

SASM

Annual Report Against Goals

For 2014

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Reporting Period: 2014

Commentary:

This report should be read in consort with the Executive Director's Annual Report for the same period. The Executive Director's Annual Report goes into more detail about what activities were performed and the percentage of resources assigned to those activities. The Annual Report Against Goals deals more with comparing the results against SASM's stated goals, and, discussing the differences (if any) between the results and the goals.

Summary:

The short answer is that our injury reduction goals were exceeded, our operational goals were generally met, and, that we fell well short on one of our stated development goals and one of our unstated development goals. The questions in each are Why? and Can we do better?

Surpassing the injury reduction goals obviously isn't in SASM's control. All we can do is provide programming that equips the Member firms to improve safety. Our shift from providing training to providing education is only one reason SASM's members are improving faster than the balance of the province. An additional reason for surpassing the injury reduction goal is that many more firms are now on the "Focus Firm" list. Expanding the list and lowering the entrance threshold for the "Focus Firm" list could increase the rate of improvement and increase the number of certifications.

Meeting the goals for service delivery meant that time was taken away from developing more members and letters of support in other rate codes. While we did add the M41 rate code for 2015, M92 was the actual target. Adding support and training staff in 2015 will assist in getting the rate code development program back on track.

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Goal:

Reduce the Time Lost Claim Rate and Total Claim Rate at a pace that exceeds the Provincial Average for our included Rate Codes.

The M91 rate code did not reduce the Total Claims rate faster than the balance of the province (8% versus 10%). However, SASM's member firms exceeded the Saskatchewan average in all other categories by amounts ranging from 54% to as much as 140%. SASM's single M41 member (rate code not added until Jan 1/15) was largely responsible for the M41 rate code also exceeding the provincial improvement average. Thus, this goal was met resoundingly as indicated below.

		Time Lost Claims	Total Claims
Rate Code	M41	down 30%	down 19%
	M72	down 21%	down 21%
	M91	down 11%	down 8%
	M94	down 16%	down 24%
Province		down 4%	down 12%

Note:

The above numbers are for based on claim numbers. All of SASM's rate Codes increased FTE's at least as much on a percentage basis as the province.

Goal:

“Providing individual service within 4 weeks of a Member’s request for a course or service;”

Generally this goal was met although it stretched the association and other activities suffered. There have been few complaints regarding the time between a request and the time the training or service was delivered. The only complaints were that training is not delivered on weekends. However, rate code development (i.e. adding rate codes to SASM) suffered to meet this goal. This goal and the marketing will be easier to accomplish in 2015 as staff members are added.

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Goal:

“Continuing to provide regional courses on all safety matters.”

This goal was also met. Regional courses in 2014 were increased over 2013. The increase was primarily a function of requests for training. However, some regional courses (i.e. Supervisor) were also ‘pushed’ due to the safety improvement results that historically follow. Every SASM Member that is quickly and reliably improving their safety results has put most if not all of their supervisors and senior management through SASM’s supervisor course.

Goal:

“Expanding the CASH program to:

- a. include all manufacturing employers that are on the WCB Priority list and a member of SASM (subject to the Member firm’s acceptance),**
- b. include up to 10 firms with over 100 workers and that are SASM Priority firms,**
- c. include up to 10 firms with under 100 workers and that are SASM Priority firms.”**

This goal was not met. The primary reason is that few firms strive for safety excellence unless it is forced upon them. Not many firms in Saskatchewan will dedicate significant resources to becoming safer workplaces based only on the firm’s (owner’s) moral need to have a safe workplace. Often, even the firms with a moral need; readjust their need when production or profits are falling behind.

A certification requirement to bid on work, or, a safety improvement requirement to get off the WCB / LRWS focus firm list are the only reliable generators of a “need to be safer”. Even with these more reliable generators, the firms generally only become as safe as they need to be to get either on the bid list or off the focus firm list. Rarely, will they move beyond the minimum requirement of their own volition.

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Currently, there are only 10 SASM members in total that are certified by SASM. However, SASM also has members that although not certified by SASM, do have a safety management system that could meet our Silver level certification and they have been certified by reputable organizations.

The original CASH standard was very close to OHSAS 18001 with the addition of return to work elements. Most firms felt that going to an internationally accepted standard was overly difficult. To overcome this issue, SASM developed a three stage Certificate of Recognition program that starts just a little above legislative compliance (Bronze), moves through the OHSAS 18001 (our former CASH now Silver) level and culminates in a world class, culture based certification (Gold). Acceptance has been much more widespread in late 2014 and early 2015.

The SASM certification program requires two forms of continuous improvement. The first is moving from the Bronze level to the Silver. Firms must be audited to the Silver standard on their second recertification (i.e. 6 years from original certification). The second form of continuous improvement is that firms must improve as fast as their rate code until they are in the best 30% of the firms of their size within the rate code.

Goal:

“Introduce the Manufacturing Safety Officer program.”

This goal was met. The first Manufacturing Safety Professional designation was earned in 2014 and awarded in early 2015. The designation requires a number of mandatory and elective courses, specific activities (i.e. audits, hazard assessments, investigations) within the practicum, and, continuous improvement. There are a number of other persons enrolled in the program and it is anticipated that at least four or five more designates will be proclaimed in 2015. Meetings are taking place in 2015 between the manufacturing safety associations in British Columbia, Alberta and Saskatchewan with wide scale acceptance of the MSP program on the agenda.

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Goal:

“Provide adequate professional development for SASM’s safety staff.”

SASM’s staff continuously upgrade their educations. During 2014 one person completed their Certificate in Health, Safety and Environment Processes (two year program) from the University of Fredericton. A second staff member completed a one week program in occupational hygiene testing principals with the British Standardization Institute as part of an international occupational hygienist degree program.