



## SAFETY ASSOCIATION OF SASKATCHEWAN MANUFACTURERS

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### Meeting Report

November 10, 2016

Q4 Safety Meeting – Open Forum

SASM Office – 1313 Broadway Avenue

Regina, SK

#### In Attendance:

SASM	Ken Ricketts	Cathy Glasser
	Vince Bell	Rae Sloan

Via Skype	Ijaz Chatha	Karla Griffin
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Members	Debora Lee – Trailtech
	Wayne Morgan – Great Western Brewing Company
	Darren Maruska – Parkland Manufacturing Ltd. / ICON Construction
	Brad Mushynsky – ATS Traffic
	Steve Miller – Degelman Industries Ltd.
	Nick Cruz – RSC Metal Industries
	Demie-Rose Cruz – RSC Metal Industries
	Scott Coghlan – WCB

Guests	Dr. Sean Tucker – University of Regina
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1. **Sign up:** 8:45 am – 9:00 am
2. **Call to order:** Chairman Ken Ricketts called the meeting to order at 9:09 am.
3. **Introductions:** All in attendance introduced themselves.
4. **Subjects for Round Table:** The Chairman asked for possible subjects for the round table discussion:
  1. WCB and upcoming significant changes
  2. Mental health claims being added to WCB
  3. Training
5. **Executive Director's Report on Activities & Results:** - Ken Ricketts
  - a. Commentary:
    - i. Total claims down 26%
    - ii. Annual revenue up 12%
    - iii. Ergonomic injury days lost down 23%
    - iv. Surpass provincial safety improvement by 25%

Additional areas of discussion included:

- SASM’s association levy will increase in 2017 to \$0.186 making our levy the highest of all the safety associations – part of this increase is due to the revamp of SASM’s online training platform
  - Planned alterations to the WCB Experience Rating and Rate Code programs for 2018
    - What will happen to Safety Associations with the upcoming changes to WCB? This is unknown, in addition to how it will impact SASM and other safety associations. Will rate codes be amalgamated? If so, some companies may see an increase in their base rates.
    - One of the current suggestions/questions is that if SASM guarantees an association levy at the mid-point of the association levies (i.e. \$0.10) for a certain period (i.e. 3 years) will the WCB mandate that all manufacturing rate codes over the provincial average premium join SASM?
- b. Reporting Against Goals:
- i. SASM’s Strategic Plan will be re-evaluated and updated continuously to become a rolling three to five-year guide for SASM’s operations. The Chairman discussed the following goals, the specific metrics used for measuring and reported on the findings to date:
    - a. Work with other safety oriented organizations
    - b. Reduce the total cost of injuries
    - c. Increase revenues
    - d. Increase the awareness of ergonomic injury

6. **Organizational Performance Metric: A Leading Indicator in Safety Performance:** – Scott Coghlan, Account Manager WCB & Dr. Sean Tucker, University of Regina

The presentation focused on the Organizational Performance Metric (OPM) and how it can help an organization know if their business is successful. The topics covered throughout the presentation included:

- What factors lead to excellent organizational performance?
- Leading and lagging indicators
- Common measures of organizational performance: profit, sales revenue, market share
- Successful organizations focus on and improve their key leading indicators
- Common measures of safety-related organizational performance
- What factors lead to excellent performance in safety outcomes?
- Compliance, Culture, Improvement
- Organizational Performance Metric (OPM)
- How your organization can use the OPM
- The OPM as a leading indicator

Questions and discussion ensued throughout the duration of the presentation.

7. **Round Table Discussion:** - open discussion facilitated by Ken Ricketts

- a. WCB and upcoming significant changes: planned alterations to the Experience Rating and Rate Code programs for 2018 – this could impact your rate

- i. Fatalities are going into the rate code and the firm. Currently all pay \$0.04 towards fatalities, this will now be shifted to the code and firm
    - ii. The Chairman reminded those in attendance to look at their long-term claims, as long term claims may also be brought back into the experience rating for the code
  - b. WCB is changing how they adjudicate mental health related claims – Amendments to the Workers’ Compensation Act to recognize psychological injury
    - i. Discussion ensued regarding how people show they are experiencing a psychological injury in order to submit a claim:
      - a. They must be diagnosed with a psychological injury by a psychiatrist or a psychologist based on the standards established in the Diagnostic and Statistical Manual of Mental Disorders (DSMV)
      - b. In order to be a work-related injury eligible for compensation, the psychological injury must have occurred due to exposure to cumulative events or a traumatic incident in the course of work-related duties
  - c. Discussion of claims and medical costs: even if a claim is not accepted then WCB should not be paying the medical costs; it should go back to the medical system and not a company’s experience rating, insurance costs, etc. WCB does have the ability to reverse charges
    - i. If you have one claim and you have contact with three different WCB staff involved in the claim, then you are likely to get three different answers. This is something to pay attention to
  - d. Training: A company from Newfoundland and Labrador, Bluedrop, has approached Saskatchewan WCB to be the registry for training standards in Saskatchewan. Bluedrop’s Integrated Skills Management platform is currently being used by WorkplaceNL’s Certification Training Registry
    - ii. Registration can go through WorkplaceNL or through training providers, and it is the only training that is currently accepted within their province. Discussion ensued surrounding the possibility of Bluedrop teaming up with Saskatchewan WCB
  - e. Online Training: recently there was a meeting regarding the architectural development of SASM’s revised online training platform. Discussion ensued regarding the cost, front and back end of the platform (how it will work), and updates to SASM’s website
    - ii. Safety Essentials for Supervisors, Committee, and Train the Trainer courses will not be online
    - iii. The Chairman explained that SASM is moving away from operator training because SASM is more valuable performing other services such as Gap Analyses, Audits, etc.
    - iv. Members raised questions on whether there will be a forum for discussion or a public board on SASM’s website. It was discussed that if one is included that it should be for members only

8. **Adjournment:** The meeting adjourned at 1:25 pm.