



WorkplaceNL
Health | Safety | Compensation

**Workplace Injury
Prevention Strategy
2023 - 2028**
Discussion Paper



Preamble

Workplace injury prevention plan in Newfoundland and Labrador

WorkplaceNL and the Occupational Health and Safety Division (OHS Division) Department of Digital Government and Service NL, are inviting partners and stakeholders to provide input to assist in the development of a new Workplace Injury Prevention Plan for Newfoundland and Labrador (2023 - 2028). Please send written submissions and feedback to preventionstrategy@workplacenl.ca by **September 30, 2022**.

This new strategy will build on the achievements under the current strategy, *Advancing a Strong Safety Culture in Newfoundland and Labrador: A Workplace Injury Prevention Strategy 2018 - 2022*.

Your contribution and perspective are integral to establish the strategic direction to improve safety performance in workplaces throughout our province.

Stakeholder views are expected to be diverse. However, all views are beneficial in the development of a strategic vision for occupational health and safety in the province. The goal is to build a strong safety culture in our province, and a shared vision will yield the best results.

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Development process

We are developing a new Workplace Injury Prevention Plan for Newfoundland and Labrador in three phases.

Phase 1 – Jurisdictional review

We have reviewed workplace injury prevention in Canada (Appendix A), and other countries, particularly Sweden, Australia, New Zealand and the United Kingdom. We have identified health and safety initiatives that are common across many jurisdictions, and documented different approaches that may provide new opportunities for our province.

Phase 2 – Stakeholder feedback

We invite feedback from stakeholders and partners. This discussion paper asks questions along five themes and shares the findings from the jurisdictional review. Please review this information and provide your thoughts on our strategic direction for occupational health and safety.

Phase 3 – Build the strategy

WorkplaceNL and the OHS Division will summarize the views from our stakeholders and partners in a shared strategy that will be released publicly early in 2023.



A framework to develop a workplace injury prevention plan for Newfoundland and Labrador

Our vision	Healthy workers in safe and productive workplaces				
Goals	<ol style="list-style-type: none"> 1. Reduce the risk of workplace injury, illness, and disease 2. Reduce societal costs of workplace injury 3. Change safety attitudes and behaviours to advance a strong safety culture 				
Principles	<ol style="list-style-type: none"> 1. All workplace injuries and illnesses are preventable. 2. Safety partnerships will be developed to encourage collaboration, build on existing initiatives and activities to avoid duplication and maximize use of resources. 3. Injury prevention plans will be comprehensive, sustainable and based on best practices. 				
Themes	Safety culture	The changing workplace	Partnerships	Timely education, training, and technology	OHS enforcement
Priorities	Building positive safety cultures	Remote work MSI	Industry collaboration	Accessible training	Assistance for high-hazard activities
	Supervisor training	Psychological health and safety	Community partnerships	MSI Certification Training	Effective compliance measures
	OHS committees / WHS representatives / designates	Workplace violence and harassment	Partnering with high-risk employers	Measuring OHS awareness	
	Industry certification standards	Preventing disability	Recognizing safety leadership	Leveraging technology	
	Measuring safety cultures	Occupational disease	Research	Online service delivery	
		Vulnerable workers		PRIME	

Theme 1: Safety culture

Building positive safety cultures

Safety culture is an organization-wide culture that places high levels of importance on shared safety beliefs, attitudes, and values. As “the way we do things around here”, a strong safety culture drives practices for preventing workplace injury and illness.

Safety culture does not exist in isolation and continuously evolves. It is shaped by changes in business processes, work practices, human resources, equipment, and the organizational environment.

Senior management commitment, leadership, and involvement in safety practices are key ingredients in developing strong safety cultures in workplaces. This means that when business decisions are made, or business processes are changed, management has a full understanding of the impact on health and safety of workers, and have a conscious awareness of the workplace hazards involved.

In organizations with strong safety cultures, people believe that workplace injury and illness can be prevented. This means moving occupational health and safety programs beyond simply complying with legislation to committing to a system for managing health and safety risks in your workplace. As such, safety becomes a fundamental business value.

Question: How can we help workplaces create stronger safety culture?

Supervisor training

Supervisors are the employers’ representative in the workplace, and health and safety training for supervisors should be provided and promoted. Supervisors must lead, guide, and direct work safely. They establish safety standards, enforce safe work practices, and provide forums for open communication of health and safety risks. Training supervisors in occupational health and safety will lead to a stronger understanding of their legislated roles and responsibilities, and helps increase their competence to direct work safely.

In response to the need to ensure supervisors understood their responsibilities at the workplace, WorkplaceNL developed a new voluntary Supervisor Certification Training Standard in 2019.

The 2019 Statutory Review Committee on Workers’ Compensation Final Report also recommended mandatory training for health and safety for supervisors.

Question: How can we enhance the safety training of leaders to create stronger safety cultures?

Occupational health and safety committees (OHSC)/ worker health and safety representatives/designates (WHSR/D)

The OHS committee, representative or designate’s role is to monitor the health and safety of the workplace with the employer – while the employer is responsible to develop the system to manage OHS in the workplace. An OHS committee is required in workplaces with 10 or more employees, a workplace health and safety representative is required in workplaces with fewer than 10 employees, and where a worker health and safety representative is impractical, and the workplace has less than six employees, a health and safety designate may be appointed.

Currently, 36 per cent of all OHS committees in the province are not meeting their reporting requirements as prescribed in OHS legislation. While the vast majority of OHS committees comply with required certification training, only 40 per cent of representatives and designates comply with certification training requirements. As such, many small businesses do not have an individual assigned to monitor the health and safety of workers in partnership with the employer.

Question: How do we make OHS committees and WHS representatives/ designates more effective in fulfilling their role in the workplace?

Question: How can we increase the number of trained WHS representatives/designates in small workplaces?

Industry certification standards

Greater levels of health and safety awareness helps build a positive safety culture. WorkplaceNL's Safety Sector Council Program promotes industry-led organizations and recognizes that industry stakeholders can positively influence health and safety cultures. They can also be more responsive to the needs within their industry.

The 2019 Statutory Review of Newfoundland and Labrador's workers' compensation system report has recommended that safety sector councils implement a health and safety certification standard similar to the Certificate of Recognition Program offered in the construction industry. A Certificate of Recognition demonstrates that the organization has met health and safety standards based on OHS legislation, and has been certified (approved) with a certifying body. The Newfoundland and Labrador Construction Safety Association (NLCSA) established its COR™ program in 1997, and continues to certify employers in this industry to current day. Organizations can greatly enhance their safety culture by attaining health and safety certification.

Question: How can industry support the adoption of certification standards to manage health and safety risks?

Question: How can safety sector councils contribute to improving workplace safety cultures?



Measuring safety cultures

To help high-risk workplaces, WorkplaceNL implemented the Climate Assessment and Audit Tool (CAAT) in 2020. CAAT examines how health and safety management systems and culture interact and influence each other. It achieves this through a review of documents and records, observations, interviews, and surveys with workplace parties.

There are many benefits of using this approach, including:

- Improves safety outcomes
- Identifies perception of health and safety
- Identifies factors that contribute to workplace culture
- Identifies steps needed to effectively address health and safety
- Increases understanding of workplace culture and sub-culture
- Provides a measurable framework for improvement



Question: How do we encourage workplaces to measure and evaluate their safety culture?



Theme 2: The changing workplace

Remote work

The workplace is changing rapidly. Advances in technology, greater diversity, heightened environmental change, and the COVID-19 pandemic have led to many changes in our workplaces. With change comes the need to continuously review occupational health and safety programs, and to validate the controls in place to protect workers from hazards.

More people are working from home since the onset of the COVID-19 pandemic. Improper ergonomic workstation setups, social isolation, working alone, and the anxiety of living in a pandemic presented new risks as workers shifted to remote work. As more and more employers and workers take advantage of technological advances to conduct work remotely, it is important that policies, procedures, and routine safety processes are identified and clearly communicated.

Question: How can we help workplaces create safe remote work environments?

Musculoskeletal injury

As workplaces continue to change, the prevalence of ergonomic risks continues to dominate. Although many workplaces use advancements in lifting devices and equipment to control heavy loads, many tasks still have significant levels of repetition, static postures, and contact stress. Over time, these cumulative ergonomic risks can result in musculoskeletal injuries (MSI) in workers.

In Newfoundland and Labrador, MSIs account for approximately 70 per cent of new reported injuries over the last five years. These injuries are also costly, accounting for annual claim costs of \$102 million.

In response to the continued high rates of MSI injuries and illnesses, WorkplaceNL implemented a new voluntary MSI Certification Training Standard in 2020. However, training to date has been low. We have also delivered MSI Prevention Week (every September), developed awareness campaigns on MSI prevention, hosted numerous webinars and workshops, and worked with high-risk employers to control ergonomic risks.

Question: How can we strengthen MSI practices in workplaces?

Psychological health and safety

Mental health has become a dominant health and safety issue for workplaces worldwide. Research has continuously documented that working conditions, employee performance, illness and injury, absenteeism, and staff turnover can all be affected by a workers' poor mental health. Employers can promote good mental health practices, provide tools and supports, and establish links in the community to provide help when required.

In the past ten years, the work-related mental health disorder incidence rate in our province has increased from 0.2 claims per 10,000 employees in 2011 to 3.18 per 10,000 in 2021.

In 2018, WorkplaceNL modernized its policy on traumatic mental stress coverage to recognize work-related mental health issues which may be caused by exposure to multiple traumatic events

and legislation was amended to provide presumptive coverage for PTSD. The COVID-19 pandemic also likely had an impact on workplace violence, harassment, and psychological trauma.

WorkplaceNL continues to offer educational sessions on topics such as total worker health, supporting workers' mental health, the resilient workplace, and taking care of your mental health in a pandemic. We also launched a psychological health and safety awareness campaign titled "Small Steps Can Lead to Big Changes in Your Organization" to encourage workplaces to implement the National Standard of Canada for Psychological Health and Safety in the Workplace (CSA-Z1003-13).

Question: How can we encourage more workplaces to adopt the CSA standard for psychological health and safety?

Question: What new partnerships can be formed to advance psychological health and safety in the province?

Workplace violence and harassment

On January 1, 2020, amendments to the Occupational Health and Safety Regulations came into force that expanded the definition of "violence" in the workplace and added the requirement for employers to prevent and control harassment in the workplace. Family violence was added as a specific risk. Employers are required to develop a harassment prevention plan, provide training, and investigate instances of harassment in the workplace.

WorkplaceNL and OHS Division continue to work together to educate and help workplaces meet these requirements. Complaints, when received, are often complex in nature and the demand for harassment prevention education has steadily increased. Clearly, there is more work to be done to help prevent workplace harassment. In 2022, WorkplaceNL will launch a new online harassment prevention course to educate employers and workers on this important issue.

Question: What can be done to protect workers from workplace violence and harassment?

Preventing Disability

There is a strong connection between work and the general well-being of workers. When people feel valued, respected, and satisfied in their jobs and work in safe, healthy environments, they are likely to be more productive and committed to their work. This approach is the foundation for successful work disability prevention when a worker is injured or ill. Work disability occurs when a worker loses the connection to work – and the social supports that may be available to them. Over time, the rehabilitation process for the physical or psychological injury may become impaired, and further levels of disability are possible.

Disability prevention programs are designed to support injured or ill workers to remain at work. While most people believe that being away from work after an injury or illness can decrease stress and promote healing, the evidence supports that recovering at work is better for most workers.

Effective management of work disability is becoming an increasingly important strategy in today's workplaces. Building programs and policies that support workers to successfully rehabilitate from an injury or illness will have a positive impact on the overall health and well-being of the worker. Shifting our thinking on return-to-work practices, and adopting a broader view based on the social determinants of health, can lead to more positive outcomes for workers, and ultimately, prevent disability in our workplaces.

Question: What can be done to help workplaces develop effective disability prevention programs?

Occupational disease

Occupational disease remains the leading cause of death in workers in Newfoundland and Labrador. Over the past five years, 110 (79 per cent) workplace fatalities were related to occupational health exposures to hazardous substances.

While occupational disease-related claims have been declining since 2018, they remain high when compared to other types of injury. Hearing loss due to overexposure to noise at work is the most common occupational disease, resulting in 1,031 (57 per cent) occupational disease-related claims over the past five years.

In most cases, the exposures that happened many years ago result in occupational diseases that are diagnosed in workers today. While safe work practices and safety regulations have evolved since these exposures, it is important that workplaces continue to monitor changes in exposure limits of toxic substances, and assess their impact on workers.

The COVID-19 pandemic presented a new health hazard, and workplaces faced challenges in implementing effective controls. Despite its many negative effects, the new hazard brought an increased awareness of health and safety at the workplace, especially a renewed focus on safe work procedures, respiratory protection, and hygiene. To address the challenges that COVID-19 created, WorkplaceNL and OHS Division developed COVID-19 guidelines for employers, in partnership with the Chief Medical Officer of Health. WorkplaceNL also launched a new online COVID-19 Safety course (with over 20,000 course completions); offered numerous webinars on COVID-19, working from home, worker resiliency, MSI risks for working remotely, and psychological health and safety. In addition, a Working Safely During COVID-19 awareness campaign was launched to provide best practice guidance to workers and employers.

Preventing occupational disease and illness has been a strategic focus since the launch of the Occupational Disease Prevention Strategy in 2011. WorkplaceNL and the OHS Division continue to work closely with our partners to raise awareness of occupational illness and disease; conduct awareness campaigns, workshops, enforcement blitzes, and webinars. OHS Division manages the regulatory framework in the province that outlines safe levels of occupational exposures to hazardous substances.

Question: What can be done to further protect workers from exposures that may lead to occupational disease and illness?

Question: What else can be done to increase education and awareness to prevent occupational disease?

Vulnerable workers

Young workers, older workers, new workers and international workers have more health and safety risks at work. They are often considered vulnerable workers due to their lack of work experience, reluctance to ask questions, and communication barriers. It is important that we recognize their vulnerabilities and provide workplaces that are safe for them and their co-workers.

Young workers are the workforce of tomorrow. As they enter the workplace, they bring inexperience and an eagerness to be successful at work. We need to properly train young workers for the jobs they are doing.

WorkplaceNL continues to invest in educating young workers. More students are now taking the OHS 3203 high school course, 2,191 enrolled in 2021 up from 1,271 in 2017. A distance learning version of the course

has also been created to enable more young workers access to this course from remote areas of the province. As well, 32 bursaries have been awarded under the Student Safe Bursary Training Program, which was introduced in late 2019. The program, developed in partnership with Cenovus Energy, helps address safety training gaps for young workers.

Workers are also staying in the workforce longer or are returning to work later in life. Older workers can bring important safety experience to the workplace, but there may also be challenges with technology, the pace of work, reaction times, and recovery from injury can be more challenging. For this group, job design and ergonomics are vitally important. In the past five years, lost-time claims for workers 55 years and older represented 24 per cent of total lost-time claims. In the same period, the length of time on claim increased 51 per cent for this age group.

New workers include those who have limited or no experience in the workforce. This group of workers tend to be untrained, unfamiliar with job tasks and may lack knowledge of their rights under OHS legislation. Our province is home to many international workers with immigration continually increasing over the past number of years. The post-secondary student population, many of whom work during their studies, now includes a population from over 100 countries. In addition, employers are bringing in foreign workers to fill vacancies.

Question: What more can be done to help protect vulnerable workers at work?



Theme 3: Partnerships

We value the power of collaboration and partnerships to improve health and safety. When safety partners – employers, workers, industry sectors, educators, community agencies, the private sector, and various levels of government – work together, we can collectively build effective, sustainable health and safety programs and systems for workplaces in the province.

Industry collaboration

Our safety sector councils bring employers and workers together to focus on industry-specific risk to help build safety programs in workplaces to protect workers.

For example, WorkplaceNL provided funding for the Made Safe NL safety sector council to work with manufacturers and fish processors to promote healthy, safe, and productive work environments.

This focused, industry-led approach is working. The lost-time incidence rate in manufacturing has hit a record low of 1.7 per 100 workers, and the lost-time incidence rate in fish processing has decreased to 2.5 per 100 workers.

Work has been ongoing with our remaining safety sector councils: the Newfoundland and Labrador Construction Safety Association (NLCSA), Forest Safety Association of Newfoundland and Labrador (FSANL) and Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA). Within each sector council, we have partnered to facilitate educational events, develop training courses, and support health and safety program development. While success is evident in addressing health and safety in these industry sectors, there is additional opportunity to advance greater safety performance.

Question: What new partnerships could be formed to improve health and safety within industry?

Community partnerships

There are many other examples of partnerships that are making a difference. The Department of Education and the Newfoundland and Labrador English School District have partnered with WorkplaceNL to deliver OHS education to high school students through the OHS 3203 course, presentations in the classroom, and facilitating professional learning in occupational health and safety for teachers. Cenovus Energy has been a long-standing partner in the delivery of first-aid training to students of this course.

The Canadian National Institute for the Blind (CNIB) is a valued partner in the delivery of education on eye safety. The Canadian Mental Health Association has partnered with us to deliver education and is a subject matter expert on initiatives around mental health. We also worked with the Association for New Canadians to deliver education to those new to our province. Other partners, such as Canadian Centre for Occupational Health and Safety (CCOHS) have partnered with us to use technology to educate workers on OHS legislative requirements, including developing the new NL OHS App, A Guide to OHS Legislation in Newfoundland and Labrador.

Question: What new community partnerships can be formed to improve health and safety in the province?

Partnering with high-risk employers

WorkplaceNL has partnered with employers for over two decades to help them improve workplace health and safety. The Priority Employer Program (PEP) was founded in 2001 on the principles of collaboration, engagement, and partnership. The PEP is designed to help workplaces experiencing challenges in preventing injury and the associated costs of those claims. Under the program, WorkplaceNL provides these high-risk employers with health and safety expertise to help develop their OHS program. Acting as a lead consultant and facilitator, a Health and Safety Advisor works with employers to identify areas for improvement and develop action plans to improve the employer's safety performance and their workers' well-being.

In the past five years, the total number of claims for employers in the PEP has decreased by nearly 16 per cent. WorkplaceNL will continue to develop strategic partnerships with the 221 employers currently in the program. While the number of employers in the program may be small, it is important to recognize their impact. In 2021, this group of employers employed over 87,000 workers, represented 42 per cent of all claims, and had \$70.1M in claim costs.

Question: How can we strengthen our work with priority employers to enhance their OHS programs?

Recognizing safety leadership

Safety leaders play a significant role in safety performance. Safety leaders set standards and values – and they motivate and inspire others to work safely. Whether you are a worker, supervisor, or manager, the recognition of safety leadership can create a positive safety culture, and prevent injury and illness in workplaces.

For many years, WorkplaceNL delivered a CEO Safety Charter Program to recognize senior executives in workplaces who excelled in safety leadership. In 2018, the program was ended with a view to broaden the definition of leadership to include workers, students, educators, supervisors, and senior managers. In 2018, WorkplaceNL created the Safe Educator of the Year Award and the Safe Student of the Year Award to recognize educators and students who inspire others to follow safe work practices. In 2021, WorkplaceNL approved new safety leadership awards for workers and employers who foster a high commitment to health and safety, and lead higher levels of safety performance in workplaces in Newfoundland and Labrador.

Question: What can be done further to recognize safety leadership within workplaces?

Research

WorkplaceNL, OHS Division, and many safety partners recognize the value of multidisciplinary research in occupational health and safety. While the breadth and scope of research is extensive at the international level, there are opportunities for research at the local level.

WorkplaceNL's Research Initiatives Program is designed to support local research in occupational health and safety and disability management. We remain committed to accelerating OHS research in our province, and translating this knowledge to enhance safe work procedures in workplaces. Research initiatives to date have included various topics including occupational exposure to radiation, remote versus on-site health and safety challenges during a pandemic, occupational culture and mental health, and musculoskeletal injury (MSI) prevention.

Question: What research should be conducted to improve our understanding of occupational health and safety in Newfoundland and Labrador?

Theme 4: Timely education, training and technology

Accessible learning

WorkplaceNL helps all workplace parties prevent injury and illness through education and awareness. To date, we have offered in-person workshops, group and workplace specific presentations, webinars, learning symposia, and industry-specific sessions with our safety partners. In 2021, we invested in course development software and will be adding online learning courses, on-demand webinars, podcasts, and use of WorkplaceNL's YouTube channel to increase our educational offerings. On-demand products enable workplaces to avail of education and awareness at times that fit with their work schedule.

Webinars were first introduced in 2012, and participation has grown tremendously. Webinars have many benefits: attendance is convenient, there are no travel-related costs, and workers may be able to attend together, for example, as part of their OHS Committee meeting. When the COVID-19 pandemic happened, we were able to quickly pivot from in-person education to online webinars in a very short period.

WorkplaceNL has recently implemented a learning management system to provide further education to employers and workers including online, self-paced learning. The development of online courses has started, including new courses on harassment prevention and supervisor health and safety recertification. This technology will continue to enable workers to learn when it is convenient for them.

Since 2017, we have delivered 1,762 education sessions to 49,282 workers and employers. We continue to develop and deliver education that is timely and pertinent to the workplace.

As technology has changed, so have our methods to deliver education. Our goal is to make health and safety education available and more accessible. However, while we offer education in multiple ways, we know that we are not reaching all workers in the province.

Question: How can we increase the reach of OHS education?

Question: How can we use technology to enhance health and safety education for workplaces?

Certification training

Over 320,000 electronic training certificates have been issued to workers through the Certification Training Registry since 2015. Workers and employers use the training marketplace to register for both mandatory and voluntary certification courses, and workers can complete online recertification for the OHS Committee/Worker Health and Safety Representative/ Designate course. In 2022, supervisors will also be able to complete online recertification for the Supervisor Health and Safety Certification Training.

Question: How can certification training be improved?

Question: What new certification training standards should be considered for future development?

MSI Prevention Certification Training

We introduced a voluntary MSI Prevention Certification Training Standard in 2020 to educate workers and supervisors. This standard is based on the Newfoundland and Labrador Occupational Health and Safety

Regulations, Sections 50-56, which outline the employer's responsibilities to prevent musculoskeletal injury. It covers how to recognize, evaluate, and control risks that may lead to injury.

Question: What can be done to expand musculoskeletal injury (MSI) prevention training in workplaces?

Measuring OHS awareness

In 2017 WorkplaceNL partnered with the Newfoundland and Labrador Statistics Agency to administer Health and Safety Awareness Surveys for both workers and employers. In 2021, the health and safety awareness index score for the province increased to 91.3 compared to 88.2 in 2017. The index considers the level of knowledge, participation, and empowerment of occupational health and safety in workplaces. This survey has helped WorkplaceNL assess the impact of its injury prevention programs and identify knowledge gaps in workplaces.

Question: How can safety awareness be improved in the province?

Question: How can we further measure the effectiveness of OHS awareness in workplaces?

Leveraging technology

Since 2019, WorkplaceNL, in partnership with OHS Division, worked with Canadian Centre for Occupational Health and Safety (CCOHS) to develop a new mobile OHS application and website to help workplaces in Newfoundland and Labrador understand the requirements outlined in occupational health and safety legislation. This resource currently contains thirty high-risk topics including confined space entry, MSI prevention, and violence and harassment. Nearly 1,400 downloads of the application were completed to mobile devices since it was launched in July, 2021.

Question: How can technology be utilized to improve the understanding OHS requirements in workplaces?

Online service delivery

We have all become accustomed to using online services, from banking, to shopping, to entertainment. WorkplaceNL has been developing online services for employers and workers over the past decade through the **connect** portal. As of January 1, 2022, OHS Committee minutes are now mandatory for online submission through **connect**. There are many benefits to OHS Committees and employers including fast, convenient and secure access to minutes, pre-populated worksite information saves data entry time, and minutes can be printed, emailed or save as needed. In addition, WorkplaceNL recently provided employers with the ability to update their worksite information through **connect**. Employers can now create new worksites, close worksites which are no longer operating and update worksite information.

Question: What additional online services can assist workplaces in managing health and safety programs?

Theme 5: OHS enforcement

The Occupational Health and Safety (OHS) Division of the Department of Digital Government and Service NL (DGSNL) remains dedicated to ensuring that regulatory and enforcement functions are carried out in an equitable, practical, and consistent manner. In order to improve workplaces' compliance of workplaces with the OHS legislation, the Division seeks to enhance its efficiency with regards to its presence in workplaces, to improve its impact in underrepresented areas of work and areas of high-risk activities, and to promote and bolster the overall safety culture in Newfoundland and Labrador.

Some noted areas of concern in the province include harassment in the workplace, blasting, power line contacts, electrical work – specifically with the use of appropriate lock out tag out procedures, work around and onboard fishing vessels, work that requires fall protection, traffic work and signage, and sawmill operations. While WorkplaceNL and the OHS Division have invested in creating some of the highest certification training standards in Canada, there appears to be a lack of compliance with the safety legislation in actual practice.

Question: What high-risk work activities should have more focus for inspection by the OHS Division? Why?

Question: How do we improve the knowledge transfer from training to actual work practices?

The OHS Division has planned for and begun a number of new initiatives and changes in approach that will serve to better focus the efforts and impacts of OHS officers in their enforcement of the legislation.

The Division intends to improve upon the planning of inspection activity and more timely follow up of orders of non-compliance. This will help to ensure an appropriate level of personal accountability and focus from workers and employers, as well as serving to increase compliance rates with OHS legislation.

Related to improving the efficiency of inspection activity, the Division is also in the last phases of an investigation process review. This will help with providing officers with the means to more quickly identify root causes of accidents and/or injuries. All officers will be trained in this new and more consistent approach. This faster and more effective investigative process, will help to ensure that appropriate corrective actions are being taken.

There is also work ongoing to improve the technology that is used to track and report on the enforcement activity of the OHS Division. Specifically, the Division is seeking to replace the Central Information System. This would benefit both the OHS Division and WorkplaceNL by allowing for a more robust transfer of information and data sharing. This will possibly take a web-based approach, which would allow for real-time uploads, the immediate issuing of inspection and order documentation, with the goal of improved and timely compliance.

The OHS Division continues to show a commitment to the enhancement of OHS legislation, and will carry on in this endeavor by implementing comprehensive reviews, analysis, and amendments to various legislation. The OHS Division has recently revised its Radiation Health and Safety Act, implemented provisions around workplace harassment, and amended the First Aid Regulations. In addition, Canada-Newfoundland and Labrador Offshore Area Occupational Health and Safety Regulations were finalized and came into force January 1, 2022. The next focus on legislative changes will be in regards to amendments to the Radiation

Health and Safety Regulations, improvements to the fall protection provisions in the OHS Regulations, and a review of the Asbestos Regulations.

The OHS Division, in consultation with WorkplaceNL also recognizes the need for developing better tools that will assist with the approach to harassment complaints in the workplace.

Question:

What tools will assist in our approach to lessen the frequency and severity of workplace accident and incidents?

Concluding Thoughts

WorkplaceNL and the OHS Division are committed to working with our partners to create workplaces free from injury or illness. By working together, we can help workers come home safe every day.

The new prevention strategy is for everyone. This means we all need to work to identify goals and priorities together – at an individual business level, at a sector level, at a worker level, at a partner level, and across the entire province of Newfoundland and Labrador.

As we continue on our journey of preventing workplace injury and illness, we are committed to continually evolving our programs. We have identified program changes; new tools and new safety education; and changed certification standards to continue to support employers, workers, their families, and communities, and further lessen the financial, physical, and emotional impacts of workplace injuries.

This discussion paper is meant to reflect on current and evolving health and safety issues, past work, and stimulate conversation on the opportunities that can be incorporated into the new Workplace Injury Prevention Strategy (2023-2028) for our province.

Feedback

WorkplaceNL and OHS Division look forward to receiving input from our stakeholders concerning the future of OHS in Newfoundland and Labrador.

Your written submission and feedback can be forwarded, no later than September 30, 2022.

Any questions regarding the content of this document can be directed to:

Cathy Whiffen
Manager, Prevention Services
cathy.whiffen@workplacenl.ca
WorkplaceNL
146-148 Forest Road
PO Box 9000
St. John's, NL
A1A 3B8
t. 709.778.1568

Appendix A: Summary of Strategic Issues in Workplace Injury Prevention in Canada and Other Countries

We conducted a jurisdictional review of those responsible for health and safety across Canada. It included a review of published strategies on injury prevention strategies and initiatives, education programs, enforcement and awareness activities.

Three common themes emerged from the jurisdiction review:

1. Creating a culture of safety
2. Psychological health and safety, mental health and preventing workplace violence
3. Young workers/new workers/immigrants

British Columbia

2020 Injury Rate: 2.14 per 100 workers

WorksafeBC is committed to creating a province free from workplace injury or illness and provides service based on its core values of integrity, accountability, and innovation. Like many jurisdictions, WorksafeBC strives to keep pace with emerging challenges by partnering with workers and employers, to help workers come home from work safe every day.

Strategic Focus:

- Working with leadership to build will strong and sustainable health and safety performance.
- Prevention of occupational disease, serious injury, workplace violence.
- Identifying new ways of communicating with small business to engage them with programs, messaging, and resources.

- Utilizing incentives and penalties to encourage employers to maintain a healthy and safe workplace.
- Using a risk-based approach to target resources to industries, sectors, employers, and activities that place workers at greatest risk of injury.
- Identifying vulnerable workers due to their age, language, culture, or inexperience within the workforce and providing services designed for their needs.
- Address mental health and bullying and harassment through education, consultation, enforcement, and assist workplace parties in meeting their health and safety obligations.
- Identify innovative new ways to regulate and promote occupational health and safety to become leaders in prevention.
- Identify new and, extended social marketing opportunities to help shift attitudes and beliefs about the preventability of workplace injury, disease, and death.

WorksafeBC also launched a number of industry or hazard specific strategies;

- Construction High Risk Strategy focusing on reducing serious injury and high-volume claims.
- Forestry High Risk Strategy focusing on raising awareness and promote adherence to safe practices and reduce serious injury and fatality rates.

- Health Care and Social Services High Risk Strategy focusing on reducing the risk of workplace violence and related injuries, and the risk of musculoskeletal strain injuries.
- Manufacturing High Risk Strategy focusing on the prevention of serious injuries and fatalities and fire and explosion events.
- Bullying, Harassment and Prohibitive Action Initiative focusing on resources for the continued education, consultation, and enforcement activities around workplace bullying, harassment, and prohibitive action.
- Confined Space Initiative focusing on awareness and compliance and building industry capacity and capabilities to address hazards associated with confined spaces.
- Occupational Disease Initiative to reduce the incidence of four specific disease outcomes including cancer, asthma, poisoning, and hearing loss by reducing exposures.
- Psychological Safety Initiative to support the management of psychological risks.
- MSI Initiative to enhance awareness and improve the knowledge, ability, and motivation to identify and control MSI hazards.
- Small Business Initiative to provide support and resources to enable employers to take their safety programs to the next level.
- Serious Injury Prevention Initiative focuses on preventing workers from being struck by vehicles and mobile equipment in the Transportation and Warehousing, Trade, Public, and Service sectors.

Alberta

2020 Injury Rate: 1.66 per 100 workers

Alberta's Labour Prevention Initiative for Occupational Health and Safety focuses on reducing common workplace injuries, protecting at-risk workers and identifying higher-risk work situations. They coordinate efforts between OHS system partners to achieve better health and safety outcomes.

Strategic Focus:

- Musculoskeletal disorders due to repetitive use, overexertion, and heavy lifting.
- Slips, trips, and falls.
- Psychosocial hazards (i.e., workplace violence, harassment, and mental health).

Priority workforces that are known to be at higher risk of disease and injury were also identified, and they include:

<https://www.wlupress.wlu.ca/Books/T/The-Memory-of-Water2> Small businesses – those with less than 20 workers

- Vulnerable workers – those who have one or more of the following characteristics: young (aged 24 or less), older (aged 55 or more), indigenous, short tenure of work (employed in temporary, seasonal or casual work contracts/arrangements - up to 6 months), seasonal workers, have multiple jobs, or temporary foreign workers, and/or migrants.

Saskatchewan

2020 Injury Rate: 1.90 per 100 workers

WorkSafe Saskatchewan is a partnership between the Saskatchewan Workers' Compensation Board and the Ministry of Labour Relations and Workplace Safety. WorkSafe Saskatchewan is an advocate for "Mission Zero" whose goal is to reduce the workplace injury rate. Mission: Zero is a call to action and goal for leaders, employers and workers to achieve zero workplace injuries, zero fatalities and zero suffering.

Strategic Focus:

- Elimination of fatalities and serious injuries through the development of a Fatalities and Serious Injuries Strategy.
- Development of a strategy and resource centre for psychological health and safety.
- Supporting hazard specific awareness and education.
- Leveraging partnerships.
- Enforcement activities.

Manitoba

2019 Injury Rate: 2.55 per 100 workers

The Workers' Compensation Board of Manitoba promotes safety and health in workplaces to prevent and reduce the occurrence of workplace injury and illness. It works in cooperation with the Workplace Safety and Health Branch to raise public awareness, promote an understanding of the Workplace Safety and Health Act, and to prevent workplace injury and illness through education, awareness and development of standards for workplace safety and health.

Strategic Focus:

- Champing a culture of safety and health at work with ongoing campaigns and education to build awareness.
- Expanding access to safety programs including the enhancement of industry-based safety program in healthcare and retail trade and service sectors.
- Addressing priority areas including health care; occupational disease, workplace violence and mental health injuries; youth and first-time workers
- Increasing the number of workplaces receiving safety and health education.
- Enhancing program standards for effective safety and health programs and establishing workplace safety and health training standards.
- Improving system coordination and accountability including clarifying the roles and responsibilities of key stakeholders.
- Establishing, sharing and reporting clear metrics and targets
- Building sustainable funding structure and accountability-based outcomes.
- Enable collaboration with partners for the prevention of workplace injury and illness.

In addition to their strategic areas Manitoba also has the strategies in place for:

- Psychological Health and Safety in the Workplace
- Occupational Disease and Illness Prevention
- Musculoskeletal Injury Prevention
- Young Worker Injury Prevention

Ontario

2020 Injury Rate: 1.14 per 100 workers

Ontario's occupational health and safety system partners ("the OHS system") includes the Ministry of Labour, Training and Skills Development, the Workplace Safety and Insurance Board (WSIB), health and safety associations, and a broader network of partners including the Ministry of Health and Public Health Ontario. These partners are committed to supporting all workplaces to improve occupational health and safety.

Strategic Focus:

- Building and using the best evidence to target initiatives, measure performance and increase system oversight.
- Improving OHS knowledge and practices
- Supporting workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.
- Making OHS easier for small businesses
- Prevention occupational illnesses caused by exposure to physical, chemical or biological agents in the workplace.
- Provide work-related mental health information and resources.
- Prevention workplace violence and harassment, especially in the health care sector.

Quebec

2020 Injury Rate: 2.10 per 100 workers

The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) promotes and ensures that labour rights and obligations are respected by both workers and employers in Quebec. CNESST has produced the Occupational Health and Safety Multi-year Plan in Prevention and Inspection 2020-2023.

Strategic Focus:

- "Zero tolerance" targets

Extended to all workplaces, "zero tolerance" targets apply to the following hazards:

- Falls from heights of more than three metres;
 - Falls from heights from a ladder;
 - Contact with a moving part of a machine;
 - Electrification with a live overhead power line;
 - Collapse of a scaffolding;
 - Collapse of the walls of an unsupported excavation;
 - Exposures to asbestos dust;
 - Exposure to silica dust;
 - Unstable rocks.
- Predominant risks including:
 - Ergonomic risks;
 - Risks of falls at the same level;
 - Risk of being hit, struck or crushed by an object or equipment;
 - Risk of exposure to noise;
 - Work-related psychosocial risks.
 - Emerging and proven risks including:
 - Chemical, biological and psychosocial risks.
 - Green jobs, new technologies, climate change and nanomaterials.
 - Specific clienteles including:
 - Workers with new jobs, recent immigrant background and those aged 24 and younger.

New Brunswick

2020 Injury Rate: 1.27 per 100 workers

WorkSafeNB vision is to make New Brunswick the safest place to work. Their mission is to collaborate with stakeholders to design build and manage an effective continuum of safety and care. The 2022 strategic plan focuses on people, prevention, and integrity.

- Creating a people-first culture resulting in an exceptional employee and client experience.
- Preventing workplace injuries, illnesses, death and disability.
- Protect the integrity of the system.

While prevention is traditionally about injuries or illnesses, WorkSafeNB is changing this mindset. They are focusing on helping injured workers recover at work when possible, keeping them involved and productive.

Strategic Focus:

- Strengthening accountability by offering the right service, at the right time and place, delivered by the right people.
- Influence a culture of safety, stay at work and early return-to-work.
- Leverage the capabilities, expertise and accessibility of service provider networks and strategic alliances.

Nova Scotia

2020 Injury Rate: 1.57 per 100 workers

The Workers' Compensation of Nova Scotia (WCB NS) informs and inspires Nova Scotians in the prevention of workplace injury. If an injury or illness does occur, WCB NS exists to support those injured workers by championing a timely return to safe and healthy work.

Strategic Focus:

- Focus on health and safety in the Home Care, Long Term Care, and Disability Support Sectors including safe patient handling, preventing slips, trips and falls, addressing workplace violence, supporting mental health and wellness, and providing effective stay-at-work / return-to-work programs.
- Prevention of slips, trips, and falls.
- Implementation of a safety plan to create a culture of safety.
- Demonstration of leadership and commitment to workplace health and safety with the WCB Safety Certified program.
- Promote injury prevention with safety partners.
- Young workers.
- Industry focused hazard awareness and safety tips.
- Raise awareness through injury prevention campaigns.

Prince Edward Island

2020 Injury Rate: 1.20 per 100 workers

The Workers' Compensation Board of PEI works in partnership with workers, employers and all islanders to build safe and healthy workplaces. It strives to increase awareness of safety and health at work, promote a culture of workplace injury prevention, and develop and maintain occupational health and safety standards.

Strategic Focus:

- Working at heights campaign involving officers visiting construction work sites and provision of safety resources to assist employers and workers in understanding their legal obligations when working at heights.
- Collaboration with stakeholders to enhance safety education and prevention resources.
- Prevention of injuries by minimizing or eliminating hazards in the workplace.
- Work with industries and employers that have a higher risk of workplace injury.
- Promote psychological health and safety in the workplace.
- Promote a culture of workplace injury prevention.
- Develop and maintain occupational health and safety standards.
- Young workers.

Yukon

2020 Injury Rate: 1.66 per 100 workers

The Yukon Workers' Compensation Health and Safety Board (YWCHSB) has a core mandate to promote safety awareness, deliver training and education, inspect workplaces ensure compliance, and investigate incidences. Their long-term vision remains "Zero is Possible", and strategically align their injury prevention programs and services with the vision to prevent all workplace injury and illness.

Strategic Focus:

- Participate in a culture of safety and prevention of physical and psychological injury.
- Educate and empower youth to embrace and foster a developing culture of safety and prevention.
- Provide tools and education on violence and harassment prevention.
- Demonstrate corporate excellence and leadership in complying with the acts, regulations, policies, and directives.
- Educate employers and workers to know and understand their rights and responsibilities under the legislation.
- Seize opportunities for more collaboration with stakeholders.
- Ensure employers and workers have the tools they need to fulfill their obligations.
- CHOICES is a rebate program through YWCHSB that rewards companies for training employees.

Northwest Territories and Nunavut

2020 Injury Rate: 1.90 per 100 workers

The Workers' Safety and Compensation Commission (WSCC) provides services to workers and employers across the Northwest Territories and Nunavut. The WSCC is unique in Canada as it is the only workers' compensation organization in the country to insure workers across more than one province or territory. The WSCC has a vision to eliminate workplace diseases and injuries through a partnership approach with stakeholders.

Strategic Focus:

- In 2021, WSCC released a Safe Workplace Program Proposal Discussion Paper. The intent is to develop the Safe Workplace Program to advance safety culture.
- o Employers who meet a set of criteria will be automatically designated as a Safe Workplace.
- o Employers who meet those criteria and are accredited by a third party OHS program (example: Certificate of Recognition COR) will be designated as an Advanced Safe Workplace, and will be considered leaders in their field for safety.
- Tools and resources to assist small business in meeting their OHS legislative obligations.
- Focus on OHS education and training including first aid, mine supervisor certification, supervisor OHS familiarization, and WHMIS.
- Young Worker Program aims to help employers and instructors support young workers in the first days, months, and years on the job.

INTERNATIONAL

Sweden

The Ministry of Employment with the Government of Sweden has released a national strategy titled "A Good Work Environment for the Future – The Government's Work Environment Strategy 2021-2025. The overarching objectives are for both women and men to have good working conditions, a work environment that prevents illness and accidents, stops people from being excluded from working life, takes people's differing circumstances into account, and fosters the development of individuals and operations.

Strategic Focus:

- Vision of no-one dying as a result of work.
- Focus on work-related mortality due to long-term illness, cancer and suicide.
- Working life to provide everyone with security, an opportunity for development and good health.
 - o Good working conditions and the opportunity to develop at work.
- Sustainable working life – everyone is to be able to, have the capacity to and want to work a full working life.
 - o Good work environment and good working conditions.
 - o More research on work environment conditions.
 - o Examination of new risks, new technology and new ways of organising work are reducing many traditional physical risks but may bring new risks.
- Healthy working life – working life is to contribute towards development and well-being.
 - o Aim to not only protect employees from injury and illness but to promote health.
 - o Working from home offers benefits, but brings physical and psy-chosocial risks.
 - o Concerns of technology stress involving new technology and the pace of change constituting a health and safety risk.
 - o Focus on the elimination of violence and harassment in the world of work.
- Safe working life – no one is to place their life or health at risk due to their job.
 - o A vision of no-one dying as a result of work.
 - o Work environment issues relating to organisational and social factors need to be taken as seriously as physical risks.
 - o Tougher measures to protect workers from violence, threats, and harassment under criminal law.
 - o Maintain high levels of protection from hazardous substances in the workplace.
- A labour market free from crime and cheating – a poor work environment is never to be a competitive tool.
 - o Ensuring access to safety equipment or products and machinery being used in unsafe ways that are harmful to the health of those operating them.
 - o Targeting companies that deliberately contravene health and safety regulations to gain competitive advantage.

Australia

Strategic Focus:

Safe Work Australia is an Australian government statutory agency which develops national policy to improve work health and safety (WHS) and workers' compensation arrangements across Australia. Their vision is of healthier, safer and more productive workplaces through improvements to Australian work health and safety and workers' compensation arrangements.

Strategic Focus:

- Effective systematic management of risk in improving workers health and safety:
 - Preventing and reducing the number and severity of injuries and illnesses and associated costs.
 - Promoting worker health, wellbeing, and capacity to work.
 - Fostering innovation, quality and efficiency through continuous improvement.
- Identification of targets to reduce MSI disorders.
- Health and safety by design, to eliminate hazards before they are introduced.
- Health and safety capabilities, including education and skill development.
- Leadership and culture where leaders drive the improvement of health and safety.
- Research and evaluation where evidence-based approaches are used.
- Responsive and effective regulatory framework to ensure effectiveness.

Of note is that Safe Work Australia has implemented a National Return to Work Strategy for 2020-2030. While this strategy deals with post-injury situations, they link successful return to work to prevention initiatives by indicating:

- Learnings from incidences, injuries and illnesses in the workplace should drive prevention through hazard identification, risk assessment and control measures.
- Insights can be gained from the causes and prevention of primary and secondary psychological injuries, and the implications of the changing nature of work.

New Zealand

New Zealand has adopted a new 10-year workplace injury prevention strategy titled Health and Safety at Work Strategy 2018 to 2028. The strategy's vision is that work must be healthy and safe for everyone and highlights the need to work together on the goals and priorities.

Strategic Focus:

- Identify common capability gaps and opportunities.
- Supports better coordination, by providing visibility of the different roles and a framework to talk to each other.
- Improves measurement to build a better picture of health and safety.
- Focus on what makes the biggest impact:
 - Better management of work-related health risks, including work-related mental health.
 - Businesses with greater need, including those with highest harm
 - Workers with greater need.

- Build everyone's capability to do this well makes up the framework for action:
 - o Make sure that everyone knows what their role.
 - Leadership to integrate health and safety.
 - Worker engagement and participation.
 - Health and safety practitioners.
 - Develop better data and insights.

Their priorities for 2021/2022 include:

- Continue to focus on tackling ill health
- Engage and collaborate on the learning from science and research.
- Target inspections on specific issues and activities, including a sustained focus on work-related ill health.
- Strengthen major hazard leadership and worker engagement.

United Kingdom

The Health and Safety Executive (HSE) main purpose is to prevent work-related death, injury, and ill health. Their strategy is designed to build on their existing health and safety record. It was developed with key players including those representing sectors and organisations with an interest in health and safety.

Strategic Focus:

- Occupational lung disease
- Musculoskeletal disorders
- Work-related stress

To address these priorities, the HSE draws upon the full range of networks, interventions and opportunities to make reductions in work-related ill health. These include:

Their 2021/2022 business plan indicates they are embarking on a new 10-year strategy which will look at how they will respond to future regulatory challenges and ensure resources and processes are in the place to deliver on their ambition.

To address health and safety they continue to engage stakeholders, create knowledge and awareness of workplace health and safety risk, and encourage behaviour change.

Appendix B: Measuring Health and Safety Performance

Canada

Newfoundland and Labrador have seen a decline of 13.4 per cent in its lost-time incidence rate over the last decade. Between 2011 and 2020, lost-time incidence rates in all provinces have fluctuated, some increasing while others decreased. Two provinces have seen increases in their lost-time incidence rate - Alberta saw a 10.5 per cent increase and Quebec a 10.2 per cent increase.

The remaining provinces and territories have seen a decrease in rates ranging from 2.3 per cent in New Brunswick to 39 per cent in the Yukon.

Over the past decade, Newfoundland and Labrador has ranked sixth among Canadian provinces for reductions in the lost-time incidence rate. Saskatchewan has had the greatest decline in rates at 48 per cent and PEI has had the lowest rate of decline at one per cent (Figure 4).

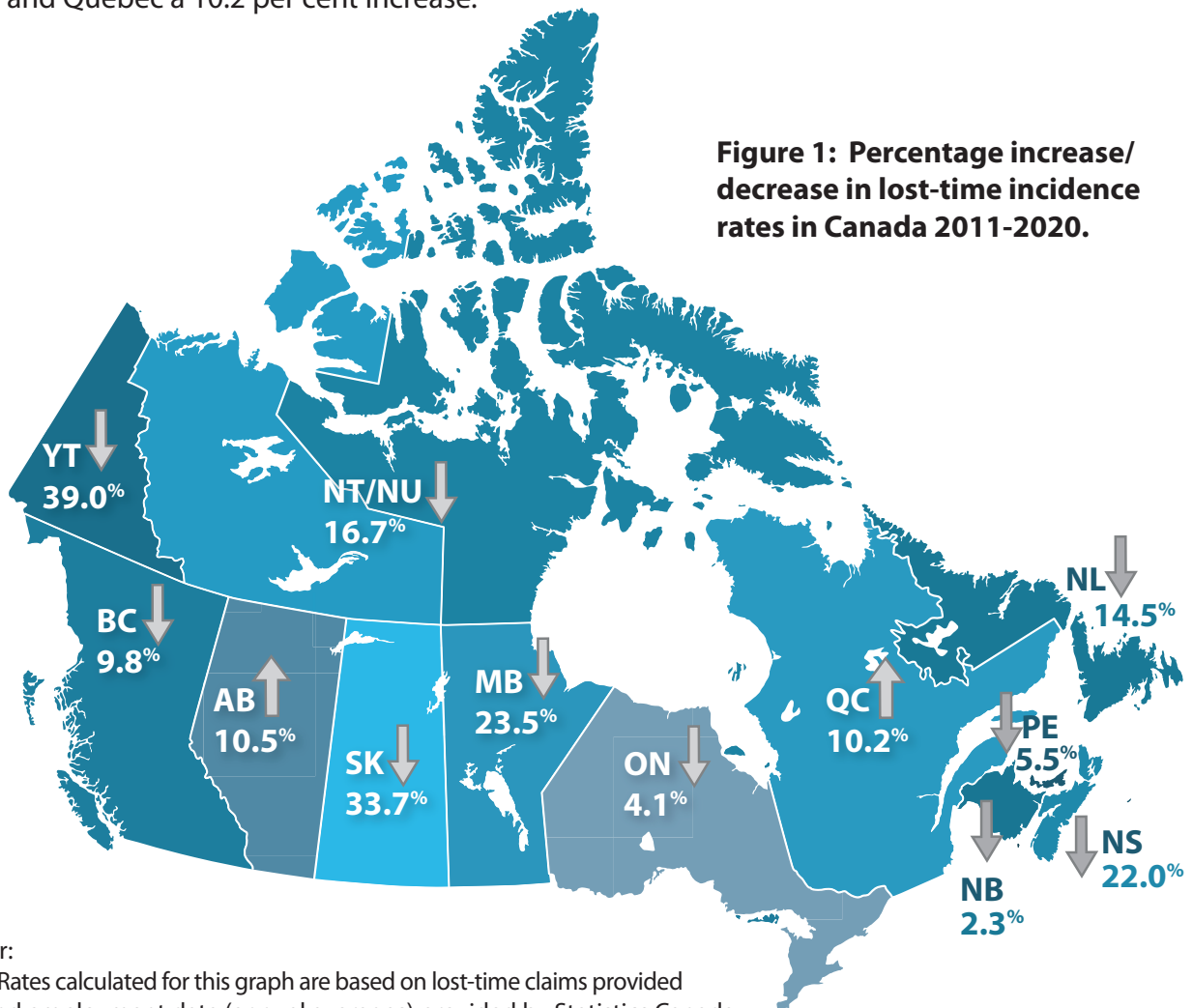


Figure 1: Percentage increase/ decrease in lost-time incidence rates in Canada 2011-2020.

Disclaimer: Incidence Rates calculated for this graph are based on lost-time claims provided AWCBC and employment data (annual averages) provided by Statistics Canada. Please note, percentage of workforce covered supplied by AWCBC was used in defining employment levels for each province.

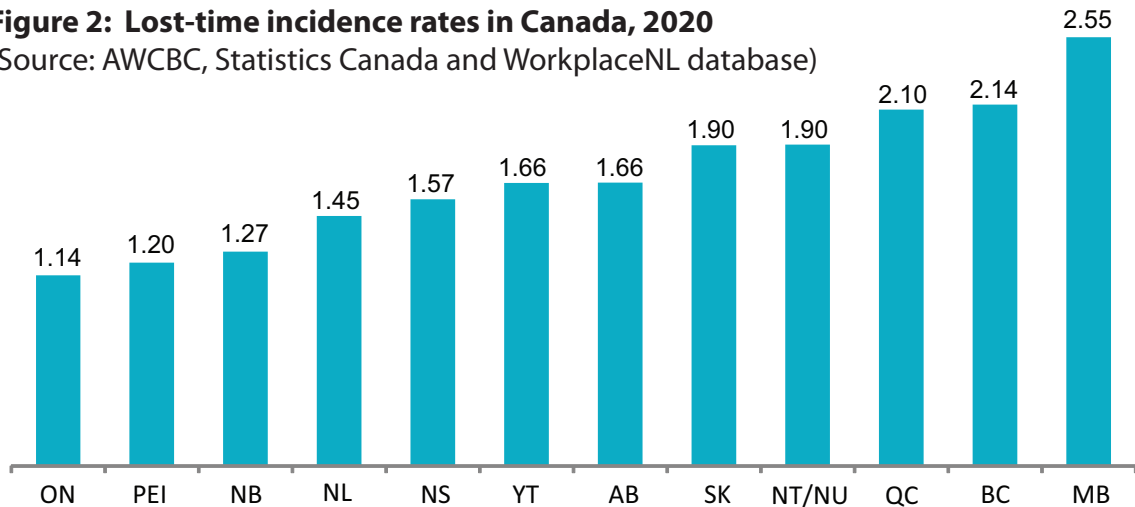
* Most recent data available

Figure 2 shows the lost-time incidence rates for all Canadian provinces in 2020. Ontario has the lowest lost-time injury rate at 1.14 injuries per 100 workers, and Manitoba has the highest lost-time injury rate at 2.55 injuries per 100 workers.

Please note that there are significant legislative differences between all Canadian Provinces and the coverage for workplace

injuries and illnesses regarding compensability vary greatly. Therefore, comparing lost-time incidence rates between provinces should be done with caution. In addition, to normalize incidence rates across the country the percentage of workforce covered and employment of the respective jurisdiction was used to calculate incidence rates in Figure 2 below.

Figure 2: Lost-time incidence rates in Canada, 2020
(Source: AWCBC, Statistics Canada and WorkplaceNL database)

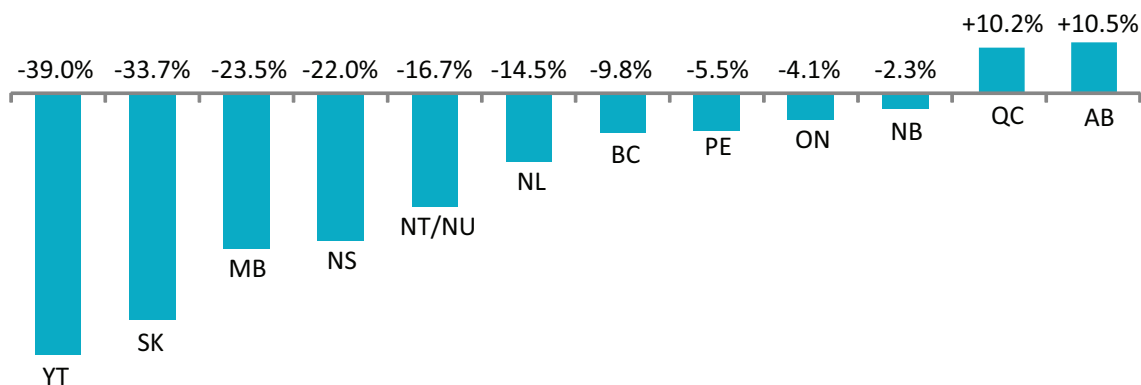


Disclaimer:

Incidence Rates calculated for this graph are based on lost-time claims provided AWCBC and employment data (annual averages) provided by Statistics Canada. Please note, percentage of workforce covered supplied by AWCBC was used in defining employment levels for each province.

Over the last decade, Newfoundland and Labrador has ranked sixth among Canadian Provinces for reduction in the lost-time incidence rate. Yukon has had the greatest decline in rates at 39 per cent and Alberta has the greatest increase at 10.5 per cent. (Figure 3).

Figure 3: Percentage Increase/Decrease in Lost-time Incidence Rates in Canadian provinces 2011 – 2020 (Source: AWCBC, Statistics Canada and WorkplaceNL database)



Disclaimer:

Incidence Rates calculated for this graph are based on lost-time claims provided AWCBC and employment data (annual averages) provided by Statistics Canada. Please note, percentage of workforce covered supplied by AWCBC was used in defining employment levels for each province.

Newfoundland and Labrador

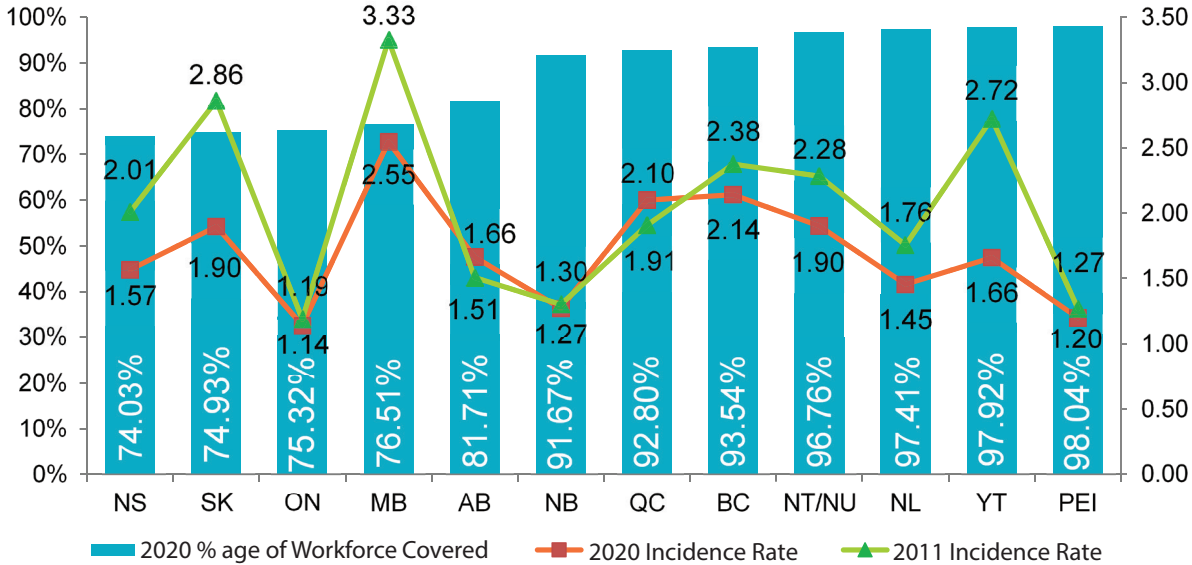
The workers' compensation legislation in each Canadian province has exclusions for certain occupations and classes of workers. Should an injury occur in a worker, there would be no compensation paid. In Newfoundland and Labrador, the exclusions in the Workplace Health, Safety and Compensation (WHSC) Act and Regulations include professional sports players and workers engaged in domestic services employed by the homeowner.

All other occupations are provided coverage under the Act.

In other provinces, there are significant exclusions, resulting in some high-risk occupations not being factored into the overall lost-time injury rates.

In 2020, Newfoundland and Labrador had a workforce coverage of 97.41 per cent - the third highest coverage in Canadian provinces and territories. Newfoundland and Labrador had the second lowest lost-time injury rate in 2020 based on workforce coverage (Figure 4).

Figure 4: Lost-time incidence rates per 100 Workers in Canadian provinces and territories compared to workforce covered 2020 (Source: AWCBC, Statistics Canada and WorkplaceNL database)

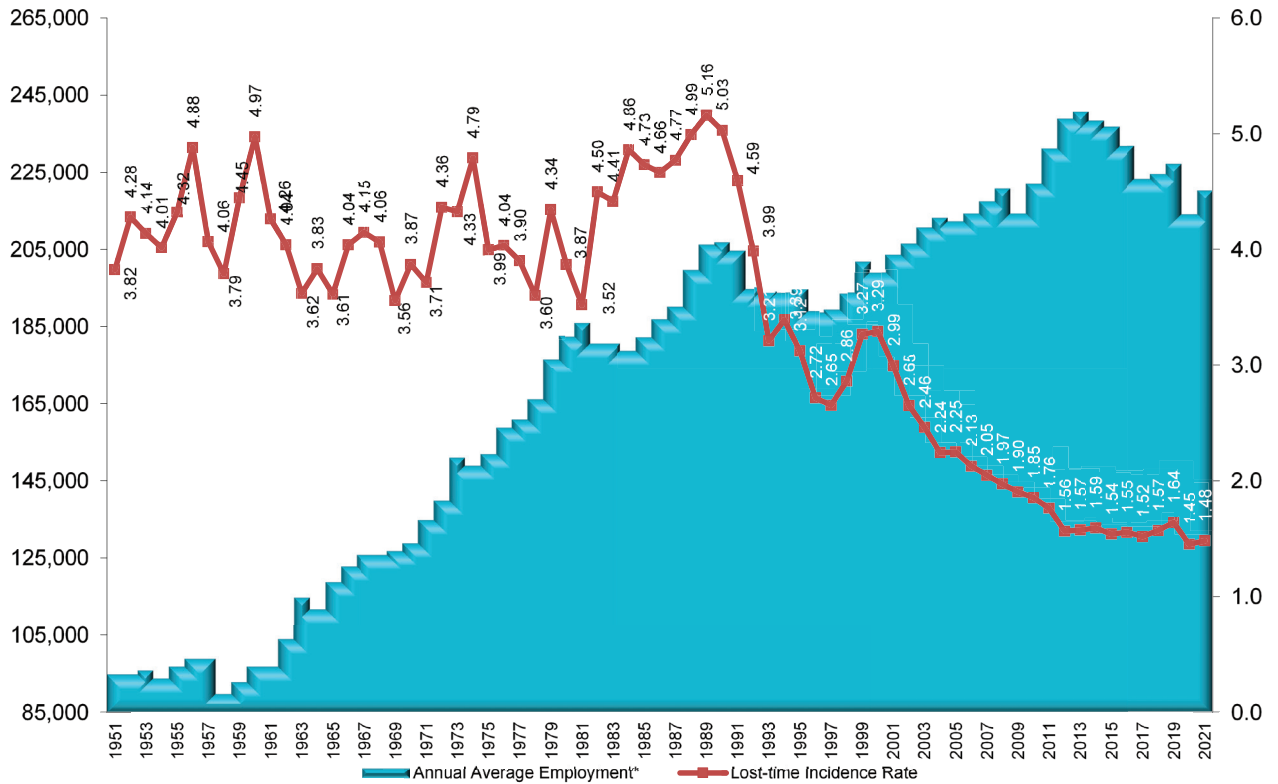


Disclaimer: Incidence Rates calculated for this graph are based on lost-time claims provided AWCBC and employment data (annual averages) provided by Statistics Canada. Please note, percentage of workforce covered supplied by AWCBC was used in defining employment levels for each province.

Historically, safety performance in Newfoundland and Labrador has been improving since 1990. The highest lost-time injury rate was 5.21 lost-time injuries per 100 workers in 1989. While employment

levels have increased, the lost-time incidence rate has continued to decrease from a high of 5.21 per 100 workers in 1989 to a low of 1.46 per 100 workers in 2021.

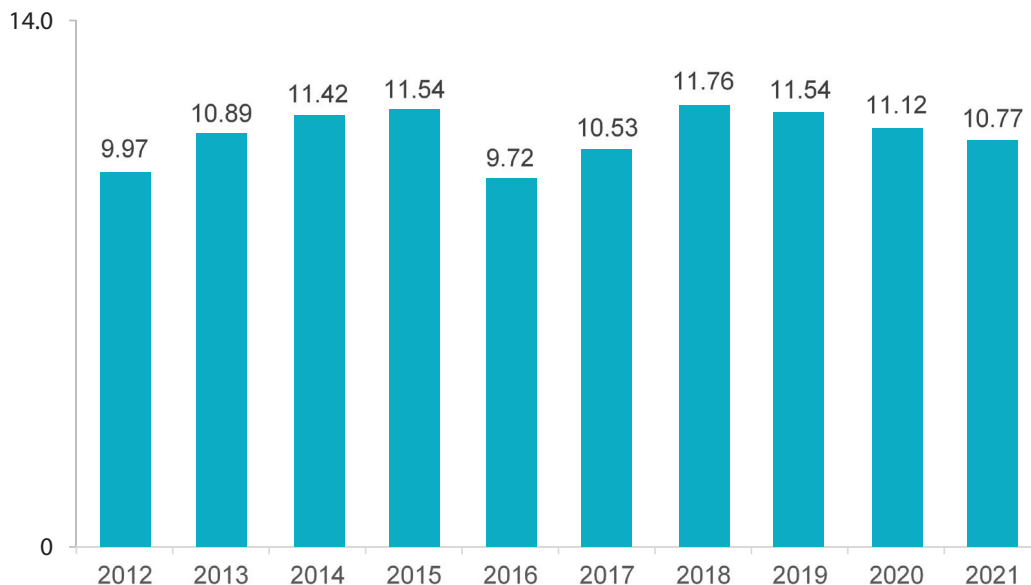
Figure 5: Lost-time incidence rates per 100 Workers and Employment Newfoundland and Labrador, 1951 – 2021 (Source: Statistics Canada and WorkplaceNL database)



Serious injuries continue to be of significant concern in Newfoundland and Labrador. In 2021, there were 237 serious injury claims registered and accepted. This is slightly lower than the three previous years,

238 claims in 2020, 262 claims in 2019, and 264 claims in 2018. Over the past decade there have been over 2,500 serious injuries. We need to continue to focus on this injury area in the coming years.

Figure 6: Workplace Serious Injury Rate per 10,000 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)

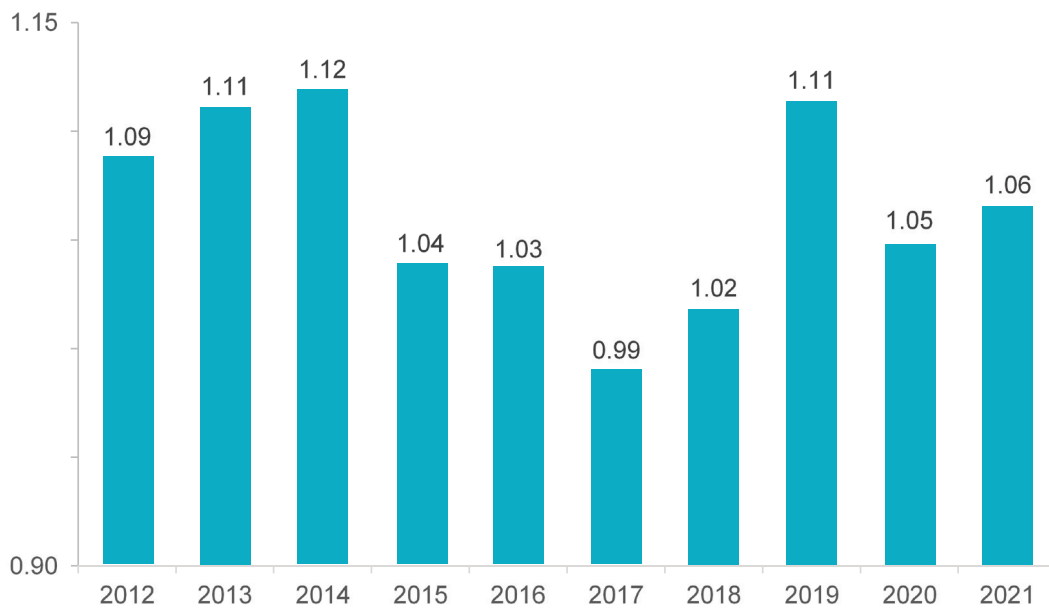


Soft tissue (MSI) injuries account for more than two-thirds of workplace injuries in our province. The costs of these injuries are staggering accounting for on average \$102 million in claims cost over the last five years. Figure 7 outlines the soft tissue injury rate which shows that the rate has remained relatively stagnant since 2012.

In response to the continued high rates of MSI injuries and illnesses we implemented

a new voluntary MSI Certification Training Standard in 2020. Given the pandemic, the uptake on training is not what was expected, so it is hoped that we will see greater impact in the years to come. There has been much focus on MSI prevention and education by WorkplaceNL, employers, safety sector councils and other stakeholders.

Figure 7: Workplace soft tissue injury rate per 100 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)

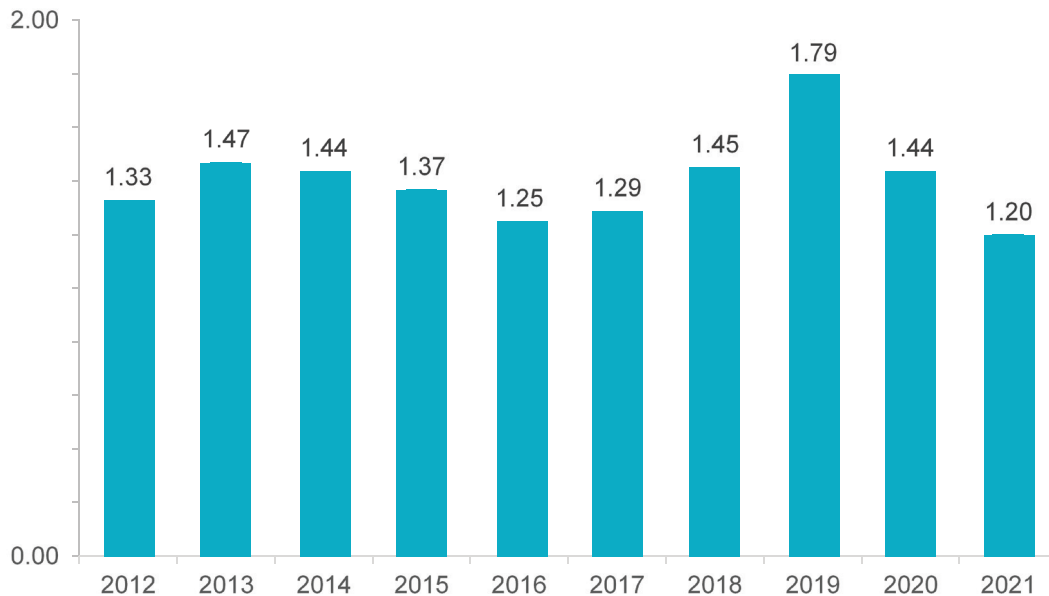


Young worker safety continues to be an area of focus. The work of employers, workers, safety partners, government and WorkplaceNL has resulted in declines in workplace injury in youth aged 15-24. In 2021 the lost-time incidence rate is

1.20 per 100 workers, which will be the lowest it has been since 1951. While the incidence rate has declined injuries are still occurring and we must continue to educate young workers on health and safety to keep them safe.



Figure 8: Young worker injury rate per 100 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)



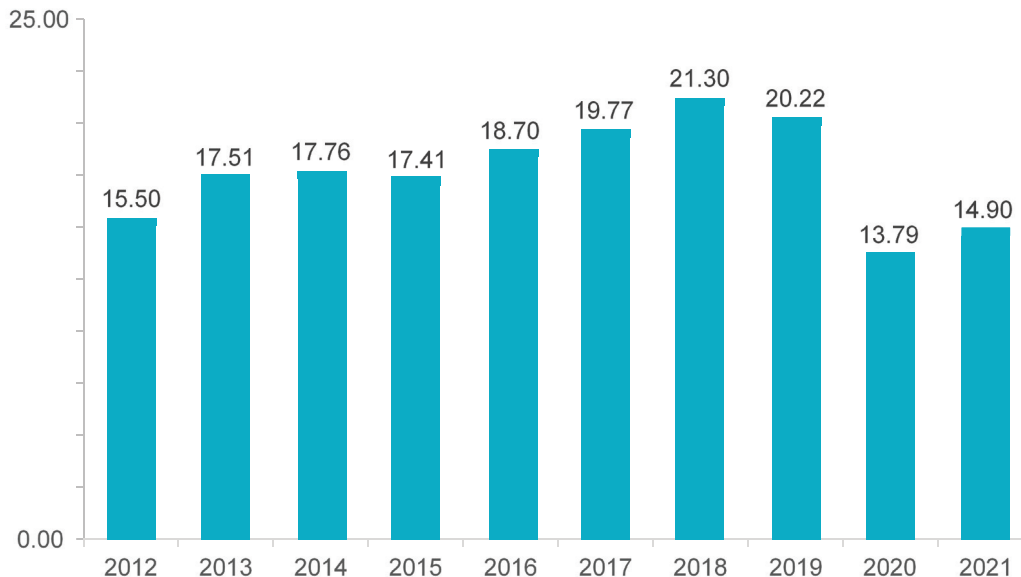
Workers in the province have been diagnosed with occupational disease, particularly those in the mining industry. With long latency periods of 10-40 years, many of the health effects do not become evident until much later in the life of the worker, often after retirement. Therefore, we must learn from history and focus efforts on addressing occupational health hazards.

In 2020, we experienced a new occupational health hazard, the COVID-19 virus. We worked with workplaces over the last two

years to assist in their prevention efforts in relation to this health hazard. Work on occupational disease must remain a priority.

There was a significant drop in the incidence rate in 2020, with a similar result expected for 2021. There are several factors that may have led to this reduction; there has been a reduction in hearing loss claims received, and the natural aging of workers previously involved in the mining industry. In addition, the pandemic may have been a factor on the diagnosis of occupational illness.

Figure 9: Occupational disease rate per 10,000 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)



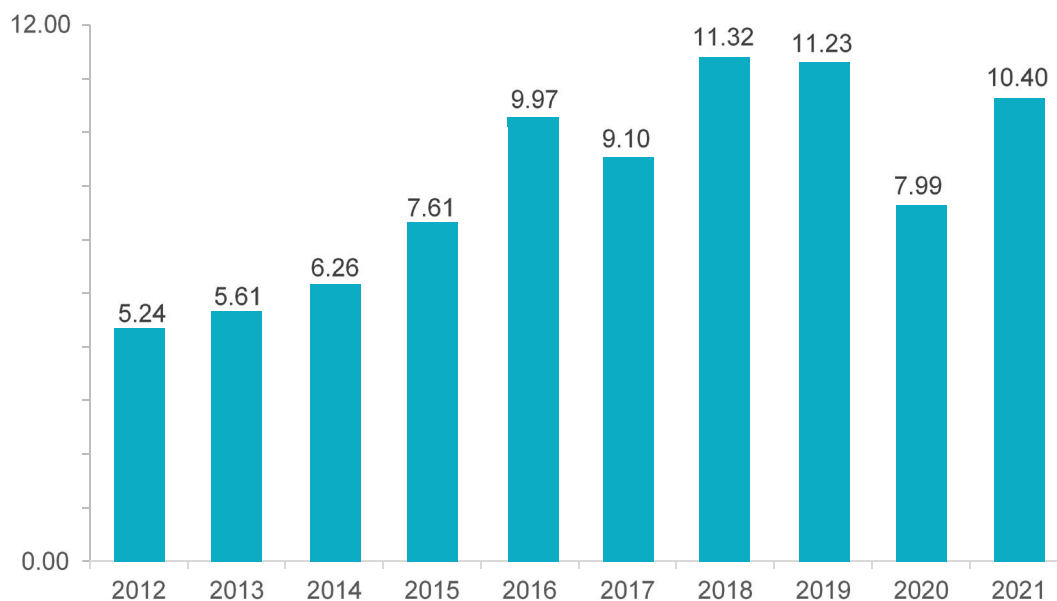
In 2021, the incidence rate for assaults and violent acts is 10.40 per 10,000 workers, and equates to 229 claims. In 2020, the incidence rate was 7.99 or 171 claims. The Health Care and Social Services industry accounts for 77.7 per cent of all workplace violence claims, with incidence especially prevalent in long-term care settings. The Service industry makes up 20.9 per cent of these claims with high incidence showing in correctional and enforcement settings, as well as among student assistants.

Amendments to the Occupational Health and Safety Regulations on January 1, 2020,

expanded the definition of “violence” in the workplace and added the requirement for employers to prevent and stop harassment. Family violence was added as a specific risk and additional considerations were added to the risk assessment process.

The reduction in the incidence rate may be the result of several factors one of which is the increased education and enforcement due to the legislation changes. The pandemic may have also had an impact with organizations and business changing how they delivered services.

Figure 10: Workplace Violence Incidence Rate per 10,000 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)



In recent years, there has been increasing acknowledgement of the important role mental health plays in the workplace. The mental health disorder rate has increased tremendously in the past decade from .59 per 10,000 workers in 2012 to an expected 3.18 per 10,000 workers in 2021. Mental health and disorders include diagnoses such as anxiety, stress, depression, post traumatic

stress disorder and other mental disorders and syndromes as a result of incidences in the workplace.

In 2018 and 2019 changes to the mental stress policy and presumptive coverage for post-traumatic stress disorder (PTSD) occurred. In 2018 the mental stress policy (EN-18) was modernized to recognize work-related mental health issues which

may be caused by exposure to multiple traumatic events. The policy now includes events that are an inherent part of an occupation, such as first responders witnessing fatalities. In 2019 presumptive coverage for post-traumatic stress disorder (PTSD) came into effect. This change presumes

workers have developed their diagnosed PTSD as a result of a traumatic event or multiple events at work. These changes bring Newfoundland and Labrador in line with workers' compensation legislation across the country that now recognizes work-related mental health injuries.

Figure 11: Mental Health Disorder rate per 10,000 workers in Newfoundland and Labrador, 2012 – 2021 (Source: Statistics Canada and WorkplaceNL database)

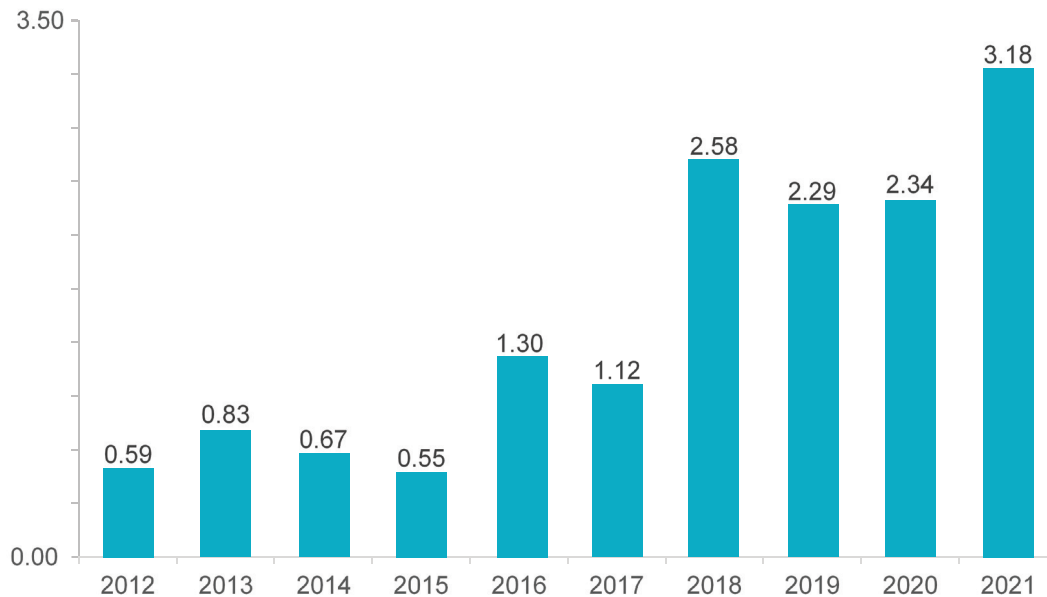
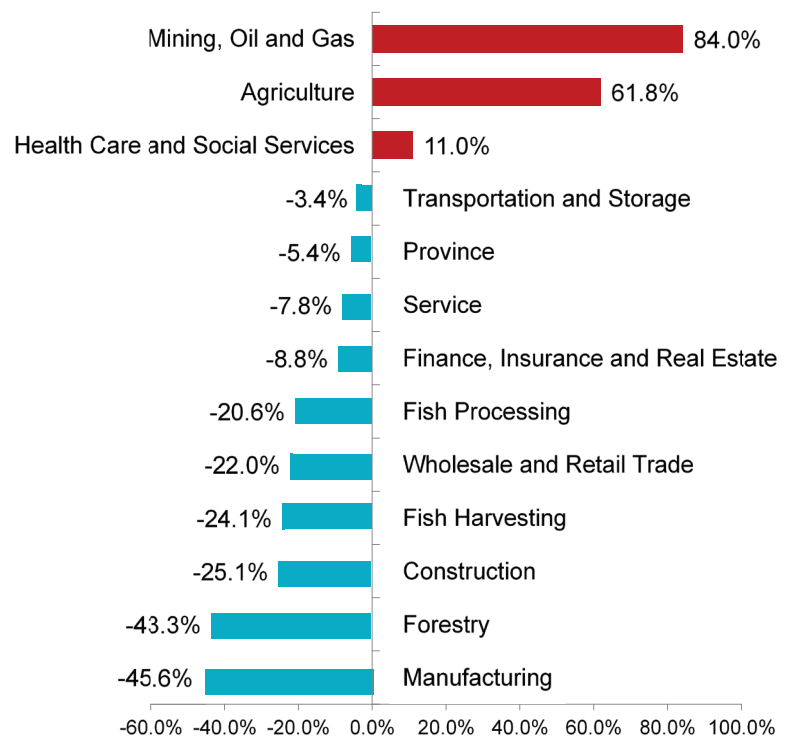


Figure 12: Percentage Change in Lost-time Incidence Rate by Industry - A Ten-Year Perspective 2012 – 2021, Newfoundland and Labrador

The chart at right outlines the percentage change in the lost-time incidence rate over the last decade by industry. During this time period, the lost-time incidence rate has decreased 5.4 per cent overall. Mining, Oil and Gas; Agriculture; and Health Care and Social Services have all seen increases in lost-time incidence rates of 84 per cent, 61.8 per cent and 11 per cent respectively. It is important to note that employment decreased 18.8 per cent in the agriculture industry when comparing 2012 to 2021, and employment is a factor in the calculation of the incidence rate. The remaining industries have seen an average decrease of 20.6 per cent in rates, from 3.4 per cent in Transportation and Storage to 45.6 per cent in Manufacturing.



(Source: AWCBC, Statistics Canada and WorkplaceNL database)

Figure 13 shows the incidence rate for industry in 2021. Finance, Insurance and Real Estate has the lowest lost-time incidence rate of 0.24

while Agriculture has the highest rate of 3.54 per 100 workers. The province has a lost-time incidence rate of 1.48 per 100 workers.

Figure 13: Lost-time Incidence Rate / 100 Employees by Industry Newfoundland and Labrador 2021 (Source: AWCBC, Statistics Canada and WorkplaceNL database)

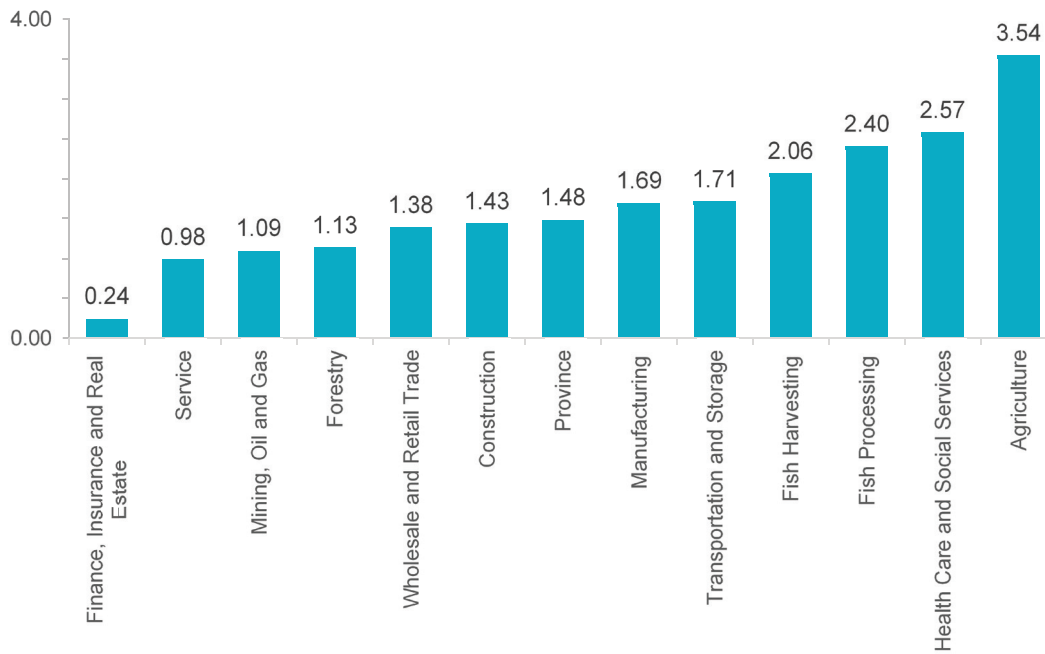


Figure 14 below outlines the distribution of accepted workplace injuries over the twelve industries for 2021. Health Care and Social Services accounting for one-third of all injuries in 2021. The Services industry comes in second

with 25 per cent of accepted workplace injuries. Agriculture, Finance, Insurance and Real Estate and Forestry each account for 1 per cent of accepted injuries. This group also has the lowest number of workers employed.

Figure 14: Distribution of Claims by Industry Newfoundland and Labrador, 2021
(Source: WorkplaceNL database)

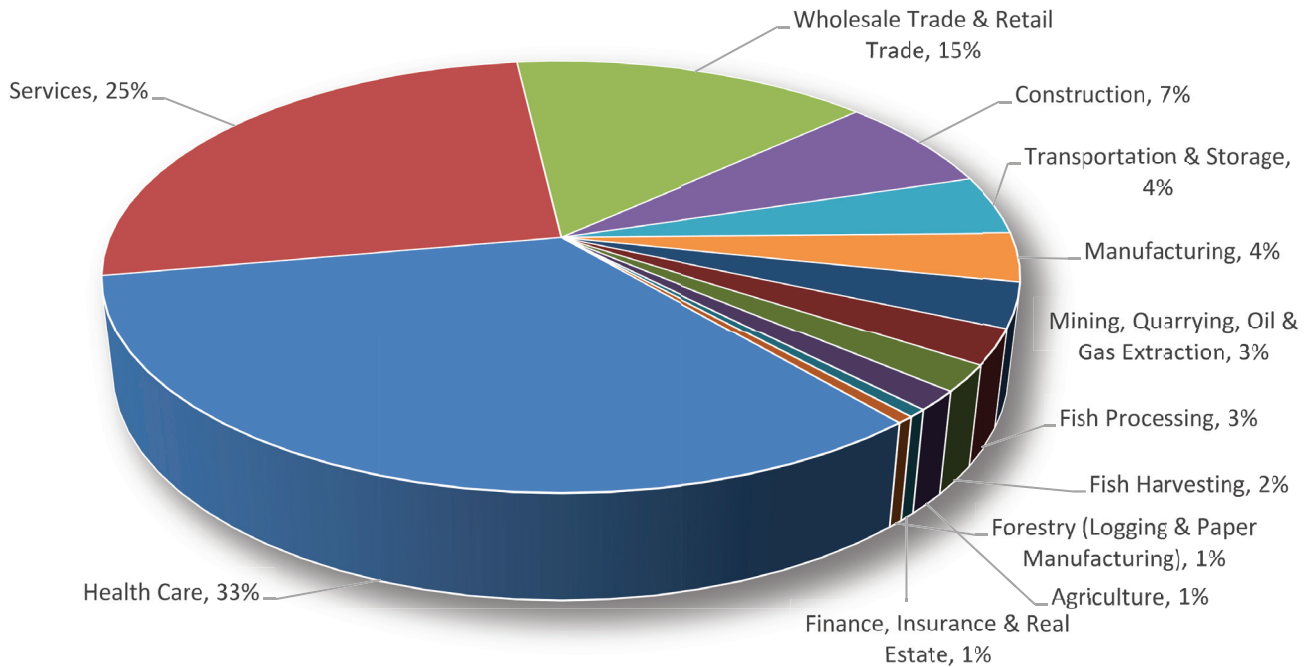
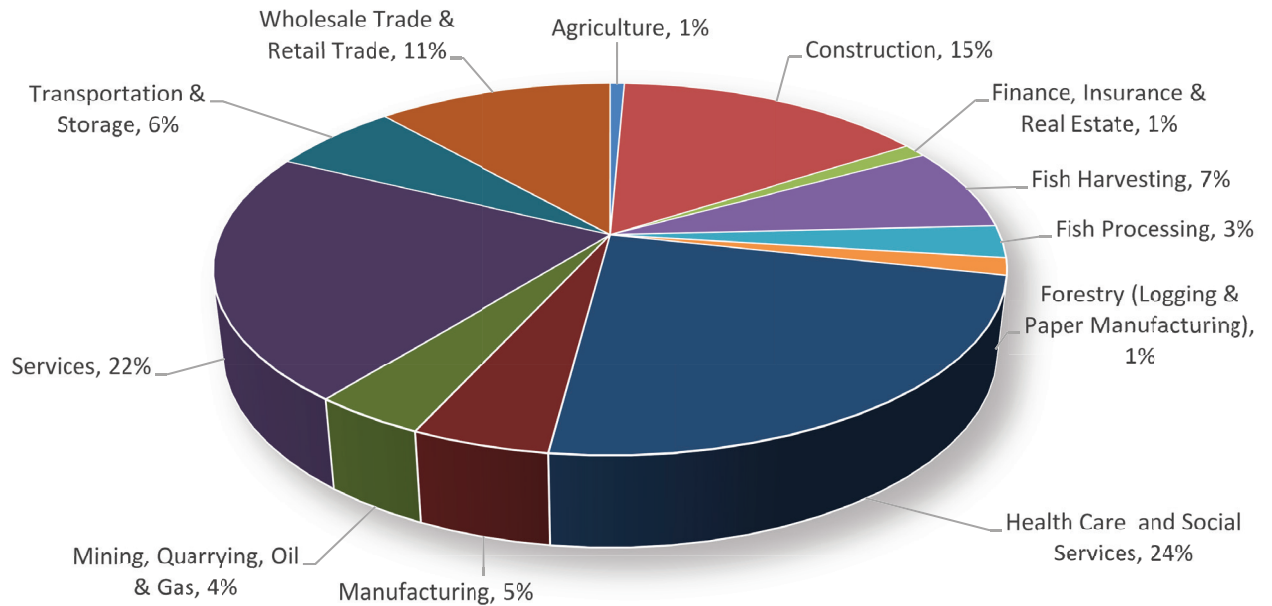


Figure 15 provides a review of claims costs by industry incurred in 2021. Health Care and Social Services account for 24 per cent of claims costs while the Service industries accounts for 22 per cent of claims costs.

Construction follows with 15 per cent while Agriculture, Finance, Insurance and Real Estate and Forestry make up a total of 3 per cent of the costs.

Figure 15: Total claims costs by industry Newfoundland & Labrador, 2021

(Source: Statistics Canada and WorkplaceNL database)



WorkplaceNL

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St. John's Office

146-148 Forest Road, P.O. Box 9000, St. John's, NL A1A 3B8

t 709.778.1000 f 709.738.1714 t 1.800.563.9000

Grand Falls-Windsor Office

26 High Street, P.O. Box 850, Grand Falls-Windsor, NL A2A 2P7

t 709.489.1600 f 709.489.1616 t 1.800.563.3448

Corner Brook Office

Suite 201B, Millbrook Mall, 2 Herald Avenue, P.O. Box 474, Corner Brook, NL A2H 6E6

t 709.637.2700 f 709.639.1018 t 1.800.563.2772

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