



"Constructing Safety Leadership"

Ryan Smotra
Chairperson
Saskatchewan Construction Safety
Association
ryan.smotra@graham.ca

December 9, 2021

Louise Greenberg PhD.
Chairperson
Workers' Compensation Act Committee of Review
wca-cor@gov.sk.ca

Dr. Greenberg:

On behalf of the Board of Directors for the Saskatchewan Construction Safety Association, I would like to thank the Committee of Review for inviting our organization to provide input on ways we feel that the Saskatchewan Workers' Compensation system and organization can improve. We recognize that the primary stakeholders are workers and employers. As you may be aware, the SCSA falls in a different category as an independent third party. Our safety association is funded by the construction rate codes through an arrangement with the Workers Compensation Board (WCB). The association is represented by an independent Board of Directors comprised of workers and employers from within the industry, with an administrative body that focuses on providing advice, education, programs, certifications and awareness to those that work in our industry.

Due to the unique funding relationship with the WCB and the fact that we are not advocates for employers or workers with respect to their specific issues with the WCB, we generally keep our comments limited in those areas. We do, however, recognize a few opportunities for improvement.

There have been a number of areas noted in the last Committee of Review report that repeated themes highlighted in the 2016 Committee Review Report. From the experiences shared by many of our colleagues in the industry, we feel that these need continued attention in order to improve the relationship with the employer and worker community.

.../2



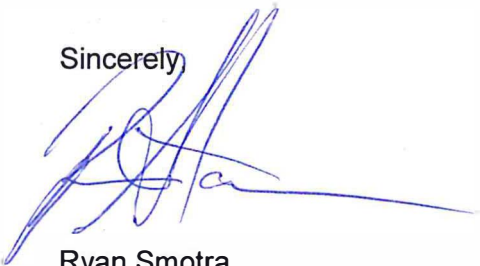
- 2 -

From a Safety Association perspective, we have growing concerns with respect to the capacity within the WCB. For example, the WCB shares significant amounts of current and forecasted injury data, and economic and payroll information with the Safety Association, however, regularly does not have the capacity to provide the analysis necessary to support the decision making for our Board and Leadership. Unfortunately, there are times when information provided in these areas has been either out of sync with the same kinds of information available through other reliable sources within Saskatchewan, or lacks sufficient context for our organization.

What we see is a need for modernization of WCB systems and internal capacity to match the growing sophistication within the industry when it comes to data mining, so we can better understand issues, and in economic forecasting to better understand when and where the Safety Association can properly budget for, scale and place resources quickly. Data is only good if it can be analyzed and converted into business intelligence to support our Board and Leadership in developing and executing its strategies. What has historically been effective is less so with the advancement of technology and speed of business that the SCSA has been adapting to. In raising this issue directly with the WCB staff, the response has been that the WCB does not have these capabilities and often outsource to third parties. This has created issues when deeper questions to better understand or question the analysis are needed. It is our view that this issue needs to be addressed. Our SCSA leadership team would be happy to assist in providing further support or explanation if needed.

Thank you for this opportunity to provide a bit of feedback and I look forward to seeing the results of your findings.

Sincerely,



Ryan Smotra
Chairperson, Saskatchewan Construction Safety Association

Cc: Collin Pullar
President, Saskatchewan Construction Safety Association
Board of Directors, Saskatchewan Construction Safety Association