With the warm weather beginning so does road work. We want everyone to be safe, so please be cautious and drive slow when around road workers. Remember they might not be your family, but they are someone else’s.
No Harm, No Foul

The Importance of Near Miss Reporting

Last year, 12 New Brunswicker’s went to work and didn’t return home. An additional 12 employees died as a result of an occupational disease or injury sustained in a previous year, and more than 11,300 workers were injured on the job. Given these staggering numbers, one wonders how many of these losses had precursor incidents that, if reported and investigated, could have prevented such tragic outcomes.

One of the most significant challenges to the reduction of workplace incidences remains to get near misses, and minor injuries consistently reported. When polled, a vast majority of employees, supervisors, and safety managers believe that near-miss reporting and follow up investigations are the keys to preventing future incidents.

Workplace loss encompasses more than just injury to our workforce, visitors, or the general public. It also includes damage to equipment and facilities and interruption of the work process itself.

We must treat near misses as a call to action. How a company deals with these warnings can make all the difference between future injuries and loss. Employers need to seize the moment and use near misses as training opportunities to prevent future re-occurrences.

Here is why it is so important; a small injury today can turn into something much more severe if untreated. For example, a small untreated cut on the finger can manifest into an infection that could result in an amputation. There is no such thing as an unimportant injury or incident.

An employee trips over an extension cord that lies across the floor but avoids a fall by grabbing the corner of a desk. More often than not, an incident of this nature would not get reported. This begs the question of why not?

When queried, the majority of employees state that they do not report near-miss incidents because they fear reprisal. Surely, if we are asking employees to participate in this vital aspect of our health and safety program- we would not punish them for doing so. However, fear of punishment tops the list of reasons for not reporting.

Often it seems that employees are not so much afraid of being punished for having the near miss but rather for having the near miss when they are not following company prescribed safety procedures. Layoffs, peer pressure, red tape, and lack of perceived value in the process also contribute to hesitation in reporting near misses.

How can we increase near miss reporting at our workplace?

Anonymous reporting: One strategy is to adopt anonymous near miss reporting; this effectively can remove the fear of punishment from the equation. Companies that embrace this strategy do so with the mindset that getting the incident reported is more important than identifying who was involved in the event.
**Make reporting easier:** Simplify the process, review your forms, and ask only for information that is crucial to the investigation. Remove asking for needless details from the process. Consider encouraging employees to report from their phones or tablets.

**Increase Understanding and awareness of the value of reporting:** Often employees do not recognize the value of reporting near misses, especially if they do not result in injury. In fact, in many cases, the near miss that occurs without injury is quickly forgotten about. We need to assist our employees in training their minds into recognizing reportable events. We can start by reviewing the near-miss reporting process in our safety meetings and give examples to help employees understand what a near miss is.

**Communication is the key:** We need to demonstrate that the process has value, quite often we promote the requirement to report near misses but forget to communicate the positive outcomes when reporting does happen!

**Take action:** Investigate near miss reports promptly. Investigation delays send the message that the process is not that important, and without determining causes and implementing countermeasures, we could have a repeat of the incident.

**Keep employees in the information loop:** Some causes of near-miss incidents cannot be eliminated or controlled immediately; some may require further action from senior management, technical experts, purchases of new equipment or development of practices and procedures. Keeping employees informed of the status of the investigation helps ensure that they view the process as credible.

**Be Diligent:** Revisit the importance of near-miss reporting periodically in safety meetings, monitor safety statistics, discuss possible impediments to reporting with employees, and determine countermeasures.

**Persevere:** Keep trying don’t become complacent; incident reporting and investigation is an invaluable tool in our safety tool kit.

---

**Revised Course/ Auditing Fees Pricing**

Since 2012, NBCSA has made no changes in the pricing of our courses or audit fees.

The Board of Directors, during a regular meeting, have looked into this and have decided that it is necessary to make some increases due to the high costs associated with supplying our services.

Effective July 1, 2019 we will be increasing our fees for the services we offer as follows.

**Course Fees as of July 1, 2019 as follows:**
- **Members:** $50.00, **Associate Members:** $90.00, **Non-Members:** $115.00

All pricing is per day/per course/per person plus HST.

**In House Program for Members book purchases will increase to $14.00**
**In House Program for Associate Members book purchases will increase to $22.00**

**Auditing Fee as of July 1, 2019 as follows:**
- **Internal Audit:** Member - $250.00, **Associate Member** – $350.00
- **External Audit:** Member - $750.00, **Associate Member** - $1150.00

All pricing is plus HST.
Interactive Training Course

With funding assistance from the Department of Post Education Training and Labour (PETL), NBCSA has hired a coordinator to adapt three of our anchor courses into a format that is easier to understand for individuals with literacy challenges and for participants whose first language is not English. In April we ran a pilot of the Interactive Fall Protection course which took place over two days. Eight participants took part, and the overall feedback from observers, participants, and the instructor were extremely positive. Technical language was replaced by plain language, and additional teaching methods such as pictures, hands-on demonstrations, videos, and activities replaced much of the traditional lecture style format.

The pilot for the Interactive WHMIS course is scheduled for late May and Safety Orientation is scheduled for June of this year. We are excited to offer these courses to our membership as an alternative to traditional classroom methods. Fall Protection is ready to go now! Give us a call if you would like more information or to schedule a course. Watch our website for announcements about the release of the Interactive WHMIS and Safety Orientation courses in July.

As an employer, you have an obligation not only to provide training but also to do so in a format that is understood by your workforce: we feel that these interactive courses will assist in meeting this obligation.

Workplace Violence and Harassment Regulations Are Here!

Joining the majority of provinces and territories across Canada, The new Workplace Violence and Harassment Regulations for our province came into effect on April 1st of this year. You should ensure that your workplace has a copy of the new regulations and that you are familiar with the requirements. These regulations are now part of the New Brunswick General Regulations 91-191 and can be accessed via the WorkSafeNB website under the Policy and Legal tab or via the NBOH&S Guide.

All workplaces are required to develop a Code of Practice dealing with harassment and must also assess for the risk of violence in their workplace. If the risk assessment is positive; the employer will be required to develop a Code of Practice addressing potential workplace violence. WorkSafeNB has developed a comprehensive guide to assist employers in understanding and meet these legal obligations. NBCSA's Harassment course is in the process of being updated, and the revised version will be in place for our June 3rd course in Moncton. Contact our Registration Department if you would like to schedule a private Harassment course at your workplace.

eLearning Courses

At present NBCSA offers the following eLearning courses:

- Manlift-English
- Manlift French (under construction)
- WHMIS 2015- New English & French
- Fall Protection Refresher- English & French
- Confined Space Refresher- English and French
- Safety Orientation- English and French

Coming soon:

- Lockout English and French
News Release

Legislation protecting workers from harassment and violence becomes effective April 1

March 28, 2019

All New Brunswicker’s deserve a workplace that is free of harassment and violence and where unacceptable behavior is not tolerated. Legislation intended to protect workers from violence and harassment becomes effective April 1.

The regulatory changes define harassment and violence as workplace hazards that affect health and safety. Sexual violence and harassment, domestic violence and intimate partner violence are also included.

“Harassment and violence of any kind are unacceptable and cannot be tolerated,” said Douglas Jones, president and CEO of WorkSafeNB. “WorkSafeNB is committed to ensuring that all New Brunswick workplaces are free from harassment and violence and these new regulations are an important piece in accomplishing that goal. They are an extension of the health and safety measures all workplaces should embrace and we’re pleased to see them come into effect.”

WorkSafeNB recognizes the significant role the New Brunswick Nurses’ Union (NBNU) played in backing this legislation. The recent case of a Moncton nurse who suffered a concussion, broken nose and two black eyes after being assaulted by a patient’s husband points to the legislation’s necessity.

“For more than a decade, NBNU has strongly advocated for the effective prevention of workplace violence. Violence is not part of the job!” said Paula Doucet, president of the NBNU.

“We are pleased that the government is taking a positive step with imposing amendments to the General Regulation under the Occupational Health and Safety Act on April 1, 2019. However, this is just the first step - a legislative change will not eliminate workplace violence. It will take a long-term commitment from unions, associations, employers, government, employees and the general public to work collaboratively to educate their members, employees and themselves to understand that any form of workplace violence or harassment is unacceptable,” Doucet said.

Under the amended legislation, all employers are required to develop and implement a written code of practice to prevent workplace harassment. All employers must also conduct a risk assessment to analyze the likelihood of violence in their workplace. Once the risk assessment is completed, several factors determine whether an employer must also develop and implement a written code of practice to prevent violence.

“We know that legislation alone can’t fix this problem, but it is an important step,” said Jones. “It sends a strong message to New Brunswicker’s: we hear you, we support you, and we will not allow workplace harassment or violence of any kind to be tolerated.”

Resources for employers, including FAQs and templates for codes of practice and risk assessments, are available on WorkSafeNB’s website.

You can also find topics on violence and harassment on WorkSafeNB’s NB OHS Guide to legislation, available online or as an app.
Save The Date

NBCSA Professional Development Day

Planning for our annual Professional Development Day is underway! In response to input from our participants, this year we have changed the location and venue. Join us on November 5th at the Four Points Sheraton in Moncton NB.

We have a tremendous tentative line up of presenters and topics: Here is a sneak peek at what we are working on:

**Safety is Common Sense – But is it All That Common?** Safety is usually taught early in our careers and, over time, it becomes common sense. Unfortunately, what is common sense to you may not be common sense to others. This session will explore some of those “common sense” topics and why they are really not that common- Darrel Nickerson, Director of Safety, J.D. Irving, Limited

**Legal Competency- It’s more than just training**- Michael McGovern, Legal Counsel with WorkSafeNB

**A Return to Work an Employer’s Perspective**- Lee Mercer, Safety Program Manager, The Miller Group.

**Safety is Never Negotiable the Art of Conflict Resolution and Difficult Conversations**- Sally Wells, Consultant.

Additional details and registration information will unfold during the summer. Watch our website or contact us for more information. Hope to see you there!

---

**Course Expiry**

The following courses have three year expiry as per NBCSA requirements:

- *Fall Protection Generic*
- *Confined Space Awareness Generic*
- *Traffic Control Person*
- *Workplace Area Traffic Control Manual*
- *Manlift Awareness*
- *Trenching Awareness*
- *Lockout Awareness*
- *Rigging Awareness*

**Under our COR™**

Principles of Loss Control and Principles of Loss Control Audit should be taken within the last two years in order to apply for a Certificate of Recognition.

All other courses regarding the Letter of Good Standing have No Expiry

**Reissue of Certificates**

Please note that prices for the issuing of certificates in recognition of a course that we have deemed as meeting our standards or for the reissue of certificates that have been misplaced is $5.00 plus HST each.

**Class Cancellation Policy**

Two business days cancellation notice is required prior to course or you will be invoiced for the course as a No-Show.
Threads of Life  
Steps for Life Walk 2019

In May, we walk through communities across the country, united, knowing that together we are changing the future for all those affected by workplace tragedies.

Every working day, 3 families will receive the news that a loved one is not returning home from work that day. Their families, friends and co-workers will rally together to be there for one another.

The Association for Workplace Tragedy Family Support, known as Threads of Life, supports the healing journey of families who have suffered from a workplace fatality, traumatic life-altering injury, or occupational disease.

In order to do this, every year Threads of Life will host its flagship fundraiser – Steps for Life. Steps for Life is a fun 5km walk that aims to educate the community about the devastating ripple effects of each workplace tragedy and how we can work together to prevent others being injured or killed on the job.

The annual Steps for Life walk was help again this year in Saint John NB on Sunday May 5th. NBCSA was pleased to be a community sponsor this year as well as had Shelley participate as a walker;

Lindy looked after the registration team, and Roy and his wife Ellen looked after the BBQ’s. This was a record year with over 180 walkers raising approximately $20,000.00 to help support this great program.

Maybe next year you could get a team from your workplace to be part of the events.

If you would like more info feel free to contact NBCSA and we will assist you any way we can.

NAOSH Week 2019

This year NAOSH week was May 5 to 11 and thanks to the efforts of CSSE NB Chapter and its many sponsors several NAOSH Breakfasts were hosted around the province again this year.

CSSE NB Chapter also hosted the 2019 Safety and Health Week National Launch in Saint John. They also had a Safety Showcase area where organizations were able to show what they do for health & safety.

NBCSA attended both the national kick-off and assisted in the Miramichi breakfast again this year.

Thanks again to the many sponsors for ensuring this great event goes forth each year.
NBCSA’s Safety Awards

Being the Safety Advocate at the workplace is often a lonely sometimes thankless position.

Those who dedicate their lives to make the workplace a safer place play a vital part of getting your workforce home safe every day, saving your company money and enhancing your company’s reputation.

If you have someone in your workforce that fits this bill why not nominate them to be publicly recognized during NBCSA’s annual Safety Awards?

Equally important is the employer’s dedication to providing a safe and healthy workplace for their employees. We have many such dedicated companies in our membership and would like to recognize and celebrate the positive and innovative measures that have helped achieve this goal.

If your business fits this bill or you know of a sub-contractor or contractor that stands out as a leader and innovator, why not take a minute and complete a nomination form?

Awards are given for the following categories:

Safety Professional of the Year: This award will be given to an individual that holds a safety designation from NBCSA and has demonstrated exemplary dedication and contributions to the field.

Leadership Award: This award will be given to a company that has exceeded minimum standards in the area of training and development and implementation of program policies and procedures.

Best Practice: This award will be given to a company that has shown initiative in the development and implementation of a safety practice that greatly enhances an aspect of the company’s safety program.

Safety Star: This award will be given to an individual that has been nominated by his/her company as an individual that has made a significant contribution to the overall safety of the organization.

Please download the nomination form found on our website under the Events tab.

Completed forms to be submitted to:

Email: awards@nbcsa.ca
Mail: NBCSA
PO Box 731
Miramichi, NB
E1V 3V4
Fax: 1.506.624.9581
**Current COR™ Status**

<table>
<thead>
<tr>
<th>Category</th>
<th>MAY 2017</th>
<th>MAY 2018</th>
<th>MAY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Process</td>
<td>7</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Audit Pending (<em>new participants only</em>)</td>
<td>7</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Recertification (COR™)</td>
<td>18</td>
<td>18</td>
<td>24</td>
</tr>
<tr>
<td>COR™</td>
<td>301</td>
<td>310</td>
<td>312</td>
</tr>
<tr>
<td>Equivalency</td>
<td>15</td>
<td>22</td>
<td>25</td>
</tr>
<tr>
<td>Grace</td>
<td>11</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

**Expiry Dates and Extensions**

Expiry dates on Letters of Good Standing are non-negotiable.

Requests for extensions on Letters will not be granted. For participants, NBCSA recommends you request your audit kit at least 2 months prior to the expiry date on your Letter. This allows ample time for completion, submittal and review.

**New Audit Instrument**

Due to the most recent changes and additions to the NB OH&S Regulations we are currently in the working stages of updating the Version 3 Audit Instrument.

This document has been in circulation since January 2015 and with the new revisions it will include new legislation requirements. Please keep an eye out for the new document towards the end of 2019.
EFFECTIVE TOOLS

Pictured here are some of the tools that NBCSA can provide to your organization in order to better assist you with implementing an effective safety program and culture in your organization.

- NBCSA COR™ Certified Window Logos......................... $2.00 each
- Safety Manual Tabs............................. $8.00 set
- Supervisors Log Book .......................$15.00 each
- Tool Box Talks Carbonless Books...............$7.95 each
- Vehicle Inspection and Record Carbonless Books........$7.95 each
- Field Level Hazard Assessment Checklist...........$4.50 each