CONGRATULATIONS TO THE 2016 SAFETY LEGENDS!

INSIDE THIS ISSUE

COR Workshops/Sun Safety/Advisor’s Corner/AGM & Awards Ceremony/Recent Construction Safety Statistics/Safety Culture Research Project
SUN SAFETY IN CONSTRUCTION

A hot and sunny summer day may not sound hazardous, but for over 340,000 construction workers in Canada, exposure to heat and ultraviolet (UV) radiation from the sun can be deadly. The construction industry has more workers exposed to the sun than any other industry in Canada, according to CAREX Canada.

The sun can cause heat stress, skin cancer, and eye damage. Heat stress can result in heat rash, heat cramps, fainting, heat exhaustion and eventually heat stroke – the most dangerous condition. Skin cancer is the most commonly diagnosed cancer in Canada, with over 85,000 skin cancers expected to be diagnosed in 2015, according to the Canadian Cancer Society. Even if you don’t get a sunburn, UV can cause skin damage if you’re not protected. A tan or darker skin is not adequate protection!

The good news is that heat stress, skin cancer, and eye damage are preventable. Sun Safety at Work Canada is a national project that is supporting workplaces to enhance their sun safety. The project is partnering with 15 workplaces in Nova Scotia, British Columbia, and Ontario to develop sun safety programs. The second part of the project is using those experiences to develop resources and a website that will help workplaces across Canada with sun safety.

The sun is a workplace hazard and needs to be treated like one. Sun Safety at Work Canada’s Model Sun Safety Program is a comprehensive approach to integrating sun safety into your Occupational Health and Safety Program. The hierarchy of controls can be used to come up with solutions at your workplace to build off of the sun safety practices you already have in place. Below are a few suggestions.

Prevention Strategies for Solar UV & Heat Exposure at Work

**Policy:** develop and implement a sun and heat safety policy at the workplace

**Engineering:** portable shade structures, shade equipment on vehicles, UV protective films on windows, air conditioned rest areas and vehicles

**Administrative:** schedule work to minimize exposure, conduct regular risk assessments, post daily UV index, acclimatization policy, frequent water and rest breaks in high heat

**Personal Protective Equipment:** hat with wide brim and neck flap, long sleeve shirt and pants, safety glasses with UV protection, sunscreen (min SPF 30), loose and breathable fabrics

**Education:** sun and heat safety training, presentations, resources and reminders

The resources being developed by Sun Safety at Work Canada include tips for developing your sun safety policy; fact sheets on engineering, administrative controls, and personal protective equipment; and educational fact sheets, presentations, and safety talks targeted for both supervisors and workers.

To enhance sun safety in your workplace and protect construction workers from the harmful effects of the sun, visit cancercare.ns.ca/sunsafetyatwork for a few examples of resources that are available now. Watch out for the launch of the Sun Safety at Work Canada website in summer 2016. It will have all the project resources and step-by-step guidance on how to implement sun safety in your workplace.

Sun Safety at Work Canada is funded by the Canadian Partnership Against Cancer and Health Canada. Contact Sun Safety Advisor Tracy Burgess for more information: tracy.burgess@ns.cancer.ca.

**USE THESE SIX SIMPLE STEPS TO PROTECT YOURSELF**

1. Know the signs and symptoms of heat stress
2. Watch out for symptoms in yourself and others
3. Wear sunscreen, a hat, and lightweight, loose-fitting clothing
4. Drink water often - avoid drinks with alcohol and caffeine
5. Take breaks in the shade and more often on hot days
6. Know how your workplace deals with heat stress
CONSTRUCTION SAFETY NS PARTNERS WITH MUNICIPALITIES ON COR CERTIFICATION

By Glen Carabin MA, CSS

Certificate of Recognition (COR Certification) is the most accepted standard for safety certification in Atlantic Canada. It recognizes companies that have achieved a high standard of workplace safety through a number of criteria. Since 1994, over 3,000 companies have achieved COR certification through Construction Safety Nova Scotia, the only safety provider in Nova Scotia to offer a nationally accepted standard.

COR Certification is an important consideration for municipalities. By hiring COR Certified companies, municipalities are showing their willingness to have above average safety standards on their worksites. To secure public contracts, companies must be COR Certified, which is why Construction Safety is partnering with municipalities and towns across the province to deliver contractor safety workshops.

Contractor safety workshops focus on the three steps to becoming COR Certified. Complete the required training, develop and implement a safety program and evaluate the program. If the program meets Construction Safety’s standards, firms receive a COR Certificate. This certification is accepted in any province or territory with a construction safety association. They’re also eligible to bid on government contracts across the country.

Construction Safety makes its services available to members at fair and competitive prices. Any members getting COR Certified for the first time will have their first evaluation fee waived. Also, COR courses including CELT pass, owner/operator, principles of loss control, leadership for safety excellence and hazard identification and control is included in the company’s membership. Soon, Construction Safety will have all of these courses available online.

After achieving COR Certification, companies can become eligible for a rebate based on their WCB insurance premiums, which means companies will receive a cheque for getting certified. Last year through the Practice Incentive Rebate Program, 895 construction firms across Nova Scotia received a total of $1,088,601 in rebates.
Contractor safety workshops will include information on the Nova Scotia Occupational Health and Safety Act and Regulations. Contractors can also expect outlines for municipal health and safety requirements. Earlier this year Construction Safety Nova Scotia partnered with the Municipality of the District of Chester to deliver the first workshop. In June 2016 the Municipality of West Hants and the Town of Windsor did the same.

"The workshops are providing companies with the initial information on what their legislative requirements are and how to begin the process of becoming COR certified. The companies attending the workshops are able to ask questions and put a face to an OH&S advisor that's located in their area. The OH&S advisor is available for assistance and to answer questions as the companies go through the process. The response from construction companies has been positive. They are utilizing the advisors to provide them with professional advice and direction in taking the steps to achieving certification," said Occupational Health and Safety Advisor, Laura Langille, who helps facilitate the workshops.

Municipalities interested in coordinating a contractor safety workshop can contact Construction Safety Nova Scotia Innovation and Engagement Manager, Eyoab Begashaw, at 1-800-971-3888 ext. 36 or ebegashaw@constructionsafetyns.ca to arrange a meeting.

Construction Safety looks forward to hearing from you and working with companies in your community to help create and maintain healthy and safe workplaces across Nova Scotia.

"The response from construction companies has been positive. They are utilizing the advisors to provide them with professional advice and direction"

Laura Langille - OH&S Advisor with Construction Safety NS
A common safety problem in the construction industry is employers overlooking the need for response/rescue plans. Not only is safety response a smart thing to be trained in, it’s required by law. As an OH&S Advisor at Construction Safety Nova Scotia, the majority of work I do is educating workers and employers on how to prevent injuries in the workplace. We also focus on rescue plans in case an accident occurs. Many times, when starting a lesson, I ask the group, “Does your company have a rescue plan?” All too often the response is, “Our rescue plan is call 911”. Unfortunately, that’s not enough.

Construction Safety’s main purpose as an organization is to make workplaces in our province as safe as possible. However, as much as we help our members reduce the risk of accidents occurring at work, we have yet to eliminate them all together. Our association stresses the importance of having a rescue plan in place, that way if something happens other workers and supervisors are equipped to handle the situation while they wait for emergency services to arrive.

Employers are required by law to have these safety procedures in place. For example, section 21.4(3)(m) of Nova Scotia’s Workplace Health and Safety Regulations (NSHSR) requires that fall-protection safe-work plan includes, “adequate written rescue procedures to be used if a person falls and requires rescue.”

Part 12 of the Occupational Safety General Regulations (OSGR) further addresses Confined Spaces. Section 130 (3)(F)(iii) states, “an employer shall establish...written emergency procedures to be followed in the event of an accident or other emergencies in or near a confined space, including...a written rescue procedure”.

Section 4 of the WHMIS Regulation requires employers to train employees on, “procedures to be followed in case of an emergency involving a controlled product.”

While Part 14 of the OSGR, Excavations and Trenches, doesn’t require an employer to develop and train employees on trench rescue, however, the regulation explains ways to prevent an injury or death from occurring. For example, proper sloping, shoring and use of trench cages. Nevertheless, if such measures fail to protect a worker, or in a worst case scenario, a trench collapses, emergency measures must be in place to ensure victims are rescued before they become fatalities.

Although calling 911 doesn’t meet the legislated standard, it’s one of the first things someone should do in the event of an emergency. I contacted Halifax Regional Fire and Emergency (HRFE) to find out what their protocol is in the event of a construction related incident. I was in touch with division commander and head of the technical rescue team, Peter Andrews. According to Andrews, HRFE can accommodate for rope rescue, confined space rescue, trench rescue, hazardous materials exposure, and building collapse. However, their first priority is always residents of HRM. This means if they receive a call from a resident at the same time as a company, the resident is serviced first, which explains the importance of companies having their own emergency/rescue plans in place.

“HRFE’s technical rescue and hazardous material response are secondary functions to firefighting. Thus, we are not an assured response and should not be any organization’s primary response plan,” explained Andrews.

Still HRFE will do whatever they can to help a company in the event of an emergency. Currently in HRM, there are two stations equipped to respond to hazardous materials incidents: Station 5 – 7090 Bayers Road, Halifax and Station 12 – 45 Highfield Park Drive, Dartmouth. Additionally there are two stations capable of responding to confined space and trenching incidents: Station 7 – 45 Knightsridge Drive, Halifax and Station 3 – 5663 West Street, Halifax.
As division commander Andrews said, it’s important to have your own company specific emergency/rescue plan ready in case of an incident. The following then can help you get your plan started or improve the emergency/rescue plan you already have at your workplace.

Here are a few things that should be included in your emergency response/rescue plan:

- Ensuring emergency/rescue plan is written and communicated
- Trained personnel on site
- Alarm to initiate the plan
- Cell phone, radios to call for help
- Call 911 or emergency numbers
- Know your civic address/GPS (Location)
- Have task-specific rescue equipment available and ready
- Perform the rescue
- Ensure a trained first aider is on site
- Required first aid kits are available
- Safety data sheets for chemical-specific first aid, fire and spill response
- Secure the site, prevent further injury
- Have a designated muster point
- Appropriate fire extinguishers
- Clear path and a spotter for the ambulance
- Inform responders of vital information regarding victim(s)
- Document investigation to identify causes, eliminate them and prevent further incidents

**BUILDING A DUE DILIGENCE DEFENSE**

*By Glen Carabin MA, CSS*

Section 74 of the Nova Scotia Occupational Health and Safety Act states a person can be fined up to $500,000, spend two years in prison, or both if found responsible for a workplace fatality. Since Parliament passed Bill C-45, the Westray Act created sections 217.1, 22.1 and 22.2 of the Canadian Criminal Code, which means authorities can also lay charges of criminal negligence in the event of a workplace injury or death.

These incidents, charges and penalties can destroy companies, families, communities and certainly the lives of employers and employees. So how can organizations avoid such circumstances? The answer is by exercising and providing proof of due diligence.

The Canadian Centre for Occupational Health and Safety defines due diligence as, "the level of judgment, care, prudence, determination, and activity that a person would reasonably be expected to do under particular circumstances."

Lawyers use due diligence as a defense for employers and employees that have charges laid against them under OH&S legislation. This type of charge is strict liability law, meaning the burden is on the defendant to prove not guilty, not the other way around.

If an employer can prove their company was compliant with the OH&S Act and took the appropriate measures to prevent accidents, they can then claim a due diligence defense.

Building a due diligence defense includes documenting hazard assessments, training records, orientations, safe work practices and safe job procedures, workplace inspections, emergency procedures, incident investigations, tool/equipment inspections, maintenance records, and Joint Occupational Health and Safety Committee meeting minutes.

Producing such documentation provides an opportunity to prove that any given incident was an accident, and that the employer did everything reasonably practicable to prevent it from happening.

In the event of a workplace accident, if an employer is unable to provide a due diligence defense, they’ll be subject to the harsh repercussions of Section 74 of the Nova Scotia Occupational Health and Safety Act.

By building a due diligence defense employers show they’re working safely by following manufacturer’s instructions, CSA/ANSI standards and regulations/codes. It also implies that
employers have a training and safety program in place that helps identify and control workplace hazards, which ultimately reduces the probability of a serious injury or fatality taking place.

However, workplace accidents happen and when they do, it’s best that employers exercise due diligence in order to protect their company and the livelihood of employees and their families.

NEW! MEMBER BENEFITS

Effective January 1, 2016, Construction Safety Nova Scotia will provide these additional benefits to members:

1. The COR training program (Principles of Loss Control, COR Evaluation, Leadership for Safety Excellence, Hazard Identification and Control) will be offered at no charge.

2. Firms getting COR certified for the first time or returning after 5 years, will have their first year COR evaluation fees waived

For more detailed information on these benefits, please visit our website at www.constructionsafetyns.ca and click on the “Funding Strategy” link on the right hand side of our homepage.

COMING FALL 2016
NEW! ONLINE COR COURSES
SAFETY LEGENDS
COR CERTIFICATION SINCE 1996

At this year’s annual general meeting we recognized several Safety Legends in our membership that have been COR (Certificate of Recognition) Certified with Construction Safety Nova Scotia since 1996. These 46 companies have created and maintained successful safety programs over the last 20 years. This year they were recognized with an honorary plaque and banner. The Safety Legends are listed below:

Aberdeen Paving Ltd.
Acadia Roofing & Contracting Ltd.
Agricultural Enterprises Limited
Amtek Limited
Archibald Drilling & Blasting 1986 Ltd.
Basin Contracting Ltd.
Black & McDonald Ltd.
Blunden Construction 1995 Ltd.
Bobby Gionet Painting & Decorating Ltd.
Brian C. Isnor Electrical Ltd.
Colchester Sprinkler Co. Ltd.
County Masonry Limited
Delmar Construction Ltd.
Tibbos Electric Ltd.
Easco Electric Limited
Eastern Fence Erectors Ltd.
Elmsdale Landscaping Limited
Fundy Electric Limited
Commercial Heating & A/C
L & R Construction Ltd.
Lingan Builders 1996 Limited
Municipal Enterprises / Dexter
Ocean Contractors Ltd.
Ocean Paving Limited
Provincial Electric Ltd.
Road Savers Maritimes Limited
Span Construction Ltd.
The Shaw Group Ltd.
Vic Aucoins Electric Ltd.
Waterworks Construction Ltd.

Wilcraft Concrete Services Ltd.
Atlantic Foundation Waterproofing Inc.
D’Entremont Excavating
D & L Engineering Sales Ltd.
Miller Group Inc.
Avondale Construction Ltd.
W. Eric Whebby Limited
South Point Construction Limited
Cumberland Paving & Contracting Limited
Ellis O. Wile & Son 1987 Ltd.
Owen Keddy Crane Rental Ltd.
CIDS Construction & Renovations
Edmonds Landscaping & Construction Services Ltd.
Bird Construction Inc.
Neil Cote Landscaping Ltd.

Congratulations to the 2016 Safety Legends!

Gary Rudolph, Construction Safety NS Board, Earl Affleck, John Duggan of Bird Construction and Andrew Mader, Charles Savoie of Black and MacDonald.
2016 AWARD WINNERS

We would like to recognize all the award winners at the 2016 Annual General Meeting & Awards Ceremony:

SAFEST COMPANY AWARD
Payroll greater than $1,000,000:
Atlantica Mechanical Contractors Incorporated

Payroll between $751k-$999k:
ITS Construction Incorporated

Payroll between $501k-$750k:
The Shaw Group Limited

Payroll between $251k-$500k:
Cape Breton Drywall 2004 Limited

Payroll between $101k-$250k:
Barra Construction

Payroll between $51k-$100k:
Spinney Excavating Ltd

Payroll between $1-$50k:
Landing Crane Services Limited

BEST SAFETY INNOVATION
Lucas Tree Experts

LEADERSHIP AWARD
Municipality of the District of Chester
EllisDon Corporation

JAMES SPIDELL AWARD
Scott Nauss, Nova Scotia Department of Labour
and Advanced Education

SAFETY CHAMPION
Noël Benoit, Marco Industries

MOST IMPROVED
Zutphen Contractors Inc.

NSCC SCHOLARSHIP AWARD
Ngalame Njumbe (Claude)

CONSTRUCTION SAFETY’S YOUNGEST PARTICIPANT

When Jonathan Dugas signed his son, Ashton, up for the fall protection compliance course, he didn’t realize he was registering Construction Safety Nova Scotia’s youngest participant to date. This was a very exciting moment in the history of the organization as its members understand the importance of creating safety awareness at a young age. In recognition for their initiative, Ashton and his father Jonathan were invited to be honoured at Construction Safety’s annual general meeting ceremony in May.

This is going to be Ashton’s first summer working with his father’s construction company, Jonathan Dugas General Contracting, and Jonathan thought it would be smart for him to learn the importance of safety on the worksite.

Jonathan researched the safety requirements Ashton would need to work on roofs and from elevated areas in Nova Scotia. After finding out that the fall protection certification was mandatory for all workers, Jonathan contacted Construction Safety to inquire if the 12 year old was eligible to enroll in the course. Construction Safety was happy to train him, as long as he was able to fit into a harness. Ashton visited Construction Safety’s Burnside location to be fitted and after slipping perfectly into a size medium, went on to complete his fall arrest training certification.

Construction Safety is proud to commend Jonathan and Ashton for taking advantage of the services available and will be looking forward to seeing more young people do the same in the future.
How are we doing?  
Check out these recent statistics on our achievements


<table>
<thead>
<tr>
<th>Nature of Injury</th>
<th>Percent of Total Time Loss Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprains, strains, tears</td>
<td>34.03%</td>
</tr>
<tr>
<td>Fractures</td>
<td>11.60%</td>
</tr>
<tr>
<td>Cuts, lacerations</td>
<td>7.03%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source of Injury</th>
<th>Percent of Total Time Loss Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bodily motion or position of injured, ill worker</td>
<td>25.10%</td>
</tr>
<tr>
<td>Floors, walkways, ground surfaces</td>
<td>3.99%</td>
</tr>
<tr>
<td>Ground</td>
<td>3.61%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Event of Injury</th>
<th>Percent of Total Time Loss Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overexertion in lifting</td>
<td>11.03%</td>
</tr>
<tr>
<td>Bending, climbing, crawling, reaching, twisting</td>
<td>10.65%</td>
</tr>
<tr>
<td>Fall to floor, walkway, or other surface</td>
<td>4.75%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Part of Body</th>
<th>Percent of Total Time Loss Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lumbar region</td>
<td>11.60%</td>
</tr>
<tr>
<td>Shoulder, including clavicle, scapula</td>
<td>8.37%</td>
</tr>
<tr>
<td>Ankle(s)</td>
<td>7.79%</td>
</tr>
</tbody>
</table>

The following graph shows the interaction between assessable payroll (in millions) and Time Loss Claims during each year. In 2015 we had 527 Time Loss Claims with $1,084,000,000 in assessable payroll.
Utilizing the same methodology, the following graph shows the comparison of COR certified firms as compared to firms without it. These differences are evident year over year.

The following graph shows the ratio between Time Loss Claims and million dollars of assessable payroll. In 2015 this ratio held steady at .49. This means as a whole, the average in the construction industry was just under one Time Loss Claim per two million dollars in assessable payroll.

COR Performance Indicator - 2015 WCB Claims Experience
SAFETY CULTURE: RESEARCH TO ACTION

CONSTRUCTION SAFETY CULTURE

We at Construction Safety NS are pleased to announce that we are undertaking a study on safety culture in the Construction Industry. It has been a goal of ours for some time now to target safety culture in Nova Scotia, and this project gives us the opportunity to do so. This will be a four year long research project with five desired outcomes:

1. Build a detailed report on the safety culture research literature and safety culture change initiatives.

2. Develop and validate a new safety culture scale.

3. Create a toolbox of safety culture interventions/initiatives based on the core factors of the safety culture scale.

4. Validate and report the intervention/initiative effectiveness.

5. Provide an online platform to share and discuss findings with fellow construction employees, employers, and academics.

We are also pleased to announce we have contracted Dylan Smibert, a PhD candidate in Industrial Organizational Psychology at Saint Mary’s University as a Project Lead. We are underway with the background research looking at existing models of Safety Culture to provide a sound basis on where safety culture has previously been and where it currently stands now. Once this has been completed and we have developed a scale to measure safety culture, our focus will turn to interventions that can be implemented in all areas of construction with all sizes of companies.

We have launched the website ConstructionSafetyCulture.com to show our progress on this project, as well as get input from employees and employers in construction, and experts in safety. If you wish to make any comments please join in our discussion – contributions to our discussion are encouraged to help us get points of view from all parties. Our doors are always open for input regarding interventions you/your firm have implemented successfully, interventions you believe would be useful, or current challenges you/your firm are facing.

YOUR ONLINE SAFETY RESOURCE CONSTRUCTIONSAFETYNSS.CA

You can also find us on Facebook and LinkedIn for news, events, tips and more!