Building a Bridge for Safety Leaders

When it comes to understanding the importance of building construction safety, Andrew Gaudes, Dean of the Paul J. Hill School and the Kenneth Levene School of Business at the University of Regina (UofR), has a panoramic view. “Safety is one of the paramount areas of infrastructure and the management of buildings. It’s not only about the people inside it, but the people around it, that visit it, that may be in adjacent spaces, as well as the ongoing health of those inside the spaces associated with the building environment,” said Gaudes.

Prior to starting his role as Dean four years ago, Gaudes worked in the area of architecture and interior design, specializing in facility and physical asset management. He also taught courses in organization studies and entrepreneurship at both the undergraduate and graduate level prior to obtaining his doctorate in Management. Through his academic and professional career, Gaudes has been heavily exposed to safety practices and protocol, which continues in his current role as Dean.

“We wake up in the morning, we pour that milk into our cereal, we trust the milk is free from any viruses or bacteria … We trust that when we get in the car, that the brakes are going to run … We trust that when we cross that bridge, all the members of that bridge have been checked as it’s supposed to be and it won’t collapse … We spend the whole day trusting without realizing it,” said Gaudes.

“A program like this allows for that trust to be valid. It allows people to understand that there are people who are developing these products, producing these products, shipping these products, managing facilities and assets, with our best interests at heart. We are creating more and more skilled managers at the most senior level who have not only the business sense in understanding being a manager and a leader, but are also mindful of the physical environments that people live in and around,” he added.

SCSA President, Collin Pullar, recently met with Gaudes to discuss the new Master of Business Administration (MBA) in Public Safety Management offered exclusively in Saskatchewan by the Kenneth Levene Graduate School of Business — the first of its kind in North America.

The MBA in Public Safety Management was developed with insight from leaders in a wide spectrum of industries to teach core business functions and strategic techniques for achieving focused business goals in complex markets, among other business fundamentals related to strategic leadership of public safety.

The program actively targets public safety organizations and companies that have large infrastructure and an abundance of physical assets. The program also consists of an international study tour to expose students to safety management systems in other countries.

When it comes to the application of the knowledge gained in the program, Gaudes stresses how unaware the public is of the multitude of safety concerns that surround us on a daily basis.
Building a Bridge continued from page 1

“We have a very diverse board of directors who work for, or own, companies in the residential, commercial, and industrial construction sectors who could greatly benefit from a program like this. Understanding the safety strategies and solutions presented in other industries is a chance to build and improve on our own practices in the construction industry. These industry professionals also have years of experiences and access to data that could really benefit other students in the program as well.”

Gaudes agrees that there would be several ways the SCSA could contribute to the program, whether it be providing students with ideas and access to subject matter experts for capstone research projects, to working with faculty to develop curriculum, as well as conducting class presentations.

Aside from meeting with Gaudes regarding the Levene MBA in Public Safety Management, the SCSA has had several other opportunities to speak with business groups and industry-related associations about the issue of workplace safety. According to the 2015 Workers’ Compensation Board’s Annual Report, Saskatchewan has the fourth highest injury rate in Canada.

“In talking with everyone from government procurement specialists, financial investors, company owners, and trade associations, we recognize that we have a safety issue in Saskatchewan. But the bigger problem is actually a leadership issue in Saskatchewan — and that, as leaders, involves recognizing what our responsibilities are to the people who serve us, and in turn, we serve as well,” said Pullar.

“We discuss, at great lengths, the implementation of a vision of how we can construct a product more safely and more efficiently right from the design phase and to be able to find opportunities to deliver that product with fewer risks attached to it; perhaps within shorter timelines. We’re looking to build efficiencies that will allow employees to have those tools in place,” added Pullar.

From working and overseeing numerous building construction projects, Gaudes agrees that safety is an ongoing issue on worksites — especially among new and young workers — which can be remedied with strong communication from leadership.

“I always think kids are most vulnerable — in their minds, they’re immortal, they can withstand almost anything — so it takes the responsibility and stewardship in management and leadership of the people who work around them to ensure that they are mindful of how they need to work,” said Gaudes.

“We’re fortunate today in that there’s a lot more legislation and more comfortable equipment to work in to improve safety practices, but at the end of the day, being told how to do something isn’t enough. There has to be some sort of explanation as to why things are done a certain way … it’s not because we’d like to make life more difficult, we’re trying to put workers in an environment where they do have a prolonged life and safe workplace,” he added.

According to Gaudes, part of explaining to workers the ‘why’ of safety has much to do with modeling the behaviour expected of workers.

“If I walk onto a shop floor not wearing a hardhat, but I require all my employees to wear a hardhat when they’re on the floor, then that sends a message that it’s not that important.”

Aside from leading by example, Gaudes claims that having empathy for your workers is also a large part of being an effective leader.

“If you’ve got the skillset to be at a particular worksite, you should be feeling just as prepared to go into that site as any other worker, and there has to be an appreciation for individuals who work with you. Leadership is not by force — you have to be a person who is of influence in a positive way and workers want to be around you, and will take your advice, comments, and direction,” said Gaudes.

Pullar recently joined the Hill and Levene Schools Leaders Council to offer his expertise in the area of construction safety to collaborate with other business leaders in order to advance business education at the University of Regina, and among industry professionals working in Saskatchewan.

“The SCSA offers nationally-recognized safety training, including the Certificate of Recognition (COR®) and National Construction Safety Officer (NCSO) programs, which teach safety leaders how to develop and maintain safety management systems. Bridging the knowledge and training from our programs to the Levene MBA in Public Safety Management program is a distinct path we want to pave to develop stronger and more effective safety leaders in our province,” said Pullar.

“We are creating more and more skilled managers at the most senior level who have not only the business sense in understanding being a manager and a leader, but are also mindful of the physical environments that people live in and around.”

Andrew Gaudes

“If I walk onto a shop floor not wearing a hardhat, but I require all my employees to wear a hardhat when they’re on the floor, then that sends a message that it’s not that important.”

Collin Pullar

“… we recognize that we have a safety issue in Saskatchewan. But the bigger problem is actually a leadership issue in Saskatchewan — and that, as leaders, involves recognizing what our responsibilities are to the people who serve us, and in turn, we serve as well.”

Collin Pullar
Message from Your SCSA President

I’d like to start off by saying that we really had an amazing year! Your Association received a lot of positive attention in 2016, thanks to the hard work of our dedicated staff, Board of Directors, and you — our industry leaders who support our safety programs and extend our message to workers and other employers across Saskatchewan.

This summer, we received a very special legacy gift in the name of Andrew Hann, a young scaffolder who died in a workplace tragedy that you can read more about in this issue of the Safety Advocate. The custom-engineered fall protection demonstration trailer we received was put on the road in May, and since that time, literally thousands of workers and young people have seen the demonstrations and our team in action. This piece of equipment has helped us increase awareness and drive home key safety messages about one of the most common and most life-threatening hazards on worksites.

We also spent a lot of time engaging educational institutions, such as Saskatchewan Polytechnic and the Hill and Levene Schools of Business at the University of Regina; collaborating on mutually-beneficial opportunities that will enhance our training programs and advance the safety education of professionals in our province. Our message about reducing human and financial losses has received a great deal of attention from the business community. As one example, we had an opportunity to make a presentation to the Yorkton Chamber of Commerce about the importance of safety management for the success of businesses. This message is also capturing the attention of professionals in the financial sector, who are also seeing the benefits of mitigating risks by using methodical safety programs, like COR®, as an indicator of company stability and reliability.

The SCSA continues its work to remain relevant to the construction industry and their consumers. A notable win was realized in June when, with the strong support and leadership of the Saskatoon and Region Home Builders’ Association (SRHBA), the City of Saskatoon approved and announced new safety training requirements for homebuilders purchasing lots from the Saskatoon Land Branch. This is a very positive step forward to improving safety in our residential construction sector, which sees the highest rate of injury in the construction industry. You can read the full story on this exciting news in this issue as well. We look forward to working with other industry partners to influence these kinds of positive policy changes.

While we’ve had challenges over the past year, it has been rewarding and there continues to be excitement amongst our staff and Board as we continuously work to gain collective improvements in the safety outcomes of our industry in 2017. We look forward to working through the challenges and celebrating the wins we are yet to face. We hope you will join us in this ongoing journey to making workplaces in Saskatchewan healthy, strong, and injury-free.

Stay Safe Friends,
Collin Pullar, SCSA President
Growing in Saskatchewan

The SCSA is proud to be both a signatory and sponsor of the annual 2016 Saskatchewan Health & Safety Leadership and Mission: Zero Awards event that took place at the Regina Queensbury Convention Centre in June. The SCSA applauds the 46 Saskatchewan organizations who gathered to show their commitment to Mission: Zero by signing the Charter for the first time. As of September 9, 2016, 600 business, government, union, and community leaders in the province have also signed the Charter. A total of nine companies were also recognized for their contributions to growing the health and safety culture in our province during the inaugural Mission: Zero Awards ceremony.

Guest speakers Peter Federko, CEO of the Saskatchewan Workers’ Compensation Board (WCB), Felipe Fuentes, the global vice-president for environment and health and safety with Finning International, along with a panel featuring Grant Beck, president and CEO of Graham Group, Beth Vachon, CEO of the Cypress Health Region, and Malcom Eaton, the Mayor of Humboldt, shared their experiences with various safety improvement initiatives and best practices in their industries.

According to Federko, the health and safety record of Saskatchewan workplaces is improving; announcing that since 2008, 10,000 fewer workplace injury claims were reported to the WCB, and Saskatchewan has gone from having the second-highest to the fourth-highest time loss injury rate in Canada.

With initiatives such as Mission: Zero and the Health and Safety Leadership Charter, Saskatchewan business, government, union, and community leaders are making important strides to improving the health and safety of all workers. Through its specialized safety training and advisory services, the SCSA makes helping companies achieve Mission: Zero, its daily mission.

To learn more about how the SCSA can help you achieve Mission: Zero, visit: scsaonline.ca

Mission: Zero is the primary focus of WorkSafe Saskatchewan — a partnership between the Saskatchewan Workers’ Compensation Board and the OHS Division at the Ministry of Labour Relations and Workplace Safety. WorkSafe Saskatchewan is also a founding partner in Safe Saskatchewan, which is a provincial coalition that leverages the Health and Safety Leadership Charter as a core strategy for reducing the number and impact of injuries in the province.

Helping Companies Achieve

Left to right: Grant Beck, President and CEO of Graham Group; Beth Vachon, CEO of the Cypress Health Region; Malcom Eaton, Mayor of Humboldt discussing safety culture at the annual 2016 Saskatchewan Health and Safety Charter and Mission: Zero Awards event

Facing page: 2016 Health and Safety Leadership Charter Signatories
Compliance Apathy in Residential

The residential construction sector continues to be a dangerous realm for workers in Saskatchewan. In August of 2016, 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 site 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...
Construction is Everyone’s Business

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.

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. This is essentially 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 the SCSA encourages 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 their 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 previously mentioned, 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 have decreased from just over 1,000 in 2011, 2012 and 2013 to 775 in 2015, safety leaders in Saskatchewan agree that this number is still far too high and more needs to be done to ensure other workers do not become a statistic like Andrew and Kurt.

OHS made its rounds again in the summer of 2016 and into the fall; inspecting residential construction sites in the province, looking specifically for unguarded holes and that workers were wearing Personal Protective Equipment (PPE) and both using and wearing fall protection equipment.

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 is needed 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.
Building and Safety Training a Must to Buy Land

Policy Change Makes Safety and Training a Priority for Saskatoon Home Builders

The Saskatoon and Region Home Builders’ Association (SRHBA) and the Saskatchewan Construction Safety Association (SCSA) applaud City Council’s approved changes to contractor eligibility criteria, which now require home builders to complete mandatory builder training and safety certification in order to qualify for purchasing city-owned lots.

Under the revised policy (Council Policy C09-001-Residential Lot Sales — Contractor Allocations), all Eligible Contractors are given two years to complete a total of seven mandatory training courses, either through the SRHBA’s Certified Professional Home Builder program, or other training institutions first approved by Saskatoon Land. In addition, one of two safety courses — Leadership through Safety Excellence provided by the SCSA, or Health and Safety for Supervisors and Managers, provided by OH&S Canada online — must also be completed.

“As the voice of the home building industry in Saskatoon and Region, we continually advocate for increased education among the professionals we represent. These standards bring a higher level of consistency and efficiency to the home building industry that protect the investments of consumers and increase the quality and safety of housing in Saskatoon,” said Chris Guérette, CEO of the SRHBA.

Collin Pullar, President of the SCSA, agrees that companies will see noticeable improvements to business operations with the addition of safety training and certification requirements.

“Homebuilders who invest in safety management systems are not only protecting their workers, they are investing in methodical practices for becoming higher-performing companies that can deliver quality homes to consumers on time, on budget, with zero deficiencies and zero injuries,” said Pullar.

“Embedding safety measures in an industry where we see high rates of injury, year-over-year, is a step in the right direction for our province,” he added.

Other safety training accepted by Saskatoon Land includes the SCSA Certificate of Recognition (COR®) and Small Employer Certificate of Recognition (SECOR®) programs, which are the national standards in safety certification.

For more information on safety management systems, training, and advice from the SCSA, along with the Certified Professional Home Builder Program, please visit: the Saskatchewan Construction Safety Association online at www.scsaonline.ca; and the Saskatoon Home Builders’ Association online at saskatoonhomebuilders.com/certified-professional-home-builders/

Celebrating Saskatchewan’s Businesses Leaders

The SCSA was proud to be the Safety Sponsor for the 33rd annual ABEX Awards — the longest running Canadian business event — hosted by the Saskatchewan Chamber of Commerce (SCC) on October of 2016. SCSA President, Collin Pullar, gifted all 55 finalists with SCSA-branded First Aid kits to congratulate them on their successful achievements as industry leaders and to thank them for their ongoing commitments to keeping their employees and communities safe.

SCSA President, Collin Pullar (right) presenting an ABEX finalist gift from the SCSA to R.H. Electric Owner, Randy Hrywkiw (left)
Students and workers gathered at Saskatchewan Polytechnic in Saskatoon on June 7, 2016 to hear the story of Andrew Hann, a young man who was on his way to a promising career when a workplace accident took his life — he was just 25 years old. His family wanted to turn their tragedy into an opportunity to promote workplace safety.

In Andrew’s name a fall protection demonstration trailer was donated to the Saskatchewan Construction Safety Association (SCSA) and the Andrew Hann Memorial Scholarship was created for Occupational Health and Safety Practitioner program students at Saskatchewan Polytechnic.

“Maybe by telling Andrew’s story it will make one person stop and think about the decision they are about to make and our workers will go home safe at the end of their workday,” says Karen Hann, Andrew’s mother.

Hann says the mobility of the fall protection trailer will allow the SCSA to educate more workers and provide much-needed information across the province.

“People tend to get too comfortable and forget anything could happen. By going to their job sites and providing them with the information, instruction and training we can do more to protect the health and safety of our workers,” says Hann.

The Andrew Hann Memorial Scholarship will provide six Sask Polytech students with $2,500 towards their education each year for at least the next 20 years.

“The scholarship will help new students gain the knowledge they need to educate our youth about the importance of workplace safety,” shares Nancy Dill, dean, School of Hospitality and Tourism and School of Human Services and Community Safety.

The SCSA has been educating young audiences through a series of training and safety demonstrations across the province to establish a culture of safety before someone enters the workforce.

“Every injury and every incident is preventable with proper safety knowledge and practices. That’s the message we will be carrying forward along with the memory of Andrew Hann, and countless other workers who have been injured or killed on the job,” says Collin Pullar, president of the SCSA.

For Nickie Corcoran, Andrew’s fiancée, making sure workers make it home safely and promoting workplace safety has become a cause very dear to her heart. She was four months pregnant when Andrew died.

“My daughter will never get to meet her daddy because of a series of mistakes and thinking that nothing will happen, everything will be fine, but the truth is accidents happen and the best way to avoid them is to follow the safety procedures,” says Corcoran.
When working toward achieving a company certification or individual designation, SCSA Safety Advisors are there to provide you with quality safety advice. Everything from worksite visits to safety demonstrations; SCSA Safety Advisors actively assist you and your company with the implementation, monitoring, and improvement of your safety management system to achieve your safety goals.

**Meet some of our SCSA Safety Advisors!**

**JASON CLAPPER, SAFETY ADVISOR**

*Started working at the SCSA*

November 2012

*Regions you serve*

Over the past three years I have been involved with advisory and training activities in Saskatoon, Prince Albert, Kindersley and the Humboldt, Melfort and Tisdale regions.

*Background in safety/construction*

Most of my adult-life careers required a safety-first policy. As a professional guide for 15 years, it was my responsibility to maintain foreign visitors’ safety, while touring them deep into our wilderness in search of our magnificent creatures that live here. My other passion has been in the construction of sustainable modern living structures. I’ve enjoyed learning many construction skills in demolition/reclamation, concrete and foundation, as well as frame and roofing design.

*Favourite safety topic*

My favourite safety topic is self awareness — thinking, in the moment, of the hazards around us.

*Favourite safety demo*

The Fall Protection Safety Demonstration trailer is an exciting way to share and ignite passion for safety.

*Favourite part of your job*

Engaging with both workers and industry leaders through a variety of contact forums is my favourite part of my job.

**NATALIA PROKOPETZ, SAFETY ADVISOR**

*Started working at the SCSA*

April 2013

*Regions you serve*

The SCSA has provided me with lots of opportunities to work in various regions across Saskatchewan, including Regina, Saskatoon, Yorkton, Foam Lake, Esterhazy, Swift Current, Moose Jaw, Kindersley, Hudson Bay, and Moosomin. I’ve performed numerous SCSA Safety Demonstrations, participated in a wide range of company Safety Day Events, instructed SCSA courses, and conducted numerous company worksite inspections and audits throughout the province.

*Background in safety/construction*

I retained a wealth of safety knowledge from residential sites, to commercial/industrial mine sites, lumber mills, coop refinery sites, etc. I was engaged in a farming operation for twenty years where safety was essential in operating the equipment, as well as working with the chemicals, pesticides, and herbicides I was in contact with. When it comes to construction, I was involved in
building our family home, which required a great deal of safety implementation. I was also a volunteer firefighter at one point and I drove a school bus for 15 years. The safety sector played a big role in both of those jobs. Lastly, I experienced a serious injury that left me in a quadriplegic state. That experience itself taught me so much about the importance of taking safety seriously wherever you may be. It took a lot of time and money to rehabilitate and re-educate myself back to health.

Favourite safety topic
Safety in general is a very passionate topic for me, whether it is at work, on site, or at home.

Favourite safety demo
The Eye Protection Safety Demo is one of my favourite demos. It seems to be quite a “wow” factor for clientele when it is demonstrated. Eyes are definitely irreplaceable. Other limbs you can learn to accommodate, with or without a prosthetic; not so much with your eyes.

Favourite part of your job
Being a Safety Advisor gives me the opportunity to meet clients and assist them with a lot of different aspects of their safety management programs. Whether it’s at their office, on site, or over the telephone, we are able to assist them with whatever they need.

A question you get asked a lot
Is safety these days taken overboard? I usually tell clients that there is no price tag on health or life and that safety is an investment into their future.

Challenges you see in construction safety
I see compliance to Saskatchewan legislation/regulations as a major challenge for companies in the residential sector. It seems like it’s a challenge for them to understand new ways of working and working safely. Just because a job was done in a certain way that may have been good enough for your father, and good enough for your grandfather, doesn’t mean it’s automatically good enough for you. Jobs, safe work practices, safe work procedures, technology, education, innovations are changing all the time and it’s crucial to educate these groups to keep them current with way things can be done in the safest way possible.

Current goals as a Safety Advisor
To be the best safety professional possible and assist companies in working safely in order to alleviate potential property damage, injuries, or fatalities on their worksites.

Recent accomplishments
Educating companies to work safely and assisting them with achieving COR® or SECOR® certification. This is a very rewarding accomplishment. Proud moment: a Yorkton Company that I assisted in attaining COR won the Saskatchewan Safety Award. To me this is a huge accomplishment!

Sebastian Marktanner, Senior Safety Advisor

Safety management and the development of safety manuals is one of my favourite areas because it is the backbone of a strong safety system.

Started working at the SCSA
October 2015

Regions you serve
All of Saskatchewan

Background in safety/construction
I worked as an Operations Manager for a flooring company in Moose Jaw before coming to the SCSA where I received all of my safety training and eventually earned my National Construction Safety Officer (NCSO) designation.

Favourite safety topic
Safety management and the development of safety manuals is one of my favourite areas because it is the backbone of a strong safety system.

Favourite safety demo
The Eye Protection Safety Demo is my favourite because it’s a good way to grab people’s attention. It’s one of the most memorable demos we do and hopefully workers remember me shooting a nail gun into a pair of safety glasses the next time they’re complacent about wearing their personal protective equipment.

Favourite part of your job
Talking to new people during site visits because it broadens my perspective and knowledge of the construction industry.

A question you get asked a lot
How much does safety cost? I usually tell them that our Safety Advisors offer free advice and assistance, which can cost a lot if you hire a consultant or a private firm.

Challenges you see in construction safety
I see compliance to Saskatchewan legislation/regulations as a major challenge for companies in the residential sector. It seems like it’s a challenge for them to understand new ways of working and working safely. Just because a job was done in a certain way that may have been good enough for your father, and good enough for your grandfather, doesn’t mean it’s automatically good enough for you. Jobs, safe work practices, safe work procedures, technology, education, innovations are changing all the time and it’s crucial to educate these groups to keep them current with way things can be done in the safest way possible.

Current goals as a Safety Advisor
To bring more training to my regions in Moose Jaw and Swift Current.

Recent accomplishments
I received my National Construction Safety Officer designation in July of 2015.
**Audit Tool Section 11.0**

**Emergency Preparedness**

Health and safety program management is a dynamic and constantly evolving process. You must maintain records. These records provide ready reference to program activities and results. They provide the information necessary to assess the program, to make necessary modifications, and to plan for future activities. In addition, some records are required by the Saskatchewan Occupational Health and Safety Regulations, 1996.

11.1 Are the emergency preparedness plans appropriate to work activities?

The company safety manual should contain emergency preparedness plans that are appropriate to their work activities. Once the auditor familiarizes themselves with a company’s scope of work, they must judge if the developed emergency response plans are appropriate to the work activities. The most common emergency response procedure involves a general evacuation procedure from the company facilities and/or worksite. The company must also be cognisant of the various specific emergency scenarios that they may encounter such as, **Severe Weather, Power Outage, Medical Emergency, Electric Shock Emergency, Chemical Spill, Wild Life, etc.**

11.2 Does the plan include a requirement for training in emergency procedures, roles and responsibilities?

The company safety manual should contain a policy statement on emergency preparedness. Such a policy would set out the objectives of the emergency preparedness plan, identify management, supervisor, and employee roles during an emergency and must assign responsibility to provide training to personnel for emergency response plans.

11.3 Has the emergency response plan been tested for deficiencies and corrective action taken?

In order to maintain a successful emergency response program it is crucial that the Emergency Response Plan is periodically tested to ensure its effectiveness. The auditor will look for records of the emergency response tests which must indicate the results of the test including, completion time, number of participants — including names, areas of improvement, and what corrective actions were taken to rectify the deficiencies.

11.4 Does the employer have a written fire response plan?

As a requirement of the SCSA National Standard Audit Tool, all health and safety management program must include a written fire response plan no matter what the company’s scope of work is. This plan could be its own standalone response plan or may be included in other emergency response plans.

11.5 Are the correct class and size of extinguishers available, marked and visible?

An employer is required to ensure that the appropriate portable fire extinguishers are available and clearly marked. Extinguishers are labelled ABC or D — ensure that the right extinguisher for the appropriate type of fire is in place throughout all required areas.

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<th>Class of Extinguisher</th>
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<tr>
<td>B</td>
<td>Flammable Liquids and Gases: Gasoline, Oils, Paints, Lacquer and Tar</td>
<td>Carbon Dioxide, Dry Powder, Halon</td>
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<tr>
<td>C</td>
<td>Fires Involving Live Electrical Equipment</td>
<td>Carbon Dioxide, Dry Powder, Halon</td>
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<td>D</td>
<td>Combustible Metals or Combustible Alloys</td>
<td>Special Agents</td>
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11.6 Are extinguishers regularly inspected and maintained?

All fire extinguishers must be inspected and serviced as per the manufacturer’s specifications. Typically this involves a monthly inspection to determine if the nozzle is unobstructed, tamper seal is intact, indication of proper pressure, no damage or corrosion is present, and extinguisher is properly charged. Maintenance requirements must be performed annually or anytime an inspection discrepancy is noted. The maintenance service must only be performed by a qualified person. Ensure documentation of monthly inspections and annual maintenance service is maintained.

11.7 Is an appropriate emergency communication system available?

In order to have a successful emergency response plan, an effective communications system that can notify all personnel quickly must be implemented. The use of air horns, hardwired alarm systems, and two-way radios are a few examples of what may be used as a communication system. When deciding a system that would be best suited for your worksite or company facility, please consider machine and equipment noise, as well as distance between workers and workstations. It is also a good idea to have a backup system in place in case the system is rendered useless by the emergency.

11.8 Are there adequate first aid supplies and facilities?

As stated in the Occupational Health & Safety Regulations, 1996, at minimum, every place of employment requires a first aid box containing standard supplies (see Table 10), a manual, a register, and emergency information. Additional requirements can be found in Table 9 of the Occupational Health & Safety Regulations, 1996.

11.9 Are the required number of qualified first aid personnel on site?

The number of required qualified first aid personnel must be adequate and will be determined by the size, type and location of the worksite. The requirements dependent on these factors are identified in Table 9 of the Occupational Health & Safety Regulations, 1996.

11.10 Is there a means to transport an injured employee to a medical facility?

Every worksite must have a method or access to a method to transport an injured worker to a medical facility. The requirements for the appropriate means of transportation of an injured worker can be found in Part V Section 61 of the Occupational Health & Safety Regulations, 1996.

When verifying documentation for Emergency Preparedness, ask yourself the following:

- Are our emergency preparedness plans appropriate to our work activities?
- Have all personnel been trained in the emergency procedures and their roles and responsibilities during a potential emergency?
- Do we have the correct class and size of fire extinguisher available; have they been inspected and maintained as per manufacturer’s recommendation?
- Do we have the required amount of first aid personnel?
- Is our emergency communication system appropriate for our worksite and work environment?

E-Audit Tool Now Available

The SCSA Electronic Audit Tool is now available! Email scsaprograminfo@scsaoonline.ca to request the E-Audit Tool package to use for your upcoming internal COR® maintenance audit.
Welcome New COR Companies

Certificate of Recognition (COR®) program certification is awarded to companies who have demonstrated ability in the development and implementation of an effective health and safety program. Congratulations to the following companies for achieving COR program certification:

Almita Piling Inc.  
Apperley Electric Ltd.  
C&S Builders Ltd.  
City of Yorkton – Public Works  
Industrial Parts & Equipment Ltd.  
Metro Mechanical Inc.  
MPS Welding  
Polus Telecommunications Ltd.  
Power Chief Scaffolding Inc.  
Thorpe Roofing Ltd.  

SCSA Program Statistics

June 1 to October 31, 2016

13  
New COR Certified
6*  
New COR Equivalency
7  
New SECOR Certified
61  
New NCSO Certified
26  
New HSA Certified
31  
Re-certified COR Companies
4  
Re-certified SECOR Companies

Total Certifications to Date

359  
COR Certified
83*  
COR Equivalency
93  
SECOR Certified
1,031  
NCSO Certified
563  
HSA Certified

*Out-of-province companies who initially received COR® certification from another Canadian Federation of Construction Safety Associations (CFSCA) member

COR® is a registered trademark of members of the Canadian Federation of Construction Safety Associations.
Welcome New SECOR Companies

Small Employer Certificate of Recognition (SECOR) program certification recognizes employers with nine or less workers who have achieved the objective of creating and implementing a health and safety program that meets national industry standards. Congratulations to the following companies for achieving SECOR program certification:

- Du-All Drywall Ltd.
- Garth’s Painting Ltd.
- GM Asphalt Ltd.
- Hawkwood Developments
- Intercore Environmental Services Ltd.
- Leading Edge Welding Ltd.
- Maximum Mechanical Inc.
- Simon & Simon Picker & Hotshot Service Ltd.
- 3D Metal Corp. [2013]
- AC Power Contractors Ltd. [2010]
- Agra Foundations Limited [2001]
- Allan Foundations [2013]
- Alpine Interiors Systems [2010]
- Asiil Enterprises Ltd. [2010]
- Cormode & Dickson Construction (SK) Ltd. [2013]
- Custom Drywall Services Inc. [2010]
- EMW Industrial [2004]
- Glacier Glass [2013]
- Graham Industrial Services Ltd. [2001]
- Grainland Contracting Ltd. [2013]
- Hipperson Construction [2007]
- Hi-Tech Industrial Cleaners [2010]
- Humboldt Electric Ltd. [2001]
- Independent Construction Management [2013]
- Integrity Maintenance Ltd. [2013]
- Jardeg Construction Services Ltd. [2007]
- John Kmita Ltd. [2007]
- Kim Constructors Ltd. [2004]
- Kusy’s Electric Ltd. [2010]
- Lockwell Servicings Ltd. [2007]
- Mac’s Decorating Centre- B.E.G. 4 Building Excavating Groundworks Ltd. [1997]
- Mathews Equipment Ltd. – Hertz Equipment Rentals [2001]
- Miners Construction Company Ltd. [2010]
- Pavement Scientific International Inc. [2007]
- Pinter & Associates Ltd. [2010]
- Points Athabasca FHQ Construction GP Ltd. [2013]
- Pow City Mechanical [2010]
- Prairie Maintenance Ltd. [2006]
- Robwell Constructors Limited Partnership [2007]
- Saskcon Repair Services Ltd. [2004]
- Shermco Industries Canada Inc. [2007]
- Syl’s Mechanical Company Ltd. [2004]
- Western Urethane (1995) Ltd. [2001]
- Westtower Communications Ltd. [2013]
- Westridge Construction Ltd. [2004]
- Winroc A Division of Superior Plus L.P. [2010]

Re-certified COR Companies

Certificate of Recognition (COR) companies must complete a re-certification audit every three years to maintain certification. Congratulations to the following COR companies on becoming re-certified:
Re-certified COR Companies continued

AC Power Contractors Ltd. Cormode & Dickson Construction (SK) Ltd. Glacier Glass Graham Industrial Services Ltd.

Integrity Maintenance Ltd. Kim Constructors Ltd. Mac’s Decorating Centre – Building Excavating Groundworks Ltd. Mathews Equipment Ltd. – Hertz Equipment Rentals

Pavement Scientific International Inc. Pow City Mechanical Prairie Maintenance Ltd. Robwell Constructors Limited Partnership

Shermco Industries Canada Inc. Syl’s Mechanical Company Ltd. WesTower Communications Ltd. Westridge Construction Ltd.

Winroc A Division of Superior Plus L.P.

Want to become a high-performance company and gain a competitive edge?
Contact us at scsaprograminfo@scsaonline.ca or visit www.scsaonline.ca/programs for more details on how you can achieve COR certification!
Re-certified SECOR Companies

Small Employer Certificate of Recognition (SECOR®) companies must complete a re-certification audit every three years to maintain certification. Congratulations to the following SECOR companies on becoming re-certified:

- Alchem Drilling Fluid Services [2013]
- J & J Air Conditioning & Refrigeration Ltd. [2004]
- Jody’s Welding Ltd. [2013]
- Kash Downhole Anchors Inc. [2013]
- Outlaw Oilfield Hauling Ltd. [2010]

Congratulations New NCSOs!

National Construction Safety Officer (NCSO) program certification indicates that an individual has developed knowledge in various construction safety management skills and principles along with experience in the construction field. This knowledge provides a valuable resource to management in the administration and implementation of a health and safety program. Congratulations to the following individuals for achieving NCSO certification:

- Evan Anderson
- Raymond Apperley
- Shane Belter
- Chris Bergen-Henengouwen
- Shelley Bettig
- Maurice Campbell
- Richelle Christison
- Colby Chubey
- Shandel Clark
- Jeff Cochrane
- Chad Daniels
- Saeed Dar
- Sarah Jane Davis
- David Donovan
- Paul Duret
- Daniel Essar
- Alyssa Fiddler
- Derrick Fisher
- Adamik Frumen
- Beth Getz
- Michelle Goforth
- Alex Gulaga
- Shelley Gustafson
- Kent Hanson
- Paul Hardwicke
- Deborah Isner
- Jean-Christophe Jenson
- Ken Johnson
- Jason Keir
- Derek Kelln
- Marcel Landry
- Ryan Landry
- Dennis Markel
- Chris Martin
- John McCoshen
- Jeffery McEwen
- Donna-Lynn Miller
- Beau Mitchell
- Mark Novecosky
- Michael O’Connor
- Cassenna Parmeter
- Lance Peters
- Ciaran Plower
- Curtis Praud
- Robert Price
- Rick Rieger
- Brent Schmidt
- Cheston Schultz
- Riley Semeniuk
- Steve Skitch
- Justin Slobodan
- Jamie Southey
- Devin Staruiala
- Christopher Stroud
- Trent Sumners
- Ian Taylor
- Dale Theisen
- Mathieu Theriault
- Jamie Walby
- Kelly Wedewer
- Melissa Williamson

Congratulations New HSAs!

Health and Safety Administrator (HSA) program certification indicates that an individual has formal training in various construction safety management skills and principles that provide valuable support in the administration of a company’s health and safety program. Congratulations to the following individuals for achieving HSA certification:

- Oliver Aguilar
- Grant Barnsley
- Kendra Callaghan
- Alexandra Chase
- Derek Cook
- Kevin Danchuk
- Ashley Dumanski
- Svetlana Fedosova
- Jonathan Fleischhacker
- Ron Gagne
- Kurt Gulash
- Erin Heimbecker
- Karen Helgeson
- Maggie Kelly
- Larissa Kowal
- Charlie Manderscheid
- Jeff Moore
- Regan Silversides
- Lindsay Spinks
- Brittany Sturm
- Althea Swansevelder
- Karen Tomasson
- Rob Tryhorn
- Landon Wagner
- Darrell Walters
- Dionne Wirll
January – June 2017
Classroom Course

Aerial Work Platform
Safety Awareness
January 6 ............... Saskatoon
January 13 ............ Regina
February 2 ............ Saskatoon
February 10 .......... Regina
February 16 .......... North Battleford
March 3 .............. Saskatoon
March 10 .......... Regina
March 23 .......... Kindersley
March 30 .......... Yorkton
March 31 .......... Saskatoon
April 20 .......... Regina
April 27 .......... Saskatoon
May 19 .......... Regina
May 26 .......... Saskatoon
June 2 .......... Regina
June 23 .......... Saskatoon
June 29 .......... Regina

Basic Training Techniques
January 9 & 10 ........ Regina
January 23 & 24 ........ Saskatoon
February 6 & 7 .......... Regina
February 22 & 23 ........ Saskatoon
March 8 & 9 ........ Regina
March 20 & 21 .......... Saskatoon
April 3 & 4 .......... Regina
April 17 & 18 .......... Saskatoon
May 1 & 2 .......... Regina
May 15 & 16 .......... Saskatoon
May 29 & 30 .......... Regina
June 12 & 13 .......... Saskatoon
June 21 & 22 .......... Regina

Confined Space and Respiratory Protection Awareness Training
January 4 ........ Regina
January 12 .......... Prince Albert
January 12 .......... Saskatoon
January 31 .......... Regina
February 6 .......... Saskatoon
March 1 .......... Regina
March 8 .......... Saskatoon
March 21 .......... North Battleford
March 29 .......... Regina
April 5 .......... Saskatoon
April 19 .......... Yorkton
April 26 .......... Regina
May 3 .......... Saskatoon
May 4 .......... LaRonge
May 17 .......... Regina
May 31 .......... Saskatoon
June 14 .......... Regina
June 28 .......... Saskatoon

Contractor Training
January 12 .......... Regina
January 18 .......... Saskatoon
February 23 .......... Regina
March 2 .......... Saskatoon
March 30 .......... Regina
April 11 .......... Saskatoon
May 8 .......... Regina
May 15 .......... Saskatoon
June 13 .......... Regina
June 26 .......... Saskatoon

Fall Protection
January 5 .......... Regina
January 11 .......... Saskatoon
January 18 .......... Regina
January 19 .......... Saskatoon
January 25 .......... Saskatoon
February 2 .......... Regina
February 7 .......... Prince Albert
February 9 .......... Saskatoon
February 15 .......... North Battleford
February 16 .......... Regina
February 21 .......... Saskatoon
March 2 .......... Regina
March 6 .......... Regina
March 9 .......... Saskatoon
March 13 .......... Regina
March 15 .......... Saskatoon
March 22 .......... Kindersley
March 27 .......... Regina
March 29 .......... Yorkton
March 30 .......... Saskatoon
April 5 .......... Regina
April 6 .......... Saskatoon
April 12 .......... Regina
April 13 .......... Saskatoon
April 24 .......... Regina
April 26 .......... Saskatoon
May 2 .......... Regina
May 3 .......... LaRonge
May 4 .......... Saskatoon
May 10 .......... Saskatoon
May 11 .......... Regina
May 23 .......... Regina
May 23 .......... Saskatoon
May 31 .......... Regina
June 5 .......... Saskatoon
June 7 .......... Regina
June 19 .......... Saskatoon
June 21 .......... Regina
June 28 .......... Regina
June 29 .......... Saskatoon

Frame Scaffold Awareness
January 16 .......... Saskatoon
January 19 .......... Regina
March 6 .......... Saskatoon
March 23 .......... Regina
May 1 .......... Saskatoon
May 10 .......... Regina
June 21 .......... Saskatoon

Hazard Recognition and Control
March 17 .......... Saskatoon
June 16 .......... Regina

SCSAONLINE.CA
### Hoisting and Rigging Safety Awareness
- January 11 & 12: Saskatoon
- January 17 & 18: Prince Albert
- January 23 & 24: Regina
- March 22 & 23: Saskatoon
- April 17 & 18: Regina
- June 7 & 8: Saskatoon
- June 12 & 13: Regina

### Leadership for Safety Excellence
- January 16 & 17: Regina
- January 23 & 24: Saskatoon
- February 8 & 9: Regina
- February 13 & 14: Saskatoon
- February 14 & 15: Yorkton
- February 27 & 28: Regina
- March 13 & 14: Saskatoon
- March 15 & 16: Prince Albert
- March 20 & 21: Regina
- April 3 & 4: Saskatoon
- April 10 & 11: Regina
- April 24 & 25: Saskatoon
- May 1 & 2: LaRonge
- May 3 & 4: Regina
- May 17 & 18: Saskatoon
- May 31 & June 1: Regina
- June 5 & 6: Saskatoon
- June 19 & 20: Regina
- June 26 & 27: Saskatoon

### Occupational Health Committee Training Level 1
- January 5: Saskatoon
- January 9: Regina
- January 30: Saskatoon
- February 13: Regina
- March 13: Saskatoon
- March 20: Regina
- April 19: Saskatoon
- April 25: Regina
- May 11: Saskatoon
- May 29: Regina
- June 15: Saskatoon

### Safety Management
- January 9: Saskatoon
- January 25: Regina
- February 15: Saskatoon
- February 27: Regina
- March 20: Saskatoon
- April 13: Regina
- April 24: Saskatoon
- May 9: Regina
- May 30: Saskatoon
- June 12: Regina

### Safety Auditor Training
- January 11 & 12: Regina
- January 16 & 17: Saskatoon
- February 1 & 2: Regina
- February 6 & 7: Saskatoon
- February 22 & 23: Regina
- March 6 & 7: Saskatoon
- March 15 & 16: Regina
- March 27 & 28: Saskatoon
- April 3 & 4: Regina
- April 19 & 20: Saskatoon
- April 24 & 25: Regina
- May 8 & 9: Saskatoon
- May 15 & 16: Regina
- May 31 & June 1: Saskatoon
- June 5 & 6: Regina
- June 21 & 22: Saskatoon
- June 26 & 27: Regina

### Safety Administration
- January 26: Regina
- February 8: Saskatoon
- March 22: Regina
- April 3: Saskatoon
- May 18: Regina
- June 7: Saskatoon

### Powered Mobile Equipment Safety Evaluators Course
- January 26: Saskatoon
- February 15: Regina
- April 10: Saskatoon
- April 19: Regina
- June 15: Regina
- June 20: Saskatoon

### Powered Mobile Equipment Safety Management
- January 26: Saskatchewan
- June 12: Regina

### Powered Mobile Equipment Safety Auditor Training
- January 11 & 12: Regina
- January 16 & 17: Saskatoon
- February 1 & 2: Regina
- February 6 & 7: Saskatoon
- February 22 & 23: Regina
- March 6 & 7: Saskatoon
- March 15 & 16: Regina
- March 27 & 28: Saskatoon
- April 3 & 4: Regina
- April 19 & 20: Saskatoon
- April 24 & 25: Regina
- May 8 & 9: Saskatoon
- May 15 & 16: Regina
- May 31 & June 1: Saskatoon
- June 5 & 6: Regina
- June 21 & 22: Saskatoon
- June 26 & 27: Regina

### Powered Mobile Equipment Safety Administration
- January 26: Saskatchewan
- June 12: Regina

### Small Employer Safety Management
- January 25: Regina
- February 16: Saskatoon

### System Tube and Clamp Scaffolding Awareness
- February 2: Regina

### WHMIS 2015 Train The Trainer
- January 11: Regina
- January 19: Saskatoon
- January 26: Meadow Lake
- January 30: Regina
- January 31: Esterhazy
- February 8: Saskatoon
- February 21: Regina
- March 1: Saskatchewan
- March 16: Regina
- March 22: Saskatchewan
- April 6: Regina
- April 11: Prince Albert
- April 12: Saskatchewan
- April 20: Yorkton
- April 27: Regina

### Schedule is subject to change.
For the most current information and to register for a course, visit [www.scsaonline.ca](http://www.scsaonline.ca) or contact your nearest SCSA office.
SCSA Regional Safety Committees

Regional Safety Committees are a primary vehicle for interface with employers and employees in the construction industry. Meetings are free to attend and usually include a meal and a presentation on a safety topic from a guest speaker. There are SCSA safety committees currently established in the following regions throughout Saskatchewan: Regina, Moose Jaw, Swift Current, Saskatoon, Prince Albert, North Battleford (sub-committee), Yorkton (sub-committee), Esterhazy (sub-committee), Estevan, and Lakeland (Lloydminster).

To register for a Regional Safety Committee meeting, please contact your nearest SCSA office.

<table>
<thead>
<tr>
<th>2017 Regional Safety Committee Meeting Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lakeland</strong></td>
</tr>
<tr>
<td>Tue, Jan 10</td>
</tr>
<tr>
<td>Tue, Mar 14</td>
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<tr>
<td>Tue, May 9</td>
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<tr>
<td>Tue, Sep 12</td>
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<tr>
<td>Tue, Nov 14</td>
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</tbody>
</table>

Did You Know?

If your company is registered with the Saskatchewan Workers’ Compensation Board and falls under the CLASS B – BUILDING CONSTRUCTION rate class, you are automatically a member of the SCSA! SCSA Members and Supporter Members receive preferred pricing on classroom training year-round. The SCSA equips more than 10,000 workers each year with the education and training they need to achieve their organization’s safety goals.

To learn more, call: 1.800.817.2079 or email: scsainfo@scsaonline.ca

Return undeliverable copies to:
Saskatchewan Construction Safety Association
498 Henderson Drive, Regina SK, S4N 6E3

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