A Way of Work. A Way of Life —
That is Safety to Marco

The Marco Group of Companies is one of Atlantic Canada’s most experienced and rapidly growing construction companies, involved in the commercial, retail, entertainment and light industrial sectors as Construction Managers and General Contractors. With over 30 years of experience, Marco is an innovative leader in its field. The company has built its reputation on technical expertise and quality construction with a strong foundation in safety.

Marco operates throughout Atlantic Canada in offices located in Dartmouth, NS and St. John’s, NL. With over 70 qualified management staff, Marco is the largest locally-based general contractor in the region. In the last five years, Marco has completed over 80 projects in communities where they live and work. Marco is committed to Safety, being one of the first Certificate of Recognition (COR) certified construction firms in the region. In addition to the COR Program of the NSCSA, Marco has a Safety Department with 4 full time safety coordinators who oversee the company safety and training policies and administration. Throughout all four Atlantic Provinces, the Company’s Safety Program goes beyond minimum standards to ensure the highest level of health and safety in the region.

Taking an innovative and progressive approach, Marco has also included Employee Wellness as part of the Health and Safety Program – enrolling each employee in a Wellness Safety Program with Definitions Fitness Company. This proactive approach has been instrumental in employee health, reducing lost time incidents and increasing wellness and morale. Marco actively promotes the safety culture within Nova Scotia and has an annual Safety Award that it gives to an outstanding employee who shares this vision.

In 2012, Marco Superintendent Keith Robinson was awarded a Mainstay Individual Safety Champion award for his exceptional contribution to health and safety in the workplace. As a true leader and innovator in the safety field, Robinson is a champion of the Marco Safety Program. He has been an integral player in developing safe work practices and procedures.

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Practice Incentive Rebate Pilot Program (2013/2014)
The Nova Scotia Construction Safety Association (NSCSA) is pleased to announce the new Practice Incentive Rebate Pilot Program. Construction companies who achieve the NSCSA Certificate of Recognition prior to December 31, 2013 will receive a WCB rebate in 2014. The amount of the rebate varies by the size of firm and the amount of premiums paid in 2013. The anticipated rebates are shown in the table below:

<table>
<thead>
<tr>
<th>Rebate Rate Categories</th>
<th>Rebate Rate</th>
</tr>
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<tbody>
<tr>
<td>Category 1</td>
<td>10%</td>
</tr>
<tr>
<td>* WCB Premiums &lt;$5,000</td>
<td>Rebate</td>
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<tr>
<td>Category 2</td>
<td>$500</td>
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<tr>
<td>*$5,000.01 to $9,999.99</td>
<td>Rebate</td>
</tr>
<tr>
<td>Category 3</td>
<td>5%</td>
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<tr>
<td>* WCB Premiums &gt;$10,000</td>
<td>Rebate</td>
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If you have any questions or would like to know more, please contact the NSCSA’s Research and Communications Department at (902) 468-6696, ext. 18 or email us at nscsa@nscsa.org.

Winston Churchill once said “Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen.”

Communication comes in three main forms; verbal, written and actions. Verbal communication is most common but just because something is said does not mean it was heard. This can be important when it comes to safety.

Management must ensure that all workers are aware of their responsibilities and rights, and have a clear understanding of safety policies. With this understanding, employees may be less schedule driven to get a specific task completed and can step back and look for hazards. The best way to achieve this is to have the Executives of a company state this belief in a presentation to all the workers. Now, I say belief because the Executives truly need to believe that the safety of their workers is paramount to everything else. However, the workers need to understand that the company is in business to make money, and there is no reason the two can’t go hand in hand.

I dislike the term “Safety is #1”. In reality, Safe Business is #1. This is the message that companies should be sharing with their workers. We need to be successful and get the project completed and we need to do it safely. We will never risk injury for the sake of schedule or profit. I don’t see any reason why either party would disagree with this logic. Be successful and create job security, the more successful and safer a company is, the longer it will be around. Be safe and go home at the end of the day. The healthier a company’s workforce is, the more successful they will be, and the less money they will pay for associated costs of an injury. The biggest value of all is the better quality of family life the worker will have. It’s a win-win for everybody.

Written communications could be a memo from management about the importance of safety, but I think that’s better delivered in person. Documentation accompanied by verbal communication, such as orientation forms, hazard assessment forms, tool box reports, safety committee meeting reports and even disciplinary documentation (like a non-compliance letter) are all parts of a successful safety program. All of these forms are a means in which to share
New Workplace Safety Strategy
On March 20, 2013, Nova Scotia’s new strategy to improve workplace safety was released. The new five-year workplace safety strategy, led by the Workers’ Compensation Board and Nova Scotia Labour and Advanced Education, aims to keep every Nova Scotian safe on the job. The new strategy was a collaborative exercise. Under the direction of the strategy, workers, employers, industry, and labour leaders will work collaboratively with government and the WCB to make Nova Scotia the safest place to work in the country. If you would like to know more about the strategy, please contact the NSCSA’s Research and Communications Department at (902) 468-6696, ext. 18 or email us at nscsa@nscsa.org.

Clearly Communicating continued...
knowledge and encourage participation. A good orientation form will answer all the appropriate questions and ensure that the recipients are aware of what is expected of them, what their rights are, what to do in an emergency, what personal protective equipment is required and what hazards may be present. In return the company should also have many important questions answered during this process, such as; what training the worker may have, who to contact in an emergency and a general understanding of workers’ competency. Tool box or Safety talks and Safety committee meetings allow for open discussions about changing conditions on a project that may introduce new hazards. A safety meeting is also a great place to discuss any incidents or near misses that may have happened.

It’s important to stay focused during a safety meeting. To do so, be sure to have safety meeting minute forms with an agenda laid out. Be sure to discuss the date and time of the next meeting to allow participants to plan ahead. The safety talk should take place between safety committee members and their respective trade workers and should be a recap of safety meetings or a discussion on a safety topic. The purpose of safety committee members is to ensure information is shared with all workers. Disciplinary documentation is a means of communication as well. This type of notice; whether it’s a non-compliance notice or area of improvement notice, it should never be used just as a means of documenting a workers non-compliance. This is the perfect opportunity to reinforce the company’s belief in a safety culture.

Last but not least, actions are a means of communication. There is no greater truth than “Actions speak louder than words”. Owners, Managers, Supervisors, Foremen and Coworkers can talk at length about the importance of safety and how rules must be followed to prevent families from suffering the loss of a loved one, but if they themselves choose not to lead by example and follow every rule, every day, the safety culture that all of your communication has created will be meaningless. Safety leadership starts at the top and we are our brothers and sisters keepers. By communicating with workers, sharing our knowledge, educating and listening to each other, we, as an industry can create a working culture in which every person’s first thought is safety.

THE WORKPLACE SAFETY AND INSURANCE SYSTEM ANNUAL GENERAL MEETING
The Workplace Safety and Insurance System (WSIS) Annual General Meeting is slated for Tuesday, May 14, 2013 at 10 a.m. till noon at the Best Western Plus Dartmouth Hotel located at 15 Spectacle Lake Drive in the Burnside Industrial Park.

The WSIS AGM brings together representatives from the Workers’ Compensation Board, Workers’ Advisers Program, Workers’ Compensation Appeals Tribunal and the Occupational Health and Safety Division of the Department of Labour and Advanced Education to report on yearly activities and to demonstrate accountability to stakeholders.

If you have any questions or would like to know more, please contact the NSCSA’s Research and Communications Department at (902) 468-6698, ext.13 or email us at nscsa@nscsa.org.
How is safety managed in your workplace?

The term “safety culture” is used often in the construction industry—but how does an organization develop a safety culture? A company-wide shift toward safety doesn’t happen overnight, but placing value on safety is good for business and employees.

A Safety culture is the way in which safety is managed in the workplace and reflects the attitudes, beliefs, perceptions and values that employees share in relation to safety.

What makes a safety culture?

Attitudes- Make safety a business initiative. Look at whether employees see safety procedures as slowing down productivity, or as an efficient way to get a job done correctly and safely. Operating safely costs a lot less than the expenses that accompany loss time incidents. A safety culture contributes to a healthy bottom line.

Beliefs- Examine how people within your organization feel about safety. To establish a safety culture, they must understand that they are responsible for their own safety, as well as that of others.

Perceptions- Establish safety policies and ensure that they are understood by all employees, at all levels of the organization.

Values- Place the same value on an employee’s health and safety as you would on your own. Build trust within your organization that allows employees to feel open to express concerns about health and safety hazards.

An organizational culture develops over time, and cannot be created instantly. A culture that places value and importance on safety develops as a result of training, leadership and mutual trust. A safety culture will contribute to making your business a success!

WCB Safety Certified Program
Recently you may have received information regarding the new WCB Safety Certified program. The WCB has embraced the NSCSA Certificate of Recognition (COR) as the best practice for all industry in Nova Scotia and is using COR as a model to promote safety certification. The elements contained in the WCB standard are exactly the same as the elements of the NSCSA COR (excluding those specific to construction safety). NSCSA COR remains the industry standard for construction safety in Nova Scotia and is recognized nationally through our reciprocity agreement with the Canadian Federation of Construction Safety Associations (CFCSA). If you have any questions or concerns, please contact the NSCSA’s COR department at (902) 468-6696, ext. 35 or email us at nscsa@nscsa.org.

National Day of Mourning
The National Day of Mourning, held annually on April 28, is a day to remember those who were killed in the course of their work.

In addition to remembering those who have died, the day is also a call to action to strengthen the resolve to establish safe conditions in the workplace for all. CCOHS informs the NSCSA that the day was officially recognized by the federal government in 1991, eight years after the day of remembrance was launched by the Canadian Labour Congress. The Day of Mourning has since spread to about 80 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade. Lest we forget.

North American Occupational Health and Safety Week
The North American Occupational Safety and Health (NAOHS) Week will be observed from May 5-11 in 2013. NAOHS week is a continent wide event spanning three countries Canada, USA and Mexico; that highlight to the public, government, and industry the importance of increasing understanding, raising awareness and reducing injuries and illness in the workplace, at home and in the community. During NAOHS Week, we recommend that you hold an event to raise awareness and build momentum for health and safety at your workplace.
New Workplace Health and Safety Regulations

In mid-March 2013, an Order in Council (OIC) was signed introducing the new Workplace Health and Safety (WHS) Regulations. The new WHS regulations will come into effect on June 12, 2013.

Together with the introduction of the new regulation the OIC also amended the Occupational Safety General Regulations and Blasting Safety Regulations to make them consistent with the new regulation and repealed: the Fall Protection and Scaffolding Regulations; the Temporary Workplace Traffic Control Regulations; and the Occupational Health Regulations. These amendments will also come into effect June 12, 2013.

This completes phase one of the provinces expected three phase modernization and amalgamation of all health and safety regulations. When all of the work is completed, there will be one document containing all of the health and safety regulations.

This means you will no longer need to have several different regulations at your workplace to cover off your regulatory requirements and workplace activities.

If you have any questions or would like to know more, please contact the NSCSA’s Research and Communications Department at (902) 468-6696, ext. 18 or email us at nscsa@nscsa.org.

From reference materials like the Occupational Health & Safety Act to Workbooks to Record books, NSCSA has a wide variety of affordable, user friendly tools to support your safety program. Call us at 902.468.6696 or toll free 1.800.971.3888 to learn more about these products.
Statistical Results

Context Indicator WCB Assessable Payroll

This graph shows WCB Assessable Payroll. It provides the context for the NSCSA's activity and is the WCB's indicator for the size of the construction industry. Since our inception in 1994, the industry has grown 165%.

Lagging Indicator Time-Lost Injury Claims

This graph shows WCB time-loss claims. It is a lagging indicator. Annual comparison of this lagging indicator allows us to monitor and track industry performance. Time-loss claims are counted when a worker has sustained an injury serious enough to miss time from work.

Strain and Sprain Claims

This table shows Strain and Sprain Claims. This table was prepared by the WCB at the NSCSA's request. Strain and Sprains are the most common injury coded at the WCB. The WCB's 2011 Annual Report pointed out that over 62% of all time-loss claims were a part of this category. Notice the upward trend.

Lagging Indicator in Industry Context

This graph shows the lagging indicator: time-loss claims in the context of our industry payroll. This table allows the NSCSA to track the number of time-loss claims recorded for every million dollar of industry-assessable payroll. The number has fallen over 78% since 1994.
Certificate of Recognition Performance

This table shows the performance of the Certificate of Recognition Program. Because of the difference in performance results, the NSCSA considers COR participation a leading indicator of safety success.

Certificate of Recognition Performance

This chart also shows the performance of the Certificate of Recognition Program for 2012. NSCSA COR certified firms experience 0.51 time-loss claims per every million dollar of payroll whereas non-participating firms recorded 0.80. If you were to project those two rates across the industry payroll, the difference would amount to over 300 time-loss injury claims. Now you know why we consider COR participation a leading indicator.

Lagging Indicator 2012 Compliance Orders

This table shows the Top 5 citations written as compliance orders against construction firms by Nova Scotia’s Labour and Advanced Education. This table provides another lagging indication of industry safety performance.
The NSCSA offers an emergency first aid course (adult CPR included) to help employers meet their obligations under Nova Scotia OH&S legislation.

The course covers exercises in bandaging, splinting & caring for an injured patient- all skills you need to respond appropriately in an emergency.

Visit nsca.org or call (902) 468.6696 to register today for a class in your region!