AGM Overview

The Lighthouse Award

Best Safety Innovation 2017

Founding Member Profile

“We need to change the occupational health and safety culture in Nova Scotia in a positive way.” A Bruce Collins.
We will soon be moving to paperless newsletters and electronic mailouts. Please call or email us to update your member contact information to stay in touch.

AGM Overview – List of award winners .......................... 3
Leadership Award: Town of New Glasgow .................... 4
James Spidell & Best Safety Innovation Awards ............. 6
Best Safety Innovation .................................................. 7
AGM Photos ................................................................. 8
Mekayla Bull Article ..................................................... 9
How do we measure up? ............................................... 10
Techsporation ............................................................... 11
Founding Member Profile – CHBA-NS ............................ 12
Communication on the Job Site .................................... 13
Lighthouse Partners Across Nova Scotia ........................... 14
Safety Culture Assessment ........................................... 16
Staff list & Contact Information .................................... 20
On Thursday May 24th, 2018 members, industry partners, and public attendees met at the 2017 Annual General Meeting and Awards Ceremony for Construction Safety Nova Scotia. The Chair of the organization, Kent Nickerson, and organizations General Manager, Bruce Collins, announced a successful year of programs and services for the members of the Construction industry of Nova Scotia.

In attendance was the Honourable Brendan Maguire, MLA for Halifax Atlantic; Susan Leblanc, MLA for Dartmouth North; Tim Halman, MLA for Dartmouth East; and Honourable Tony Ince, MLA for Cole Harbour-Portland Valley and Minister of the Public Service Commission and Minister of African Nova Scotia Affairs.

Construction Safety Nova Scotia presented the Lighthouse Award for educators to the First Vice-President of the Nova Scotia Teachers’ Union, Tami Cox Jardine, accepting the award on behalf of the NSTU. The award is in recognition of educators who act as guiding lights for Nova Scotian youth accessing free online Construction Entry-Level Training (CELT) & WHMIS courses provided by Construction Safety Nova Scotia. Other members and organizations across Nova Scotia were recognized with awards for Best Safety Innovation, Chair’s Award of Excellence, Safety Champion Award, Safety Partner Award, and the James Spidell Award for Safety Professionals.

Construction Safety Nova Scotia steadily works towards making the Nova Scotia construction industry the safest in Canada by providing quality, accessible, and affordable services.

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.

AWARD WINNERS:

Chair’s Awards of Excellence – Safest Companies 2017
Greater than $1,000,000 assessable payroll – Pomerleau
Between $751,000 and $999,000 assessable payroll – A.J. Murphy
Between $501,000 and $750,000 assessable payroll – T. Sampson and Sons
Between $251,000 and $500,000 assessable payroll – Peter S Conrod Construction Ltd.
Between $101,000 and $250,000 assessable payroll – Down to Earth Landscaping
Between $51,000 and $100,000 assessable payroll – C&L Controls & Electrical Ltd.
Less than $50,000 assessable payroll – Earle MacAloney Excavation

Lighthouse Award – Nova Scotia Teachers’ Union
Best Safety Innovation – TFG Construction Limited
Leadership Award – C.R. Falkenham Backhoe Services Ltd.
Leadership Award Municipalities – Town of New Glasgow & Town of Middleton
Safety Champion Award – Earl Affleck, Robin Angel, and Charles Colson
Safety Partner Award – Brian Field & Canadian Home Builders’ Association – Nova Scotia
Most Improved Company – Bond & Coolen Contracting Ltd.
James Spidell Memorial Award – Ken Collier
NSCC Award Recipients – Emily McLellan, Kelsie McCullock, Robin Rose, Charlie Underwood
SKILLS NS – Mekayla Bull
The Town of New Glasgow is the regional service center for Northern Nova Scotia and provides municipal services to over 9,000 residents. New Glasgow provides regional commercial services to surrounding communities with a population of approximately 44,000.

Employing 140 people under a Chief Administrative Officer, who oversees the operational departments as well as the New Glasgow Water Utility, the operational department includes Corporate Services, Community Development, Information Technology, Fire, Police, and Public Works which oversees the transportation services, environmental health services, mechanical services, as well as planning and development services.

Public Works which oversees the transportation services, environmental health services, mechanical services, as well as planning and development services;

On October 26, 2006, the Town of New Glasgow experienced a tragic workplace fatality. The accident was devastating to the family of the victim and had a lasting impact on employees and members of the community. Following this tragic event a new comprehensive health and safety program has been implemented with a focus to improve the overall workplace safety culture throughout the organization.

The momentum started with the Public Works department being the first to achieve their Certificate of Recognition. The Town worked closely with the Construction Safety Nova Scotia to assist in achieving full COR certification across all the departments. A sub-committee of the Joint Occupational Safety and Health (JOSH) Committee was established to lead the efforts of the COR program implementation throughout the organization.

In 2018, the Town of New Glasgow became one the first municipalities in Nova Scotia to receive a Certificate of Recognition and Letter of Good Standing from Construction Safety Nova Scotia for all municipal operations, including Fire and Police services. The Town Council is very pleased with this accomplishment, recognizing the importance of the COR program in reducing workplace injuries, increasing productivity and effective operations, assisting in becoming eligible for WCB rebates, and accessing free COR management training.

Committed to a positive workplace safety culture, the Town has an active JOSH committee, which supports ongoing employee engagement in safety education and efforts. Each year, the JOSH committee takes the lead and organizes the North American Occupational Safety and Health week with organized activities for the employees. The Town holds an annual workplace
safety day on the anniversary of the workplace fatality, October 26th acts as a reminder of the tragedy and the importance of workplace safety. The organized activities during the day include a remembrance and reflection service at the memorial site, followed by a lunch and learn session where a representative of the Threads of Life organization delivers an impactful presentation on the importance of workplace safety.

Employees of the town are very pleased with their accomplishment of achieving their Certificate of Recognition for the entire organization and being the first municipality to do so. It is the commitment of the employees and management working together to ensure workplace safety is the first and last priority of the day. Workplace safety is a commitment for life.
Mekayla Bull is a high school student from Cole Harbour District High School. She has been with Construction Safety Nova Scotia as a co-op student, participating in classes and shadowing advisors in trainings and field work. This year, she won gold for Workplace Safety at the SKILLS Nova Scotia competition in Port Hawkesbury. This year she represented Nova Scotia at the National SKILLS competition in Edmonton, Alberta. Mekayla is an example of how hard work, a clear vision, and a passion for working in the trades can provide opportunities for young women. We are proud to have her as part of the CSNS team and we look forward to following her exciting and productive career in safety and the trades. Below Mekayla describes her experience with Construction Safety Nova Scotia.

Being a female within the trades industry there is a challenge against the stereotypes to succeed and do the absolute best of your best. At least, that’s how I thought it was! I used to believe, “girls don’t belong in the trades,” but I have learned the opposite through my co-op placement with Construction Safety Nova Scotia. Staff and members of the organization have been very encouraging. The employees at CSNS and my classroom colleagues have encouraged me to succeed in my career with encouraging words like “you go girl” or “it’s good to see a strong girl going into the trades.” This experience has made me even more excited embark upon this career path.

While training for carpentry and discovering workplace safety importance through training, I have developed a “soft spot” for the guiding principles behind workplace safety. I believe Occupational Health & Safety is super important for youth. It teaches and prepares them to be aware of their surrounding at their workplace. I see this as an important component in a trade like carpentry, an office job where ergonomics come into play, or even within the service industry jobs such as McDonalds.

I will never forget this experience! I have met amazing people and created lasting memories while working alongside other SKILLS competitors and CSNS staff. Training and preparing SKILLS was an excellent experience and I am so grateful for it. I would encourage anyone to do it!
JAMES SPIDELL AWARD

This award is given to an individual who demonstrates an ongoing commitment to occupational health and safety and exemplary performance as an occupational health and safety professional.

KEN COLLIER

Ken Collier has been working for 42 years. For the past 12 years, Ken has been the Department Head for Vocational Education with Memorial Composite High School in Sydney Mines, the only composite high school in the province of Nova Scotia. In his time as department Head, Ken has promoted a safe workplace and drives the importance of safety. The Construction Entry-Level Training courses offered by Construction Safety Nova Scotia are an integral part of Ken’s safety training for his students at Memorial High.

Ken has served as co-chair for the past 12 years on the Joint Occupational Health & Safety Committee. Ken ensures that representatives from all areas of the workplace are involved in the OH&S committee and makes it his mission to include students. Having students participate in the committee gives members a fresh perspective and allows students to understand the importance of safe work procedures. These key skills will help ensure there is a safe environment for both students and staff.

Embarking on a new chapter in life, Ken is retiring this year after 24 years as an educator. He is looking forward to spending time with family and friends, enjoying lots of fishing and golfing, and especially spending as much time as possible with his grandson, Nicholas.

PHOTO: Gary Rudolph, Ken Collier, & Kent Nickerson
BEST SAFETY INNOVATION

This award is given to a company who demonstrates the use of a better or novel idea or method to achieve safety in their workplace.

COLIN CAMERON,
PROJECT MANAGER WITH SOUTHWEST CONSTRUCTION MANAGEMENT

Colin Cameron, project manager with Southwest Construction Management, contacted TFG Construction Limited in 2016 to assist in finding a solution for a tripping hazard with construction barrier fences on South Park street in Halifax.

TFG Construction developed a new design for fence and construction barriers which allow for better and safer access of people around the construction site and safer snow removal in the winter. The design keeps the barriers and fence from blowing over in strong winds. Pedestrians and industry peers have commented on the effectiveness and the benefits this design provides. TFG Construction has achieved Certificate of Recognition and it is our honor to present Wyatt Forrest of TFG Construction with the Best Safety Innovation Award.

PHOTO: Wyatt Forrest, TFG Construction
The most important reason for making your workplace safe is not at work at all. Visit worksafeforlife.ca for helpful safety resources.
How do we measure up

2017 Time Loss Claims
Stats via WCB Business Intelligence

The following graph shows the ratio between Time Loss Claims and million dollars of assessable payroll. In 2017 this ratio reached an all time low at .44. 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.

NWISP 2017
5 most common Part of Body Injured - 2017 YTD

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Part of Body Injured</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.97%</td>
<td>Back, including spine, spinal cord</td>
</tr>
<tr>
<td>11.32%</td>
<td>Leg(s)</td>
</tr>
<tr>
<td>8.72%</td>
<td>Finger(s), fingernail(s)</td>
</tr>
<tr>
<td>7.42%</td>
<td>Multiple body parts</td>
</tr>
<tr>
<td>7.42%</td>
<td>Shoulder, including clavicle, scapula</td>
</tr>
</tbody>
</table>
Get to know Techsploration!

For twenty years, Techsploration has been empowering girls in grades 9 through 12 to explore careers in skilled trades, engineering, technology, and science with the aim of increasing the number of women working in these fields. Techsploration is a Nova Scotia based non-profit, offering award-winning programming. The organization’s methods are nationally recognized as a best-practice for empowering young women for future careers in Science, Trades, & Technology.

With more than 350 volunteers, teachers, and female industry role models, there is significant support from industry partners. Techsploration is truly a community-led initiative. The organization now reaches over 40 schools and more than 3,500 students across the province.

Participants come from schools across the province in grades 9 through 12 and have a unique opportunity to meet approximately 125 different female role models. This opportunity allows young women to discover 125 different career possibilities they may not have considered.

In addition to their in-person programming, Techsploration has created a popular series of career videos highlighting women in STIM. The series entitled Women in Action has been very successful and has grown to 53 videos with over 300,000 views on YouTube. The series is also featured in over 18,000 classrooms across North America through Xello, an online resource for guidance counsellors.

Worksite safety is an important component of Techsploration programming. From personal protective equipment to online safety, program participants (who are also known as ‘Techsplorers’) are well-versed in all forms of safety throughout the program. Techsplorers are required to complete Construction Entry-Level Training (CELT) safety awareness program through Construction Safety Nova Scotia prior to participating in worksite experiences with their role models.

The CELT program allows Techsplorers to learn their rights, duties, and responsibilities relating to safety in workplace. Every CELT participant has the potential to receive an honorarium for their hard work and dedication. This year Melissa Wright, a participant with Techsploration, received a $250 honorarium for participating in CELT.

Techsploration helps support the career paths of their alumnae by providing scholarships to participants who pursue post-secondary education and apprenticeship in science, trades, engineering, and technology. In honour of Techsploration’s 20th anniversary, the scholarship program was expanded, allowing for more young women to receive valuable financial support early in their educational careers.

Cheers to the next 20, Techsploration!

Techsploration is always looking to add to their roster of inspiring role models and industry supporters. If you’re interested in getting involved, please contact Emily Boucher at emily.boucher@techsploration.ca.
Founding Member Profile:
Canadian Home Builders’ Association of Nova Scotia

By Sherry Donovan
The residential construction sector is an exciting, diverse, ever-changing industry where no two days are the same. Every day I am engaging with members and industry professionals working to build and renovate beautiful residences for young families, first time home buyers, and retirees. When I’m walking through newly built or renovated homes, it is easy to imagine the spaces filled with joy. Building a life in a new home is a dream for many people and it is my passion to ensure they do it as safely as possible.

Canadian Home Builders’ Association Nova Scotia partnered as a founding member with Construction Safety Nova Scotia in 1994 with the aim of improving safety in the residential homebuilding sector. Industry statistics indicate we are now safer than ever before. However, we still have an opportunity to improve worksite safety. Every company across the province can act to establish zero tolerance practices for unsafe work. Within our own membership, and the industry as a whole, we want employees to return home safely. To help facilitate this, we regularly share safety tips and opportunities for members to learn more about safety so they can share it with their employees and subtrades.

One way we work towards improving safety in the residential homebuilding sector is through partnership. In collaboration with DOLAE and Construction Safety Nova Scotia we have launched Curbside Coffee Chats. This initiative increases our presence on jobsites, allowing us to answer questions from construction workers in the field and build stronger relationships within the residential construction industry. We are also building awareness and letting home builders know safety is not something to fear, it is something we are all responsible for every day.

CHBA-NS continues to work with industry members and partners to provide relevant training, programs, and initiatives. Our work keeps members informed and aware of issues critical to their safety and success. As a founding member with Construction Safety Nova Scotia, we are aligned with working towards making our construction industry the safest in Canada. We continue to work together to create more awareness and develop stronger communities.
Effective communication is one of the key criteria to safety success and should be integrated into every company operational plan. Communication is the process by which we exchange information between individuals or groups of people and is successful only when both the sender and the receiver understand the same information. An element to consider is exactly how the information is being conveyed.

Means of communication in the workplace are primarily e-mail, phone, and face-to-face. Face-to-face is considered the most effective form. Components of face-to-face communication to consider may include body language, tone, facial expressions, and positioning. In the construction industry, toolbox talks are a common and effective means to facilitate face-to-face communication. Toolbox talks are a great way to reinforce your company’s commitment to safety and to bring safety to the forefront of everyone’s minds before their day starts. Though toolbox talks are used regularly on job site there are certainly ways they can be improved.

There are barriers that may prevent the message from being accurately received. Employees generally agree that one main barrier with safety communication is lack of follow up from supervision. All employees want their concerns heard, and more importantly, action to be taken. Employees provide feedback in multiple forms, and often use the opportunity at toolbox talks to voice their opinion; as a result toolbox talks can be a crucial element of effective communication strategies in the workplace. Employee feedback can be a great asset towards improving safety performance. When employees feel heard and involved they are more likely to maintain a safe work environment and positive safety culture.

If you’re in a position to receive feedback regularly at work, consider the following:

1. Be open-minded. Even if you disagree or the feedback seems inaccurate, keep an open mind and listen attentively without responding, for the time being.
2. Hold back your immediate comments. Let the others speak without interrupting or defending. Listen to understand and not to respond.
3. Don’t take it personally. When you receive feedback from your team do not assume what you hear is an attack on you as a person.
4. Say thank you. It takes a lot of effort, especially for your employees, to offer feedback. Be thankful for it even if it hurts or does not add a lot of value. By accepting the feedback, you communicate to your team your willingness to listen, grow and build a solid team together.
5. Follow up. After listening, and considering the feedback provide a well thought out response. The response doesn’t have to be immediate, but it should be timely. If the feedback results in positive action, inform employees of the action taken.

Breaking the communication barrier of lack of follow up from supervision, employees will need long-term consistency. The employee should be updated with the progress of the matter even if the remedial action hasn’t been completed, and is under discussion with senior management. Regular updates are appreciated and give peace of mind to the employee by letting them know their concern is valid and being dealt with. In workplaces with elevated levels of risk, there may be action items not only from employee feedback at toolbox talks, but from site inspections and accident investigations. These remedial actions may get lost in the paperwork. Action items are required to be assigned to the employee who can complete the item. More importantly, the employee to whom the action is assigned needs to be aware of the item and the expected completion date. An effective means of remedying the potential of forgetting about closing action items is to track them in a log by the date.

Sharing positive results from feedback will demonstrate that employees’ opinions are valued and their feedback is contributing to a positive workplace. Employees will be more inclined to provide feedback when they see ongoing improvements. Remember, communication during toolbox talks should be two-way to ensure everyone has the opportunity to provide feedback. You never know what accident they could be preventing.
"When it comes to youth and safety, it is an issue for all of Nova Scotia. We have a moral obligation to provide students with knowledge of their rights, duties, and responsibilities in the workplace. It is more than a work skill, it is a life skill.”

– A. Bruce Collins

PHOTO: Tami Cox Jardine (Centre), First-Vice President of the Nova Scotia Teachers’ Union, accepting the Lighthouse Award, with A. Bruce Collins (Left), General Manager of CSNS, & Kent Nickerson (Right), Chair of the Board.
Construction Safety Culture Assessment

As the Construction Safety Culture (CSC) Assessment project enters its third year, it continues to meet its targets and goals for success. The effort and time put into the scale creation process in the first year (2016) has paid off in the second year (2017) by providing a valid, reliable, and timeless CSC tool to identify the industry average and benchmark. To date, the valid CSC tool has allowed us to assess 17 Nova Scotian construction firms and to reliably track changes in their safety culture for decades to come. Each firm received a safety culture assessment report that included their organization’s safety culture and safety performance scores in relation to the industry average. The report also included interventions and recommendations for safety culture improvement.

The industry average (based on over 1300 employees) and the benchmark scores (top 30% of firms) are displayed below. The overall safety culture percentage is determined by three factors: Leadership, Coworkers, and Communication. Organizations with strong leadership, clear and open communication, and coworker cooperation were related to lower injury and accidents and higher key-indicators of safety performance (compliance, knowledge, participation, and motivation).
The scores in the table below reflect a sample of questions from the safety culture assessment collected to date. A total of 1310 construction employees (labourers, managers, supervisors, and admin staff) representing over 19 small to large firms working in a variety of sub-industries.

The table below displays the average of the scores out of 100%, which is a simplification of what firms receive in their detailed safety culture report. There are a few highlights from this industry view of the safety culture assessment (to-date), employees reported that their coworkers care about one another’s safety, if employees see a dangerous or unsafe condition they will tell their supervisor or coworkers about it, and employees feel comfortable reporting a safety concern even if the job will be delayed. Further, most supervisors listen to safety concerns and suggestions and are quick to resolve safety issues on the job site. Two areas that most firms have reported issues on are receiving positive feedback when working safely and the appropriate discipline when a safety rule or procedure has been broken.

<table>
<thead>
<tr>
<th></th>
<th>Industry Average</th>
<th>Benchmark (top 5%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Co-workers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>How often do your coworkers receive positive feedback when acting safely</td>
<td>86</td>
<td>88</td>
</tr>
<tr>
<td>My coworkers always follow safety rules and regulations</td>
<td>82</td>
<td>86</td>
</tr>
<tr>
<td>My coworkers care about my safety when we are working together</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>How involved are your coworkers in the decisions regarding their health and safety at work</td>
<td>83</td>
<td>86</td>
</tr>
<tr>
<td>How often do your coworkers follow safety rules and procedures</td>
<td>85</td>
<td>86</td>
</tr>
<tr>
<td><strong>Communication</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>If I saw a dangerous or unsafe condition I would talk to my supervisor about it</td>
<td>78</td>
<td>89</td>
</tr>
<tr>
<td>I let my coworkers know when they are not working safely</td>
<td>87</td>
<td>87</td>
</tr>
<tr>
<td>I feel comfortable reporting safety concerns even if it means the job will be delayed</td>
<td>86</td>
<td>86</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor is open to new ideas and ways of completing the job in a safer way</td>
<td>85</td>
<td>87</td>
</tr>
<tr>
<td>My supervisor prioritizes safety over everything else</td>
<td>82</td>
<td>84</td>
</tr>
<tr>
<td>My direct supervisor focuses on working safely even if work will fall behind schedule</td>
<td>82</td>
<td>84</td>
</tr>
<tr>
<td>My direct supervisor leads by example when it comes to safety</td>
<td>82</td>
<td>84</td>
</tr>
<tr>
<td>My direct supervisor listens to my safety concerns and suggestions</td>
<td>83</td>
<td>83</td>
</tr>
<tr>
<td>My direct supervisor is quick to resolve safety issues on the job site</td>
<td>84</td>
<td>86</td>
</tr>
<tr>
<td>My direct supervisor provides the appropriate amount of discipline when a safety rule or procedure has been broken</td>
<td>79</td>
<td>81</td>
</tr>
</tbody>
</table>

*The benchmark group is between 1-4% above the industry average for most questions.
**The factor averages in this table will not match the overall averages in the first table due to the averaging technique (firm average compared to individual employee average).
When employees were asked about what would make their workday safer that isn’t currently in place, less pressure to rush work and appropriate training were the top recommendation.

The assessment is the first step in the firm’s journey of continuous improvement in safety. The initial scores and feedback are a starting point on which the firm can improve upon for future assessments. A safe culture is not a destination or end-point; it is a continuous process that requires vigilance and constant attention. To date, the assessments results suggest that most firms, on average, have a strong and positive safety culture with minor variability in one or more of the factors (Leadership, Coworkers, Communication). Identifying why some factors have lower scores helps us determine an intervention recommendation; for example, leadership and communication training, pre-work warmup programs, housekeeping initiatives, or programs on reporting and compliance. This year, we will continue to assess the safety culture of Nova Scotian Construction firms and will help organizations with the intervention programs recommended in their report.

CSC Validation

The CSC assessment tool has undergone various stages of validation to ensure its accuracy. The purpose of validation, simply put, is to make sure the assessment tool accurately and reliably measures what it is supposed to measure. In our case, we are making sure the CSC assessment tool is measuring safety culture in the construction industry.

Specifically, we make sure:

- subject matter experts agree that the CSC assessment is measuring safety culture
- the CSC assessment is related to other measures of safety culture
- the CSC assessment is related to safety outcomes like workplace injuries, accidents, and performance,
- the CSC assessment is reliable across companies, employees, and industry sectors. For more details on the validation process visit our website www.constructionsafetyculture.com
Interventions Toolbox

The third phase of the CSC Assessment project involves developing a toolbox of safety culture improvement initiatives. The interventions are tailored to the organization based on the results from their safety culture assessment. As we mentioned, there have been common issues across assessed firms. So far, our team has developed a few interventions based on these results, which include leadership and communication training, pre-work warmup programs, housekeeping initiatives, and programs on reporting and compliance.

Leadership and communication training: The course ‘Practical Leadership Skills’ has been developed with the focus on the link between an effective safety culture and leadership skills, and communication. The course gives practical skills and recommendations on how leaders can communicate effectively, coach, and set goals. Our findings saw that this was an area that needed further development.

Warmup programs: In an effort to reduce Musculoskeletal disorders and repetitive motion injuries a physiotherapist has been contracted to develop warmup routines for employees. Employees rated overexertion as one of the most frequent issues that they deal with. The physiotherapist will develop a program for labour work, for driving, and for office work.

Reporting: An interesting result that was found in many firms was low reporting of near-miss incidences but employees having an excellent understanding of why they are necessary. There were self-imposed barriers to reporting in a lot of the instances it seemed, that it was too time consuming, it would have repercussions, etc. In an attempt to reduce some of these barriers a new near-miss form has been created that workers can have in a pocket.

There was also instances where employees felt they would be punished for having a near-miss, be judged by their supervisors/ co-workers, or ignored even if they do submit. Within our leadership course we speak on these issues with regards to leadership styles and communication. As leadership is so integral to a positive culture, it is essential for employees to feel as though they do not have these barriers. Employees who feel their voices are not heard will not take the effort in submitting.

A primary goal of the project is to engage the academic and private sector in discussions, collaboration, and learning. We have had the opportunity to attend two academic/practitioner conferences where we presented the CSC assessment tool to others and learned about current safety culture practices. The tool has been well received during the conference presentation sessions with engaging discussions during the question period. The conferences have been fruitful and have led to an ISBN publication and potential international collaborations.

In the upcoming year, we have agreed to present at two safety conferences where we expect to grow our reach and promote the CSC assessment tool in the construction industry. 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. jdixon@constructionsafetyns.ca
Our Team

Executive
General Manager - A. Bruce Collins
Chief Safety Services Officer - Damon Alcock
Comptroller - Jason Nicholson

Services & Operations
Safety Services Delivery Manager - Jonathan White
Innovation & Engagement Manager - Eyoab Begashaw
Communications & Project Manager – Cavita Persad
Research Manager – Jonathan Dixon
Technology Specialist – Rhea White
Communications Specialist – Tyler Colbourne
Safety Services Administrator Lead – Chelsea MacDonald
Safety Services Administrator – Tara Armstrong
Safety Services Administrator – Kyla Porter
Financial Administrator – Joyce van der Kooi
Records Administrator – Cindy Boyce
Product Services Administrator – Cynthia Colpitts
Professional Services Administrator – Jo-Ann Macdonald

OH&S Advisors
Isaac Hill
Jared Stoodley
JP Angelopoulos
Laura Langille
Lori Ross
Natasha Mansfield
Phil Brownell
Ryan Quinn
Stacia Baldwin
Timothy Porter

Construction Safety Nova Scotia
35 Macdonald Avenue
Burnside Industrial Park
Dartmouth, Nova Scotia
Canada B3B 1C6

Tel: 902.468.6696
Toll Free (within Nova Scotia): 1.800.971.3888
Fax: 902.468.8843
e-Mail: info@constructionsafetyns.ca