

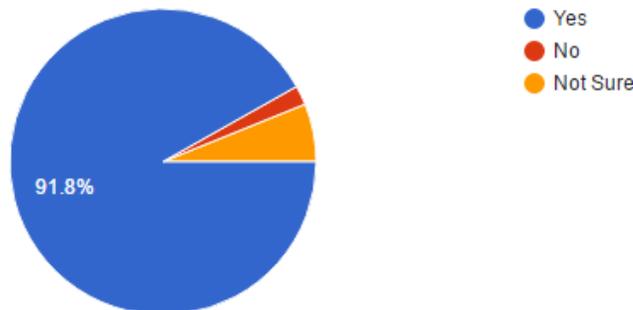
March 14, 2017

Re: Nova Scotia Health and Safety Charter Leadership Charter Member Survey Responses

We had 49 survey respondents. Please see below for a summary of the responses received thus far.

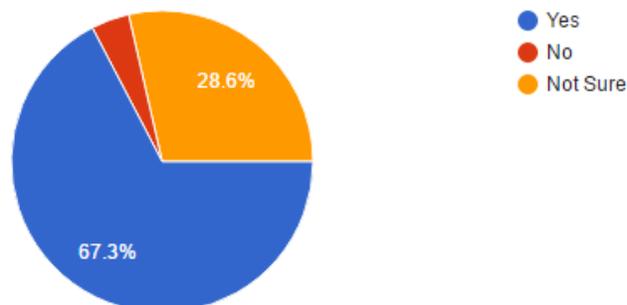
1. Mental Health in the Workplace - Following on the presentation by Louise Bradley of the Mental Health Commission of Canada at the Fall Conference, information respecting establishment of programming in consultation with the Mental Health Commission of Canada will be posted shortly on our website. Do you consider that this information will be helpful to your organization?

(49 responses)



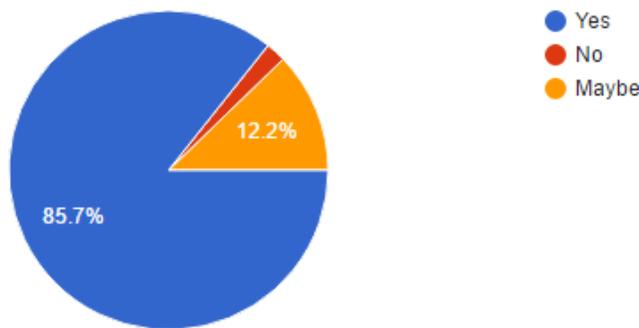
2. Website Discussion Groups - Our website has the capacity to create private discussion groups where members who have signed in can view discussion topics, raise issues of concern and post content. Is this initiative one which your organization would consider helpful?

(49 responses)



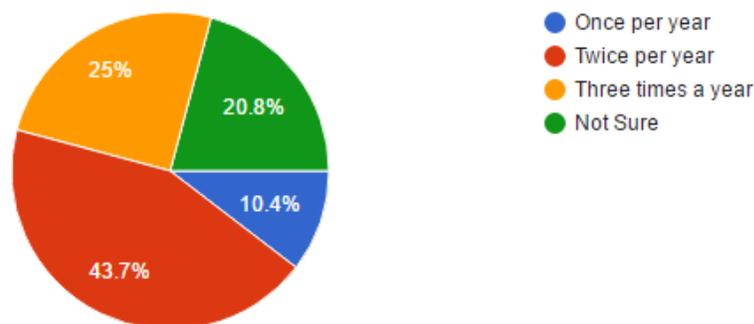
3. Signatory Assistance Mentorship - From time to time Charter Signatories will have challenges in their organizations respecting health and safety issues reflected in significant WCB claims or otherwise. Consideration is being given to establishing a network where organizations could reach out for assistance and Health and Safety Leaders from other organizations would make themselves available to provide assistance, all on a confidential basis. Is this initiative of interest to your organization?

(49 responses)



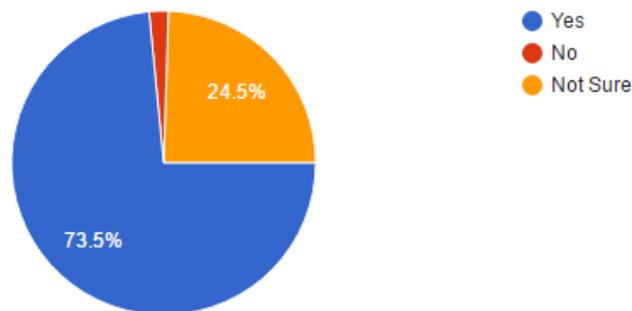
If "yes" would you be prepared to make yourself or a Senior Health and Safety Leader available (subject to scheduling) to assist?

(48 responses)



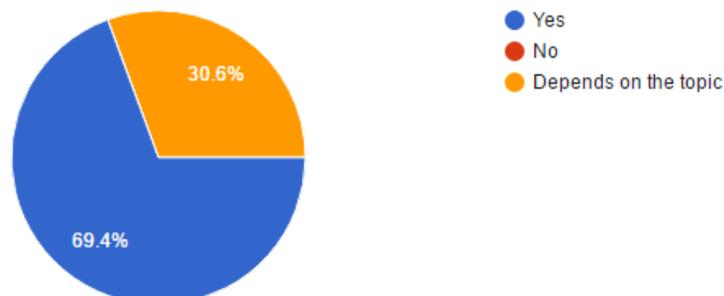
4. Lunch and Learns - From time to time organizations may be prepared to discuss at a Lunch and Learn the safety challenges in their industry and how they are met. Not only would such occasions provide specific information but would also provide relevant operational information respecting interesting and/or challenging businesses – eg. offshore oil exploration and/or production, manufacturing world class tires, etc. These, if offered, would be on a cost recovery basis. Is this initiative of interest to your organization?

(49 responses)



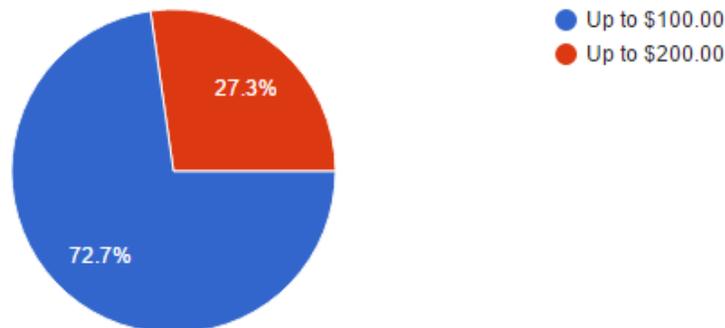
5. Webinars - Our website manager has the capacity to set up webinars to connect with Signatories without the expense or inconvenience of travel time or time away from the office. Webinar recordings also add to the convenience of re-watching a segment or catching up on what may have been missed for those who were not able to attend the live version. Presenters would, of course, have to be provided but would vary depending upon the type of webinar – eg. WCB could do a general or specific update, a webinar could be arranged on a specific topic such as “Working Alone Policy/ Procedures”, how to do drug or alcohol testing, etc. Would Webinars be of interest to your organization?

(49 responses)



There are costs involved in establishing a webinar. If your answer to the above question is yes, would your organization be prepared to pay:

(44 responses)



Please note below topics which would be of interest to your organization for a Webinar:

(20 responses)

- Working Alone Procedures
- Best practices in High Angle Rescue
- Best practices in Contractor Management
- current trends in the industry
- Drug and alcohol testing and legal concerns of the employees.
- developing a culture of safety; accident investigations
- We at ECMM are open to review all Webinar offered and make our choices accordingly
- WCB, Working with Contractors
- Safety Culture, Mental health and workplace safety
- Making health and safety everyone's responsibility
- Growing an effective safety culture
- Managing WCB costs within municipalities
- Effective Workplace Committees
- Learning opportunity from high integrity operators like the offshore
- "Pre-existing condition" WCB Claims
- Status of WCB enforcement of residential development (R1 to multi-res)
- Pending regulatory changes/ Common findings by H&S Inspectors
- Employee Engagement/Commitment - Binders to Behaviours

- WCB, legal issues, changes in legislation
- Injury on Duty - legal perspective on liabilities for non-members of WCB
- Mental health issues for students and employees
- Safety Culture, Mental health and workplace safety
- Mental Health in the Workplace, Improving Safety Culture
- Making health and safety everyone's responsibility
- Growing an effective safety culture
- Managing WCB costs within municipalities
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- Learning opportunity from high integrity operators like the offshore
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At the Fall Conference and on other occasions Charter Signatories have raised ^{*} other initiatives and your comments would be appreciated. Which of the initiatives are of interest to your organization? Check as many as you wish.

- Posting policies/ procedures on website
- Posting Safety Alerts on website
- Regional Health and Safety lunches/ breakfasts
- Sharing Health and Safety measurement metrics

At the Fall Conference and on other occasions Charter Signatories have raised other initiatives and your comments would be appreciated. Which of the initiatives are of interest to your organization? Check as many as you wish.

(49 responses)



The Steering Committee would be interested in your general comments on how the Nova Scotia Health and Safety Leadership Charter and its Steering Committee can help achieve its objectives.

(17 responses)

- Raising awareness of all the benefits of a strong Safety Culture
- Continue to engage the members.
- Sharing successes and near misses.
- Work with WCB and regularly share provincial KPI's with the members.
- Focus on building the "safety culture" in Nova Scotia.
- This survey is a great starting point to help the Steering Committee achieve its objectives. Communication is vital to its success.
- The committee is set up presently to address health and safety across the board, which is a good idea, but if the system was broken down to the different types of professions for health and safety lunches, ie. construction, Hospital, retail etc., it may be of more benefit to the attendees. although I have great respect for other professions and their approach to health and safety, I would be more interested in spending time at meetings that affect my profession. I am suggesting this as an additional venue to the meetings of the professions as a whole.
- Ensure the engagement of small and medium organizations in rural areas of NS
- Communicate best practices within NS municipalities and within North America
- I would like to see more signatories from the health and Community services sector. Government,(DCS, DHW and DLAE), WCB and AWARE-NS have come together to develop a 5 year targeted Workplace Safety

Action Plan . Leadership is needed. Leadership will be needed for this Action Plan to be successful. Safety Leadership in all organizations is critical to foster a culture where safety is understood and made a priority.

- Ideas are great overall just need to ensure efforts are not being duplicated by other organizations or through other initiatives.
- Anything safety focused is a good thing. I believe it is important to co-ordinate with existing groups such as CANS, NSRBA, OEA, NSCSA and others who may be working on similar strategies.
- I believe the conference is the key to success
- Enjoyed the November Conference and networking with other members. Information sharing is helpful and the network of safety contacts has already been useful.
- Tracking systems that can give management an overview of our OH & S program.
- Develop safety training into NS schools to help reduce the risks on new employees entering the workforce, as well as student workers.
- Continuing to build networks and share knowledge and information among our organizations.
- I believe that the Leadership Charter can achieve its objectives by showing that the signatories are committed to safety and by providing networking opportunities for both the business leaders and safety professionals. This is best accomplished through face to face interactions such as the conference lunch and learns.
- Find ways to bring industry safety reps together more to discuss significant topics relating to safety.
- Having a wide range of information available in one place would be very helpful
- Keep the pressure on for CEO commitments
- Constant reinforcement and awareness is key