

Workplace Safety Action Plan

for Nova Scotia's Health and Community Services Sectors



Update: December 2021

We are pleased to share an update of the project team's implementation of recommendations from the Charting the Course Report: Workplace Safety Action Plan (WSAP) for Long-Term Care, Home Care, and Disability Support sector.

Progress on the 21 Recommendations continues with engagement and collaboration as key deliverables. The Advisory Committee met on November 25th and discussed details of three Recommendations, the overall program evaluation approach, and new engagement for implementation planning:

1. **Recommendation 1: Develop and implement strategies to build core health and safety competencies among senior leaders and Boards of Directors**
 - A final draft of the Safety Leadership Strategy has been drafted based on input from the workshops and is being finalized.
 - Now the project team will develop a Strategic Plan to implement the strategy and will start by researching evidence-based training programs/structures/self-assessment options that support leaders' development toward the safety practices identified in last month's update
2. **Recommendations 4/12/20: Risk Assessment and Mitigation**
 - We have concluded our working group sessions and have consolidated the key challenges and recommended solutions for Home Care, Long-Term Care and the Disability Support Program.
 - The next steps will be to validate these findings, then finalize the recommendations and provide them to the working group before planning the implementation.
3. **Recommendation 10: Integrate best practices for workplace safety in post-secondary education programs**
 - The project team has completed a current state assessment for health and safety post-secondary education for CCAs, LPNs and RNs. Overall, Nova Scotia provides a relatively high degree of worker health and safety training compared to other jurisdictions.
 - i. CCAs receive the most training, while LPNs receive the least.
 - ii. Psychological health and safety training was provided the least and appeared to be absent from the LPN curriculum.
 - Next steps include developing delivery options and recommendations before planning the implementation.
4. **Program Evaluation Framework:**
 - Introduction of a results-based evaluation to determine the success of the implementation of the 21 Recommendations which will include components of evaluation, monitoring and data collection.
 - Will engage a representative group to provide input and review evaluation plans and reports.

- We are planning for the monitoring to begin in April 2022 and will develop a baseline of current state so that changes over time can be measured over the course of the implementation into Fall 2022.
 - It was proposed that monitoring occur every 6 months for the first 18-24 months, then shift to annual monitoring and provide data inputs for an overall evaluation.
 - Once implementation of the recommendations has been completed, a formal evaluation of the project will identify what the impact of the recommendations were on the goal of reducing incidence of work-related death, injury and illness, and why that impact occurred.
5. **Setting up an Implementation Working Group:** To support the implementation of multiple recommendations, we are in the process of setting up a consolidated Implementation Working Group. This new working group will help to ensure the implementation of the recommendations is done in a consolidated and collaborative way while still being mindful of the realities facing organizations and staff workloads. The project team will look for participation in working groups set up for each sector: long-term care, home care and Disability Support programs and set up the groups in early 2022.

Please let us know if you have any questions or input on this update or if you would like me to request information on specific recommendations for future updates. susan@awarens.ca