



# Owners' Orientation: Safety is Good Business



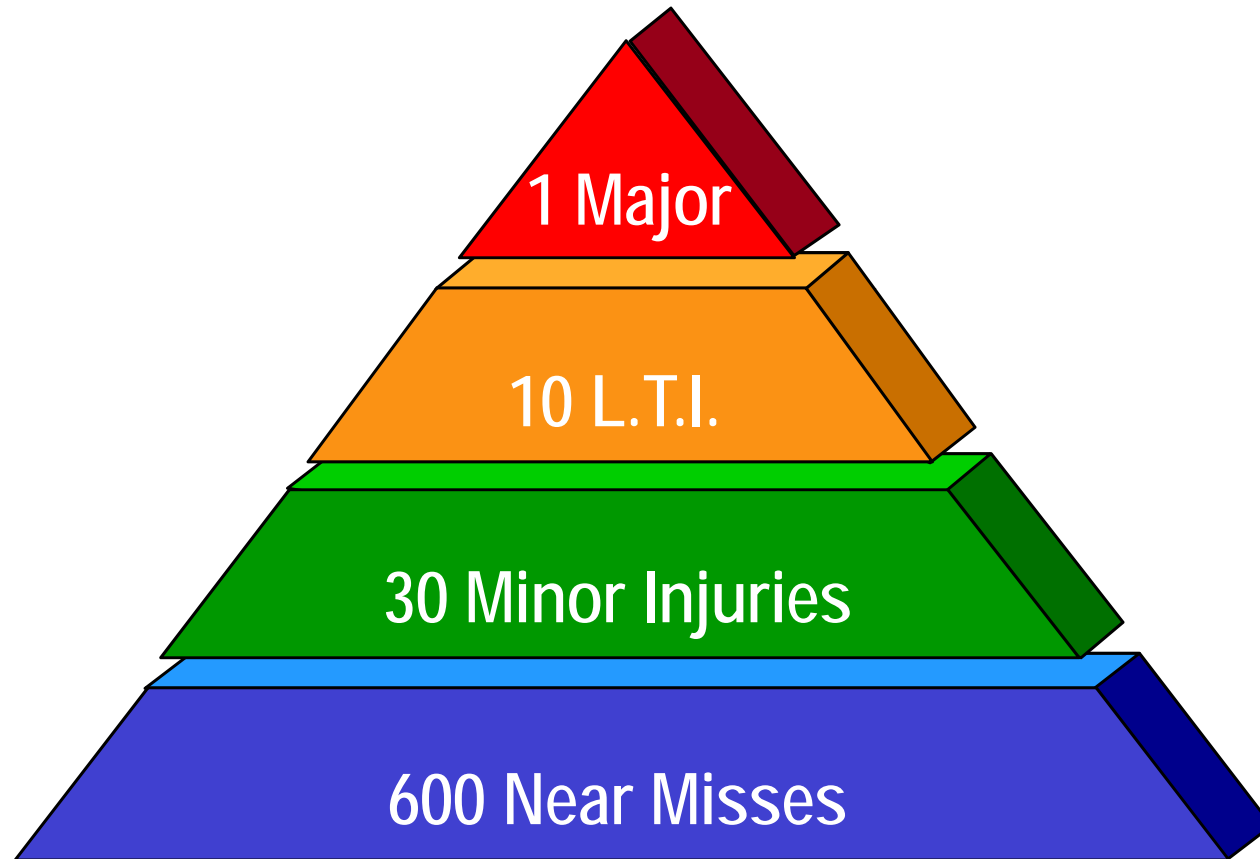
# Section 1

## Why Invest in Health & Safety?

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- Comply with Laws
- Reduce Costs
- Attract/keep the Best Workers
- Increase Productivity HOW?? Rebar 'chokers' example
- Improve Quality HOW?? Mechanical room scaffold example
- Moral Obligation? Who calls the widow?
- Manage risk/liability
- **Invest wisely!** 'Necessary but not sufficient' can easily be turned in to 'Necessary and Worthwhile'

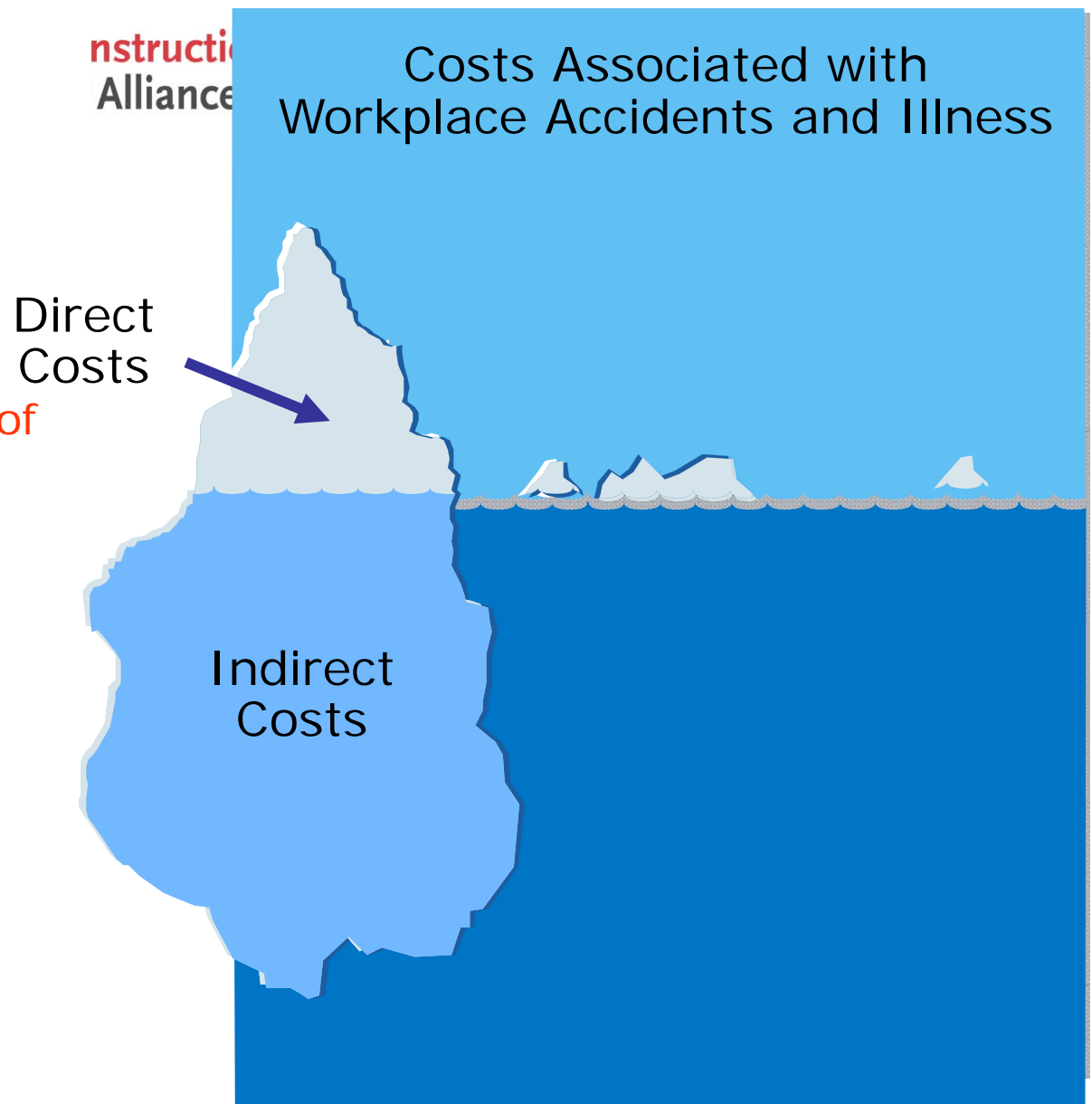
# Incident Pyramid



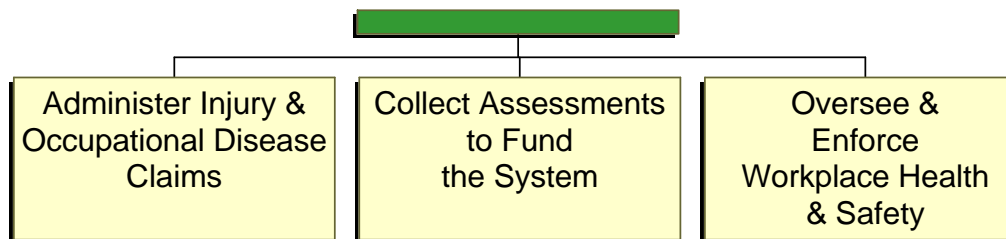
Raising awareness, reducing injuries

- Can also be thought of as 'doing' safety directly vs indirectly

- The importance of 'how' we do it is overlooked



Raising awareness, reducing injuries



Established in 1917 in British Columbia, WorkSafeBC is a **no fault** insurance system funded by employer assessments.



# PREVENTION

Raising awareness, reducing injuries

# Meeting Your Legal Obligations

- WorkSafeBC
- The 'Act' is LAW – 'those found in violation have committed an offence in the province of British Columbia'
- Regulation and Guidelines
- Employers and supervisors have broad responsibilities
- Workers can be 'written up' by WSBC
- You must keep people at your worksite safe and healthy
  - Is this separate or integrated with keeping them productive?

# Occupational Health & Safety Regulation

- Core Requirements 1-4
- General Hazard Requirements 5-19
- Industry/Activity Specific Requirements 20 on

## **Guidelines and Policies to support the OHS Regulation**

- Regulation availability (Iphone app and Hatscan products)



Is there an easy way to do this?

If your finding it too difficult, you're doing it  
wrong

# Occupational Health & Safety Programs

## Part 3 of OH & S Regulation

### Components:

- Policy Statement **do you mean it? Do you demonstrate it? Did YOU write it?**
- Regular Inspection of Premises **By and for YOU, not the Prime/CSO only**
- Written Safety Instructions **SWP's How? Who?**
- Monthly Management Meetings **a great forum to walk the talk**
- Prompt Investigation of Incidents **follow a model, root causes, fears of repercussion?**
- Maintenance of Records and Statistics **you WANT to know what goes on on site**
- Support for Joint Committee or Occupational Health and Safety Representative
- Instruction and Supervision of Workers **Supervision is KEY, CSTS for workers**
- Hazardous Material Handling Procedures
- First Aid **a great thing to offer all employees, changes awareness**

# BILL C-45

- Canada's Criminal Code (Amended in 2004) Westray Mine
- Reinforces and clarifies the legal duty to ensure safety
- Elevates the stigma of and penalty for poor safety
- Expands legal duty to more workplace parties

# Criminal Negligence - Section 217

217.1 Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task

## **Duty of persons directing work**

- Quick review of cases
- Mostly field supervisors at risk
- Scared straight??

# Your Best Defence

- Follow the WorkSafeBC Regulation and Guidelines and other legislation that pertains to your workplace but don't rely on it.
- Is "Prevention Division" really helpful? High Jump
- **Implement** your health and safety program
- **Integrate** your health and safety Program
- **Beware of 'Necessary but Insufficient'**
- Ensure your workplace health and safety at least meets industry standard where it is higher than WorkSafeBC standards **what are the other guys doing?**



# Claims Management

Return to Work

Stay at Work

Claims Costs

# Your Control Over Costs

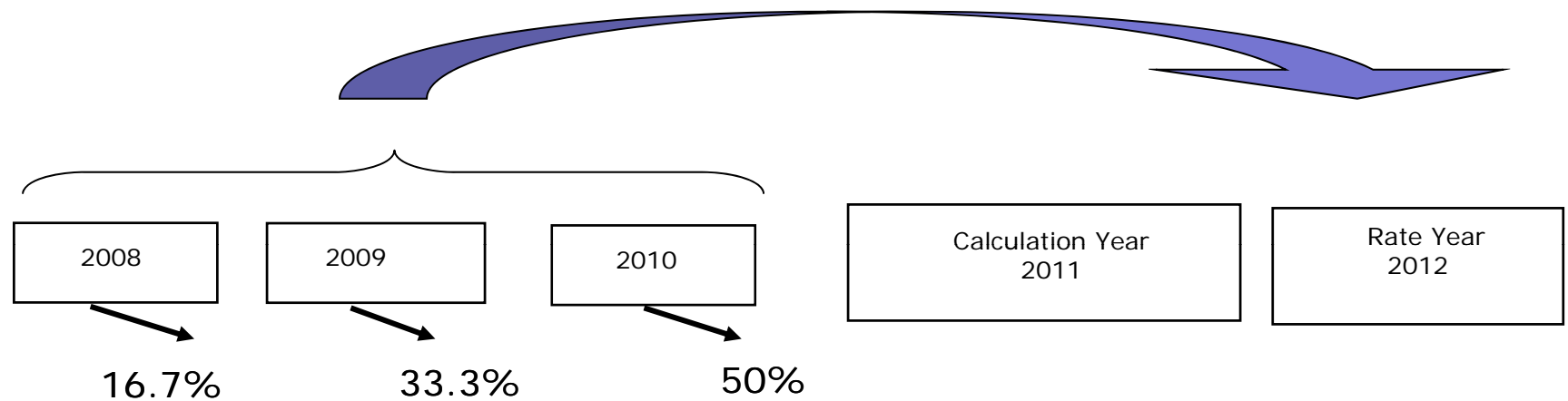
You can control many costs and you can influence even more of them!

- Claims Costs: Frequency, severity and duration
- Premiums: Base Rate and Experience Rating
- COR Rebates: Financial incentive from WorkSafeBC

# Your Control Over Costs

- Base Rate: Based on experience of group
- Experience Rating: Single employer relative to other firms in the group
- Construction industry employers can earn discounts on their base rate of up to 33 % over time
- Firms working less safely may face surcharges of up to 33 % over time

# Experience Rating - The ER Plan

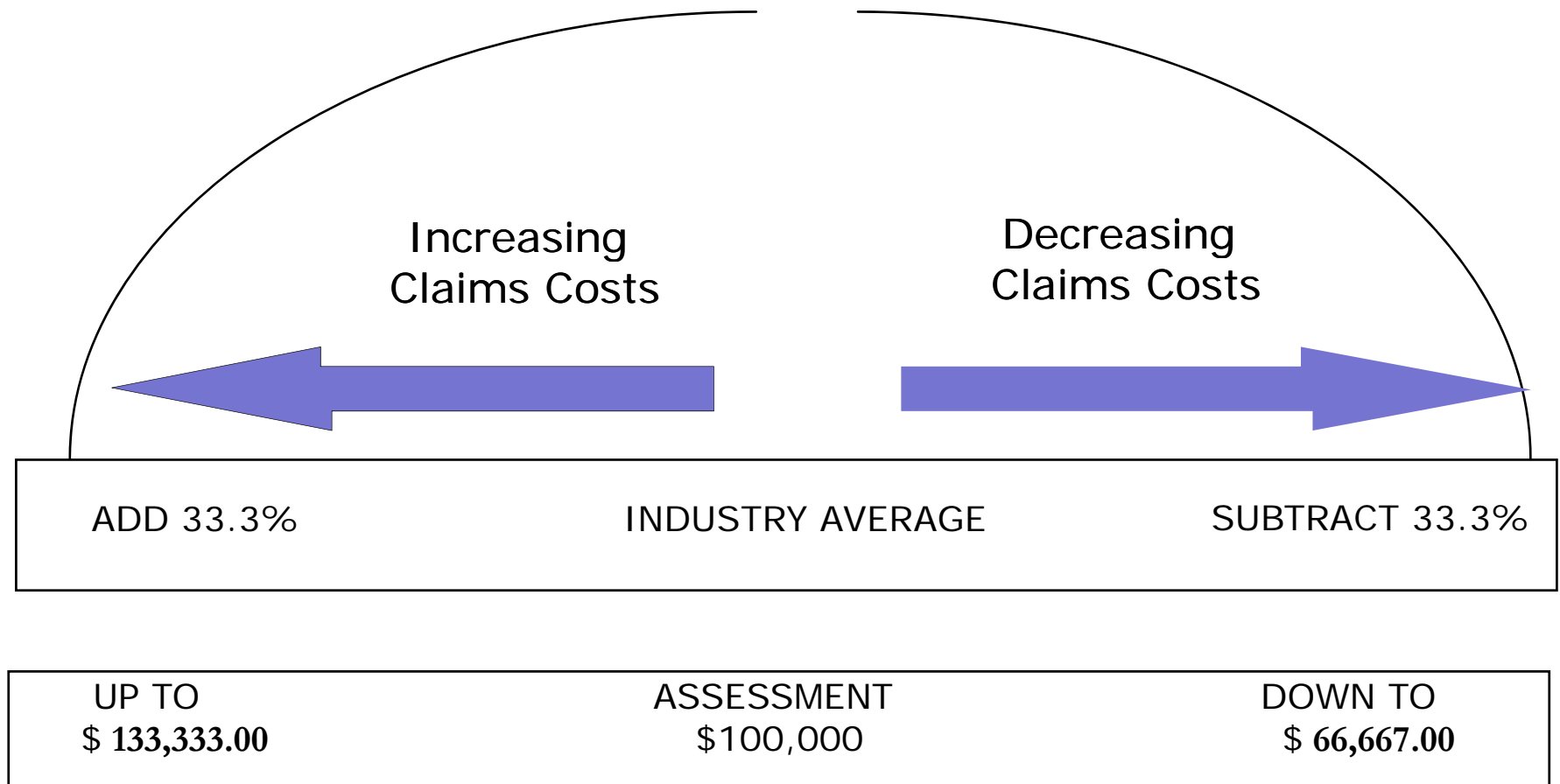


- Three year "Weighted Window"
- Based on claims costs paid out during 42 month period (January 1, 2007 - June 30, 2010)

# Your Control Over Costs

$$\left( \begin{array}{c} \text{Base Rate} \\ \pm \\ \text{Experience Rating} \\ \text{Adjustment} \end{array} \right) \times \text{Assessable Earnings} = \$ \text{WorkSafeBC Assessment}$$

# Experience Rating - The ER Plan



Raising awareness, reducing injuries

# Two Cost Contributors to WorkSafeBC Assessments

- Claim Frequency
- Claim Duration

**You can work to influence both of these through COR**

**RETURN TO WORK PROGRAMS**

# Investing in Safety

- Safe operation is not a matter of luck. It is a matter of knowledge and good management. **Leadership, planning, systems, and integration**
- The techniques and processes to prevent workplace injuries illnesses and losses are known and available. **And should be the same as those that deliver on schedule, cost, and quality!**
- Many organizations that have implemented health & safety programs see lower injury rates, WorkSafeBC assessments and other costs associated with workplace incidents.

## Section 2

# What an Owner or Manager can do: Building a Plan

# Show **Your** Commitment to Safety

- Become involved in COR
- Open your company to safety audits
- Work safely (walk the walk)
- Initiate **and/or** participate in safety tours
- Act quickly when issues arise or incidents (**Losses**) happen
- Recognize safe **Good!** work
- Reward safe, **productive** work
- Put safety first ?
- **Always train in context! Roles and responsibilities, and integrate safety into your business, just like the other goals!**

# Implement or Improve a Health & Safety Program

- *Develop* a safety manual, **don't just buy one**
- Train workers on how to perform work safely, **the Act= context**
- Establish a Joint Health and Safety Committee (Required for 20 or more employees) **and make it effective for your organization's needs -Drucker**
- Offer Return to Work (RTW)
- Perform Evaluations (COR Audits)

# Support Excellence in Supervision

- The rate of absenteeism and sick days are directly related to the relationship between the worker and their supervisor.
- Supervision is also clearly linked to productivity, motivation and quality.
- It makes good business sense to take a look at the skills and suitability of your supervisors.
- New model of supervisor training is well received so far



- Supervision course provides a *context* for the supervisor
  - How their role differs from that of a worker now
  - The trade is the subject, and expertise is important, but:
    - The goal is now safe, quality, effective work through others
  - Simple management/leadership tools and concepts
- Only then do we tackle:
  - Workplace Assessments (formerly Inspections)
  - Loss Analysis (formerly accident investigations)
  - Training

# Support an Early and Safe Return To Work Program

- Employers **can** help control the duration of claims
- Note: The relationship between the worker and his or her immediate supervisor can directly affect the speed and quality of recovery and the return to work outcome.
- Send your best person to the BCCSA Injury Management course, and then support them in developing a RTW program

# Claims Duration

- Average claims duration affects WorkSafeBC premiums
- A good RTW program will shorten claim duration
- CMA says RTW is good medicine



# Section 3

## Help Is Out There



- BC's Construction Safety Association
- Funded by the construction industry
- Work in partnership with WorkSafeBC and Industry

**Free** Training!

Safety Consulting

Safety Resources

**Certificate of Recognition**

**–How big is your 'Safety Department'? Why?**

**–Do you 'outsource' safety expertise? What's your ratio?**

# Certificate of Recognition Program (COR)

A COR Audit is an effective way to identify strengths and opportunities for improvement: 10 % Rebate from WorkSafeBC for Health and Safety COR and an additional 5% rebate for Return to Work COR

- Demonstrates due diligence
- Facilitates communication between workforce and management
- Opens doors to new clients and new opportunities to make your company more profitable
- Its coming, it's the way of the future.
- Its cost neutral or cost +
- Its effective as a baseline

## COR *Plus*

ITC Pilot project in cooperation with BCCSA

- Most courses held in groups that actually work together
- Curriculum is being modified to suit
- Taught by construction people, for construction people
- Assistance with Audit process
- Follow up to classroom work on ITC sites
- Large focus on supervisor awareness
- Worker 'basic training', CSTS
  - Bentall Investigation
  - ITC Orientation time



Have questions on getting COR certified? Contact the BCCSA

BC Construction Safety Alliance

t: 604.636.3675

tf: 1.877.860.3675

f: 604.636.3676

e: [info@bccsa.ca](mailto:info@bccsa.ca)

[www.bccsa.ca](http://www.bccsa.ca)

# Employers' Advisers Office

Independent from WorkSafeBC. They provide:

- Advice
- Assistance
- **Free** courses!
- Representation on WorkSafeBC Issues