SUMMER 2017

SAFETY NET

CONSTRUCTION SAFETY
NOVA SCOTIA

POWER TO MAKE A DIFFERENCE

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“WHETHER IT’S YOUR WORKFORCE, WORKPLACE OR YOUR WORKSPACE, YOU HAVE THE POWER TO MAKE A DIFFERENCE.” - A. BRUCE COLLINS
Safety Culture Research Project

Construction Safety Nova Scotia invites you and your organization to participate in our Safety Culture Research Project. With your help, we can make the Nova Scotia construction industry the safest in the world.

What is Safety Culture?
Every organization has a safety culture. Some safety cultures are positive and work for your organization, while others are negative and work against your organization. Safety culture consists of safety related beliefs, attitudes, and values that are often not talked about or noticed: “it’s just the way we do things around here.”

Your organization’s safety culture is determined by your leadership, your coworkers, and your work practices.

Assessing your organization’s safety culture can:
a. Identify aspects of a positive safety culture to further promote.
b. Reveal any aspects of a negative safety culture that you can work towards changing.

What does this project involve?
a. Completing the 5-10 minute safety culture assessment with as many of your employees from your organization as possible.
b. Once the results have been assessed, Construction Safety Nova Scotia will provide your company a report outlining the results of the analysis specifically for your company, and how your company compares to the provincial average.

a. If your company is interested and/or willing, Construction Safety Nova Scotia will discuss potential interventions to improve your organization’s safety culture and provide recommendations on implementing the interventions. After a period of time we will re-test your company’s safety culture for improvement.

What is this project?
This initiative is part of an ongoing effort by Construction Safety Nova Scotia to reduce injuries and improve safety in the construction industry. By assessing the industry’s safety culture as it stands today, we can focus effort on developing custom workplace safety interventions that are tied to improved/positive workplace safety outcomes.

What are my responsibilities as a participating company?
To make your Safety Culture Assessment run smoothly, we require that you appoint an individual or team within your organization to be our contact and safety culture champion(s) for the assessment and intervention process.

With the help of our advisors, these safety champions will be involved in:
a. Helping determine the best way to hand out and collect the surveys
b. Relaying the results of the cultural assessment to the organization
c. To work with the Construction Safety Nova Scotia advisor to customize short and long term interventions

Confidentiality
• Individual responses of the survey will be completely anonymous.
• Organizations will receive a confidential report with the overall analysis of their company’s results.
• Organization responses will be confidential to all others, but will be combined with all responses to enable an analysis of our industry safety culture levels.
For data integrity and truthfulness in responses, we suggest administering the survey without the presence of a supervisor or management. We want to provide feedback with honest responses; the presence of a superior can sometimes impact the integrity of the responses.

For an accurate assessment of the organisation’s safety culture, we desire access to as many employees participating in the survey as possible.

What are the benefits of the project?
- Those who participate in the project will receive an assessment of their organization’s safety culture.
- Jointly develop short and long term interventions with the company, to improve safety outcomes.
- At no cost, second assessments of safety culture after the recommended interventions have been implemented (up to three years later). This would normally cost $100,000 for small organizations through private companies, and more for larger organizations.

What the company receives?
- Your organization will receive a report on your current safety culture
- Results on how your organization compares to others in your sector
- Results on how your organization compares to the construction industry.

This will highlight areas of strength in your culture. It will also note areas where it can be improved. Upon completion of the project, a safety culture intervention toolbox will be available to all construction organizations in Nova Scotia at no cost.

If you and your firm would like to be involved in this project, please contact Jonathan Dixon, and help make Nova Scotia the safest province to work.

Contact Information
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Construction Safety Nova Scotia
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Email: jdixon@constructionsafetyns.ca
Website: www.constructionsafetyculture.ca

A Safe Worker Works Tomorrow
CELT update

By: Isaac Hill, Youth Engagement / OH&S Advisor at Construction Safety Nova Scotia

In our last newsletter we discussed the upcoming release of our new Safety Orientation, now called Construction Entry Level Training (CELT). We have improved our Safety Orientation course to ensure that students have an understanding of their rights, duties and responsibilities in the workplace, as well as their employers. Essentially it covers the basics of health and safety through an interactive and engaging online platform. Our goal is to equip learners with the basic knowledge of health and safety in the workplace, giving them the ability to participate in the health and safety of themselves and their coworkers.

In previous years, youth workers have accounted for roughly thirty per cent of injuries in the construction industry. In all other industries youth workers account for eighteen per cent of injuries overall. This issue is ongoing and needs to change. In an effort to focus the reduction of injuries to youth in Nova Scotia on worksites, Construction Safety Nova Scotia began the Youth Engagement Project. Our goal is to ensure that employees, specifically the youth are trained on their rights, duties and responsibilities before they get into the workforce. From these efforts we have engaged with 65 high schools throughout the province, with hundreds of students accessing both WHMIS 2015 and the CELT program.

In addition to working with high schools in this province, we have also partnered with Construction Association of Nova Scotia (CANS) in collaboration with their Building Futures for Youth program. We have been working with multiple school boards, Skills Nova Scotia, Techsploration and other organizations to promote the importance of CELT. We are also launching a media campaign throughout Nova Scotia to promote CELT. It’s our hope that through our continued efforts we can help keep our youth safe through education and the support of our industry.

If you or anyone that you work with would like to become CELT certified, remember, the program is free of charge to all Nova Scotians. Please contact us at CELT@ConstructionSafetyNS.ca.
Tool Box Meeting Record

FALL PROTECTION AND SCAFFOLDING

*Here’s an example of a Toolbox Talk. Take half an hour before starting work and practice doing a Toolbox Talk with your team today!*

Tool Box Meeting Record

Company Name:

Date:
Project:
Number in Crew:
Trade:

# Attending:
Foreman:

Topics Discussed:
Scaffolding will need to be erected for an upcoming project. The scaffolding system will be built, inspected and used according to the CSA Standard Z797 “Code of Practice for Access Scaffolding.” Remember to inspect each scaffolding component, please tag out and remove if any equipment is defective or damaged. Fall protection will be used during the erection, use and dismantling of the scaffolding system. Specifically, a fall arrest system will be used. Lifelines will be run from anchor points (able to withstand 5000 pounds of force) on the roof of the house. Guardrails will be used as fall protection once the scaffolding is fully constructed and inspected. Remember to fully deck each level of the scaffolding to minimize fall hazards. A tagging system (red, yellow and green) will be used to indicate the status of the scaffolding. No person shall use the scaffolding until they have been trained and properly oriented. Please ensure hazard assessments, plans, and inspection records are completed and made available on site.

Worker’s Concerns:
1. Employee competency
2. Availability and inspection of fall arrest equipment

Corrective Actions Recommended:
1. All employees involved in the building, inspecting and dismantling of the scaffolding have been trained and deemed competent to do so. Please ensure you have your Scaffolding training card with you.
2. Fully inspected fall arrest equipment will be provided. Each employee will have a harness that has been purchased and fitted for them; also all employees must have their Fall Protection training card with them. Remember to inspect all your PPE before each use.
If you are unsure of anything or, if you encounter any hazards please see your foremen immediately.

Foreman’s Signature:

*Please visit our website to get more resources! www.constructionsafetyns.ca*
Advisor’s Corner

“It’s everyone’s duty to take action”

Everyone is Responsible

By Stacia Baldwin, OH&S Advisor at Construction Safety Nova Scotia

Have you ever walked by a potential safety issue at work, such as a looped cord in a walkway and done nothing about it? Have you ever slipped on ice, caught yourself, and kept going without salting or sanding it? Did you assume it was someone else’s responsibility to fix those issues? If so, you made the wrong call. Why? Because according to the Internal Responsibility System it’s everyone’s duty to take action.

The Internal Responsibility System (IRS) provides the foundation for Nova Scotia’s Occupational Health and Safety legislation. Having the IRS explicitly written into OHS legislation is unique to Nova Scotia. The IRS says that everyone connected with a workplace shares primary responsibility for health and safety; this includes employers, employees, contractors, owners, and suppliers. The level of responsibility for each is based on the person’s authority and ability. This means that the power held by a person in a workplace is in line with their level of responsibility. For example, an employee performing manual labour does not hold as much responsibility as the employer directing the work.

The IRS is about values and is a positive force for safety and productivity. Employees and employers being responsible of keeping the workplace and others safe means they will have to take all reasonable precautions to do so. Essentially, you are your brother and sister’s keeper. If you personally cannot solve the problem it’s your responsibility to take it to someone that is able to. Speak up about safety issues.

According to a presentation by Dr. Peter Strahlendorf, a leading expert in OHS, a weak IRS will sabotage any other OHS initiative. A company’s safety program should be built around the IRS. During inspections of a workplace if the same issues keep coming up time after time with corrections not being put in place, this is considered a weak IRS. Your inspections may be in line with your company’s program, but if the issues are not being corrected it’s an impractical tool not being used for its intention. As the safety issue continues to remain uncorrected this leaves it as a potential incident.

Everyone is personally and directly responsible for health and safety as an intrinsic part of their job. So, that looped cord in the walkway that you left for someone to potentially trip over is your responsibility to remove. The IRS is everyone in a workplace teaming up to create a safe working environment. Consider this the next time you see a potential hazard. Step up and fix the hazard before it becomes an incident. It is your responsibility.
Online Courses

BREAKING DOWN THE BARRIERS OF TRAINING ACCESSIBILITY AND COST

Construction Safety Nova Scotia is pleased to announce that we are now offering all of our Certificate of Recognition (COR) Management courses online and at NO CHARGE to members!

COR courses can now be completed from the convenience of your own home or office. With the luxury of being able to start, pause and complete courses on your own schedule, it makes getting COR Certified much easier and accessible.

With COR courses becoming available online and at no charge to members, we’ve removed the two greatest barriers between our members and COR Certification: travel and cost. In addition to the COR courses being offered at no charge, we are also waiving the evaluation fee for members who are obtaining COR Certification for the first time and members that have not been COR Certified with us in three or more years.

Members can now achieve COR certification, conveniently, at less (or no) cost and faster than ever before.

The following COR Management courses are online:

- Construction Entry Level Training (CELT)
- Owner/ Operator
- Principles of Loss Control
- Hazard Identification and Control
- COR Evaluation
- Leadership for Safety Excellence

*In addition to these COR Courses, WHMIS 2015 is available online for $30 + HST.

Contact us today to get your Access ID and start your online training!

Telephone: 902.469.6696 Web: www.constructionsafetyns.ca

“Employee engagement and empowerment are key elements in improving workplace safety in Nova Scotia.”

— Kent Nickerson, Chair of the Board, Construction Safety Nova Scotia
Safety Mentoring Program:

“As long as companies commit to the program, they can succeed in strengthening their workplace safety programs and workplace culture, reduce injury costs and lower their WCB rates.”

- Damon Alcock, Chief Safety Services Officer at Construction Safety Nova Scotia.

JETCO Contracting Inc
By: Laura Langille, OH&S Advisor at Construction Safety Nova Scotia

Started in 2010, the Safety Mentoring Program (SMP) was created by Construction Safety Nova Scotia to provide aid to construction companies that were experiencing greater than industry average injuries.

The SMP has helped many firms achieve safety success since its inception which has helped firms be more profitable through lower injury costs.

The program was structured to be a partnership between Construction Safety Nova Scotia and the participating firm. Once being introduced to the program, companies are monitored by one of Construction Safety Nova Scotia’s OH&S Safety advisors. Their job is to help companies assess their safety program and implement interventions to help reduce workplace injuries.

JETCO Contracting Inc. is an intermediate sized company that provides general contracting, design build and project management for commercial, retail, hospitality, residential and industrial projects throughout Nova Scotia. They also specialize in Insulated Concrete Forms (ICF) in both commercial and residential buildings. They’ve been in business since 2005 and COR Certified since 2007.

JETCO Contracting entered into the SMP in 2014. One of the first tasks for JETCO was to retrain the supervisors on their roles and responsibilities in the workplace which is quite common. Keeping management up to date on safety certifications and refreshed on safe work practices is a struggle many construction companies face.

The next three years in the program JETCO continued to focus on the leadership of supervisors and development of their knowledge and commitment to safety.

One of JETCO’s main activities is project management. Over the past three years they developed and implemented a sub contractor program complete with monitoring and follow up procedures.

JETCO’s commitment to their supervisors and safety program has been second to none. Their successes can be attributed to the unwavering support from all levels of the company. Their workers, administrators and management have all undertaken various forms of safety training. Not because it’s required, but to better their understanding of safety in the workplace.

JETCO has continuously made improvements in their safety program over the years, implementing new procedures and practices and modifying forms and documents. They have gone over 1000 days without a lost time injury. This has resulted in a decrease in their assessment rates of over 30%. This accomplishment is particularly significant considering the rest of their industry is experiencing overall increases in assessment rates. The safety culture at JETCO Contracting is positive and imbedded in their everyday activities.
AGM Award Winners

Here are the companies and individuals that had the best safety records and showed the strongest commitment to safety culture in Nova Scotia in 2016.

**Safest Company 2016**
Assessable Payroll Greater Than $ 1 million
Gardner Electric Ltd

Assessable Payroll Between $751K and $999K
JC Mechanical Contractors Ltd

Assessable Payroll Between $501K and $750K
Ryson Interior Construction Limited

Assessable Payroll Between $251K and $500K
RAPCO Services Limited

Assessable Payroll Between $101K and $250K
McKenna Electrical Limited

Assessable Payroll Between $51K and $101K
Island Well Drillers Limited

Assessable Payroll Between $1K and $50K
APG Electrical Ltd

**Best Safety Innovation**
Dexter Construction Company Ltd

**Leadership Award**
Dexter Construction Company Ltd

**James E. (Jim) Spidell Memorial Award**
Eric LeFort, NSCC – Marconi Campus
Dave Campbell, NSCC – Institute of Technology Campus

**Safety Champion**
Graves Electrical Ltd
Kody Messenger, Ocean Contractors Ltd

**Most Improved In Safety Award**
Tartan Interiors Ltd

**Partnership Award**
Mark Fleming, Saint Mary’s University

**Vision Award**
Nova Scotia Power Inc.

**Skills Canada, Nova Scotia Winner**
Mekayla Bull

**NSCC Scholarship Presentation**
Lynn Ozon
2016 AGM & Awards Ceremony

The Power to Make a Difference

educate or regulate
Tartan Interiors

“There’s a culture in the construction industry that believes it costs money to be safe and that it makes things inefficient. We’ve decided to take the opposite approach.”
– Chris Chisholm, Principle of Tartan Interiors Ltd.

MOST IMPROVED IN SAFETY FOR 2016:

Tartan Interiors Ltd is an intermediate sized company providing drywall, painting and steel framing services to clients throughout Nova Scotia. They recently received Construction Safety Nova Scotia’s award for Most Improved in Safety for 2016 at this year’s AGM & Awards Ceremony. Chris Chisholm, Principle of Tartan Interiors, says there are many reasons to focus on safety. The health of staff being the most important, but Chisholm also considers it a money saver.

“Tartan has always had a robust safety program,” says Chisholm. “But years ago we suffered a number of injuries that could be attributed to an aging workforce.” As a result, Tartan faced a spike in WCB rates which made them consider investing in improving their safety program.

Tartan joined Construction Safety Nova Scotia’s ‘Safety Mentoring Program’ (SMP) three years ago and has not experienced an injury since. They are the first company in the program to reduce their injury rate to zero and maintain that record for three years consecutively. After starting the SMP, Tartan has developed a stronger, more efficient safety program which includes better internal communications, digitizing records and implementing Pre-Job Safety Instructions (another form of a Hazard Assessment). Partnering with Construction Safety Nova Scotia in the SMP wasn’t the only determining factor in their success. Tartan deserves most of the credit for the success of their developed safety program. “It was a top down decision for sure,” says Chisholm. They knew WCB rates were jeopardizing their budget so from a management perspective, it was necessary to improve the safety program.

In their journey to becoming a safer company, Tartan relied on a few key individuals to help them along. Their full time Safety Officer, Leonard Turple is constantly striving to maintain and improve Tartan’s safety program. “Leonard was instrumental in getting the safety program to where it is today and Tartan’s success with safety is really his success,” says Chisholm. In an effort to remove any bias and gain fresh perspective, Tartan began hiring a 3rd party safety consultant to review worksites and safety procedures every month.

Tartan works closely with large construction companies such as Bird Construction and PCL Construction which also have a strong focus on safety. When working on a project together, they make sure to establish a cohesive Internal Responsibility System where each company is obligated to manage safe work procedures together. Chisholm feels lucky to work with other contractors that share the same appreciation for safety as he does.

Tartan is a great example of a company that saw the benefits of becoming safer and decided to take advantage. Because of that decision, they are now reaping the benefits by not suffering any injuries on their worksites and saving money on their WCB rates.

On behalf of Construction Safety Nova Scotia, congratulations to Tartan’s team for being the most improved company in safety this past year. We trust you’ll keep up the good work!

In this photo Kent Nickerson (left), Construction Safety Nova Scotia Board of Directors – Chair and Chris Chisholm, Principle of Tartan Interiors Ltd.
Kody Messenger
A SAFETY CHAMPION

Kody Messenger of Ocean Contractors was one of this year’s Safety Champion Award winners at Construction Safety Nova Scotia’s AGM & Awards Ceremony. Messenger achieved this award by being a proactive safety advisor and creating a positive OH&S culture in Ocean’s workplace.

Messenger began his career in Occupational Health and Safety seven years ago after graduating from the OH&S program at the University of New Brunswick. He worked in offshore drilling and underwater construction before starting at Ocean Contractors two years ago.

In the past, Ocean struggled to find a safety program that employees could commit to, however since Messenger started there’s been a shift in the staff’s attitude toward safety. For the first time, employees are inquiring about OH&S and organizing training sessions with him. But Messenger refuses to take all the credit. “The success of the program is more a testament to the team’s openness to safety and their strong internal culture than it is to my ability as a safety officer,” says Messenger.

The approach Messenger finds to be most effective is to teach safe work practices according to the OH&S Act, then applying those lessons to practical situations. “If you don’t know how to do your job properly, then you certainly don’t know how to do it safely,” says Messenger.

Messenger attributes his success with Ocean to how compatible he is with the organization and that he conducts himself as an ‘advisor’ and not an ‘officer’. “I have an unending tolerance for other workers because they’re just people like me, trying to do their jobs,” says Messenger. By presenting a flexible tolerance to other employees, he’s able to reach them more effectively.

“In this photo: Kent Nickerson (left) and Kody Messenger (right)
A strong return-to-work program is essential for recovering from a workplace injury

NEW ONLINE RESOURCES FROM WCB NOVA SCOTIA INCLUDE VIDEOS, TRUE STORIES OF RECOVERY, AND STEP-BY-STEP GUIDES

By: Alexandra Sweny, WCB Nova Scotia

With 24 years of construction experience under his belt, Darren Shaw, a skilled and experienced carpenter, had more than earned the respect of his co-workers and colleagues.

It took only a matter of seconds in 2010 to alter his career – and his life – forever.

While Darren was moving drywall with a co-worker, the load slipped. The unexpected movement sent a searing snap through Darren’s arm and shoulder. After rushing to doctors, the diagnosis was devastating – a torn rotator cuff and an arm nearly pulled out of its socket.

Darren immediately filed a report with WCB. Every step of the way, Darren received support from his physiotherapist, WCB case manager, co-workers, friends and family.

Darren’s experience is one of the true stories featured on Working to Well, the first-ever Atlantic-Canada wide partnership focused on return to work. Presented by WCB Nova Scotia, WorkplaceNL, WorkSafeNB and the Workers’ Compensation Board of PEI, Working to Well supports employees and employers with materials, videos, true stories, and step-by-step guides.

The program supports workers, employers and health care providers in making outcomes like Darren’s happen more often. Construction has made great strides in injury prevention, but there are challenges in the amount of time workers spend off the job when they are hurt.

This is particularly true in residential construction. Assessment rates in that sector increased in 2017, and are headed upward again in 2018, in part due to challenges in claim durations. The WCB is working with industry stakeholders closely to improve return-to-work outcomes in construction.

“Having a strong return-to-work program is an important part of managing the human and financial impact of an injury,” says Stuart MacLean, CEO of WCB Nova Scotia.

“Work is healthy, and it can be an important contributing factor to injury recovery.”

Return-to-work programs should be built on communication with the injured worker, the caseworker, the employer and health care providers. This way, everyone involved can provide support as the worker pursues duties that are suited to their abilities in the short and long term.

With the launch of new online channels, communication with the WCB has never been easier. Employers and employees can file claims, contact case managers and find resources to support safe and timely return to the workplace. WCB Nova Scotia is one of only four boards in Canada to provide online services and it’s directly changing the way we can support return-to-work.
“When someone is injured, we become one part of a team that includes the employer, the health-care provider, and the worker themselves,” says MacLean. “Success takes the commitment of everyone working together.”

Success can be achieved – the industry’s safety record proves it. In 2007, construction’s injury frequency was 3.31 per 100 workers. Today, that number stands at 1.94, a decrease of more than 40 per cent.

Eliminating hazards in the workplace and creating a safe environment is still the best defence against workplace injuries. However, if an injury does occur, the Working to Well Employer’s Guide for Managing Workplace Injuries provides a step-by-step approach to creating a return-to-work plan, including checklists and tips for success every step of the way.

“Return-to-work plans are pillars that keep our workforce standing,” says Damon Alcock, Chief Safety Services Officer at Construction Safety Nova Scotia. “Until we no longer suffer from workplace injuries, we need these programs in place to get people back on their feet and back to what they do best.”

To find out more on Darren’s story, or for more information on return-to-work support, visit www.wcb.ns.ca/workingtowell.

For information on how to develop a return-to-work program, or to read the Employer’s Guide for Managing Workplace Injury, visit http://www.worksafe4life.ca/Home/Your-Safety-Plan/Get-Started/Create-a-Program.
How do we measure up

Stats via WCB Business Intelligence

The following graph shows the interaction between assessable payroll (in millions) and Time Loss Claims during each year. In 2016 we had 532 Time Loss Claims with $1,132,000,000 in assessable payroll.

The following graph shows the ratio between Time Loss Claims and million dollars of assessable payroll. In 2016 this ratio reached an all time low at .47. 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.
2017 Time Loss Claims – Un-matured data as of May 31st

The following graph shows how 2017 compares to last year in total number of Time Loss Claims. As of May 31, 2017 there are 181 TLC, which is three less than the same time last year.

**NWISP 2017**

The following shows the 5 most common types of injury in 2017.

<table>
<thead>
<tr>
<th>%</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>36.8</td>
<td>Traumatic injuries to muscles, tendons, ligaments, joints, etc.</td>
</tr>
<tr>
<td>11.0</td>
<td>Traumatic injuries to bones, nerves, spinal cord</td>
</tr>
<tr>
<td>10.4</td>
<td>Other traumatic injuries and disorders</td>
</tr>
<tr>
<td>9.3</td>
<td>Multiple traumatic injuries and disorders</td>
</tr>
<tr>
<td>8.8</td>
<td>Open wounds</td>
</tr>
</tbody>
</table>

5 most common Part of Body Injured - 2017 YTD.

<table>
<thead>
<tr>
<th>%</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.4</td>
<td>Back, including spine, spinal cord</td>
</tr>
<tr>
<td>13.2</td>
<td>Leg(s)</td>
</tr>
<tr>
<td>8.8</td>
<td>Multiple body parts</td>
</tr>
<tr>
<td>7.7</td>
<td>Shoulder, including clavicle, scapula</td>
</tr>
<tr>
<td>7.7</td>
<td>Finger(s), fingernail(s)</td>
</tr>
</tbody>
</table>
DID YOU KNOW?

As a member of Construction Safety Nova Scotia you are eligible for a discount of 3.0 cents/litre on all grades of gasoline and diesel purchased at participating Petro-Canada retail service stations.

*A minimum of 400 litres per month must be purchased on your account to qualify for this discount.

Contact us today to find out how to apply for the SuperPass card!

OH&S Act Changes

Effective June 12, 2017, amendments to Nova Scotia’s OH&S Act have taken place. Follow this link to learn more- www.novascotia.ca/lae/

Call Before You Dig

Get the facts before you dig! Know what's below. For more information, visit www.callbeforeyoudig.com.

1-888-444-6677  1-866-313-3030