



## M9101 Safety Committee Meeting Report

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<b>Date:</b>	August 11, 2009	
<b>Location:</b>	Seven Oaks Inn, Regina, SK	
<b>Attendees:</b>	Phillip Germaine/Annette Goski – WCB	Brian Kruetzer – Prairie Steel
	Corinne Kelly-Hyde, Neil Nordick – Schulte	Janet Maier-Denis - Highline
	Glenna Stewart – Sakundiak	
<b>Presenters</b>	Marilio Loewen – Hearing Health Centre	Catherine Fuchs - WCB
	Renee Williams – KnowledgeWare Communications	

**Note:** This report is not verbatim but is complete and inclusive of all significant discussion to the best of the writer's ability. This is a Meeting Report rather than official Minutes and should be read in conjunction with the attached materials.

### 1. Introductions

Marty Cobb welcomed everyone and then gave a presentation on the industry's safety statistics. Early indications are that our lost time accident and severity rates are trending downward. Please see the attached file.

There was some discussion regarding a "reasonable" number of accident free days that organizations might consider as a target. Although various methods of calculation were discussed the general feeling was that you should constantly improve. Thus, your target should be somewhat longer than the longest accident free period your organization has ever experienced.

### 2. New Services Guide

Marty presented AMC's new Services Guide and informed the Members that AMC has extended services to organizations outside of the M91-01 rate code. The Services Guide (see attached) indicates the costs for both regional and onsite courses. The only change for the M91-01 Members is a downward price adjustment for certain courses. The M91-01 rate code firms will still receive preferential "first in line" treatment service for training and consulting.

There is the potential for change at AMC depending on the level of "buy-in" from organizations outside of our current rate codes. If a significant number of firms request services, the funds they pay for those services could be used to add personnel and services. There will also be the potential to lower the safety association support portion of the M91-01 rate payers' WCB costs.

The expansion has been implemented with the approval of the WCB organizations in Saskatchewan and Manitoba. Phillip Germaine (Exec. Director, Prevention, WCB-SK) explained how the safety associations are funded and what they consider to be "critical mass" for an association.

WCB's data indicates that the group of employers that an association serves needs to have a collective payroll of approx. \$500,000,000. This will keep the cost to the Members below \$.20 (20 cents) per \$100.00 of salary while allowing the safety association to be effective. The actual target for association funding is 12 cents for every \$100 in salary paid by the supporting rate code(s).

The collective payroll for the M91-01 group was well under \$500,000,000 in 2008. Phil indicated that the AMC safety program has been effective while running quite efficiently, certainly isn't considered to be "extravagant" and has managed to keep the cost to the M91-01 Members below the 20 cents/\$100 ceiling. However expansion is encouraged at this time in order to keep the cost ratio below the ceiling limit.

### **3. Hearing conversation**

Marilio Loewen from the Hearing Health Centre (HHC) gave an excellent presentation on hearing loss. HHC offers complete audiologist and hearing rehabilitation services. Their services are available in office or on site. Examinations are offered free to those individuals who, during their original assessment, are found to have hearing loss.

A good "rule of thumb" measure that Marilio presented was that in very noisy (over 105 dba) environments workers should be wearing two types of hearing protection. When decibel readings exceed 105 workers should wear muffs over top of their ear canal protection. The attached documents indicate average decibel ratings for many every day work and play activities.

### **4. Management software**

Renee Williams of KnowledgeWare Communications Corp joined the meeting via the Internet and telephone. She demonstrated the Simply Safety Evolution safety management software. Entry level pricing (25 person firm) is approx. \$2,000 initially plus \$400 per year thereafter. Mid-level (150 workers, networked system) is \$5,000 initially plus \$900.00 per year thereafter.

The software has excellent applications in safety, human resource and maintenance. It integrates the safety, HR and maintenance data, automatically provides updates to the persons or offices selected, and, can import data from or export to Excel databases. The Simply Safety Software program seems to be relatively easy to use. One Member did report that service support had been an issue for them at one time.

### **5. Aging Workforce**

Catherine Fuchs of WCB-SK presented the Members with some serious issues to consider. The low birth rate for the past 30 years has meant that our workforce is becoming dominated by older workers. Other reasons such as economic factors, lifestyle and typically remaining healthy longer contribute to older workers remaining in the workforce. This can be a good thing from the quality and safety perspectives, but it does have a downside. Older workers are generally slower, prone to longer recovery times if they are injured, have less stamina, and, less mobility. Thus, safety and especially ergonomic safety are constantly becoming more important.

There may be serious issues for organizations when their older workers finally do retire. Worker retirement can be a disaster for firms that haven't planned for knowledge transfer and skills succession. Catherine recommended that "Lost Knowledge" written by David DeLong is an excellent source of information regarding the issues with the aging workforce.

**Please note:** *Presentations at AMC meetings is not an endorsement of any particular product, service or firm by AMC. The guests are invited because we feel that their product or service or an alternative may be of valuable service to the M91-01 members.*