

November 17, 2015

Workers' Compensation Act Committee of Review
C/O 300-1870 Albert Street
Regina, SK S4P 4W1
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Dear Committee Chair,

The Saskatchewan Construction Safety Association (SCSA) is pleased to have the opportunity to submit comments to the Committee of Review. The SCSA has a membership of more than 9,900 construction businesses across the residential, commercial and industrial construction sectors and works collaboratively with more than 20 trade and labour associations to fulfil our mandate: To provide safety and safety-related programs and services to the construction industry that result in a sound foundation for a healthy and profitable industry.

The SCSA:

1. Focuses its efforts on supporting a shift in business culture where safety is viewed and embraced as a strategic asset, a key tool for business to mitigate and control avoidable losses and an attribute of a high performing company;
2. Through engagement with its stakeholders, builds upon current capacities to bring the most relevant tools, expertise and resources to its members and;
3. Develop strong partnerships and identify synergies to enhance the effectiveness of safety management programs.

While we recognize the importance of the Meredith Principles as the foundation of the Workers Compensation Board in maintaining an insurance system to compensate workers for work related injuries, we do believe that prevention of such injuries is in the overall best interest of workers, employers, and the Saskatchewan economy.

We commend the WCB in partnership efforts with the SCSA and our industry in advancing prevention:

The *Targeted Initiative* demonstrates a joint effort between the Canadian Home Builders Association-Saskatchewan, Labour Relations and Workplace Safety -

“Making Safety Everyone’s Business”

Occupational Health & Safety Division, WCB and the SCSA in engaging the industry, increasing compliance, and bringing safety education and training to the residential construction sector.

The *Regina Bypass Design Builders "Slow Down"* campaign is an industry led effort by the RBDB leadership, with the initial support of the SCSA to engage citizens in supporting safety in construction by respecting work zones. This effort is growing to a developing partnership between the SCSA, WCB, LRWS-OHS, WorkSafe, Safe Sask. led by commercial construction industry leaders to bring prevention to a more visible and personal level with the public.

These are only examples of opportunities where WCB can be active in partnership with the SCSA and industry members but we invite an ongoing dialogue with the WCB to explore further ways to partner and bring culture of safety to the broader industry and business community.

The SCSA also encourages ongoing exploration in to the creation of incentive program for the adoption of the nationally accepted Certification of Recognition audited safety management systems. We believe there is opportunity for the SCSA and WCB to develop a strong pilot that recognizes key leading indicators for safer work places: evidence of leadership commitment, verifiable training and practices (via the Certificate of Recognition education and audit process), and evidence of employee engagement in the development of safety cultures in the workplace. The SCSA Board and management team is prepared to engage in developing tactical models with the WCB for the purposes of piloting a program which provides short or longer-term financial incentives for companies making the investments of time and finances to establish safer workplaces.

We again, thank the Committee of Review for the opportunity to provide the thoughts and viewpoints of the SCSA Board of Directors into this process. We appreciate the time and efforts being invested by the Committee to make the WCB the best in Canada.

Sincerely,



Collin Pullar
President
Saskatchewan Construction Safety Association

CC: Errol Fisher, Board Chairperson - Saskatchewan Construction Safety Association