

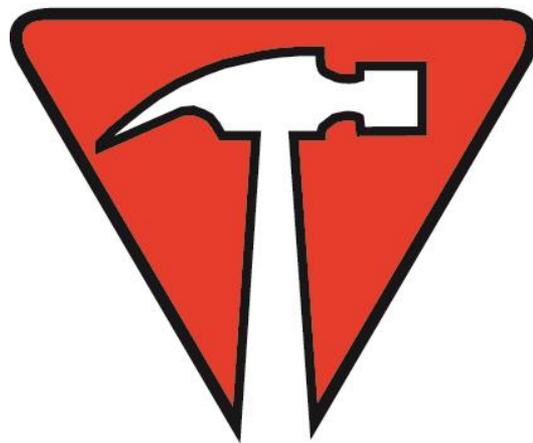


SAFE Work Manitoba Update

SAFE Healthcare Conference
May 9, 2016



What is SAFE Work Manitoba?



**SAFE
WORK
MANITOBA™**

What is **SAFE Work** Manitoba?

- The public agency dedicated to the prevention of workplace injury and illness
- Working with our partners in the safety community, we provide prevention education, safety programming, consulting and strategic direction to create a genuine culture of safety for all Manitobans

Three-Part Strategy

Capacity

- Enhancement and expansion of industry-based safety programs.

Standard

- Province-wide safety certification program for employers of all sizes in all industries.

Incentives

- Prevention incentives that reward genuine prevention efforts.

Industry-Based Safety Programs

We've increased capacity for the delivery of relevant, cost-effective safety services by:

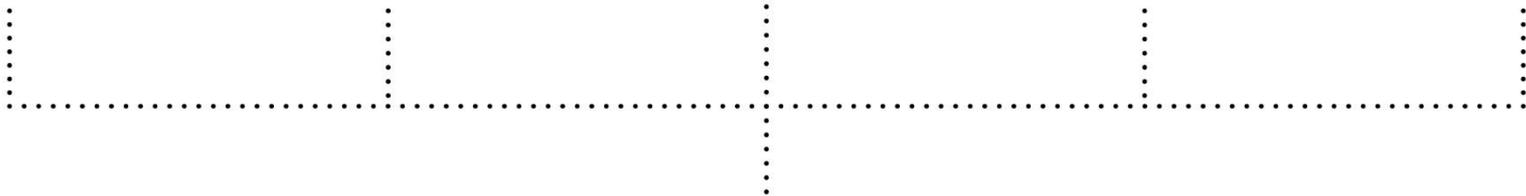
- Enhancing support for existing safety programs
- Assisting in the formation of new programs
 - Motor Vehicle Safety Association of Manitoba
 - Risk. Professionally Managed. (trucking)
 - Made Safe (CME)
- Working with prospective industries

SAFE Work Certified

Our new certification program establishes a province-wide standard for what it means to have a safe and healthy workplace.

- Voluntary
- For all employers, regardless of size and industry
- Available throughout Manitoba

Safety Certification



Prevention Incentives

Financial incentives will reward employers that invest in reducing the risk of injury and illness to their workers by adopting safe and healthy practices.

Other Recent Accomplishments



Launched strategy to reduce injuries
among workers aged 15 to 24

Other Recent Accomplishments

Seven prevention workshops fully transitioned
to SAFE Work Manitoba

Two online courses offered on WHMIS

VIP Conference – third annual event Sept. 28

Other Recent Accomplishments



Ongoing SAFE Work on Wheels program

What's ahead?

- Psychological Health and Safety in the Workplace
- Strategy on musculoskeletal injuries
- Continued expansion of industry-based safety programs

Collective Effort



Questions?





Connecting Safety Performance to Safety Culture in the Healthcare Sector

SAFE Healthcare Conference

May 9, 2016







Safety Performance



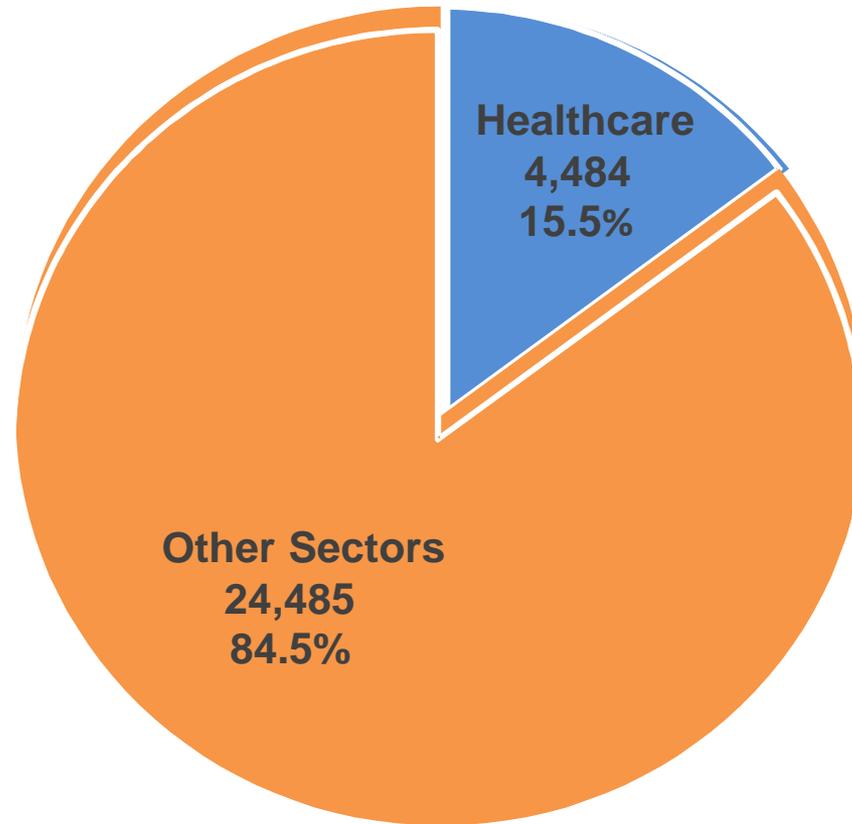
**Workplace injuries
accepted by WCB in 2015**
28,969



Healthcare Sector



Accepted Injuries in Healthcare – 2015



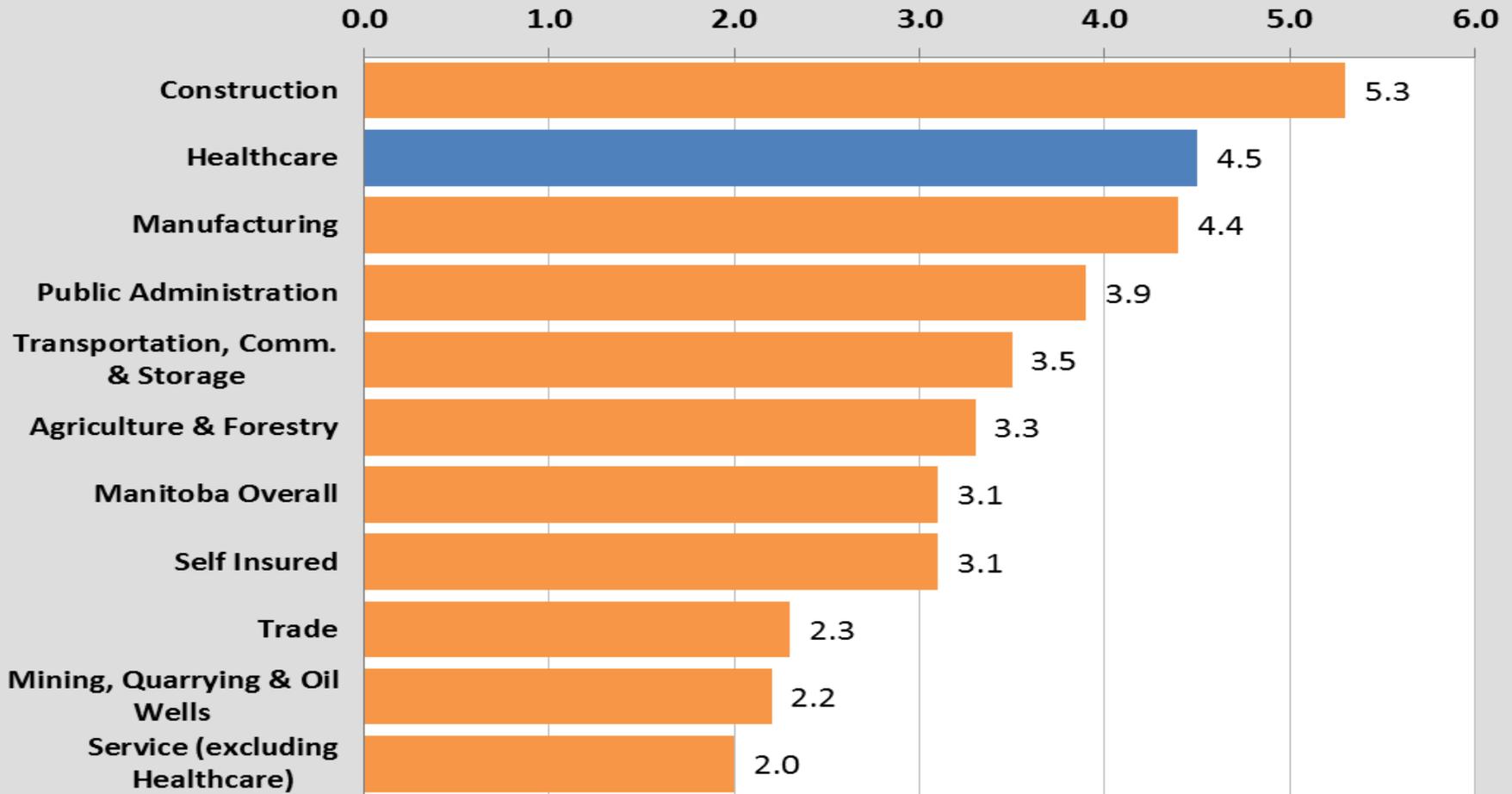
Defining Healthcare

The healthcare sector includes 3 WCB rate codes.

- Health Services (70202) – Hospitals, medical nursing units, nursing homes; makes up 89.2% of the healthcare sector
- Specialized Homes (70203) – Assisted living, group homes, rehabilitation centres, supportive living; makes up 9.6% of the healthcare sector
- Optional Coverage (92403) – Dentists, optometrists, physician clinics, physiotherapy clinics 1.2% of the healthcare sector

Healthcare Time Loss Injury Rate Comparison for 2014

Time Loss Injury Rate per 100 Full Time Equivalent Workers



Healthcare Time Loss Injuries in 2015 by Occupation

Occupation	Total	Percent of Total	
Nurse aides, orderlies and patient service associates	935	37.5%	
Registered nurses	304	12.2%	
Visiting homemakers, housekeepers and related occupations	293	11.8%	
Community and social service workers	119	4.8%	
Licensed practical nurses	115	4.6%	
Light duty cleaners	112	4.5%	
Food counter attendants, kitchen helpers and related occupations	82	3.3%	
Ambulance attendants and other paramedical occupations	80	3.2%	
Other assisting occupations in support of health services	55	2.2%	
All Other Occupations	398	16.0%	
Total	2,493	100.0%	

Healthcare Time Loss Injuries in 2015 by Body Part

Body Part	Total	Percent of Total	
Back including spine & spinal cord	767	30.8%	
Multiple body parts	461	18.5%	
Other trunk	345	13.8%	
Legs	184	7.4%	
Hands / wrists except fingers	143	5.7%	
Other upper extremities	130	5.2%	
Ankles / foot (not toes)	107	4.3%	
Fingers	100	4.0%	
Other head	82	3.3%	
Body systems	59	2.4%	
Neck	48	1.9%	
Other lower extremities	44	1.8%	
Eyes	18	0.7%	
(Not Coded)	5	0.2%	
Total	2,493	100.0%	

Healthcare Time Loss Injuries in 2015 by Event or Exposure

Event of Exposure	Total	Percent of Total	
Overexertion	727	29.2%	
Bodily reaction	629	25.2%	
Fall on same level	329	13.2%	
Assaults and violent acts by person	285	11.4%	
Repetitive motion	130	5.2%	
Struck by objects	115	4.6%	
Exposure to harmful substances	74	3.0%	
Struck against objects	73	2.9%	
Fall to lower level	52	2.1%	
Caught in objects	42	1.7%	
Transportation accidents	26	1.0%	
(Not Coded)	7	0.3%	
Rubbed or abraded	4	0.2%	
Total	2,493	100.0%	



Safety Culture



How Do We Define “Culture”?

- the characteristic features of everyday existence (as diversions or a way of life) shared by people in a place or time
- the set of shared attitudes, values, goals, and practices that characterizes an institution or organization

What is a Culture of Safety?

- Shared beliefs, values, behaviours & expectations about safety
- Constantly evolving
- One aspect of a workplace's larger culture



Group Discussion Question



What are some words that describe how you provide your services?

Jot down these words at your table.

Group Discussion Question



Now examine these words and decide which ones also apply to safety in your workplace.

Circle these words.

Group Discussion Question



Look at the words that aren't circled. Why do they not apply?

Discuss within your group.

Why Does Safety Culture Matter?

- Influences the way individuals behave and perform within an organization
- Influences how we manage work and how we interact
- Good for the bottom line
- Reduces injuries at work and outside of work



Why Does Safety Culture Matter?

Examining safety culture:

- helps expand our view of safety
- opens new doors to approach safety management

Understanding what makes organizations “tick” gives insight into:

- how culture might become more effective, productive, healthy and safe
- our own assumptions about how we fit into or influence organizational culture



Culture Can be Influenced Over Time

- Cannot be controlled
- Change must be integrated into broader strategies and initiatives
- Top down or bottom up



Culture is Complex

- Always evolving
- Difficult to identify & measure
- Cannot be managed directly
- Can only manage factors that create the culture



Creating a Positive Culture of Safety

Systems

Hazards eliminated & risks controlled

Strong program

Committees

Values

Diversity/inclusiveness

Trust

Leadership

Actions

Safety procedures – used and valued

Safety valued as much as productivity, service and quality

Active systems – continuous improvement

Adapted from Dr. Martin Shain, the Neighbour@WorkCentre

Values – Diversity and Inclusiveness

- Who is in your workplace?
- What are the perspectives?
- How do workers participate?
- How do you leverage strengths and differences?



Don't try to manage culture. Do manage your organization with cultural awareness.

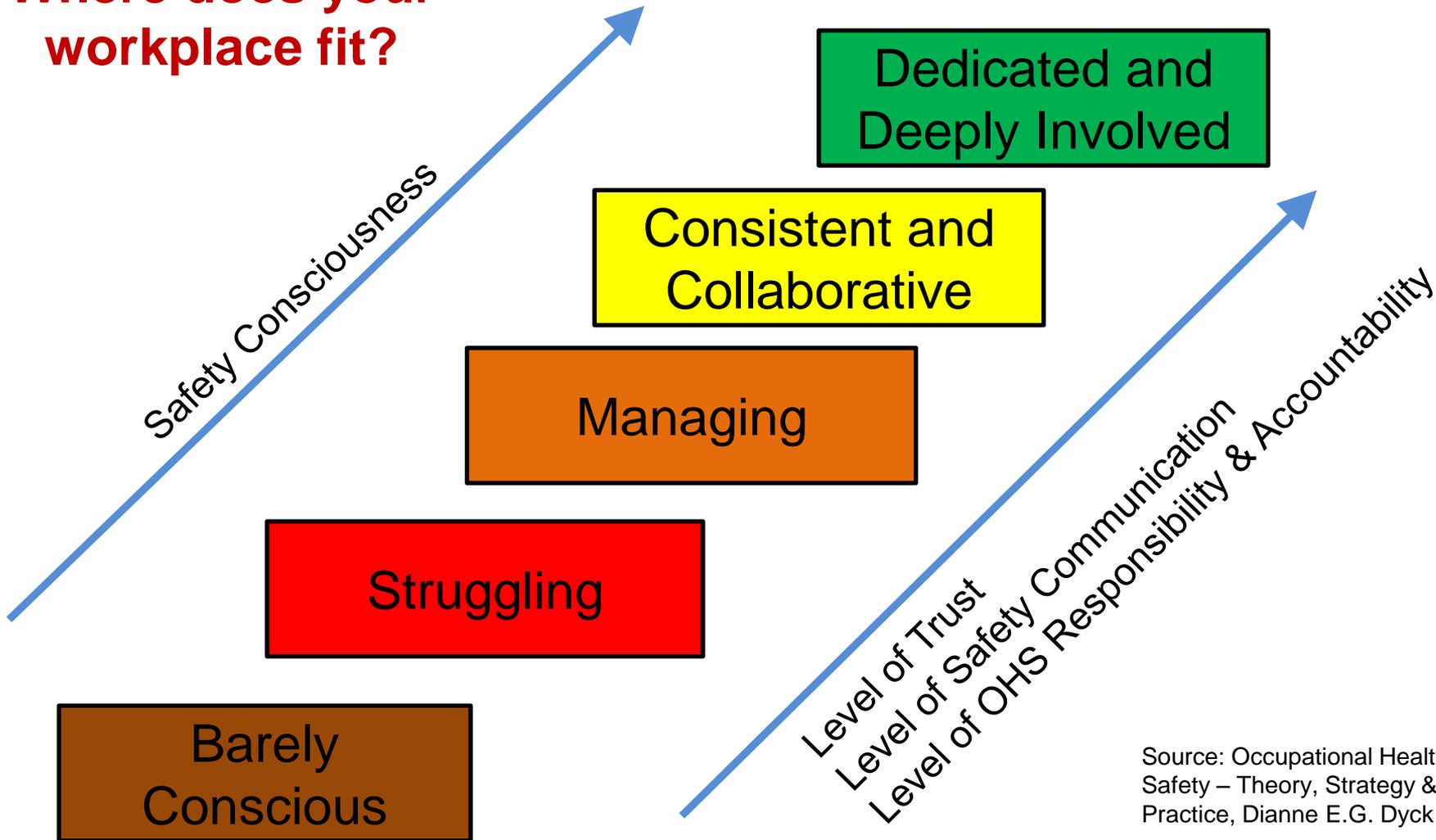
(Hatch & Cunliffe)

Values – Trust

- Drivers of trust – safe and healthy workplaces
- Belonging
- Partnerships
- Communication and follow-through
- Consistency, fairness and integrity
- Revealed in how conflicts are managed
- Developed and earned over time
- Standard for Psychological Health and Safety in the Workplace

How a Culture of Safety Evolves

Where does your workplace fit?



Source: Occupational Health & Safety – Theory, Strategy & Industry Practice, Dianne E.G. Dyck

Values – Leadership

- Safety starts at the top
- Lead by example
- Commitment
- Clear communication
- Managing change
- Accountability



Leadership in Psychological Health & Safety

- A psychologically healthy and safe workplace actively works to prevent harm to workers' psychological health and promotes psychological well-being.
- Embedded in health & safety framework considering workplace factors



13 Workplace Mental Health Factors



Psychological Support



Civility & Respect



Recognition & Reward



Balance



Organizational Culture



Psychological Job Fit



Involvement & Influence



Psychological Protection



Clear Leadership & Expectations



Growth & Development



Workload Management



Supportive Physical Environment



Engagement

Group Discussion Question



What is your personal responsibility to make positive changes to the safety culture at your workplace?

Identify three action items.

Questions?



Stay Informed: Safety and Health Information



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