



March 2016

NSTSA Newsletter – News You Can Use!

(This newsletter is also available at www.nstsa.ca)



March 13, 2015
“Spring Ahead 1 Hour”

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SPRING OUTDOOR SAFETY TIPS:

- PLEASE wear personal protective equipment to protect your hands/arms, eyes, feet and ears (hearing).
- When using ladders, ensure safe and proper placement. Be aware of any obstructions, overhead wires, electrical, cable, phone and tree branches.
- Check cords and outlets for fraying or exposed wiring on all electrically operated equipment.
- On gas operated equipment, check fuel lines and connectors for leaking fuel. Never use or store gasoline indoors.
- Fill lawn mowers, motorbikes, and power saws outside and only when the motor is cool. Store gasoline in a cool place away from the house in a detached garage or shed, and always in an approved safety can.
- Keep gasoline and all flammable liquids away from children!

**AT A GLANCE: TRUCKING INDUSTRY'S INCIDENTS, INJURIES AND COSTS:
2014 & 2015 Injury Comparisons (February 24, 2016 data from WCB)**

SIC 4561: General Freight				
Accident Yr.	# Registered Claims	#Time Loss Claims	# Weeks Pd to Date	Benefits Paid to Date
2014	294	95	1,479	\$1,494,375
2015	285	92	924	\$828,963
SIC 4562: Moving & Storage				
2014	45	17	71	\$70,000
2015	52	10	97	\$78,637
SIC 4563: Bulk Liquid				
2014	19	2	38	\$34,832
2015	14	6	55	\$44,176
SIC 4564: Dry Bulk				
2014	13	6	111	\$89,293
2015	23	10	113	\$122,993
SIC 4569: Trucking Other				
2014	64	25	271	\$220,019
2015	53	27	226	\$183,840
TOTAL OF ALL SIC's:				
2014	435	145	1970	\$1,908,519
2015	427	145	1415	\$1,258,609

Our membership's most common injuries:

1. Back (including spine, spinal cord)
2. Ankle(s)
3. Multiple body parts
4. Shoulders

WHY?

INCIDENTS & INJURIES ARE STILL OCCURRING – WHAT CAN BE DONE ABOUT IT?

Despite companies complying with regulations and doing what they understand to be all the right things to make their employees competent, incidents and injuries still occur.

So what can be done about it?

Much research has been conducted. There are many proven theories and solutions that have had great success over the years. Most if not all recommend a blended approach that adds culture to the mix. In addition to competence, there needs to be commitment and commitment comes from the culture. To help you shape your incident and personal injury reduction strategy, I offer the following insights for you to consider:

There are three types of employees:

According to Bill Sims Jr., (safe behaviour expert) there are three types of employees. Decide which one you want more of.

- **Non Compliant:**

This group of employees are convinced the only way to do a good job or to get to their next destination is to **take risks and shortcuts**. Although this high-risk group may represent 10-15% of the total number of employees, they probably represent 80-90% of a company's worries and concerns.

- **Compliant:**

This group follows procedure when a manager, a supervisor or a peer is watching - **but once that person leaves they go back to taking risks & shortcuts**. They represent the largest number of employees (70-80%) and although they work safe most of the time, their behaviours are of a concern because of the sheer number of unsafe acts this group can be performing at any one given time. However, within this group lies the greatest opportunity for improved performance.

- **Committed:**

You never have to concern yourself with this group of employees because **they're always following safety procedures, especially in the moment of choice - when no one is watching**. Instead of 10-15% of the employee population, the target needs to be at least 50%. At this level, the tipping point will take effect. As a result, safe behaviour will be the expectation and the norm. Working safe when no one is watching will be part of the culture. And there be a reduction in the number of incidents and personal injury.

How do we increase the number of employees committed to work safe?

According to Peter Senge, a senior lecturer at the MIT Sloan School of Management:

"You cannot force commitment. What you can do is... nudge a little here, inspire a little there, and provide or be a role model. Ultimately, your primary influence is the environment you create."

If it's all about the environment, what might that environment look and feel like?

Organizers of recently held employee dialogue sessions that were designed to explore the meaning of safety were able to offer the following composite statement from what was shared:

"I want to work in an environment that regards my personal safety as a top priority so I can fully engage in my work and return home to my family each night. I want to feel respected and cared for, and experience satisfaction in the work I perform."

How do we go about creating such an environment?

- **Employee engagement:**

Engaged employees significantly outperform others. By providing opportunities for them to participate in the process gives them a feeling of belonging, pride, ownership and a deep sense of fulfillment that motivates their creativity and willingness to commit to a group effort that creates the environment or culture of choice.

- **Self-interest:**

When developing a plan to elevate the number of employees committed to working safe, it must be clear how their commitment connects to their own self-interest. Because when accomplished they will be motivated. They will understand what's in it for them.

As a result, they will:

- see it and buy into it

- be engaged & committed to it
- care deeply about it (seeing it as theirs and not just yours; they will own it with you)
- **Positive reinforcement for demonstrating safe behaviour & the “Power of Thanks”:**
A person who feels appreciated will always do more than what is expected. Genuine appreciation and recognition will have dramatic, positive effects on a person's attitude, mindset and disposition. If you want employees to work safe, then they need to be recognized for the behaviours that help them be safe. Inspiration often comes from seeing others behave in a particular manner. The more they experience your gratitude firsthand including the use of the phrase ‘Thank you’, the more likely they will do the same.
- **Active caring:**
According to Dr. E. Scott Geller, Professor of Psychology at Virginia Tech, if you want to keep people safe at work and on the road you increase the quantity and quality of Actively Caring behaviours.
For those unfamiliar with the term, Actively Caring refers to any behaviour that goes above and beyond the call of duty on behalf of the health, safety or welfare of another person.
For example in an **actively caring culture** employees are:
 - continually looking for hazards and unsafe work practices
 - implementing appropriate corrective actions when unsafe conditions or behaviours are observed
 - willing to remind fellow employees of the hazards (even if they are familiar with the job) when doing a hazardous job
 - willing to warn fellow employees about the consequences of working unsafely
 - willing to do whatever they can to improve safety, even confronting their fellow employees about their unsafe acts
 - thank their peers for looking out for them

If the majority of employees were committed to these behaviours and were given the tools to do so, the culture would move from being reactive and dependant to one that is independent and eventually interdependent. Where employees go beyond caring about their own safety and instead feel invested in others’ safety, as well.

Sounds like a great place to work. When will you start?

Brad Forwell, Vice President, Client & Program Development at CoreCulture Safety. Brad has 35 years of comprehensive experience in the field of marketing and employee communications, spending the last 15 years focusing on safety culture, training and awareness. His creative approach to problem solving, the design process and content development ensures that every safety training and awareness program he delivers surpasses his client expectations. His clients include NSTSA, NSLC, Toyota North America, Loblaw and Sears Holdings. Brad can be reached at:
TEL: 519.576.6758; CELL: 519.588.7733 or EMAIL: brad@coreculture.ca

Brad Forwell will be presenting at our upcoming “Trucking Safety Matters Conference” on April 28, 2016. See insert for details and program.

THE 3 R's:

Do you and your employees know and understand their rights? During our safety training programs over the past six months, it was alarming to learn that over 1/3 of the attendees in our programs did not know what their rights were. They are referred to as the 3 R's:

1. **Right to Know:** The right to know what hazards are present in the workplace and be given the information, training and supervision you need to protect yourself.
2. **Right to Participate:** You have a right to participate in keeping your workplace healthy and safe which may include selecting or being a health and safety representative or Health and Safety Committee member. You also have a right to report unsafe conditions and practices.
3. **Right to Refuse:** You can refuse work that you believe to be dangerous to yourself or your co-workers. When you exercise your right to refuse work, you must follow the proper procedure.

****The above information should be included in your company's safety program and is an important component of your Safety Orientation Program.****

IS MY COMPANY FEDERALLY or PROVINCIALY REGULATED?



Are you unsure as to whether your company is federally or provincially regulated under the Occupational Health and Safety requirements? Maybe you have some commercial vehicles that travel outside Nova Scotia and some that don't? Maybe you have a warehouse and/or a garage and you are not sure if it is part of the trucking side of the business?



Here's how to find out: Call the Atlantic Region, Employment and Social Development Canada – Labour Program, toll free:

1-800-641-4049 and they will help you determine whether or not your company should be following the Federal OHS legislation or the Provincial OHS legislation.

www.labour.gc.ca

GOVERNMENT OF CANADA: LABOUR PROGRAM:



This is a reminder for those businesses who are federally regulated. Each year by March 1, employers must submit to the Labour Program two annual reports which cover the previous calendar year. These two annual reports are:

1. **Work Place Committee Report** (Form Lab1058)

2. Employer's Annual Hazardous Occurrence Report (Form Lab1009)

The forms and details regarding the completion of each form can be found at:

www.servicecanada.gc.ca

LEAVE THE PHONE ALONE (PLEASE!):

On average, one person dies every five hours on Canadian roads. More than 160 people lose their lives in a month. 37 people are killed (on average) each week; 5 people die on Canada's roads on average per day.

Each year in Canada, over 1,900 people are killed in road crashes and another 165,000 are injured.

Accidents can happen in the blink of an eye. A study found that in **80% of collisions**, the driver had looked away from the road **3 seconds prior to the crash**.



For more information and take the pledge, visit: LeaveThePhoneAlone.ca

FIRST AID & CPR/AED

Learning CPR is key to saving the life of someone who is in cardiac arrest, and it's quite possible that you might have the opportunity to save someone you know. According to the Heart and Stroke Foundation, eight out of every 10 cardiac arrests take place at home.

First Aid Training:

NOW is a great time to check your First Aid Certificate's expiration date. If the expiration date is soon approaching now is the time to schedule your First Aid training course. Members of the Nova Scotia Trucking Safety Association receive a "preferred rate" for First Aid courses. Please see the options listed on the next page.

Should you have any questions, please contact Kathleen or Linda to find out more about registering for your First Aid course: 888-329-9660 or email: safety@nsts.ca

First Aid Training Option 1:

As a member of our Association, **St. John Ambulance** offers a "preferred rate" when you register for First Aid Training. To receive the "preferred rate" you must first decide on the course, date and location where you wish to attend. For a list of programs and schedule visit: www.sja.ca.

Then, CALL: 1-800-565-5056 OR EMAIL: info@ns.sja.ca, provide St. John Ambulance with the information and mention that you are a member of the Nova Scotia Trucking Safety Association. First Aid Training Course Fees:

- Emergency First Aid Training & CPR/AED: (1 day): \$76.50 + tax
- Standard First Aid & CPR/AED: (2 days): \$102 + tax

First Aid Training Option 2:

As a member of our Association, **LifeShield** (Canadian Red Cross service provider) offers a "preferred rate" when you register for First Aid Training. To receive the "preferred rate" you must first decide on the course, date and location where you wish to attend. For their list of programs and schedule visit: <http://lifeshield.ca>

Then CALL: 902-444-9362 or EMAIL: registration@lifeshield.ca with the subject line: *Registration Request – NSTSA 15%*, provide First/Last name; course name and date; phone number; indicate whether payment will be made individually or if the workplace (include name of workplace) is to be invoiced. (Their program is primarily delivered in the Halifax region however, they will travel outside the Halifax region for groups of 10 or more who require First Aid Training.)

First Aid Training Course Fees:

- Emergency First Aid Training & CPR/AED: (1 day): \$66 + tax per person
- Standard First Aid & CPR/AED: (2 days): \$95.99

NOW YOU CAN download Canadian Red Cross free First Aid App on your smartphone or tablet.



WHMIS 2015: NSTSA offers the NEW **WHMIS 2015** course. The fee is \$35 which includes our WHMIS booklets which include both WHMIS, **WHMIS 2015** and a poster of all the symbols and their meanings.

Check out our website or call us for upcoming dates in March and April for this 2.5 hour course.

Transition Table for Full Implementation of **WHMIS 2015**

Phase	Time Period	Manufacturers & Importers	Distributors	Employers
1	Feb. 11, 2015 to May 31, 2017	WHMIS 1998 OR WHMIS 2015	WHMIS 1998 OR WHMIS 2015	WHMIS 1998 OR WHMIS 2015
2	June 1, 2017 to May 31, 2018	WHMIS 2015	WHMIS 1998 OR WHMIS 2015	WHMIS 1998 OR WHMIS 2015
3	June 1, 2018 to Nov. 30, 2018	WHMIS 2015	WHMIS 2015	WHMIS 1998 OR WHMIS 2015
Completion	Dec. 1, 2018	WHMIS 2015	WHMIS 2015	WHMIS 2015

UPCOMING EVENTS:

HOURS OF SERVICE:

Unsure of what you should be recording in your log book? What type of log book should I be using if I travel within the 160 kilometer radius or outside the 160 kilometer radius? When will we be required to use e-logs? Register to attend one of our four-hour workshops and learn what information is required to be logged and how. Pre-registration is required. The fee is \$40 per person.



- All workshops are 8 a.m. to 12 noon. Here is the schedule:
- March 29, 2016: Atlantic Superstore, New Minas, NS
 - March 30, 2016: Rodd Grand Hotel, Yarmouth, NS
 - March 31, 2016: Atlantic Superstore, Bridgewater, NS
 - April 12, 2016: Royal Canadian Legion, Port Hawkesbury, NS
 - April 13, 2016: Rath Eastlink Community Centre, Truro, NS
 - April 14, 2016: Chateau Bedford Hotel, Halifax, NS

To register for one of the above workshops, please contact Kathleen at 1-888-329-9660 or email: safety@nsts.ca



TRUCKING SAFETY MATTERS CONFERENCE AND SAFETY EXCELLENCE AWARDS LUNCHEON:

SAVE THE DATE: April 28, 2016. This year we are combining two special events in one day.

Based on the feedback from those who attended the Trucking Safety Matters Conference last year, we have made a few changes and have additional concurrent sessions so those who want to attend additional sessions can do so all in one day and under one roof. Admission: FREE



See Insert in this newsletter for more details and registration.

This is sure to be a day of learning, networking and celebrating our industry’s champions.

May 1 – 7, 2016:

