

# *Our Work* together

The title 'Our Work together' is displayed in a blue, sans-serif font. The word 'together' is stylized, with the 't' and 'e' in blue and the 'o' in yellow. The 'o' is replaced by a yellow gear. The 'g' is also in yellow and has a blue gear interlocking with it. A large pink gear is partially visible on the left side of the page, overlapping the bottom of the title.

Annual Report  
2015/2016

**AWARE+NS**

Nova Scotia Health + Community Services Safety Association

# A Message from the Chair & Executive Director

It is our pleasure to present the 2015-16 Annual Report.

**Our Work Together** represents our continuous effort in helping to build safer workplaces. We connected with 91% of the health and community services sector organizations. This engagement level enabled us to better understand your safety priorities and tailor our operational initiatives to meet your needs.

We celebrate a few milestones - including a 20% increase in the number of organizations engaged in education and training over last year. We saw a 100% increase, numbering 4318 employees, who participated in classroom sessions. Combined with the on-line self-directed education, AWARE-NS supported some 8000 employees in safety awareness training and education.

Through the support from the Department of Health & Wellness, WCB and the Department of Labour and Advanced Education's OHS Trust Fund, AWARE-NS was pleased to focus its attention on a number of key areas through the Communities of Safe Practice. A Joint Occupational Health & Safety Committee training program was developed hosting 212 classroom sessions with over 3500 individuals trained.

Much progress has been made with the Steps for Safety Preventing Workplace Violence Program development. Co-led with WCB, 31 training workshops were held supporting 800 stakeholders in building their respective programs.

We continued to expand the AWARE-NS website as the 'go to place' for valuable OHS tools and resources. The collaboration and collective efforts of our partners and all stakeholders is evident, but we know we must do more. In 2015 the equivalent of 412 fulltime employees were absent from work for a full year due to work related injuries – 246 of them in Long Term Care and Home Care. We must remain focused in our efforts to turn the tide of these high injury rates recognizing that, 'Safety is a value, Safety is a shared responsibility; Safety requires leadership'. AWARE-NS is committed to play an integral role in assisting you to build and achieve safer workplaces. It remains our top priority and is how we define our success.

Thank you to the Board of Directors for their dedication and continued support.



*Susan Dempsey*  
Executive Director



*Janet Everest*  
Board Chair



# Working Together To Advance Our Strategic Plan

## 1. Leadership in Support of a Sustainable Safety Culture

*'Helping formal and informal leaders develop strategies to build health and safety capacity , through the communities of safe practice (COSP) initiative, and through tailored programs and services.'*



We continue to support three COSP working groups representing Home Care/Home Support, Long Term Care and Community Services who provide direction on OHS initiatives that need support to ensure a strong safety culture.

COSP LTC completed a specific Hazard Management Program and a Contractor Safety Program. Home Care/Home Support made

significant progress on a Health & Safety Management Program. Community Services identified two key initiatives that included a high priority need for safety training for supervisors and managers. This resulted in the development of a partnership with Dr. Kevin Kelloway of Saint Mary's University for the planned delivery of the SAFER Leadership Model and development of a framework for a Hazard Management Program.

## Client/Resident Safe Handling & Mobility

AWARE-NS continues to work closely with the NSHA and WCB as these programs are implemented in Acute and Long Term Care. WCB has been working with Long Term Care and we have provided support by hosting all of the resources on our website. AWARE-NS and WCB have been doing work with a pilot group of Home Care/Home Support agencies in the Eastern Zone to adapt the program for the Home Care sector.



## Contractor Safety

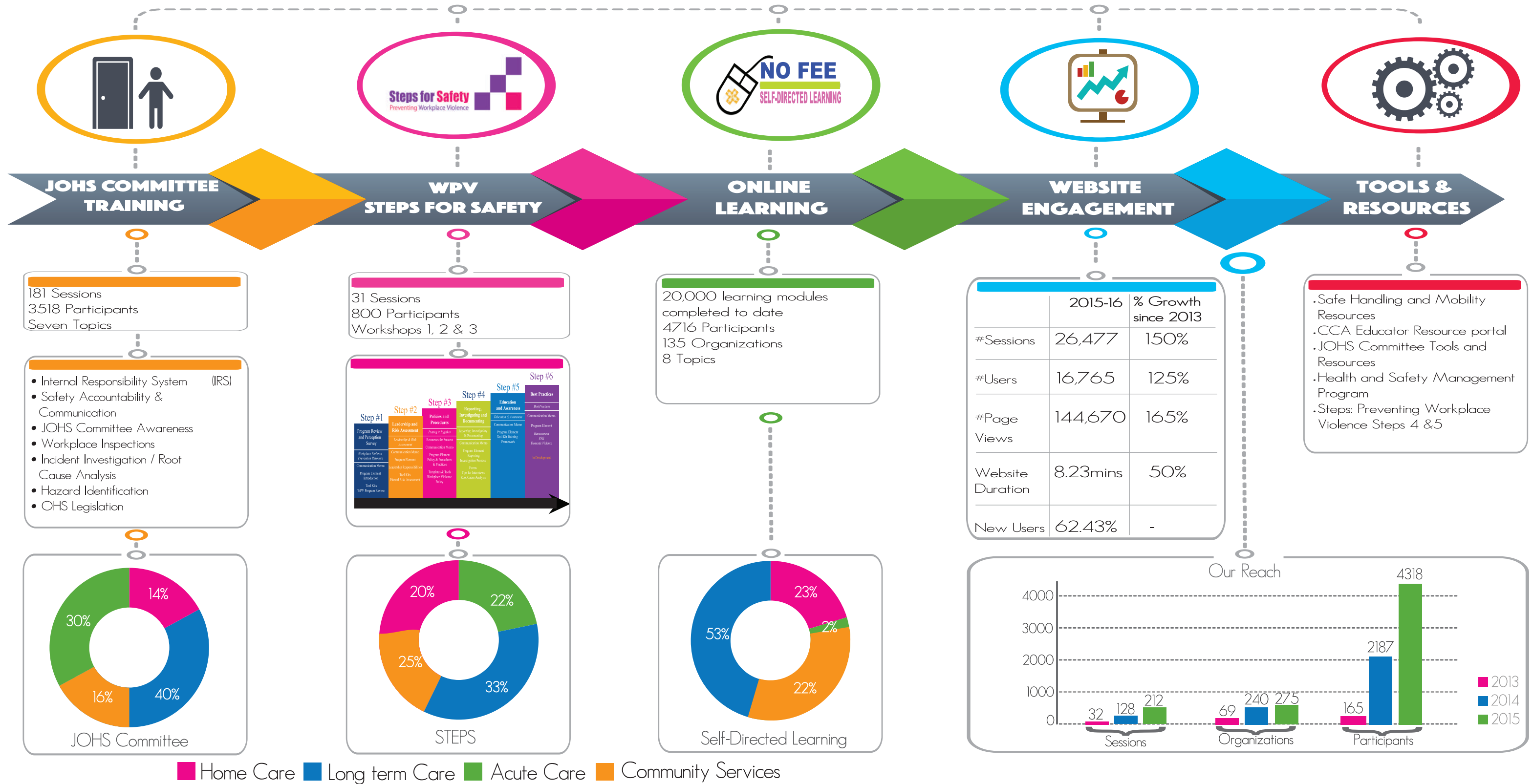
Although many of the hazards in our sector are client/resident/patient related, contractors present on our sites, has been identified as an area where more support is needed. As a result, AWARE-NS has worked with the COSP LTC working group & Continuing Care to update and revise the existing program developed by the Department of Health & Wellness. This work has resulted in the completion of the Contractor Safety Program.

To support this document, a self-directed learning module has been developed. This e-learning module is designed to be taken by a contractor prior to commencing work at a Health and Community Services site. The Contractor Safety Program will also be one of the elements of our new Safety for Supervisor and Managers training program.



## 2. Building Health and Safety Capacity through Programs and Training

'Our work together inspires and supports organizations to achieve and move beyond compliance to a proactive safety agenda. AWARE-NS strives to be the 'knowledge hub' for training, best practices, and tools and resources, to support organizational decision-making and OHS program development and implementation.'



### 3. Foster and Enhance Relationships and Partnerships to Support Success

Our work together represents the alignment of our collective efforts and resources towards a shared safety agenda. Our outcomes and success is in the strength of our relationships and partnerships that create opportunities to champion leadership, engage partners, and achieve safety excellence.

<b>Sector Engagement:</b>	<b>AWARE-NS Website:</b>
<p>We are developing and expanding our networks. We are actively engaged with 410 organizations – 91% of the health and community services sector participate in numerous sector events. This collaborative effort supports and fosters leadership at all levels promoting the value proposition of AWARE-NS.</p>	<p><a href="http://www.awarens.ca">www.awarens.ca</a> ; the 'knowledge hub' for tools and resources, experienced significant growth this year with 125% increase in Users, 165% increase in Page views and a 50% increase in time duration.</p>

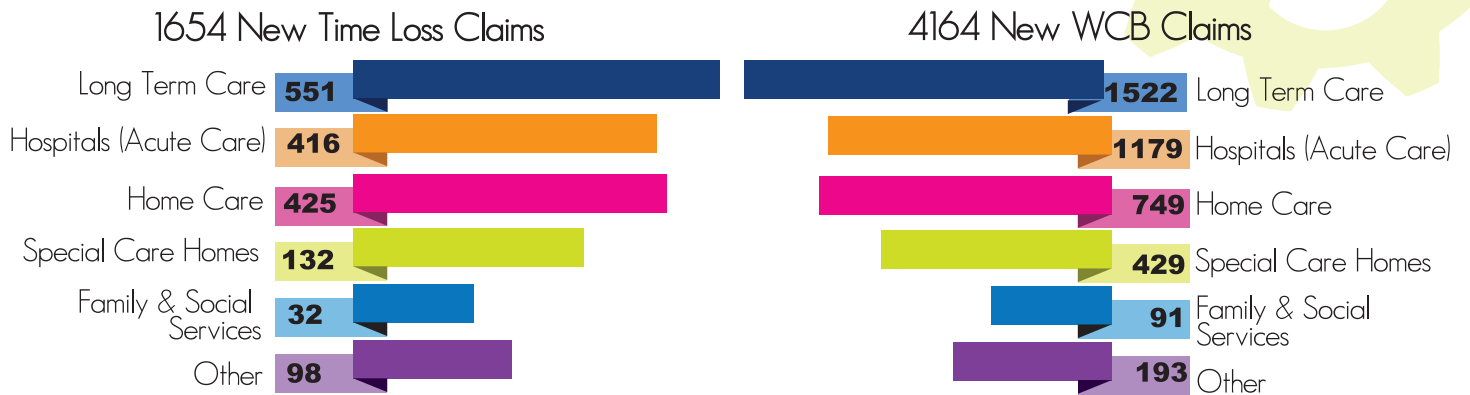


<b>The Department of Labour and Advanced Education - Health Care Compliance Blitz:</b>	<b>Workplace Safety Action Plan for Nova Scotia's Health and Community Services Sectors:</b>	<b>Inter-provincial Health Care Safety Associations Alliance:</b>
<p>AWARE- NS was a key participant in the working group for a Long Term Care legislative compliance "Blitz" focused on safe resident handling programs and practices. Information and resources were developed to assist Long Term Care organizations with their safe resident handling program.</p>	<p>Key stakeholders including NS Departments of Health &amp; Wellness, Labour and Advanced Education, Community Services, NSHA, IWK and WCB have set the ground work for the development of a 5 year Workplace Safety Action Plan for the health and community services sectors, with targeted work to build a culture of workplace safety and injury reduction.</p>	<p>AWARE-NS with the 6 Health Care specific safety associations (British Columbia, Alberta, Saskatchewan, Ontario, Quebec, and New Brunswick) have joined together in an inter-provincial collaboration. The newly named 'National Alliance of Safety &amp; Health in Health Care' (NASHH) is committed to share resources and work in collaboration on a shared safety agenda.</p>



5 Safe and healthy people; safe and healthy workplaces.

# 2015 Provincial Health & Social Service Injury Rates and Cost Drivers



## Injury Characteristics for Registered Claims and Cost Drivers

In 2015, the equivalent of 412 full time employees were absent from work for the full year due to work related injuries. 246 of them were from LTC & Home Care. 109 in Acute Care.



Safe and healthy people; safe and healthy workplaces.



## Board of Directors

### ACUTE CARE

*Sheila Rankin* - Nova Scotia Health Authority

### FACILITY BASED LONG TERM CARE

*Arlene Morrison* - Alderwood Rest Home

### FRONT LINE WORKER

*Ty Walsh* - Kings Regional Rehabilitation Centre

### COMMUNITY SERVICES

*Sandra Graham-Muise* - Queens Association for Supported Living

### HOME CARE / HOME SUPPORT

*Allan Chalmers* - Bayshore Home Health

### FACILITY BASED COMMUNITY SERVICES

*Darlene Chiasson* - Breton Ability Centre

### LABOUR REPRESENTATIVE

*John Brookfield* - Canadian Union of Public Employees

### MEMBERS-AT-LARGE

*Janet Everest* - Health Care Human Resource Sector Council

*Mark Williams* - Nova Scotia Health Authority

### EX-OFFICIO

*Judy LaPierre* - Department of Community Services

*Andrea Vardy* - Workers' Compensation Board

## Our Office



Susan Dempsey  
Executive Director



Heather Matthews  
Occupational Health & Safety Specialist



Trisha MacIsaac  
Occupational Health & Safety Coordinator



Kenzie Fraser  
Occupational Health & Safety Coordinator

**AWARE+NS**

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