

Addressing Saskatchewan's Health and Safety Violations – The Next Prevention Wave

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Occupational Health and Safety (CCOHS)

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What We Would Like to Share with You

- Stop incidents from happening
- Comply with legislation
- Provide an overview of common violations
- Tie those violations with the resources provided by CCOHS and their partners

Who is CCOHS?



Canadian Centre for Occupational Health and Safety

We promote

the total well-being
physical, psychosocial
and mental health –
of working people in
Canada

We inform

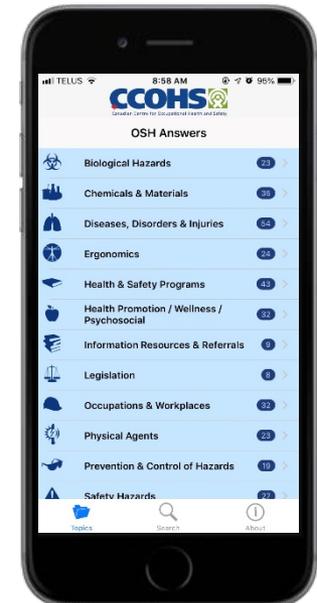
and educate
people about
workplace health
and safety

We provide

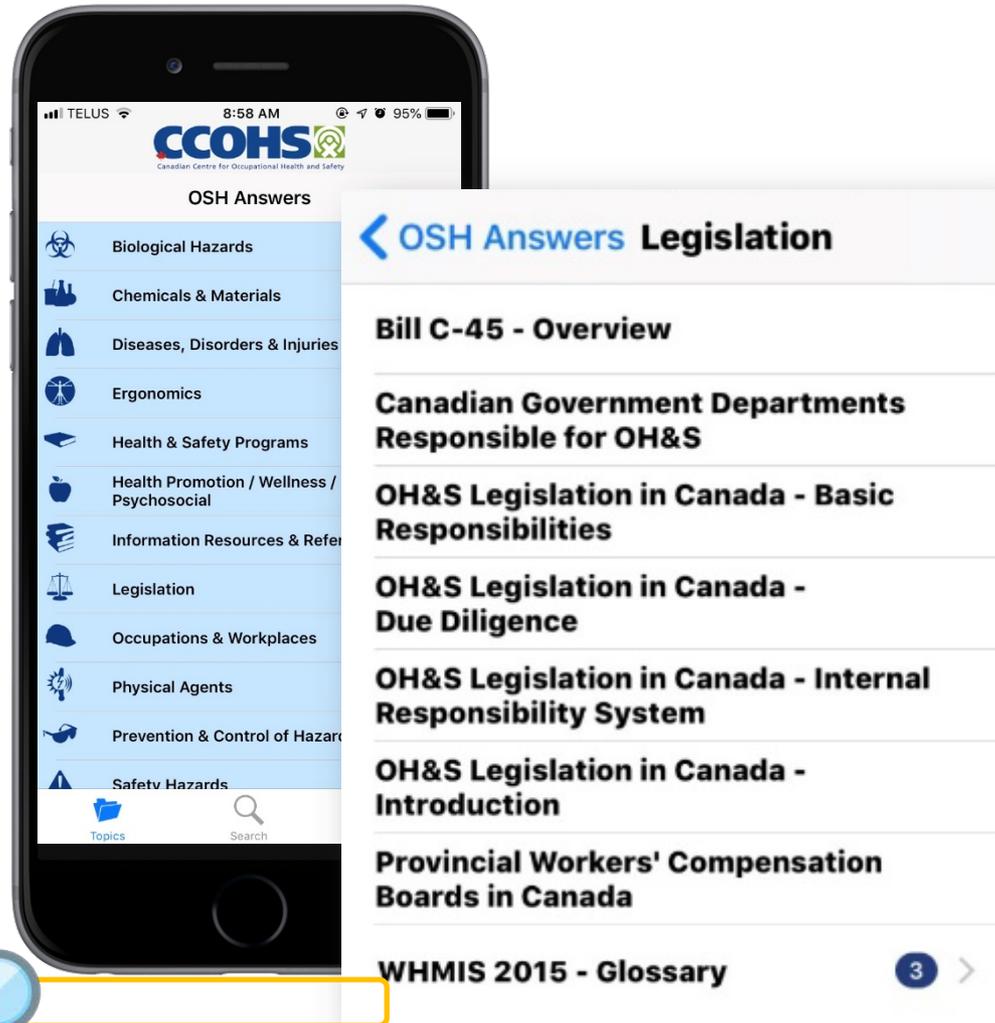
credible, accessible tools
and resources to improve
workplace health and
safety programs and
activities

App Choices

- Saskatchewan Construction App
- CCOHS OSH Answers App
- Download and search content
 - Legislation, summaries and resources



OSH Answers Fact Sheet App



Search OSH Answers





CCOHS has worked with the Saskatchewan Construction Safety Association to create a construction legislation portal and app.

- A Aerial Devices
Platforms
Asbestos
- C Confined Space
- E Excavation and Trenching
- F Fall Protection

scaffolding
vehicles – Traffic Control
MIS 2015
Workplace Inspection and Investigation

SCSA
SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION

Government
of
Saskatchewan

Construction – Prevention App



SASKATCHEWAN
CONSTRUCTION SAFETY
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TOPICS ▾



Search



Topics

A Aerial Devices and Elevated Work
Platforms
Air Quality
Asbestos

C Confined Space

D Duties (Employers, Prime Contractor,
Supervisors and Workers)

E Excavation and Trenching

F Fall Protection
First Aid

G Guardrails

H Harassment
Hazard Identification
Hoist, Cranes, and Lifting Devices
Hot Work
Housekeeping

L Ladders

N Noise Control and Hearing Conservation

O Occupational Health Committees
Openings and Shafts
Orientation

P Personal Protective Equipment
Powered Mobile Equipment
Protection for Electrical Workers

R Reporting and Notifications
Roofing

S Scaffolding
Silica

V Vehicles – Traffic Control

W WHMIS 2015
Working Alone
Workplace Inspection and Investigation

Legislation

The Saskatchewan Employment Act

PART III – Occupational Health and Safety

- *The Occupational Health and Safety Regulations, 1996*

Public Access to Legislation: Government of Saskatchewan Publication Center

<http://www.publications.gov.sk.ca/>

About the Occupational Health and Safety Division

- Ministry of Labour Relations and Workplace Safety
- Minister appoints Occupational Health Officers
 - Enforce OHS legislation
- Minister also designates certain Officers as Peace Officers
 - Write Summary Offense Tickets (SOTs)

Top 10 Safety Violations

Rank	Contravention	Description
#10	Act 3-22	Establishment of OHS Committee(s)
#9	OHS Reg 15	Duty of employer or contractor to provide information (posting requirement)
#8	OHS Reg 96	Footwear*



* SOT

Prepared by: Ministry of Labour Relations and Workplace Safety

Top 10 Safety Violations

Rank	Contravention	Description
#7	OHS Reg 461	Electrical panels
#6	Act 3-40	Stop Work Order
#5	OHS Reg 36	Harassment



Prepared by: Ministry of Labour Relations and Workplace Safety

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Harassment

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Legislation

Section 3-1 Interpretation of Part 3

3-1. (1) In this Part and in Part 3,

(a) "biological substance" means a substance derived from organisms in their natural state;

(b) "chemical substance" means a substance that is not a biological substance;

SASKATCHEWAN EMPLOYMENT ACT S.S. 2013, c. S-15.1

Part III OCCUPATIONAL HEALTH AND SAFETY

organisms or products of

r than a biological

(g) "contractor" means a person who, or a partnership or group of persons that, pursuant to one or more contracts:

(i) directs the activities of one or more employers or self-employed persons involved in work at a place of employment; or

(ii) subject to subsection (3), retains an employer or self-employed person to perform work at a place of employment;

(g) "contractor" means a person who, or a partnership or group of persons that, pursuant to one or more contracts:

(i) directs the activities of one or more employers or self-employed persons involved in work at a place of employment; or

(ii) subject to subsection (3), retains an employer or self-employed person to perform work at a place of employment;

(h) "director of occupational health and safety" means the director of occupational health and safety appointed pursuant to section 3.3;

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Harassment

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Preventing workplace harassment is a legislated requirement and identifying hazards that could potential lead to harassment should be addressed in the workplace's hazard assessment.

What is Harassment?

As defined in the *Saskatchewan Employment Act*, harassment is any inappropriate conduct, comment, display, action or gesture by a person that either is based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size, ancestry, age, national origin, appearance, place of origin. It can also be

As an employer you shall:

- Make sure, as far as is reasonably practicable, that the workers are not exposed to harassment with respect to any matter or circumstance due to the workers' employment. [↗](#)
- Consult with the occupational health committee and develop a workplace policy that addresses harassment prevention. [↗](#)

information when selected

workers or the place of employment. [↗](#)

As an employer you shall:

- Make sure, as far as is reasonably practicable, that the workers are not exposed to harassment with respect to any matter or circumstance due to the workers' employment. [↗](#)
- Consult with the occupational health committee and develop a workplace policy that addresses harassment prevention. [↗](#)
 - The policy must include all of the following information:
 - **Definition** of harassment as per the Act; [↗](#)
 - Statement that every worker is entitled work in an workplace free of harassment; [↗](#)
 - Commitment that the employer will make every reasonably practicable effort to ensure that no worker is subjected to harassment; [↗](#)

Harassment - Resources



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CCOHS

Saskatchewan

Interpersonal Violence and Abuse Programs

Preventing Violence in the Workplace

Other

Saskatchewan

Interpersonal Violence and Abuse Programs

Preventing Violence in the Workplace

CCOHS Resources

The screenshot shows the CCOHS website interface. At the top left is the SCSA logo (Saskatchewan Construction Safety Association). To the right are navigation links for 'TOPICS', 'Download on the App Store', and 'GET IT ON Google Play'. A search bar is located on the far right. The main content area is titled 'Harassment' and includes a 'Summary' button. A modal window is open, displaying 'CCOHS' resources: 'Violence in the Workplace' and 'Bullying in the Workplace'. Below the modal, there are sections for 'Other Resources' (listing CCOHS topics like Violence, Bullying, and Harassment), 'Saskatchewan', and 'Other'.

CCOHS Website - Fact Sheets

[Home](#) → [OSH Answers](#) → [Health Promotion / Wellness / Psychosocial](#)

OSH Answers Fact Sheets

Violence in the Workplace

[CLOSE ALL](#)

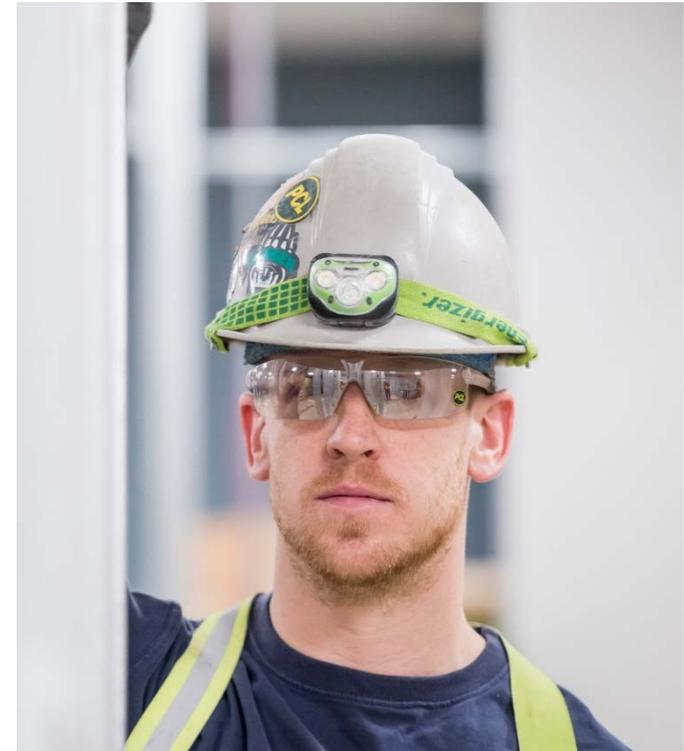
▼ What is workplace violence?

Most people think of violence as a physical assault. However, workplace violence is a much broader problem. It is any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. While exact definitions may vary in legislation,

<https://www.ccohs.ca/oshanswers/psychosocial/violence.html>

Top 10 Safety Violations

Rank	Contravention	Description
#4	OHS Reg 137	Failing to provide an effective safeguard*
#3	OHS Reg 17	Supervision of work
#2	OHS Reg 91	Protective headwear*



* SOT

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Supervision - Legislation

SCSA SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION

TOPICS ▾

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Duties (Employers, Prime Contractor, Supervisors and Workers)

Summary Legislation Resources

SASKATCHEWAN EMPLOYMENT ACT S.S. 2013, c. S-15.1

- Train workers about any potential hazards in the workplace, safe working practices and procedures and how to handle potential emergencies in the workplace. All work must be sufficiently and competently supervised. [↻](#)
- Provide any information, instruction, training and supervision necessary to protect the health and safety of all workers. [↻](#)

(b) "chemical substance" means any natural or artificial substance, whether in the form of a solid, liquid, gas or vapour, other than a biological substance;

(c) "chief mines inspector" means the chief mines inspector appointed pursuant to section 3-5;

(d) "chief occupational medical officer" means the chief occupational medical officer appointed pursuant to section 3-4;

(e) "competent" means possessing knowledge, experience and training to perform a specific duty;

Supervision - Summary



The screenshot shows the top navigation bar of the SCSA website. On the left is the SCSA logo (Saskatchewan Construction Safety Association). In the center is a 'TOPICS' dropdown menu. On the right are buttons for 'Download on the App Store' and 'GET IT ON Google Play', followed by a search bar. Below the navigation bar, the page title is 'Duties (Employers, Prime Contractor, Supervisors and Workers)'. A horizontal menu below the title has three tabs: 'Summary' (highlighted in green), 'Legislation', and 'Resources'. The 'Home' link is visible in the top left of the content area.

To maintain a healthy and safe workplace, everyone must:

- Know what their duties are;
- Have the authority, resources, and time to carry them out; and
- Have the required knowledge (education, training, and certification).

definitions and supplementary information when selected

- Right to participate in the workplace health and safety activities through the occupational health committee or as a worker occupational health and safety representative.
- Right to know, or the right to be informed about, actual and potential dangers in the workplace.

An employer shall:

Supervision - Resources



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Duties (Employers, Prime Contractor, Supervisors and Workers)

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CCOHS

OH&S Legislation in Canada - Basic Responsibilities

CCOHS Website - Fact Sheets

OSH Answers Fact Sheets  

OH&S Legislation in Canada - Basic Responsibilities

▼ What are the manager or supervisor's responsibilities?

The manager or supervisor must:

- Make sure workers work in compliance with OH&S acts and regulations.
- Make sure that workers use prescribed protective equipment devices.
- Advise workers of potential and actual hazards.
- Provide workers with written instructions as to the measures and procedures to be taken for protection of the worker.
- Take every reasonable precaution in the circumstances for the protection of workers.

Managers and supervisors act on behalf of the employer, and hence have the responsibility to meet the duties of the employer as specified in the Act for the work they (the managers and supervisors) direct.

Top 10 Safety Violations

Rank	Contravention	Description
#1	OHS Reg 116	Failing to ensure that workers use fall protection system where a worker may fall three metres or more*



* SOT

Prepared by: Ministry of Labour Relations and Workplace Safety

Fall Protection - Legislation

The screenshot shows the SCSA (Saskatchewan Construction Safety Association) website. The header includes the SCSA logo, the text "SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION", a "TOPICS" dropdown menu, and buttons for "Download on the App Store" and "GET IT ON Google Play". A search bar is located on the right. The main content area is titled "Fall Protection" and has three tabs: "Summary", "Legislation" (which is selected), and "Resources". Below the tabs, the text reads "SASKATCHEWAN EMPLOYMENT ACT S.S. 2013, c. S-15.1" and "Part III OCCUPATIONAL HEALTH AND SAFETY". At the bottom of the screenshot, the text "Section 3-20 Duty to provide occupational health and safety programs" is visible.

(qq.2) "personal fall arrest system" means personal protective equipment that provides a means of safely arresting the fall of a worker and that, subsequent to the arrest of the fall, does not by itself permit the further release or lowering of the worker;

(rr) "personal protective equipment" means any clothing, device or other article that is intended to be worn or used by a worker to prevent injury or to facilitate rescue;

(c) the workers, if there is no occupational health committee and no occupational health and safety representative.

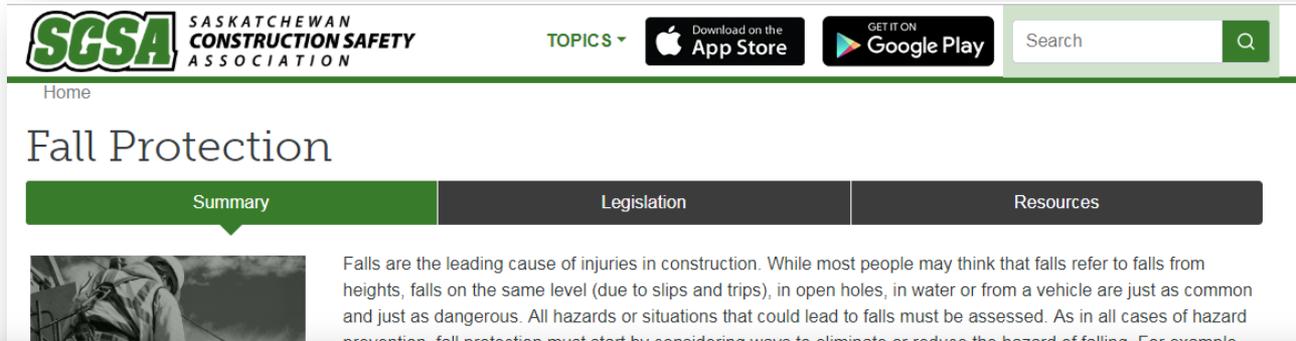
(3) An occupational health and safety program must include all prescribed documents, information and matters.

(4) An occupational health and safety program at a prescribed place of employment must be in writing and must be made available, on request, to the occupational health committee, the occupational health and safety representative, the workers or an occupational health officer.

(5) If the work at a place of employment is carried on pursuant to contracts between a contractor and two or more employers, the contractor shall coordinate the occupational health and safety programs of all employers at the place of employment.

(6) The director of occupational health and safety may order an employer to develop an occupational health and safety program for a place of employment if the director considers it to be in the interests of the health, safety and welfare of the employer's workers based on the criteria set out in subsection (8).

Fall Protection - Summary



The screenshot shows the SCGSA (Saskatchewan Construction Safety Association) website. The header includes the SCGSA logo, the text "SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION", a "TOPICS" dropdown menu, and buttons for downloading the app on the App Store and Google Play. A search bar is also present. The main content area is titled "Fall Protection" and has three tabs: "Summary" (selected), "Legislation", and "Resources". Below the tabs is a small image of a worker in safety gear and a paragraph of text.

Falls are the leading cause of injuries in construction. While most people may think that falls refer to falls from heights, falls on the same level (due to slips and trips), in open holes, in water or from a vehicle are just as common and just as dangerous. All hazards or situations that could lead to falls must be assessed. As in all cases of hazard prevention, fall protection must start by considering ways to eliminate or reduce the hazard of falling. For example, the installation of guardrails or the use of travel restraint systems may reduce the risk of falling from heights, while good housekeeping can reduce falls on the same level.

As an employer or contractor you must also:

- Make sure that a worker at a permanent work area is protected by guardrails [↗](#) if he/she may fall vertically more than 1.2 meters but less than three meters; [↗](#)
- Make sure that clearly marked **control zones** are used only when a worker may fall from a level surface to a work area. While working within the control zone, the worker is protected by a travel restraint system or other means as effective as the travel restraint system; [↗](#)
- Provide the workers, at no cost, with the adequate fall protection equipment; [↗](#)
- Make sure that workers use a fall protection system at a temporary or permanent work area when they may fall three metres or more or when there is a risk of injury when falling from less than three metres; [↗](#)

Fall Protection - Resources

The screenshot displays the SCSA website interface. At the top left is the SCSA logo (Saskatchewan Construction Safety Association). To its right are navigation links for 'TOPICS', 'Download on the App Store', and 'GET IT ON Google Play'. A search bar is located on the top right. Below the navigation is a 'Home' link and a main heading 'Fall Protection'. A 'Summary' tab is visible. The main content area is divided into three sections: 'SCSA Resources', 'Safety Tips', and 'Other Resources'. The 'SCSA Resources' section includes 'Tool Box Talks' with links for 'Elevator Shafts and Open Holes', 'Slips, Trips and Falls', and 'Fall Protection'. The 'Safety Tips' section includes links for 'Preventing Slips and Falls' and 'Fall Protection'. The 'Other Resources' section includes links for 'CCOHS', 'Saskatchewan', and 'Other'. A callout box on the right side of the page highlights the 'SCSA Resources' section, showing the 'Tool Box Talks' heading and the three resource links.

SCSA SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION

TOPICS

Download on the App Store

GET IT ON Google Play

Search

Home

Fall Protection

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SCSA Resources

Tool Box Talks

- Elevator Shafts and Open Holes
- Slips, Trips and Falls
- Fall Protection

Safety Tips

- Preventing Slips and Falls
- Fall Protection

Other Resources

- CCOHS
- Saskatchewan
- Other

SCSA Resources

Tool Box Talks

- Elevator Shafts and Open Holes
- Slips, Trips and Falls
- Fall Protection

CCOHS Website - Fact Sheets

OSH Answers Fact Sheets

Body Belts, Harnesses, and Lanyards

[CLOSE ALL](#)

▼ **What should you know about fall protection?**

If you are at risk for falling three metres (10 feet) or more at your workplace, you should wear the appropriate fall protection equipment.

If fall protection is required, establish a complete fall protection program if one is not in place. The program should include educating and training workers, selecting and fitting the equipment for the task and the worker, and knowing how to inspect the equipment.

<https://www.ccohs.ca/oshanswers/prevention/ppe/belts.html>

App Partner Organization

Saskatchewan Construction Safety Association (SCSA)

<https://www.scsaonline.ca/>

Web

<http://ohsguide.scsaonline.ca/>

iOS

<https://itunes.apple.com/us/app/scsa-ohs-guide-to-legislation/id1251102390?ls=1&mt=8>

Android

<https://play.google.com/store/apps/details?id=ca.scsaonline.ohsguide>

CCOHS Resources

Effective Health and Safety Committees

The committee consists of worker and management representatives who meet regularly to:

- discuss and propose resolutions to concerns
- participate in the development, implementation, and evaluation of programs
- conduct and monitor workplace inspections
- participate in the investigation of incidents as appropriate
- make recommendations to employers
- follow up on progress made and monitor program effectiveness

A health and safety committee brings the **internal responsibility system** into practice. The employer and workers have a shared responsibility for workplace health and safety, although the employer has the **final authority and responsibility**.

What does the law say?
In most Canadian jurisdictions, a committee is required by law, and it must be co-chaired by both a worker and a management member. In smaller companies with less than a specified number of employees, a health and safety representative is generally required.

Tips for employers

- Establish a Terms of Reference document for the committee.
- Demonstrate commitment by establishing a health and safety policy.
- Ensure that training is provided so members can contribute fully to the committee's activities.
- Provide adequate time and resources for the committee to do its work.
- Ensure that the committee's recommendations are promptly considered.
- Regularly review the committee's effectiveness for continuous improvement.

Tips for effective committees

- Define roles and responsibilities.
- Establish and adhere to a reporting structure and meeting guidelines.
- Meet at a set frequency - this number may be specified by law.
- Set a meeting time that is convenient for everyone.
- Aim for full attendance at each meeting.
- Postpone meetings for emergency reasons only.
- Meet at a location that is free from interruptions.
- Run a well-organized meeting that stays on schedule.
- Reach decisions by coming to a consensus instead of formal voting.

Recognizing workplace hazards

The committee's responsibilities are to:

- Be aware of the hazards
- Respond to health and safety concerns and suggestions from employees
- Help inform employees about potential and actual hazards
- Recommend control measures to management
- Evaluate the effectiveness of control measures

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Employers

a more positive workplace culture begins with you!

Define civility

Engage everyone in conversations and educational opportunities, like discussion groups, about what civility means to them. Consider posting a code of conduct that outlines respectful and civil behaviour, relating it back to your organization's values and ethics.

Train and develop

Provide training and resources on listening, giving feedback, conflict resolution, interacting with customers, recognizing uncivil behaviour and how to address it.

Incorporate civility and respect in communications

Adopt non-discriminatory language and maintain the confidentiality of personal information in all communications. Ensure that communications are easy to find and accessible to all.

Address uncivil behaviour

Create and enforce policies detailing consequences for inappropriate behaviour. Allow for constructive problem-solving. Manage conflicts in an effective and timely fashion, and follow-up with all parties involved.

Be a role model

Promote and reinforce respectful leadership behaviour and recognize everyone's respectful behaviours. Provide managers, supervisors and staff with ongoing training and supports, and ensure that they are available, present, and in contact to recognize and resolve issues.

CIVILITY and RESPECT in the Workplace

Where everyone is **respectful and considerate** in their interactions with one another, as well as with customers, clients and the public.

A civil and respectful workplace

- Better teamwork
- Improved morale
- Greater perceptions of fairness
- Engagement in problem resolution
- Enhanced relationships
- Greater job satisfaction
- Reduced sick leave and turnover
- Greater interest in personal development

Tips for everyone

- Give your full attention**
Focus on the conversation at hand. Turn off your cell phone or any distracting device.
- Value others' time**
If you're going to be late for a meeting, let the organizer know in advance.
- Say "hello"**
Next time you pass a colleague in the hallway, say hello. Acknowledgement and courtesy help build positive morale.
- Use respectful language**
Simple words such as "please," "thank you," "excuse me," and "I'm sorry" are easy ways to establish civility.
- Be considerate when you speak**
Before making a joke, consider the audience. Humour is great but may not be appropriate in all situations.
- Be inclusive**
Bridge social barriers by looking for opportunities to include others. Invite them to lunch, chat about the weekend, or ask for their tips.
- Practice humility**
Elevate people around you by giving them credit when they do a good job. Share in the satisfaction.

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Ten Tips

for Respect and Civility in the Workplace

Ten Tips for Respect and Civility in the Workplace

Thank You! Questions?

Megan Hunt, Government of Saskatchewan

Gerry Culina, CCOHS