



FALL 2017

SAFETY NET

CONSTRUCTIONSAFETYNS.CA

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A safe culture is not a destination or end-point; it is a continuous process that requires vigilance and constant attention.

— Jonathan Dixon



Rate Changes

By: Ryan Quinn

Construction and renovation work has traditionally been one of the more hazardous industries in Nova Scotia. However, over the previous two decades we have seen the number of registered worker’s compensation claims drop significantly for the industry as a whole, even though the payroll has continued to grow.

Unfortunately the emphasis on health and safety and claim reduction has not been uniform for all members of our industry. While most company classifications in the construction industry see rates decreasing or at least remaining the same, some industry classifications are seeing an increase in rates year after year.

Why are we seeing decreases in rates for Commercial, Industrial and Light Industrial Construction while at the same time seeing increased rates for Residential Construction, Renovation and Framing and Rough Carpentry?

One of the main factors behind worker’s compensation rates is the use of COR Certified health and safety programs. Having a health and safety program is not just a way of doing business in commercial, institutional and industrial it is the way to do business. Having an effective program in place will help ensure the effective management of health and safety hazards at jobsites, warehouses, shops and offices. While

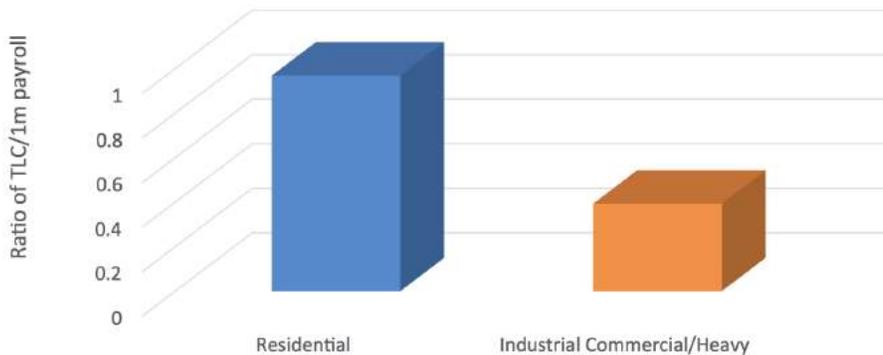
some companies in the residential sector have programs in place, it has yet to become the way to do business.

An effective health and safety program will help ensure hazards are identified and controls are put in place, safe practices and procedures are developed and followed, rules are consistently enforced, the correct tools and equipment are used, workplace inspections are conducted, incidents are investigated, information is effectively communicated, all with the ultimate goal of keeping everyone healthy and safe.

A large component of an effective health and safety program is ensuring all employees have the right training to do their job. Companies that have excellent safety records train their employees, whether it is supervisory training for foreman and superintendants or fall protection training for those working at heights. This enables everyone to perform their job in a safe and effective manner.

Construction Safety Nova Scotia provides training and services to help your company develop an effective health and safety program. Multiple services and training courses are available at no charge to our membership. Please see our website or course catalogue for a detailed list of courses and services along with their respective pricing.

Ratio of time loss claims by \$1 million in assessable payroll in 2016



To account for increases in payroll, we utilize a ratio to determine accident rates. The ratio is time loss claims per million dollars of assessable payroll. In 2016 residential had a ratio of 0.96, meaning for every million dollars a company pays into WCB, there is an average of just under one time-loss claim.

Course Revisions

By: Ryan Quinn

Construction Safety Nova Scotia is pleased to announce the upcoming launch of two revised courses: Fall Protection 2 for Supervisors and Confined Space Practical. After input from our membership and careful consideration, Construction Safety Nova Scotia has determined that reducing the length of these courses from two days to one would be most beneficial for students.

We have condensed the courses to one day programs by refining the focus of the course to subject matter and practical exercises. We believe this will best serve our members in their respective roles and workplaces.

Fall Protection 2 for Supervisors (FP2) will now have Fall Protection 1 for Workers (FP1) as a prerequisite. Students will learn the fundamentals of fall protection in FP1. FP2 is designed for individuals who plan and/or supervise work requiring Fall Protection. This course is designed for foreman, supervisors, superintendents, and managers or anyone wishing to expand their knowledge and skills. The FP2 course will focus on developing practical skills such as hazard assessment, developing and enforcing safe work plans and procedures, inspections and communication. Students will learn their roles and responsibilities as it relates to supervising those who work at heights.

Confined Space Practical will have Confined Space Generic as a prerequisite. Confined Space Generic provides students with an understanding of equipment, theory and legal requirements of confined space work. Confined Space



Practical has been designed to allow students to gain the hands on experience in a controlled environment under the supervision of experienced confined space instructors. After completing the course, students will have hands on practice in performing hazard assessments, completing entry permits, inspecting and assembling gear for a confined space entry. They will also be using confined space equipment such as tripods, self-retracting lifelines, etc and performing work in our confined space simulator.





Safety Culture

RESEARCH PROJECT

By: Jonathan Dixon, Research Manager

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 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 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 is just the way we do things around here.”

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

Leader Culture:

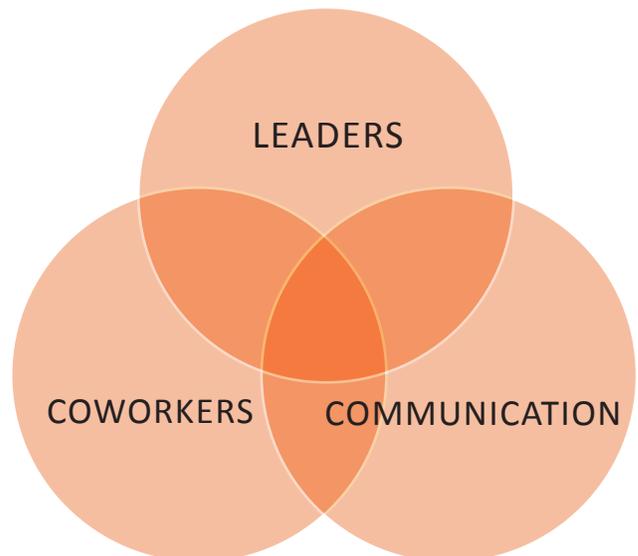
A leader’s support of safety has consistently been identified as one of the key drivers to a strong and positive safety culture. A strong safety leader culture has members in positions of power (supervisor, foreman, manager, superintendent, owner) lead by example, receptive to individualized safety concerns, and prioritizes safety over shortcuts.

Coworkers Culture:

The values and behaviours surrounding how employees interact and trust their team is an important aspect of an organization’s safety culture. Furthermore, by asking about coworkers, instead of the employee directly, we reduce socially desirable responding.

Communication Culture:

The values and behaviours for clear and uninhibited communication is core to a strong and positive safety culture.





Phase 1: Classroom Construction Safety Culture Survey Results:

The following discusses the results of the initial Safety Culture assessment. Through November 2016 to January 2017 students attending classes at Construction Safety Nova Scotia participated in the validation and reliability analysis of our safety culture assessment. In total, 225 construction employees from a range of sectors, and their results provide a preliminary snapshot of the construction industry’s climate and culture in Nova Scotia.

Culture Score

EMPLOYEE POSITION	Count	CSC Leader	CSC Coworkers	CSC Communications
Labour	116	81.5%	70.9%	83.4%
Management/ Supervisor	105	84.5%	73.8%	87.0%
Total	225	83.0%	72.4%	85.2%

The Construction Safety Culture assessment is calculated as the average of employee scores out of a possible 100 points, with the closer to 100 the better. Though the numerical values as a standalone do not provide too much insight as there is nothing to compare the data against, phase two will focus on gathering benchmark values.

The results so far are positive but not perfect. Scores on the three cultural facets range from 72% (coworkers), 84% (Leaders) and 85% (Communication). These are further analyzed by position, separating labour and management/supervisor. Employees are considered labour if they did not identify as holding a supervisor, foreman, administrative, or management position.

The following tables outline some of the key findings. If you wish to view the report, please contact Jonathan Dixon at jdixon@constructionsafetyns.ca, or by visiting www.constructionsafetyculture.com.

- *On average, labour employees reported their culture scores lower than supervisors and management. This is a common pattern among all culture assessments.*
- *Coworker relationships have the lowest scores relative to leader and communication. It also has the largest diversity of responding. This suggests that coworker’s relationships vary greatly among the organizations surveyed.*

Labour employees

CULTURAL FACET	Key Finding
Leader	80% of employees believe their supervisor leads by example regarding safety.
Coworker	85% of employees believe their coworkers care about their safety when working together.
Communications	95% of employees were confident to reporting dangerous situations to coworkers and supervisors.

Member Profile: J.L. DUFOUR

“Nothing is more important than creating a workplace where employees are sent home safely to their families every day,” says Dufour. “We strive to be leaders in that.”
– Jules Dufour, owner of J.L. Dufour Roofing Services Ltd

By: Harrison Diamond, Communications Coordinator

Jules Dufour, owner of J.L. Dufour Roofing Services Ltd, is a great example of an employer that takes pride in keeping his workplace safe. “Nothing is more important than creating a workplace where employees are sent home safely to their families every day,” says Dufour. “We strive to be leaders in that.”

At Construction Safety Nova Scotia, we strive to provide the best safety training for construction companies in the province. One element of safety that we focus on is instilling the importance of safety culture throughout all levels of the company. Companies like J.L. Dufour make that task very easy for our instructors because the culture already exists and is strong.

Through outstanding customer service, quality performance and an emphasis on safety, J.L. Dufour has been able to thrive in the roofing industry since 1975. They started by providing commercial renovation and roofing services to their clients then decided to focus strictly on roofing for residential, churches and apartments.

Dufour’s crew appreciates his safety conscious approach to working on roofs. He makes sure everyone has the proper training and equipment needed to perform their jobs safely. He demands that all his staff working on roofs must have Fall Protection and First Aid certifications.

When walking onto one of Jules’ job sites, you know immediately they value proper safety procedures. There are pylons surrounding the hitch of his trailer, signs on the road indicating ‘men working ahead’

and many other safety measures surrounding the site. For this company, safety starts before anyone begins their task.

“All crews must fill out paperwork prior to starting each job and getting on the roof,” says Jules. “Fall Protection Safe Work Procedures and Hazard Assessment and Control Forms must be completed and filed carefully.”

It’s always encouraging coming across a company like J.L. Dufour that’s been very successful and also remains very safe. They have managed to avoid sustaining any time loss claims in the last five years which is quite a feat for any company, but in particular one that works in an industry as dangerous as roofing. When asked what his motto is in regards to safety, Jules had this to say, “Work safe, Everyday.”





Advisor's corner

FAQ'S ANSWERED

By: Stacia Baldwin, OHS Advisor

At Construction Safety Nova Scotia, we receive a lot of phone calls and e-mails during the day. We do our best to accommodate anyone that contacts us and answer their questions as quickly as possible. However, we noticed that we get a lot of the same questions. Below are the answers to our frequently asked questions.

When do courses expire?

We offer COR Management, Compliance and Management training. COR Management training does not expire, but it is recommended to refresh them as needed. Compliance training has expiry dates as outlined by the legislation. Fall Protection, First Aid, Temporary Workplace Signing, Excavation, Rigging, Traffic Control Person, Transportation of Dangerous Goods, and Fall Protection Scaffolding Practical training are valid for 3 years. Confined Space Awareness (Generic and Refresher) and Practical training are valid for 2 years. Confined Space Rescue training is valid for 1 year. Generic WHMIS 2015 does not expire, though workplace specific WHMIS training must be provided and may be reviewed annually.

Do you have online training courses? How do I register?

COR Management courses are available online and at no charge to members. The same content is covered in the online courses as the classroom versions. Other courses that are available online are WHMIS 2015, Rigging Awareness, and Scaffolding Awareness. To register for online training courses members can self-register on our website using their Construction Safety Nova Scotia's Member ID, if we already have a valid e-mail address on file. You are a Member if your organization pays WCB fees and are in WCB SIC codes 3551, and 4011-4499. If you are having issues registering you can contact our office. If you are an associate member you can contact our office, with payment information ready, to have an administrator set up your training course. Once you are registered you will get a confirmation e-mail. To register for in class courses members can self-register online without their Member ID or call the office.

Can I get you to schedule a course on a date that works better for my business?

Training course dates are released every 6 months (December and July). There is a schedule of courses for Summer/Fall and Winter/Spring for various locations throughout the province. If courses are not available during times that work into your busy schedules we offer demand courses. If you want to train 14 or more employees we can offer any training course outside our regular schedule at standard course rates. An OHS advisor will come and instruct a course that you request at the same price as if you came into our office. If you don't have enough personnel to put on your own course you can combine several companies in the same area to meet the class size minimum of 14 and put on a demand course. To schedule you can contact our office.



Stacia Baldwin , OHS Advisor



What type of safety certification do you offer? How do I get it?

We offer a Certificate of Recognition (COR) Certification, which is recognized nationally. To become COR certified your company is classified by number of employees, and whether you hire sub-contractors. Based on the classification of your company you will take COR management courses through us. If you take the COR management courses online they are free of charge to members and \$40 plus tax to associate members. The training will guide you to put together a safety program and manual that works for your company. Once your program is implemented at your company you are ready for your first-year evaluation. A first-time first-year COR evaluation is offered at no charge to members. The first-year evaluation requires you to submit your company safety manual and a COR evaluation instrument where you have assessed your company's program. If your company has 5 or more employees, and/or hires subcontractors, following the receipt of those documents an OHS advisor from Construction Safety Nova Scotia will conduct an external evaluation of your company. After a successful completion of a COR evaluation a Letter of Good Standing will be issued. The Letter of Good Standing is the document used during bids proving your company is safety certified; it is valid for one year.

How many people need to be trained in First Aid at my workplace?

1-19 employees in a work place = Minimum one person with a valid Emergency First Aid Certificate

20-100 employees in a work place = Minimum one person with a valid Standard First Aid Certificate

Minimum one because if your one trained person leaves the facility/site you would no longer be compliant. Consider if your first aid trained person has to renew their certificate and is gone for the day, or they go on vacation. Do you still have coverage? What if your sales team drives to locations on their own, and now their workplace is mobile? They will require First Aid training as a single employee in a work place. Planning work is

easier when you know for sure that you have adequate First Aid Trained personnel. Construction Safety Nova Scotia offers Emergency First Aid Training (1 Day) for \$65 and Standard First Aid Training (2 Day) for \$100.

Do we need the new WHMIS training?

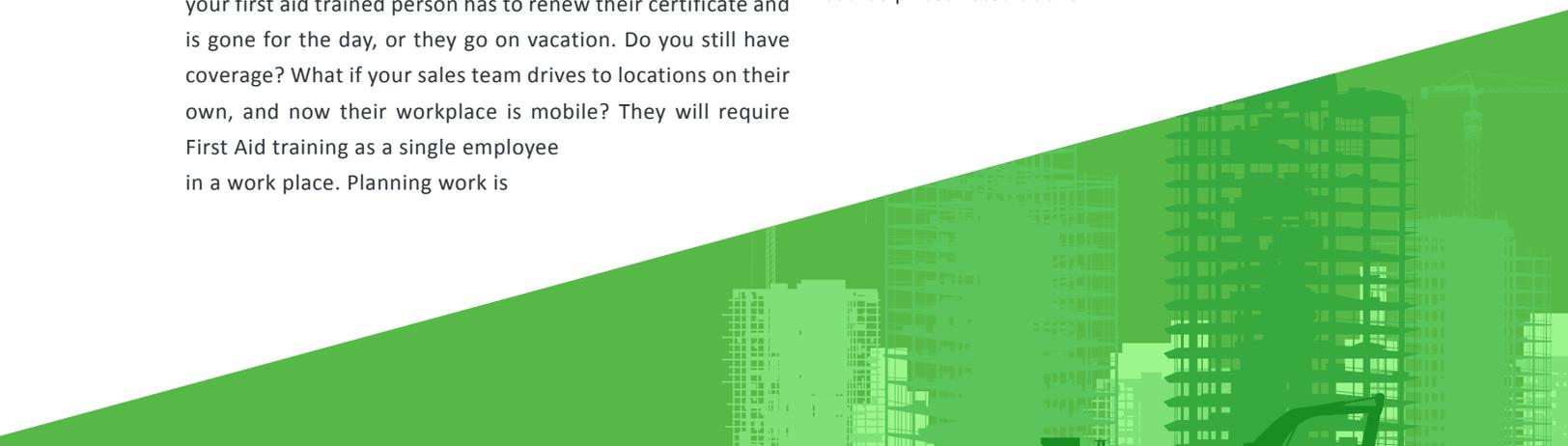
If your company has any products that have the updated WHMIS 2015/GHS Safety Data Sheets (SDS) all employees require the updated WHMIS 2015 Training. If your company is still operating with valid MSDS and does not have any new WHMIS 2015 labelled products or new SDS then you must be in compliant by the December 1, 2018 deadline. Construction Safety Nova Scotia offers a half day course online for \$30 or in a classroom.

What kind of training do we need for scaffolding?

If your employees perform work at heights greater than 3m above a safe surface or less than 3m above an unsafe surface fall protection training is required. Any employees involved in the planning or supervising of the work at heights is required to have the training, as well. Construction Safety Nova Scotia offers the one-day Fall protection for workers course, or Fall protection supervisor course.

Under CSA Standards, which are referenced in the NS Workplace Health and Safety Regulations, any person directly involved in erecting, inspecting, and/or maintaining scaffolding requires specific training. If you are using end frame scaffolding we offer a 2-day practical course for \$120.

As always, if you have any questions please do not hesitate to contact us. HST is not included in the course prices listed above.





Training to live by

By: Eyoab Begashaw, Innovation & Engagement Manager

With the 2017-2018 school year now under way, the Youth Engagement Initiative is full steam ahead. Over the summer months we focussed our efforts on promoting the program and the brand. In addition, we made key technical upgrades to the program to enable users to access CELT through mobile devices and all internet browsers.



[@iamcelt](https://twitter.com/iamcelt)
[iamcelt.ca](https://www.facebook.com/iamcelt)

The results of our efforts have been apparent over the first few weeks of the school year. Over 1000 high school students have registered for our online safety courses in September. In addition, we have launched our CELT competition, designed to encourage students to complete the course.

The CELT competition will have monthly draws for cash prizes for any student that completes CELT. The prizes will range from \$250 to \$3500 (grand prize). High schools with the highest CELT completion rates will also be eligible to win cash prizes.

Follow our social media platforms for live updates on prize winners, events and competitions!



**MAKE A DIFFERENCE
 BUILD A FUTURE**

CELT has also become a prerequisite for the Building Futures for Youth program. Building Futures for Youth is a program designed to increase the number of youth safely exploring a career in the construction trades industry.

HOW THE PROGRAM WORKS

The program consists of three components; a competitive application and selection process, Safety Training provided by Construction Safety Nova Scotia and NSCC, and a 5-7 week paid summer work placement with a Host Employer in the Construction Industry.

WHAT'S IN IT FOR THE STUDENT?

- Helpful feedback on their Resume & Interview skills from Industry professionals
- A chance to earn up to 3 full high school co-operative credits
- Registered as a Construction Trades Pre-Apprentice and earn up to 300 universal trades hours with the Nova Scotia Apprenticeship Agency
- Safety Training and Certification specific to the Construction Industry
- NSCC Scholarship Opportunities

WHAT'S IN IT FOR THE EMPLOYER?

- Identify potential future employees and invest in your own company's Succession Plan
- Establish lasting relationships with schools, teachers, students and their families in your community
- Receive CANS member incentives such as web advertising, education credits, printing services, member event invitations, and many more

The program is open to students in Grades 10 and 11 (minimum sixteen years of age) across the province. For more information on the program, or to become a Host Employer, contact:

Lori Rogers
 Building Futures for youth Lead
 Construction Association of Nova Scotia
 902-809-2297 | lrogers@cans.ns.ca
www.buildingfutures.ca



How do we measure up



Stats via WCB Business Intelligence

For the purposes of the following graphs, construction will be broken into two distinct sectors – Industrial Commercial/Heavy, and Residential Construction.

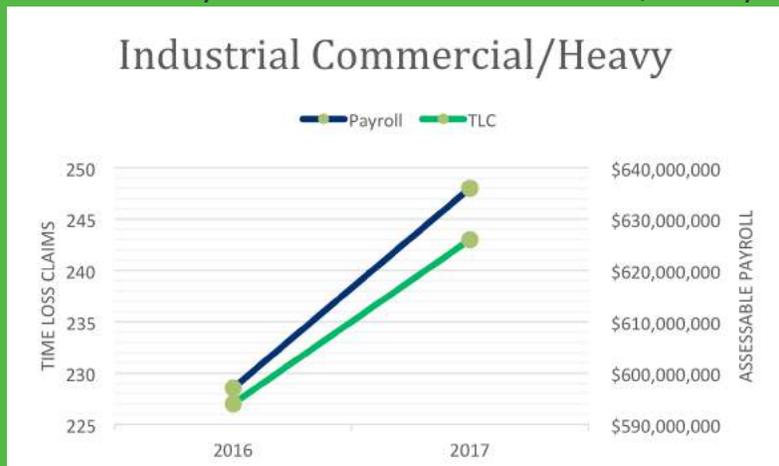
Residential construction reduced their time loss claims by 23, while payroll was down \$500,000. This is a strong reduction in the residential sector compared to previous years. The sector time loss claim by \$1 million payroll ratio also reduced from 1.08 to 0.82, a decrease of 24%.

Industrial Commercial/Heavy construction increased their time loss claims by 16 total, while payroll increased by almost \$40 million. The sectors time loss claim by \$1 million payroll ratio maintained at 0.38, indicating a similar injury rate when factoring in increased work.

Sector Analysis Residential - SICs 4011 - 4013

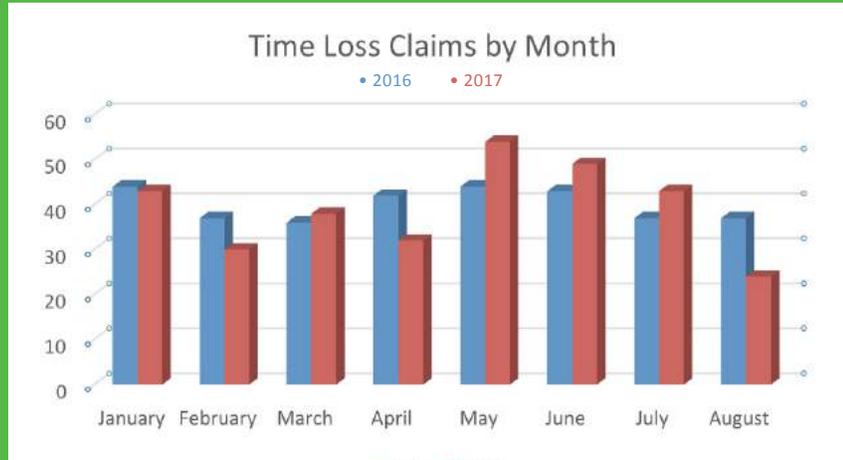


Sector Analysis Industrial Commercial/Heavy





2017 Time Loss Claims – January to August



The following graph shows how 2017 compares to last year in total number of Time Loss Claims each month. Currently as of August 31st there are 313 TLC, which is 8 down from 2016. You can see that the summer months of 2017 were comparatively higher than 2016, but there is downward trend. This data is not matured and is due to change, but based on historical trends the 2017 year end expected TLC is 509.

NWISP 2017

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

33.55% Traumatic injuries to muscles, tendons, ligaments, joints, etc

11.82% Traumatic injuries to bones, nerves, spinal cord

10.86% Multiple traumatic injuries and disorders

9.8% Open wounds

9.58% Other traumatic injuries and disorders

5 most common Part of Body Injured - 2017 YTD

18.53% Back, including spine, spinal cord

13.10% Leg(s)

9.27% Multiple body parts

6.71% Shoulder, including clavicle, scapula

6.39% Ankle(s) Finger(s)

Keeping in touch

OUR SAFETY SERVICES ADMINISTRATION DEPARTMENT

By: Harrison Diamond:

Our administration department is made up of four dedicated women with almost 15 combined years of experience working at Construction Safety Nova Scotia.

This team of hard working ladies takes care of everything from registering students for training, processing internal COR Evaluations and managing all product sales. They could be described as the association's 'firefighters'. If a member is having an issue, the admin team are the ones who will put out their 'fire'.

Chelsea MacDonald is the safety services administration team lead and has been with the association for seven years. Shannon Gallagher started four years ago and also teaches emergency first-aid courses on the weekends. Tara Armstrong has two years with our association and has almost a decade of office management experience in the company she worked at before us. Cynthia started working with us earlier in the year as a co-op student during her time at NSCC and has since been hired on to manage our products services department.



*In this photo (left to right):
Chelsea MacDonald, Shannon Gallagher, Tara Armstrong
and Cynthia Colpitts*



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