

Canadian Federation of Construction Safety Associations



Fédération canadienne des associations de la sécurité dans la construction

CFCSA: Connected

A bi-annual newsletter from the Canadian Federation of Construction Safety Associations.
Brought to you by the CFCSA Creative Network

CELEBRATING SAFETY IN CANADA'S CONSTRUCTION INDUSTRY



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YOUR NEWS, YOUR SAFETY ASSOCIATION

Click on the logos below to learn more about each Safety Association across Canada



A MESSAGE FROM THE EDITOR



On behalf of all Safety Associations under the Canadian Federation of Construction Safety Associations, I am pleased to welcome you to our first ever collaborative newsletter, CFCSA: Connected.

This bi-annual newsletter contains industry and safety news from all participating Safety Associations across Canada, showcasing each Association's commitment to safety - provincially and nationally - to the construction industry.

Whether you're a local business or a national company, know that **your safety is our number one priority across Canada.**

The Canadian Federation of Construction Safety Associations (CFCSA), and all provincial and territorial Construction Safety Associations within it, are actively working to promote awareness of construction health and safety; improve information sharing; and collaboratively produce workplace health and safety training standards/information resources.

This newsletter is just one of many initiatives that we're working on to keep you up-to-date with current and relevant safety news.

To show your support for your safety association, subscribe to our bi-annual publication and share the news throughout your workplace.

A handwritten signature in black ink, appearing to read 'Megan Funnell', written in a cursive style.

Megan Funnell
Editor, CFCSA: Connected
Marketing Communications Coordinator, Construction Safety Association of Manitoba

COR Certified Companies...Make Worksites Safer

Written by Jackie Brown, BC Construction Safety Alliance



A University of BC study has found that participation in WorkSafeBC's Certificate of Recognition (COR) program is associated with lower injury rates in the construction and forest industries in particular.

The study looked at differences in injury rates between certified companies and non-certified control companies in three categories: (a) long-term disability (LTD), short-term disability (STD), and fatalities; (b) serious injuries; and (c) health-care only (an injury that did not lead to time loss) -- over a 10-year period (2002 to 2012). Four industry sectors were examined: construction, forestry, manufacturing, and transportation/warehousing. Results were obtained by calculating differences in pre- and post-COR injury rates and then comparing the results with injury rates of the non-COR firms over the same time period.

According to a research brief issued by UBC's Partnership for Work, Health, and Safety, (PWHS), which conducted the study on behalf of WorkSafeBC, the results showed that, on average, construction and forestry had 12% and 16% lower LTD, STD, and fatality rates; and 16% to 21% lower serious injury rates, respectively, compared to non-COR companies. The reductions were the greatest between 2009 and 2012 – also the years with the highest number of certifications. Between 2005 and 2012 COR companies averaged a 12% lower STD, LTD, and fatality injury rate and a 17% lower serious injury rate compared to non-COR firms. No differences were found in the health care-only category, and only small or no differences were found in the manufacturing and transportation/warehousing sectors.

For comparison purposes, differences between COR and non-COR firms such as number of employees, years in operation were accounted for using statistical methods, in order to carry out the most relevant comparisons.

Dr. Chris McLeod, Co-Lead with PWHS, says the results are positive in that they reveal an association with COR and good safety performance. "Overall, we identified reductions in injury rates in almost all of the categories we looked at, and the 17% reduction in serious injuries was an especially interesting finding. What this indicates is that having COR can make a difference."

McLeod stressed, however, that the study's results must be viewed with caution because association is not the same as causation: "On average, we found that COR companies had lower injury rates than non-COR, but this is not the same as saying COR caused the results," he said, adding that the potential impact of other factors, including the volunteer nature of the program itself, can't be ruled out. "Self-selection is always a primary challenge when attempting to determine if participation has a causal effect.

It might be, for example, that COR companies are already in a better position, safety and resource-wise, to achieve and maintain the certificate. But there are also non-COR companies with lower injury rates. The only way to know for sure if COR itself is having an impact is by conducting additional research that focuses on how the COR process itself facilitates change in a company's OHS practices."

Mike McKenna, Executive Director of the BC Construction Safety Alliance (COR certifying partner for construction industry employers), says the Alliance will be partnering with WorkSafeBC and other industry organizations with a view to enhancing and expanding COR program-based research.

For more information, please visit Partnership for Work, Health, and Safety at <http://pwhs.ubc.ca/research/policy-and-program-evaluation/certificate-of-recognition-audit-program/>

An era of change at the ACSA

Written by Alicia Hewitt, Alberta Construction Safety Association



Here at the Alberta Construction Safety Association (ACSA), we have been navigating our way through great change, with significant updates being made to our courses, major achievements in the Certificate of Recognition (COR) and Small Employer Certificate of Recognition (SECOR) Programs, the successful launch of a new brand and most recently the celebration the one millionth student to take safety training in the Association's 28 year history.

Hundreds of construction safety workers and representatives from government and industry gathered in late August at the ACSA's Head Office in Edmonton, for the 'Millionth Milestone' event, recognizing the significant achievements and contributions of the ACSA and its partners to construction safety in the province over the years.

The ACSA Executive Director, Dan MacLennan, said he was humbled to see how far the Association, and safety in Alberta's construction industry, had come over the past three decades; referring to this milestone as representative of the hard work and dedication of many people over many years.

"This occasion commemorates the outstanding work of thousands of people working in safety across a growing Alberta construction industry, which is comprised of 255,000 workers, or one in every 10 Albertans," said Mr MacLennan.

"It is this safety community of 13,000 National Construction Safety Officer's, 280 Regional Safety Committee volunteers and one million students taking our courses, who in partnership with us, make workplaces safer, and enable everyone to return home unharmed at the end of each and every working day," he said.

According to the Workers' Compensation Board - Alberta (WCB), since the establishment of the ACSA in 1988, safety performance in Alberta has improved. Over the past 28 years, the number of lost-time claims (claims resulting in a worker's time off work) has decreased by more than a third from over 7,100 to just under 4,800. And the number of lost-time days (the number of days a worker has off work due to workplace injury) has decreased by more than half from over 381,800 to now just 187,417. These figures are made even more impressive by the fact there are now 45,000 more companies working in the construction industry in Alberta than there were in 1988.

In conjunction with the celebration of our one millionth student, we publically launched our new, vibrant visual identity, representing a significant leap forward for the Association, one that sets us up for the future.

"This rebrand wasn't just about where we are now; this is about where we're going to be in 10 years' time," said Mr MacLennan.

"After nine months of hard work from our Communications and Marketing Team, in conjunction with our designers The MET Agency, we are finally where we need to be; we are ready to embrace new technologies and initiatives and continue to build a community of safety leaders in the province," Mr MacLennan concluded.

ACSA PROGRAM UPDATES

Your ACSA COR/SECOR Department has reduced their COR Audit Review times by approximately 75 per cent compared to last year. This year for the first time, we also offered Action Plans as an alternative to an internal audit in maintenance years. This new tool allows companies to set corporate goals to work on throughout the year rather than hire an auditor. A new round of Action Plans will be made available next year so stay tuned.

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SECOR training now aligns with the new, two-day, Principles of Health & Safety Management (PHSM) course. This new format allows the time for SECOR participants to start building their own health and safety program and gives them the opportunity to network with larger employers in similar industries.

The last activity pairs up both small and large employers to simulate a contractor management plan, which is becoming a more common requirement in industry. The goal is to give both large and small employers the tools necessary to build their own customized safety program, and the tools required to collaborate on multi-employer work sites. The new PHSM course also includes over 40 free digital resources.

Finally, your ACSA is aiming to launch our new Communication and Ethics course in late fall. This course will give participants the opportunity to explore the soft skills required to be successful in health and safety. The course takes organizational behavior theory and applies it through the context of the health and safety practitioner. It will help safety supervisors communicate effectively with their workers and prepare them for the inevitable critical conversations that take place on a worksite.

For further information on who we are and what we do, visit youracsa.ca or call us at **1800.661.ACSA**.

ABOUT THE ACSA

The Alberta Construction Safety Association (ACSA) is your partner in construction safety, and through our training, we work hard to connect a community of safety leaders in the province's construction industry. In partnership with this growing community, we build links and connections with our stakeholders and industry partners, influencing change and instilling a culture of safety. We aim to champion the safety spirit, empowering employees and employers to make workplaces safer and enabling everyone to return home unharmed at the end of each and every working day.

Compliance Apathy in Residential Construction is Everyone's Business

Written by Collin Pullar, SCSA President

The residential construction sector continues to be a dangerous realm for workers in Saskatchewan. This August, the Saskatchewan Construction Safety Association (SCSA), in partnership with Workers' Compensation Board (WCB), WorkSafe Saskatchewan, and the Occupational Health and Safety (OHS) Division of the Ministry of Labour Relations and Workplace Safety identified the most hazardous and critical compliance issues in residential construction based on the results of the 2015 OHS Division's residential construction sites inspections.

Of the 161 Saskatchewan residential worksites inspected, OHS field officers found only 48 per cent of construction workers wearing protective headgear. Additionally, of the 50 per cent of workers who received formal training for fall protection, only 41 per cent were actually using fall protection measures, which include regulatory compliance with covering open holes on worksites.

These numbers paint a very clear picture of widespread apathy among those who have a responsibility to ensure that safety is a priority and regulations are being met. This includes workers, contractors, sub-contractors, supervisors, and the homeowners themselves, who are hiring companies for a new home build or renovation project. The question we are trying to answer here is why practically every other worker on a residential site chooses to gamble with their personal safety.

The problem with risking personal safety some of the time is no different than risking it all of the time. Although this next example comes from a workplace tragedy from a commercial site, it shows that an incident can happen at any time, and no matter the type of workplace, all injuries are predictable and preventable.

Andrew Hann was an apprentice scaffolder working in Saskatchewan who, at the age of 25, fell through an open hole to his death because he was not wearing his fall protection equipment. The details of whether or not Andrew wore his gear some of the time, most of the time, or all of the time, with the exception of that particular shift – doesn't change the reality that he did not have that last line of defense to save his life that day.

As a result, his mother and fiancée will never get to see him again. His daughter, who was born a few months after this tragic occurrence, will also never get to meet her father. There are several other similar stories like Andrew's. Take the story of Kurt Furguson, another Saskatchewan worker who was not wearing any fall protection equipment and fell through an unguarded hole on a residential site. Although he survived, a piece of rebar shattered two vertebrae and injured his spine, leaving him with career-ending injuries at the age of 22.

“Safety is not a burden . . . it's a strategic advantage that makes organizations distinguished and prosperous by virtue of protecting their best assets – their workers”

– Collin Pullar, SCSA President

What is important for contractors, workers, supervisors, and other stakeholders to keep in mind is that skill and safety are inseparable. The ability to do a job well has everything to do with minimizing risks. Health and safety practices must be interwoven into every task and enforced on a consistent basis.



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What I've described here essentially is a safety program or safety management system, which can ensure that every manager and every employee is committed and personally responsible for their own safety and the safety of others.

Understanding a company's mindset around the safety of its employees can determine the quality of the project a homeowner can expect as well. Some of the questions we encourage homeowners to consider when hiring contractors is whether or not the company has a safety management system in place and if they have received Certificate of Recognition (COR®) certification – the national standard in safety.

We also encourage them to inquire if the company has a fall protection plan for any employees working at heights and what they do in case of emergencies. Other important questions to ask are if the company is registered with WCB and if supervision is provided on the worksite.

Every home buyer is looking for a quality home that is built on time, on budget, with zero deficiencies. Choosing a safe builder who is committed to the safety of its workers is a strong indication that the company is methodical and high-performing. If they are willing to take shortcuts with safety, chances are, they are taking shortcuts with their work as well. As I mentioned before, the two are inseparable.

According to the 2015 WCB annual report, the residential sector saw 50 per cent more injuries in comparison to the commercial sector. Although the number of claims are on the decline – there were just over 1,000 claims from 2011-2013; dropping to 775 in 2015 – safety leaders in Saskatchewan agree that this number is still far too high and that more needs to be done to ensure other workers do not become a statistic like Andrew and Kurt.

OHS will be making its rounds again this summer and into the fall; inspecting residential construction sites in the province, looking specifically for unguarded holes and that Personal Protective Equipment (PPE) is being worn and fall protection equipment is both used and worn.

Whether you are a company owner, a sub-contractor, a worker, a family member of a construction worker, or maybe you're just looking to hire someone to work on your property – remember that safety compliance and risk mitigation is not just about avoiding fines and penalties. Having the mindset that all workplace injuries are preventable and avoidable is what we need to get past this apathy. Safety is not a burden and it's certainly not a hindrance on a business; it's a strategic advantage that makes organizations distinguished and prosperous by virtue of protecting their best assets – their workers.

ABOUT THE SCSA

Collin Pullar is the President of the Saskatchewan Construction Safety Association – An industry driven & funded association serving more than 9,000 member commercial, industrial and residential construction companies in Saskatchewan. Its mission is to provide quality safety training and advice to construction employers and employees that will lead to reduced human and financial loss associated with injuries in the construction industry.

For more information,

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Fall Protection – the discussion and debate in the construction industry

Written by Megan Funnell, Construction Safety Association of Manitoba

Fall protection is a hot topic of discussion in the construction industry. This ongoing debate between industry, safety associations, prevention organizations and government has sparked many conversations surrounding points on fall protection and safety when working at heights. This article is dedicated to those conversations from Workplace Safety and Health (WSH), SAFE Work Manitoba, the Construction Safety Association of Manitoba (CSAM) and the Manitoba Shingling Contractors Association (MSCA).

Let's begin by saying that safety is key to your personal and

“Our training standard is a true reflection of the standard we strive for in our mission, vision and strategic plan to strengthen the safety culture in Manitoba’s construction industry.”

- Mike Jones, Executive Director, CSAM

professional well-being. Without practicing safety at home or at work, the risks may result in one of three negative outcomes: damages (equipment, structural), injuries or fatalities. This equation seems pretty simple, right?

The reality is that workplace injuries and fatalities, associated with fall protection, occur regularly. In 2015, the Workers Compensation Board accepted 549 injuries that were related to falls from heights; meanwhile, Workplace Safety and Health issued 263 Stop Work Orders (44% the overall total for the year) based on fall protection.

According to Andrew Herrod, President of MSCA, there are different measures of safety when it comes to fall protection. “Safety is the number one priority. Our industry and affiliated Associations are all working together to create an even playing

field with compliance in safety; however, fall protection is a vulnerable topic because there are different perceptions on what’s deemed “safe” when working at heights.”

The reason why is because people naturally perceive that workers working at heights are vulnerable to falling on the job – as they climb up ladders or scaffolds to buildings that are at least one storey (or 10 ft) high, to operate tools and pieces of equipment while maintaining their balance.

As a result, this line of work defies others and can be difficult to relate to simply because there’s height involved.

“As an Association, we’ve been working hard to raise awareness on this topic but the reality is that there are people out there that shouldn’t be working on a roof,” says Herrod. “Balance, dexterity and strength are essential traits for workers working at heights – like anything, some people just do better than others.”

Meanwhile, there are roofers out there that have mastered their craft, are physically fit and have a deep understanding of their line of work and what it entails without any formal training. This level of extremes makes safety when working at heights difficult to define.

At CSAM, we’re working hard to break down the extreme levels of experience in working at heights by offering training with practicum experience and take-home resources to workers at all levels of experience.

Mike Jones, Executive Director of CSAM, says that this level of training will enhance people’s skillsets, create a positive safety culture in the workplace and set a standard in working at heights.

“Our safety training courses set a standard in the industry that ensures that our students are equipped with the knowledge, skills and tools needed to safely work at heights,” says Jones. “Our training standard is a true reflection of the standard we strive for in our mission, vision and strategic plan to strengthen the safety culture in Manitoba’s construction industry.”

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CSAM is also currently working with key industry leaders for different sectors of the construction industry - safety associations, government organizations, union workers, training providers and labour representation – to create a training standard for working at heights and scaffolding training programs that will be recognized as best practice across the province.

“Our two committees, Working at Heights and Scaffolding, have been working hard to create a series of training standard documents that will define Manitoba’s standards in education and training for both working at heights and scaffolding programs,” says Jones. “These training standards will structure learning objectives, training requirements and learning outcomes for companies and organizations that offer training to Manitoba’s workers.”

This proactive step is one of many that CSAM and other organizations and associations are taking to make a positive impact in the industry.

Collaboratively, SAFE Work Manitoba has been working with CSAM and Workplace Safety and Health to raise awareness around fall protection. Independently, SAFE Work Manitoba has SAFE Work on Wheels and an extensive library of resources that speak to trending issues like fall protection in the workplace. Jamie Hall, Chief Operating Officer of SAFE Work Manitoba, hopes that these efforts will raise awareness around safety and lead to a downward trend in incidents related to falls – but also understands that others need to step in and take responsibility towards making these praises for change a reality.

“Lasting change will require strong leadership. Supervisors, managers and owners play a critical role in ensuring that fall protection is a regular and normal part of the job when working at heights,” says Hall. “As an employer, if you have employees working at heights, you are required to have a fall protection plan in place. As a manager or supervisor, you are responsible for enforcing fall protection policies. And as a worker, you must receive in-person training with practical applications. Everyone plays a role in making safety a priority in the workplace.”

Workplace Safety and Health is also addressing working from heights as a priority in the construction industry. Bryan Zirk, Director of Inspection Services, reports Safety and Health Officers are actively working with employers to ensure that high hazards are identified and safety measures are taken to prevent incidents and injuries in the workplace.

“When our Safety and Health Officers are on site, they are looking for fall protections systems to be in place and workers are trained to use them properly. Training and supervision are key priorities for the Branch’s enforcement strategy.”

Workplace Safety and Health also recognizes considerable work has resulted in a positive impact on the industry; however, urges employers to remain diligent.

“Over the last 10 years, we have observed significant improvements in the implementation of fall protection systems on Manitoba construction project sites. However, falls from heights still occur, and can result in serious injuries or a fatality, as a result so we will continue to apply our targeted enforcement on Manitoba construction project sites to ensure compliance is maintained,” says Zirk.

This ongoing discussion on fall protection may be far from over, but at least we’re all on the same page with a mutual agreement that safety is the number one priority. Whether you are an employer, supervisor, or worker, we all have a role to play in creating and maintaining a safe workplace. Do your part by enhancing your career and building on your skillsets with education, practical experience and take-home resources - available through the Construction Safety Association (constructionsafety.ca), SAFE Work Manitoba (safemanitoba.com) and Workplace Safety and Health (gov.mb.ca/labour/safety).

ABOUT CSAM

The Construction Safety Association of Manitoba’s mission, vision and strategic plan is to strengthen the safety culture in Manitoba’s construction industry with proactive education and training that supports safe work practices, career development and COR™/SECOR™ Certification across the province.

For more information,

Contact us at
safety@constructionsafety.ca

Visit us at
www.constructionsafety.ca

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Suppliers jumping on board with COR™

Submitted by Infrastructure Health & Safety Association



Winroc-SPI and its parent company, Superior Plus, have been leaders in their industry for decades. The achievement of being the first construction supply company to become certified through Ontario's Certificate of Recognition (COR™) program is right in line with the company's tradition of breaking new ground.

Winroc-SPI is an acoustical, insulation, and drywall supplier that started in Winnipeg in 1971. The company quickly grew to 34 locations across western Canada and the United States. Winroc-SPI was acquired by Superior Plus in June 2004, and that allowed it to further expand its operations in Ontario and across the United States. It now has 1,500 employees, 150 of them in Ontario.

Winroc-SPI is COR™ certified in every province in which it operates. It started with COR™ in Alberta 10 years ago. The company first gained its Ontario COR™ from IHSA in January 2013 and recently completed its second external audit. Now it's encouraging other supply companies to do the same in order to create safer work environments.

"We're very proactive. We do a lot of training and professional development with IHSA, so we heard about COR™ early on. It just seemed like something we should do," said Philip Lakatos, Winroc-SPI's Safety Coordinator for Eastern Canada.

Philip just celebrated his 10-year anniversary with Winroc-SPI. While he was in school learning to become a firefighter, he

started working for a drywall company that was eventually acquired by them. With a larger company, he saw an opportunity to build a career as an occupational health and safety professional. "This was not on my radar, but I'm glad it worked out this way," he said.

When Winroc-SPI decided to become the first supply company to pursue COR™ certification, Philip and his team welcomed the challenge. "Our operations live and breathe safety," he said.

Safety is integrated into the decisions made day-today. For example, if a customer requests a delivery to the fifth floor of a new building, we ensure the proper equipment can be used to make the delivery safely, and we do a hazard assessment before the start of every delivery.

If Philip and his team foresee a possible safety problem, the delivery doesn't happen until the risks are reduced. Philip saw COR™ as an opportunity to find out how far the company had come with its health and safety program.

When you're working towards something—working hard at something—and you have an opportunity to measure yourself and see how you're progressing, why not take that opportunity? That's what the COR™ program offers.

We've worked diligently at building a safety program that's growing and adapting. COR™ allows us to measure ourselves against a recognized standard to make sure that we are doing as well as we think we're doing.

At the centre of Winroc-SPI's health and safety program is a web-based reporting system used to record hazards that are identified, and how and when they are corrected. Workers and supervisors are encouraged to report hazardous conditions and near misses as they arise.

This reporting system allows for a high level of transparency across the company because everyone, from front-line staff to the president, can access it and see exactly what is being done while it is being done. The company uses the same program for its internal and external COR™ audits. "The whole system is driven by the workers and their operations," said Philip.

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While Philip saw COR™ mainly as an opportunity to measure Winroc-SPI's safety management system, the company also saw COR™ as a way to attract business. It recognized early on that COR™ would have a significant effect on the construction landscape in Ontario.

"You see it with the Greater Toronto Airport Authority. The first page of their bid application asks about COR™. Then you've got the City of Toronto, TTC, and Metrolinx seeming to go in that direction as well," said Philip.

As a supplier, Winroc-SPI doesn't bid directly on large infrastructure projects. Instead it is invited on site by its customers, who are the subcontractors bidding on these projects. If the general contractors are required to be COR™ certified, it only makes sense that the suppliers they work with be COR™ certified as well.

By hiring a COR™ certified supplier, the contractor is getting a partner in safety and a cohesive working relationship. Work is done efficiently and professionally because everyone is on the same page.

The contractor knows that the delivery crews coming on site have a certain level of training, knowledge, and awareness. They also know that detailed health and safety documentation can be provided in a timely fashion if needed. When we deliver material to a site, we're operating heavy equipment, we're working from heights, we're hoisting material—we're doing the same type of work and are exposed to the same hazards as the contractors. Our employees need the training to recognize and be aware of hazards during changing site conditions, just as contractors do. COR™ ensures they have all that.

As Philip explains, "We display our certification with pride."

Entegrus: A COR™ leader

As a utility firm that operates in southwestern Ontario, Entegrus provides power to approximately 40,000 customers in the communities of Chatham-Kent, Strathroy-Caradoc, Mount Brydges, Parkhill, Dutton, and Newbury.

Entegrus gained COR™ certification in Ontario last spring. Since then, the company has become an ambassador for the program. Entegrus had participated for years in another health and safety audit, IHSA's ZeroQuest® program. They had been looking for something to follow their success with ZeroQuest®.

Earlier this year, Randy Klyn and Tracy Richmond from Entegrus took part in a workshop to mentor firms that are preparing for their audits. Here, they tell IHSA.ca Magazine a little about their experiences.

How did you first hear about the Certificate of Recognition (COR™) program?

Randy: We heard about the COR™ program from the Infrastructure Health and Safety Association (IHSA). We've been involved with IHSA through ZeroQuest® for years. After we had successfully completed our sustainability level for ZeroQuest®, our board members asked us what the next step would be for Entegrus in terms of health and safety. They were very clear that the company wasn't done working on it. So COR™ was a natural next step for us.

What were your first impressions when you started doing the COR™ program?

Randy: Once we got into COR™, we found that it really helped us identify a lot of gaps in our program. By this point, we thought we had a perfect health and safety management system. COR™ showed us that we had a good system, but we still had areas that needed improvement. COR™ held us to a higher standard than we had experienced before.

How did COR™ compare to the work you had done for ZeroQuest® ?

Tracy: COR™ is a true audit. For ZeroQuest®, you have to have a well-planned and well-documented program. When we gave the COR™ auditor our documents, she still needed more proof that the program really existed in practice. For example, she needed to see that:

- The staff had been trained and had the knowledge.
- The executive team participated in inspections and reviewed meeting minutes.
- Employees from all levels were actively involved in developing policies and processes.

She needed to complete the circle from documentation to day-to-day operations.

What do you think was the biggest obstacle you faced going through the process?

Randy: Well, everyone has to be on board if you're going to be successful with COR™. We're privileged at Entegrus because everyone from the CEO to frontline staff is highly engaged in health and safety. I realize not all companies enjoy this level of support, so getting it can be a real obstacle.

Tracy: Even with high engagement, it's still challenging to get all the documentation together. This part can become tedious, but it's necessary. One thing we found was that we didn't actually have proof for some of the things we were doing, so we needed to rectify that.

Where did you go for help when you needed it?

Randy: Our IHSA consultant was very helpful throughout the process. We always had questions, and our consultant was able to find the answers for us. Keeping open communication with your consultant is important.

Since we started COR™ early on, there weren't many other companies that had already gone through the process and that we could turn to for help or advice. That's not really the case now, so industry networks can also be great resources.

Tracy: Yes, the COR™ auditor workshop that we participated in earlier this year was a great event. Companies that have gone through the process, like ours, described their experiences and provided advice and mentorship to those doing it now. Presenters provided practical information like how to fill out the internal audit forms, which is something many people struggle with. I wish we'd had a resource like this when we were starting out.

For more information about Entegrus, visit their website at entegrus.com. For more information about the COR™ program and available resources for registered firms, visit ihsa.ca/COR.

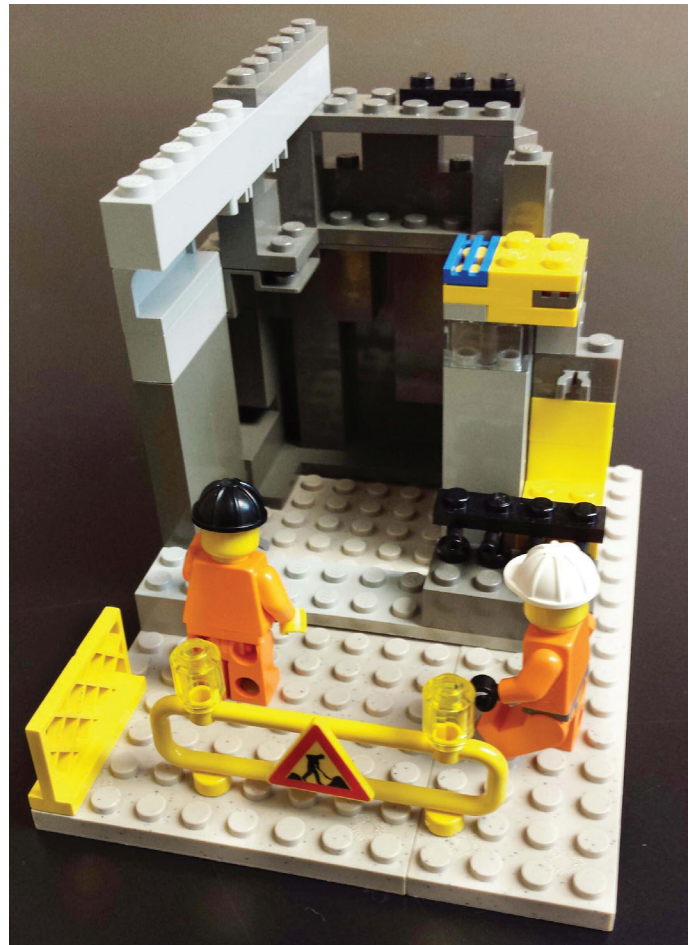
“What Are We Building For Now and For the Future?”

Written by Beth Johnstone, Newfoundland and Labrador Construction Safety Association

Even as young children there is an inherent desire to create and build. And although the materials, planning and skill required in the real life construction industry are all far more advanced than it was when we were playing with Lego® as kids, the sense of satisfaction and pride when it's finished is much the same.

In Newfoundland & Labrador the construction industry recently experienced a period of exceptionally high levels of activity, both through public infrastructure and private projects, but nothing lasts forever. We're used to seeing cycles of wax and wane, and the downturn in the economy has, without a doubt, impacted the level of construction activity in the short term. But we'll continue to build roads, bridges, sewer systems, offshore oil platforms, hydro electric dams, mines, hospitals, schools, homes, office towers, and shopping malls. And there's something else that we're building. In addition to these tangible things, we're building a safety culture.

A building can be powerful, add local value, and equal its intended purpose. Or it can be structurally unsound, a blot on the landscape and fail in function. A safety culture is much the same. We assume that a safety culture will be positive, but whether it develops as positive or negative depends largely on the mix of materials, skill, environment, planning, leadership and oversight – the very same ingredients that can make or break any construction project.



Photograph by Beth Johnstone

“But just like the best constructed buildings, roads, bridges and sewer systems, positive safety cultures require systematic checks and balances, maintenance, and sometimes modification.”

Consider your safety culture as though it were a bridge. Does it span a gap to help your workers get to their destination more efficiently, safely and reliably?”

The idea of a safety culture within Newfoundland and Labrador's construction industry is relatively new. In fact, it was only a little over 20 years ago, on February 23, 1995, that the Construction Industry Forum took place in St. John's. The Forum was the initial meeting of stakeholders to discuss the need for drastically improved safety measures within the construction industry and the prospect of forming a construction safety association in our province. The resulting Newfoundland & Labrador Construction Safety Association (NLCSA) was formed in 1996 as the industry-driven leader.

Since then, the scene has improved dramatically from an occupational health and safety perspective. In fact, the construction industry showed the most improvement among all industries in Newfoundland & Labrador, during the period 2001 to 2011, in terms of the percentage change in lost-time injury (LTI) rate¹.

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NLCSA and other qualified organizations have trained and guided tens of thousands of construction companies, managers, supervisors and workers in developing and implementing safe work practices and procedures, and in shaping positive safety cultures. But just like the best constructed buildings, roads, bridges and sewer systems, positive safety cultures require systematic checks and balances, maintenance, and sometimes modification.¹

Consider your safety culture as though it were a bridge. Does it span a gap to help your workers get to their destination more efficiently, safely and reliably? Does it have the strength to withstand the forces of nature, and can it adapt to environmental changes? Do the workers understand and respect the bridge for what it is and that it contributes to the quality of their work life? Is there anyone overseeing it over time who has the skill and knowledge required to rally the team for the good when the structure weakens and to lead the reinforcement? If you answered yes to these questions, chances are you have a strong foundation and are building a positive safety culture. If, on the other hand, you answered no, your safety culture may offer little more than a false sense of security, or even worse.

To continue the bridge analogy, a little rot in a wooden span bridge could lead to ruin and suffering if not repaired. Stay on top by building a positive safety culture so that your bridge doesn't crumble. The NLCSA is the exclusive provider of the Certificate of Recognition™ (COR™) program in Newfoundland and Labrador, and can help you build a positive safety culture for now and for the future.

¹Source - re the LTI percentage change by industry: WHSCC

Beth Johnstone is the Marketing Manager for the Newfoundland and Labrador Construction Safety Association. She can be reached at: 709-739-7000 ext 209; toll free at 1-888-681-SAFE; or bjohnstone@nlcsa.com. For information on NLCSA or the COR™ program visit www.nlcsa.com.

'What Are We Building For Now and For the Future?' is adapted from the article, also written by Beth Johnstone, 'What Are We Building?' that appeared in the St. John's Board of Trade's Business News magazine, March-April 2015 edition.

Serving Yukon Since 2003

Written by Sheila Sergy, Northern Safety Network Yukon

Northern Safety Network Yukon (NSNY) administers the Certificate of Recognition (COR) program, provides relevant safety training, and offers support in the field of Occupational Health and Safety. We work closely with our certifying partner, Yukon Workers' Compensation Health and Safety Board (YWCHSB) and our National partners of the Canadian Federation of Construction Safety Associations (CFCSA)

More and more employers are recognizing the positive impact of safety awareness and training for themselves and their employees. Companies are increasing their focus on safety training and safety management best practices, which make possible the reduction of incidents at their worksites.

Building on the benefits of safety, NSNY provides territory-wide service, supplying and anticipating industry demands. NSNY works together with Yukon and industry workers to reduce human, social, and economic losses because of workplace accidents, incidents, and injuries. From our position, we are witnessing a greater appreciation of safety. Since 2010, the NSNY has more than doubled training numbers and more than tripled course offerings and COR certifications and we continue to engage with existing and new markets.

The increased focus on safety in the workplace has resulted in industry, government agencies, volunteer organizations, first nation governments, mining, and individuals from all over the territory reaching out for workplace safety training, offered in-house, on site, and through third party facilitation.

Through the combined efforts of YWCHSB and NSNY our Return to Work (RTW) training has been established and questions have been added to the COR audit tool. An additional element, "Element 15" within the COR audit tool covers the key aspects of early and safe return to work.

Companies are guided to the proper training that provides them with the information they need to build RTW into their Health and Safety Programs. Our COR and SECOR companies are then required to respond to questions in the audit tool and act on auditor recommendations to further enhance their programs and analyze data and trends as they relate to early and safe RTW.

“One highlight this year is that Kwanlin Dun First Nation (KDFN) is our first, First Nation Government to achieve COR certification in Yukon. This success has led KDFN to

share their model and support other First Nation groups to achieve their own COR certification.”

NSNY's objective of bringing a National Construction Safety Officer (NCSO) Designation to Yukon has come to fruition as a select majority of members of the CFCSA have endorsed the program and agreed in theory to the mutual designation. For employers and workers in Yukon the (NCSO) represents an accessible entry-level safety professional designation.



A "NEW" course offering for NSNY is the Worksite Investigation Basics (WIB) course developed by the Alberta Construction Safety Association (ACSA) and adapted to Yukon regulations. A new initiative in course design and delivery, the ACSA has been key in bringing this valuable information to Yukon in a format that will be shared.

Sheila Sergy, Executive Director comments, **“Working steadily, maintaining a respectful outlook, and using a case-by-case approach has shown positive results in health and safety and prevention activities for this comparatively small jurisdiction”.**

NSNY continually looks for better ways to serve our clients and bring workplace safety to the forefront of everyone's minds.

For further information on Northern Safety Network Yukon, Visit yukonsafety.com or call 1-867-633-6673

“Our safety standard, as high as our mountains”



Building on Safety

Written by Sarah Martin, Northern Safety Association (NSA)

The Northern Safety Association (NSA) is the leading provider of health and safety training across the Northwest Territories and Nunavut. Since opening our doors in 2007, we have spread our message about the importance of health and safety in the workplace.

In the last two years we have found that industry, government agencies and the mining sector are placing more emphasis on the importance of health and safety in the workplace, allowing them to significantly reduce human, social and economic losses as a result of workplace accidents, injuries and illnesses. This heightened focus on safety has allowed the NSA to expand on our course offerings.

Originally opened with the mandate to deliver the Certificate of Recognition (COR) program, the NSA has quickly adapted to the needs of our working environment. We now offer more than 40 in-class courses and 3000 online courses to accommodate these specific needs. As of September 2016, we have already doubled our in-class training numbers from those of January to December 2015.

The heavily emphasized focus on health and safety in the workplace has also allowed us to build partnerships across the north. In 2014, we entered into a partnership with the Government of the Northwest Territories (GNWT), the NWT's largest employer. Per this agreement, we deliver all in-class and online health and safety training to the GNWT in all regions of the NWT.

We are also proud to highlight that Dominion Diamond Ekati Corporation (DDEC), the NWT'S second largest employer, achieved their COR certification in 2016. DDEC is at the forefront when it comes to safety in the workplace and they set a great example for inspiring others to make safety a priority. Their future plans include making COR a mandatory requirement for all sub-contractors bidding on tender opportunities.

The NSA has also taken over the delivery of the Supervisor Safety Familiarization course through the Workers' Safety and Compensation Commission of the Northwest Territories and Nunavut (WSCC), our funding partner. This course is mandatory for all supervisors working in the NWT and

Nunavut. It not only meets the WSCC requirements for proper safety training of all supervisors in the north, but also prepares supervisors to understand how a safety management system works and makes them an effective instrument to help companies implement a strong safety culture.

Lastly, the NSA is very proud to have launched our own online audit tool. This has been very well received by our COR companies and users. The Alberta Construction Safety Association (ACSA) played a crucial role in helping us develop this tool specifically for the NSA, and the NWT/NU and we can't thank them enough for their generosity and time dedicated to making this happen.

The NSA is very proud of our growth as an organization, our development in terms of adapting to what our working environment wants and needs, and the partnerships we have built that allow us to continue to offer training and promote the importance of safety in the workplace. We look forwards to continuing our build on safety in the years to come.



The Creative Network is a communications hub that connects representatives from each Safety Association within the Canadian Federation of Construction Safety Associations (CFCSA).

Our objective is to collaboratively share industry and safety news and resources that will raise awareness around safety and support safe work practices across Canada.

For more information on the CFCSA and its ongoing initiatives, visit www.cfcsa.ca.

Canadian Federation of Construction Safety Associations



Fédération canadienne des associations de la sécurité dans la construction

