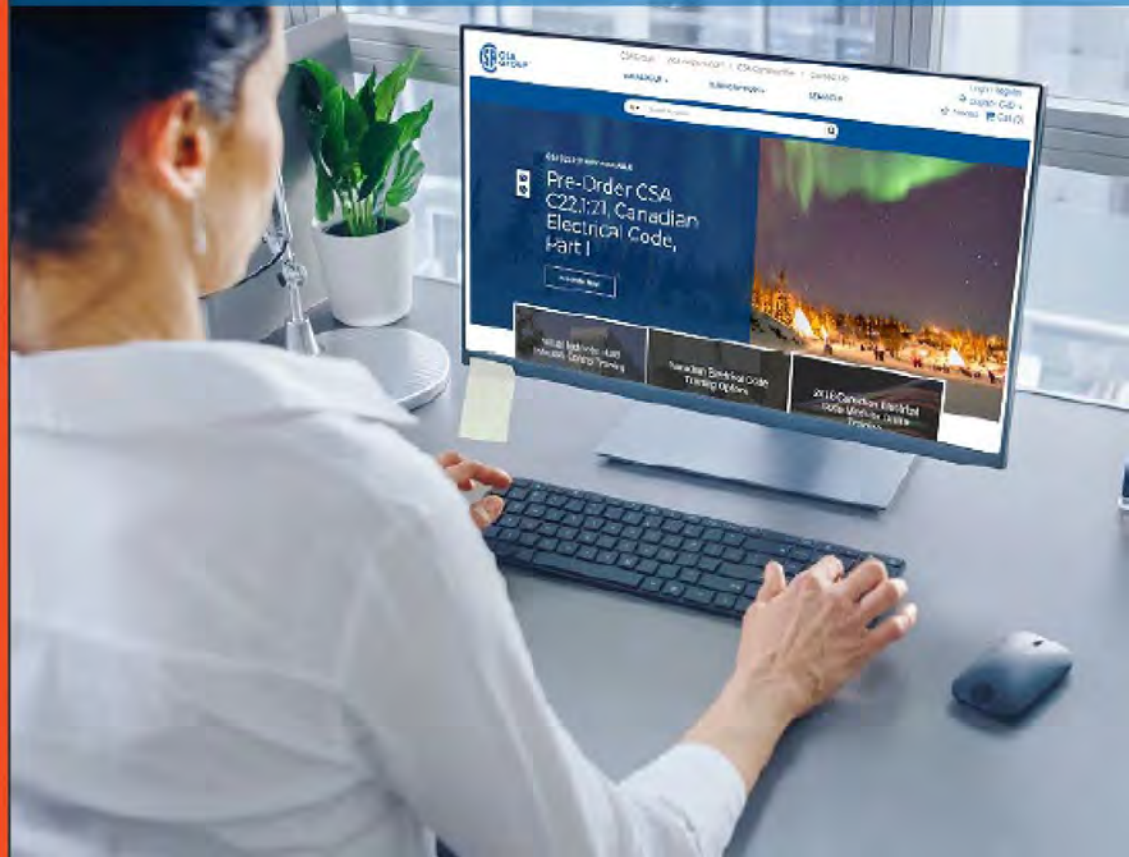
CSA OnDemand™ Subscription View Access

AMHSA Member Quick User Guide



OnDemand Access to CSA Standards

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V A L U E

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.

OnDemand Access to CSA Standards

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V A L U E

- 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)

CSA Association Discounts

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VALUE

- 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

OnDemand Access to CSA Standards - Guides

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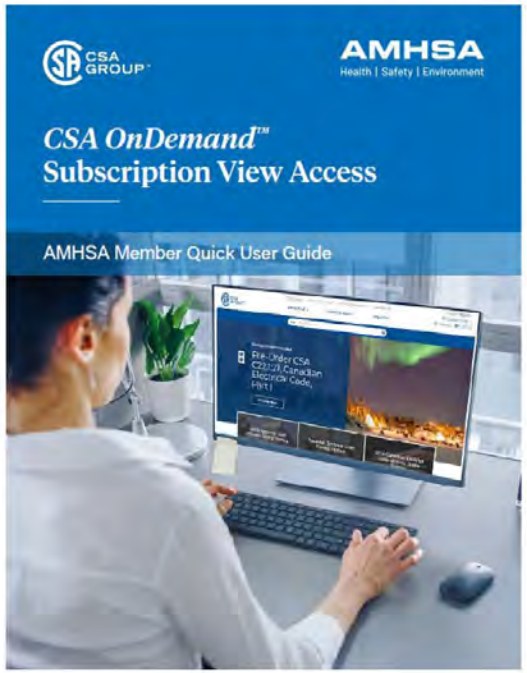
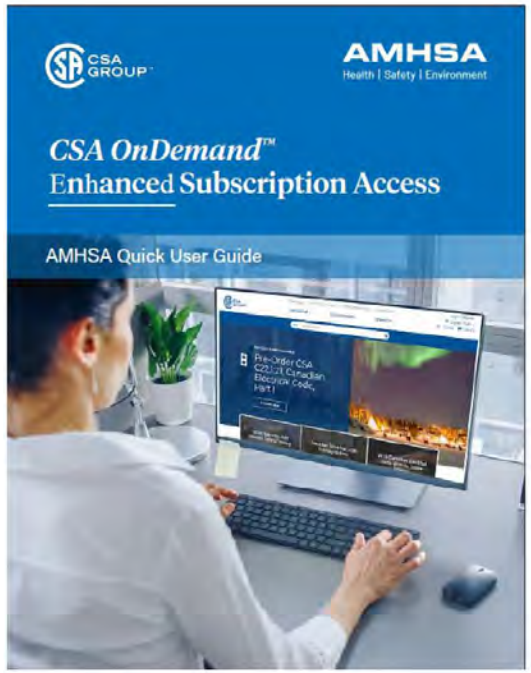
V A L U E

- 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



Contacts

AMHSA
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- **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

PHS eLearning Certificate(s) - Leadership

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Leaders Certificate – 5 Courses

- Psychological Health and Safety Management
- Be a Psychologically Safe Leader
- Enhance Your Emotional Intelligence and Resilience
- Managing Mental Health Issues in Your Workplace
- Creating a Civil and Respectful Workplace

PHS eLearning Certificate(s) - Worker

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Workers Certificate – 4 Courses

- Staying Mentally Healthy & Resilient
- Civility and Respect in Communication and Conflict
- Common Mental Health Issues
- Finding Work-Life Harmony

Member Advocacy / Representation

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V A L U E

- COR Working Group – Industry Consultation
- WCB-Alberta - Policy Consultation Advisory Group (PCAG)
- ITF Association – Psychological Injury Working Group (PIWG)
- Conference Board of Canada – Council for Safe Workplaces (CSW)
- GoA - Injury Prevention Working Groups

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Temporary Traffic Accommodation

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

SPARK
Supporting Psychologically Safe Workplaces
Powered By:
EMBER EXPERIENCE
Alberta Municipal Health and Safety Association
AMHSA
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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 participants of the PHS Impact group to reflect the changing operational needs of member

SPARK
Supporting Psychologically Safe Spaces

SPARK was designed to meet the needs of municipalities

Pacific Coast University – Disability Training

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In partnership with the Pacific Coast University for Workplace Health Sciences, AMHSA is offering several 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:

PACIFIC COAST UNIVERSITY
FOR WORKPLACE HEALTH SCIENCES

- Certified Disability Management Professional (CDMP) and
- Certified Return to Work Coordinator (CRTWC)

Disability Training – Upcoming Training

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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

PACIFIC COAST UNIVERSITY
FOR WORKPLACE HEALTH SCIENCES

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Aquatic Health & Safety Awareness Campaign

Aquatic Health and Safety Awareness Campaign targeted at municipal interested parties, including but no limited to: vulnerable workers, municipal supervisors, pool maintenance contractors, and certified Aquatic Safety Operators.

Components in its Awareness Campaign:

- Fall prevention and hazard awareness
- OHS supervisory responsibilities and worker rights
- Aquatic health and safety resource toolkit

LUNCH BREAK

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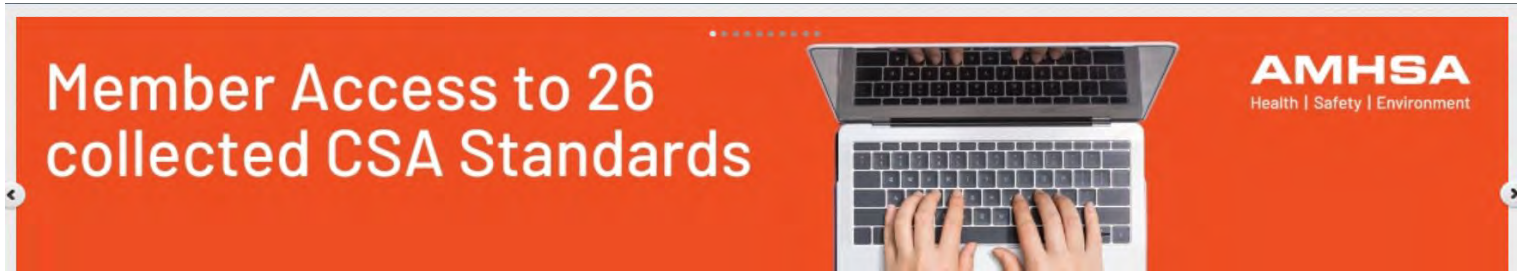
V A L U E



Roundtable

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V A L U E

MEMBER REPORT FORM

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

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

Potential changes:

- Leading Indicators
- Other?

Member Roundtable

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Next Meeting

Date: April 16, 2024
Format: Hybrid, joint

New name?

Host:
H&S Moment Volunteers:
Guest speakers

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amhsa.net 1-800-267-9764

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Edmonton:
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#176, 2755 Broadmoor Blvd.
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Phone: 780.417.3900