
ALIGN Association of Community Services Occupational Health and Safety Update

Alberta Jobs, Economy and Trade

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OHS Prevention Services

October 24, 2024



Agenda

- Statistics
- Inspection Programs
- Prevention
- Resources
- Code Review

Statistics

Data

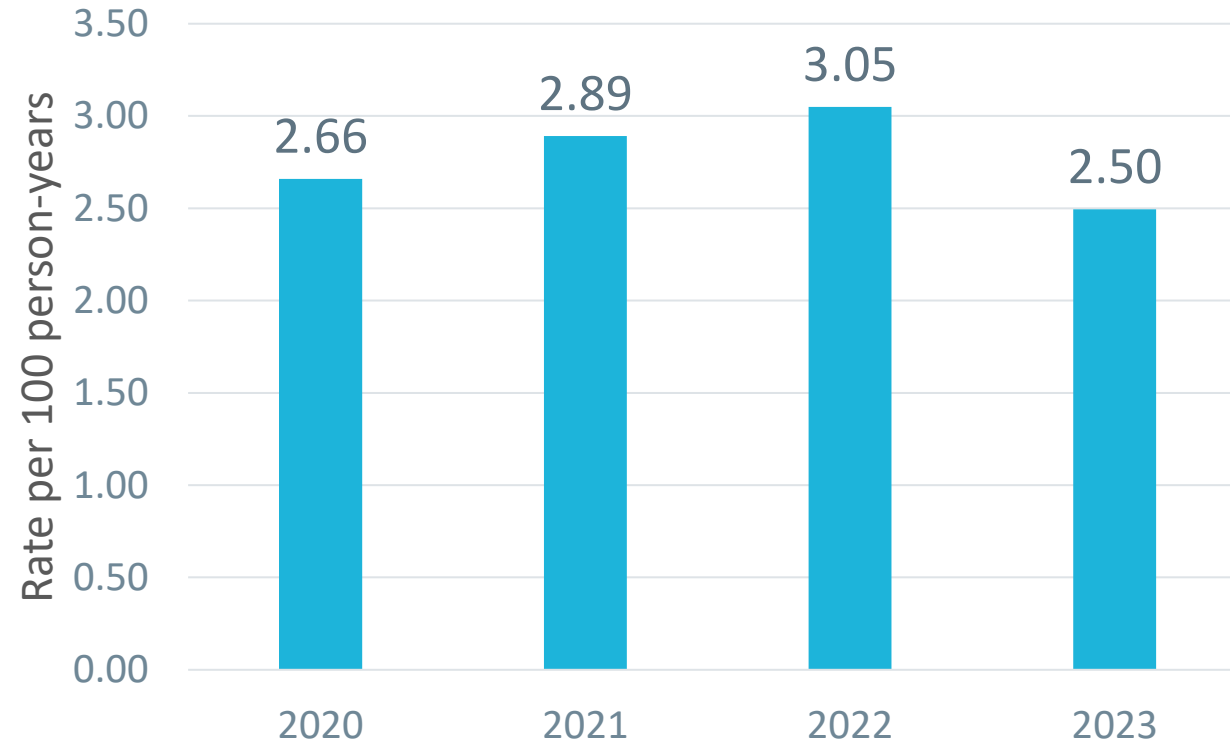
- Workers' Compensation Board – Alberta (WCB) identified injury, disease and fatality claims
- Occupational Health and Safety (OHS) compliance activities

Fatalities by Death Year

	2022	2023
Occupational Disease	71	56
Workplace Incident	25	29
Motor Vehicle Incident	24	21
Total	120	106

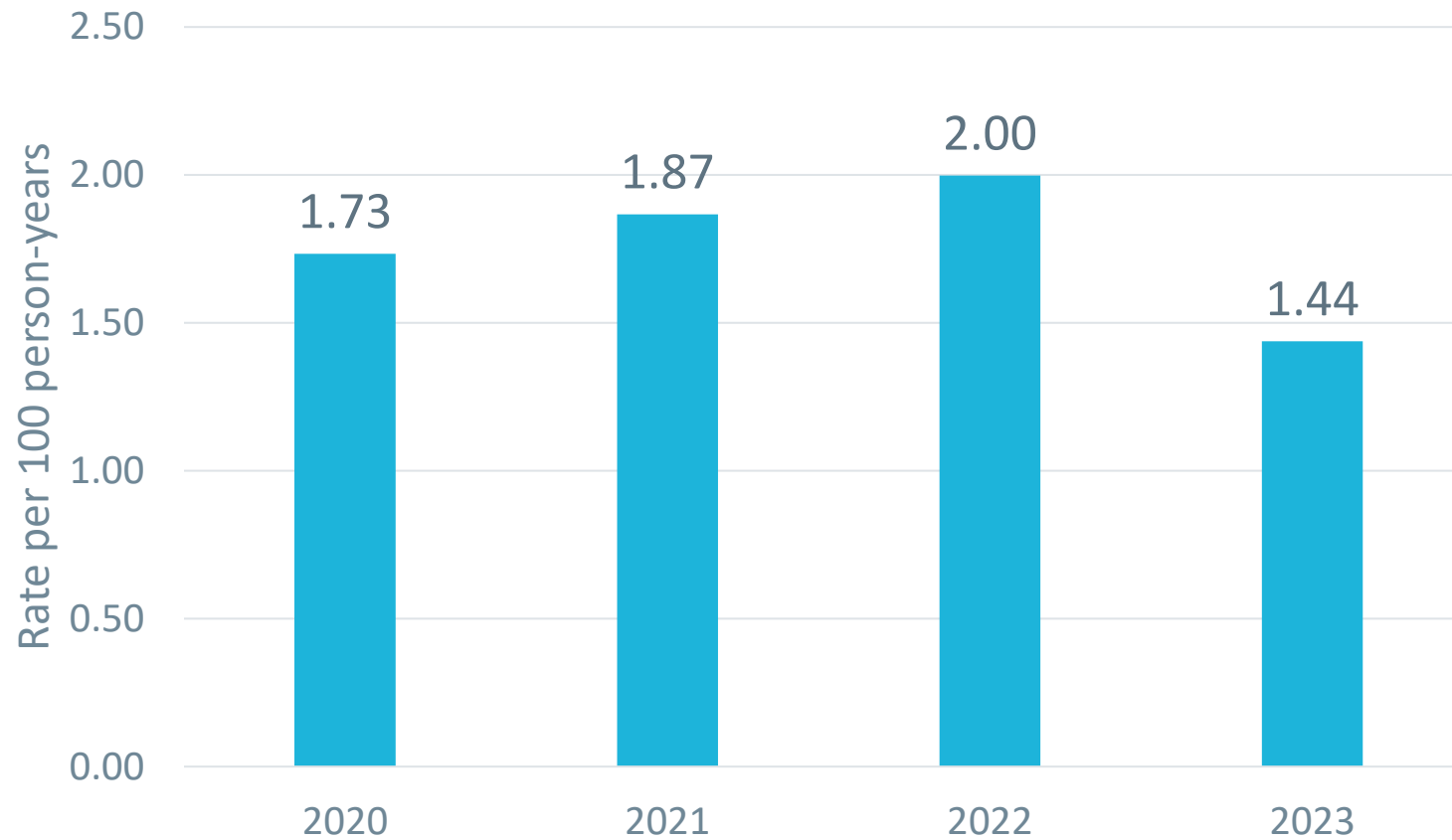
Note: This data is revised annually and should not be compared with data previously published.

Disabling Claim Rate



▶ **Note:** Disabling claims are composed of claims that meet the definition of a lost-time claim, plus those that did not meet that definition but had modified work.

Lost-time Claim Rate



Compliance Data

	2019-20	2020-21	2021-22	2022-23	2023-24*
# of inspections	9,624	14,502	11,798	9,571	9,801
# of re-inspections	2,921	3,175	3,770	4,146	5,975
# of Investigations	886	897	767	809	859
# of Stop Work Order - Multiple Sites	2	0	1	1	6
# of Stop Work Order	788	574	471	673	708
# of Stop Use Orders	178	85	77	88	189
# of Compliance Orders	13,596	7,209	7,854	8,337	11,691

*Data as of March 31, 2024

Inspection Programs

OHS Proactive Programs Overview

Objectives



Proactively inspect work sites where there is higher likelihood of incidents and injuries



Align with the OHS Prevention Initiative and focus on industry-specific hazards



Enable the Internal Responsibility System (IRS)



Educate work site parties on the OHS Code changes most relevant to their industry

2022/2023 Proactive Program Results

Proactive Programs/Selected Industry	Number of Inspections	Number of Orders
2022/2023 Proactive – Service Sectors	415	704
2022/2023 Proactive - Manufacturing	360	695
2023/2024 Proactive - Construction	192	233
2023/2025 Proactive - Mining	118	92

2023/2024 Proactive Programs

Continuing Care

Manufacturing

Wholesale, Warehousing and Dept. Stores

Cities

2023/2024 Proactive Program Results

Proactive Programs /Selected Industry	Number of Inspections	Inspection Period	Types of Enforcement
2023/2024 Proactive - Continuing Care	179	Apr. 1, 2023 - Mar. 31, 2024	80 Orders
2023/2024 Proactive - Manufacturing	230	Apr. 1, 2023 - Mar. 31, 2024	412 Orders 4 SUO 1 SWO
2023/2024 Proactive - Wholesaling, Warehousing and Department Stores	62	Apr. 1, 2023 - Mar. 31, 2024	34 Orders
2023/2025 Proactive - Cities	311	Apr. 1, 2023 - Mar. 31, 2024	119 Orders

New resources

OHS Inspectors

- 112 increases to 129

OHS Investigators

- 32 increases to 38

OHS disciplinary action and complaints investigators

- 2

Total field staff increases – 25

New Office Locations

Historical Offices

- Medicine Hat
- Lethbridge
- Calgary
- Red Deer
- Edmonton
- Grande Prairie
- Fort McMurray

New Offices

- Edson
- Peace River
- Cold Lake

Prevention

OHS surveillance

- Through analysis of data, identify trends and emerging issues
- Provide statistical reports to further the identification of OHS issues
 - Annual injury, illness and fatality reports
 - Annual potentially serious incidents (PSIs) industry sector reports
 - Health and safety associations members-specific PSI reports

Potentially Serious Incidents (PSI's)

OHS Act – Part 7 (5)

If an incident occurs where:

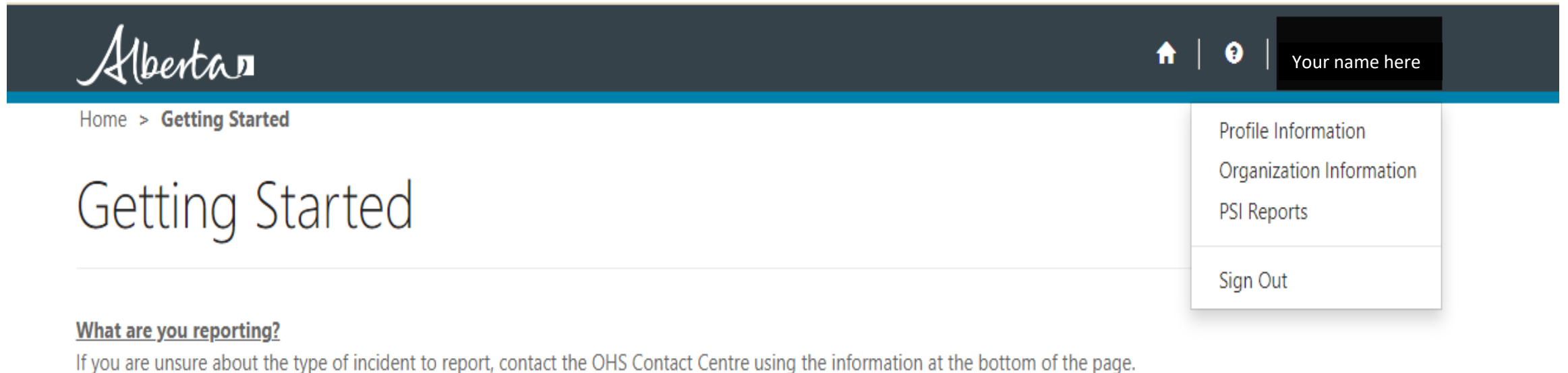
- a. The incident had a likelihood of causing a serious injury or illness, and
- b. There is reasonable cause to believe that corrective action may need to be taken to prevent recurrence, the prime contractor or, if there is no prime contractor, the employer shall conduct an investigation in accordance with subsection (6).

A report must be prepared and submitted to the Designated Director for PSI Reporting

PSI's are still significantly under reported

Online PSI surveillance reports for employers

- New feature as of March 31, 2023
- 21 employer-specific statistical reports



The screenshot shows the top navigation bar of the Alberta OHS website. On the left is the 'Alberta' logo. On the right are icons for home, help, and a user profile labeled 'Your name here'. Below the navigation bar, the breadcrumb 'Home > Getting Started' is visible. The main heading is 'Getting Started'. A dropdown menu is open under the user profile, listing 'Profile Information', 'Organization Information', 'PSI Reports', and 'Sign Out'. Below the heading, there is a section titled 'What are you reporting?' with a sub-heading 'If you are unsure about the type of incident to report, contact the OHS Contact Centre using the information at the bottom of the page.'

PSIs trending

- Look at trends within the following focus areas:
 - Employers
 - Prime contractors
 - Industries
 - Occupations
- Trends are reviewed and validated
 - Identify PSI similarities (e.g., common source, cause of incident)

Potentially serious incidents (PSIs)

- In 2023, 625 PSIs reported to OHS
 - 62 per cent involved an injured person
 - 12 per cent related to COVID-19
- PSI awareness
 - Sent over 2,200 letters and emails in 2023/24
 - 113 employers submitted a PSI following this correspondence
 - 24 additional serious incidents were identified

OHS emerging issues

- Identified internally by Alberta OHS
- Explore evidence related to issue
- Determine a plan of action

Emerging issues explored:	
• Battery off-gassing in ambulances	• Hazards in shooting ranges
• Compassion fatigue, moral injury and resiliency in health care workers	• Hazards with lithium batteries
• COVID-19 in common areas	• Occupational isolation
• Excavator contact with overhead power-lines	• Workplace violence – clients to workers
• Hazards in body rub centres	

OHS Prevention Initiative

- Musculoskeletal disorders
- Slips, trips and falls
- Psychosocial hazards



OHS Prevention Initiative

- Small businesses
- Workers with vulnerabilities
 - Young workers
 - Older workers
 - Indigenous workers
 - Temporary foreign workers and migrants



- Short tenure of work (temporary, seasonal or casual work contracts)
- Multiple jobs

Prevention Initiative

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



Background and reports

These resources include background information and annual updates for the Prevention Initiative.



Psychosocial hazards

Information on psychosocial hazards – what they are and how to prevent harm.



Slips, trips and falls

Slips, trips and falls are frequent injuries at all Alberta work sites. These resources include focused information for employers, supervisors and workers.



Musculoskeletal disorders

Preventing psychological hazards in the workplace

Hazard Assessment

Psychological hazards must be included in the workplace hazard assessment process. The CSA Psychological Health and Safety in the Workplace Standard provides guidance for conducting a hazard assessment.



Identify hazards

Identify existing & potential hazards for every job and every task at a work site.



Assess hazards

Asses the level of risk it presents & put in place appropriate control measures.



Common hazards

- Violence
- Traumatic events
- Job demands
- Role ambiguity



Training

Worker training should include assessment and control of psychological hazards.



Prevention

Focus on prevention by fostering a respectful workplace.

Scan to learn more



Visit alberta.ca/PreventionInitiative

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Alberta

Alberta

Time to ACT

- Adapt
 - Adapt existing resources, methods and information
 - Stakeholders adapting for context
- Communicate
 - Communicate through new networks and new communication methods
- Teamwork
 - Teamwork with stakeholders

Adapt

Do You Know How to Refuse Dangerous Work?

STEP 1 Speak up if you have health and safety concerns.

- Tell your supervisor, employer or the person in charge. Your employer has to address your concerns.
- Addressing issues early can prevent more serious problems later. Work together to keep everyone safe and healthy.

STEP 2 Serious and immediate threat to health and safety? Don't do it.

- Tell your supervisor, employer or the person in charge what you're refusing to do, and why. Tell them as soon as possible.
- Cooperate with your employer and do your part - as long as it's safe - to make sure no one gets hurt.
- Sometimes your employer can solve the problem right away.
- If not, they must take certain steps. These include inspecting the danger, fixing any problems and writing a work refusal report.
- Your employer can give you other work - as long as it's safe - while they carry out their obligations.
- When they're done, your employer must give you a copy of their report.

If your employer fixes the hazard - or if they don't find any serious and immediate threat after carrying out all their obligations - they can tell you to go back to work. Or, they can assign someone else to do it.

You can't be fired or lose pay if you refuse work that is an undue hazard. Undue hazards are serious and immediate threats to health and safety.

Some examples are:

- A structural collapse.
- A gas leak.
- Broken and unsafe tools.

STEP 3 Notify Alberta Occupational Health and Safety (OHS) if the threat isn't resolved.

- An OHS officer will follow up.
- If the officer finds there is an undue hazard, they'll require your employer fix it.
- You and your employer must cooperate with the officer.
- If you or your employer disagree with the officer's decision, you may be able to appeal to the Alberta Labour Relations Board.

Questions, concerns, need more info?

 **Call OHS.**

Calls are confidential.

1-866-415-8690 (Throughout Alberta)

780-415-8690 (Edmonton)

For the deaf or hard of hearing (TTY)

1-800-232-7215



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How can I refuse unsafe work?

An **undue hazard** poses a **serious and immediate threat** to the health and safety of a person at a work site. While these steps may vary per organization, the following is a typical work refusal procedure as per Alberta OHS legislation:



Don't do the work. It is your right!

Do you have reason to believe that there is an **undue hazard** at the work site or if you're going to perform a task?

Report to your supervisor (or designated person) that you are not able to perform the task because you believe it is unsafe and explain why.



Your employer must inform the HSC/HR, investigate, and take immediate action, to eliminate or control the danger.

Is the undue hazard eliminated or controlled immediately? You can return to work.

If not, the employer can reassign you and should provide you with a report that explains the actions they took to address the danger.



Do you still believe there is an undue hazard?

Connect with the [OHS Contact Centre](#).

Adapted from Alberta OHS [Right to Refuse Dangerous Work](#)

Supporting the right to refuse

An **undue hazard** poses a **serious and immediate threat** to the health and safety of a person at a work site. **General health and safety concerns** are not dealt with under the work refusal process as they are not considered undue hazards. These are your obligations as a supervisor/manager:



Remedy or stop work and inspect the undue hazard.

Is the worker exercising their right to refuse dangerous work? Is this a health and safety concern or is there an undue hazard?

If possible, take action to eliminate or control the hazard immediately.



Involve the worker and the health and safety committee or representative

If the hazard cannot be eliminated immediately, temporarily reassign the worker and take prompt action to adequately control the hazard. Prepare a written report.



If you have questions about how to handle a worker's refusal to do work they think is dangerous, call the [OHS Contact Centre](#).

Adapted from Alberta OHS [Right to Refuse Dangerous Work](#)

OHS Resource Portal

- Best practices and tool kits
- Bulletins and fact sheets
- Posters, postcards and infographics
- Webinars and eLearning programs

ohs-pubstore.labour.alberta.ca

Search resources 🔍

[Give portal feedback](#)



Occupational Health and Safety (OHS) Resource Portal



[Latest](#)

New or revised resources.



[Popular](#)

Most requested resources, including the 'OHS Act, Regulation and Code', the 'Hazard Assessment and Control handbook' and more.



[Prevention Initiative](#)

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



[Languages](#)

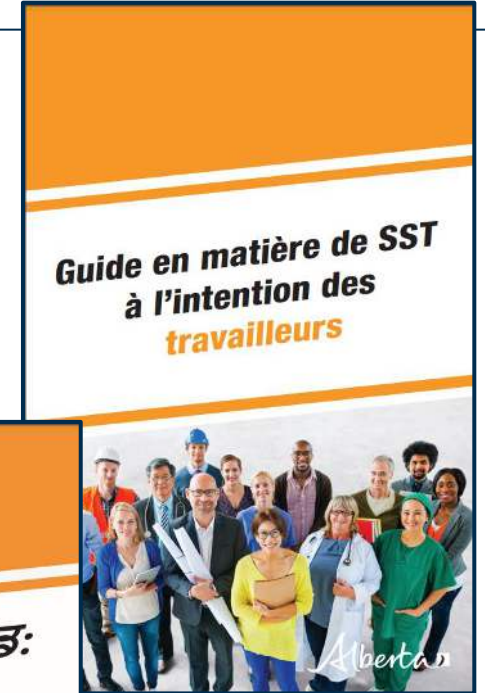
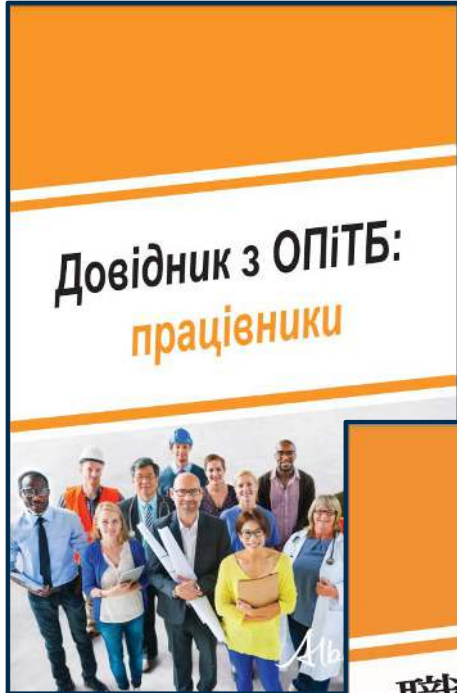
Access OHS resources translated to languages other than English.



Multi-language translation

- Arabic
- Chinese (simplified and traditional)
- French
- Punjabi
- Spanish
- Ukrainian

Languages



Searchable Legislation

- Save, share, download and print specific sections or entire parts of OHS legislation
- First stage of an online web-based search program
 - link to OHS legislation, best practices, and information products.
- From April 1, 2023, to March 31, 2024
 - 1.5 million individual contact events (searches, saves, or downloads)
 - 111,000 users
- Upgraded for increased functionality

Upcoming webinars

- **Nov 5** Safe Minds, Safe Work: Addressing Psychosocial Hazards in the Workplace

2025

- **Jan 21** Joint OHS/TFWAO Presentation
- **Jan 28** Introduction to Disability Management and OHS
- **Feb 11** First Responder Mental Health Grants
- **Mar 25** Protecting Our Future: OHS and Employment Standards for Young Workers

OHS Code Review

Future OHS Code Review

- Alberta's government plans to continue reviewing and updating the OHS Code.
- Please refer to the online plan to see which areas will be considered next.
- There will be future opportunities to provide feedback on OHS Code review.

Future OHS Code Review

- The next phase of the OHS Code Review will focus on:
 - Part 4 (Chemical Hazards, Biological Hazards and Harmful Substances);
 - Part 36 (Mining);
 - Part 40 (Utility Workers – Electrical); and
 - OELs and Technical Standards
- Subject to Minister's approval

Contact us

- Report an OHS concern
 - You can report a concern online or by calling the OHS Contact Centre.
 - Phone: 780-415-8690 (Edmonton)
 - Toll free: 1-866-415-8690
 - TTY: 780-427-9999 (Edmonton)
 - TTY: 1-800-232-7215
 - Online reporting tool: alberta.ca/file-complaint-online

Resources

- Partnerships in Injury Reduction: <https://www.alberta.ca/partnerships-injury-reduction>
Find a Certifying Partner: <https://www.alberta.ca/find-certifying-partner>
- WCB /PIR Refund: [https://www.wcb.ab.ca/insurance-and-premiums/lower-your-premiums/partnerships-in-injury-reduction-\(pir\).html](https://www.wcb.ab.ca/insurance-and-premiums/lower-your-premiums/partnerships-in-injury-reduction-(pir).html)
- Ask an OHS expert: <https://www.alberta.ca/ask-expert>
- OHS Contact Centre: 1-866-415-8690 or 780-415-8690
- OHS Resource Portal: <https://ohs-pubstore.labour.alberta.ca/>
- OHS legislation search tool: <https://search-ohs-laws.alberta.ca/>
- OHS Prevention Initiative <https://ohs-pubstore.labour.alberta.ca/prevention-initiative>
- Workplace injury, illness and fatality statistics: provincial summary: <https://open.alberta.ca/publications/workplace-injury-illness-and-fatality-statistics-provincial-summary#related>
- WCB industry classifications: <https://www.wcb.ab.ca/insurance-and-premiums/how-premiums-are-set/industry-classifications.html>
- Employer records: <https://extern.labour.alberta.ca/ohs-employer-search/occupational-health-safety/employer-records-search.asp>

Questions?