



Workplace Safety for Nova Scotia's Home Care, Long Term Care, & Disability Support Sectors

5 Year Implementation Plan

Program Update

May 28, 2019

Charting the Course – A Refresher

- **Workers in home care, long-term care, and disability support sectors are more likely to be injured on the job than most other kinds of worker in Nova Scotia.**
- **Drivers:**
 - Wide range of workplace environments
 - Diversity of clients
 - Spectrum of their needs
- The **Workplace Safety Initiative** was led by DHW, DCS, LAE, WCBNS, AWARENS and supported by stakeholders from across the Long Term Care, Home Care, and Disability Support Sectors.
- The **Charting the Course** report released in June 2018 with **21 recommendations** to improve the occupational health and safety outcomes for workers in these sectors.
- The Executive Committee and Program Team have developed a **5 Year Roadmap** to support the prioritization and implementation of those recommendations and to integrate ongoing activity into the formal program structure.



Incidents of workplace injuries are increasing, and FTEs are away from their jobs longer (2014 - 2018 WCBNS)



+11% increase in Loss Time Claims for Key Injury Drivers



+150 more FTEs away from work for more than 1 year



Decreased quality of life for workers



Decreased quality of care & outcomes



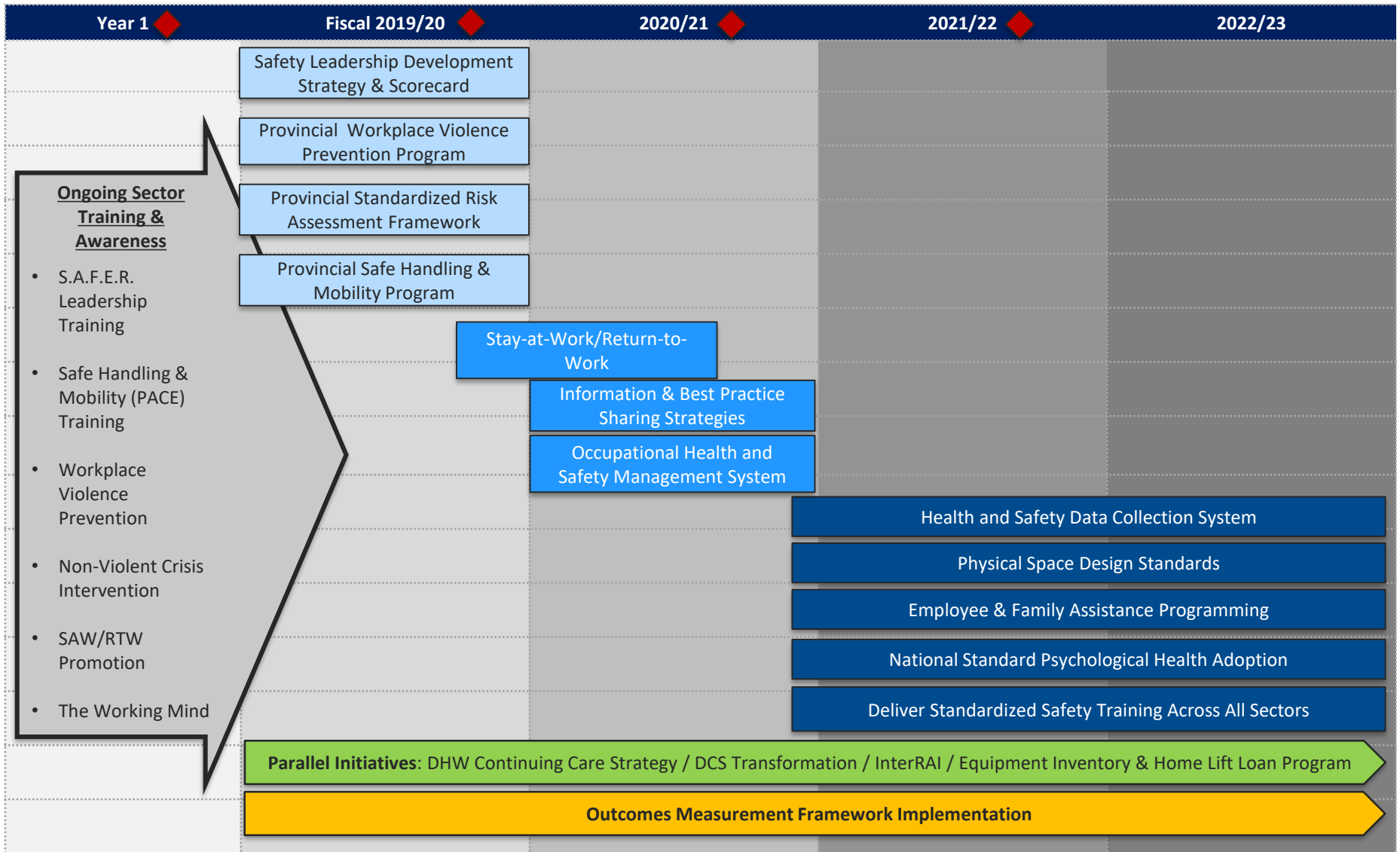
Staffing shortages, increased cost of backfill, overtime, retention and recruitment



WCB Premiums increase by \$5.3M, up to \$42.9M*

* Excludes Acute Care

A 5-year program roadmap has been developed



Annual Detailed Scoping & Budgeting

There is Sector Wide Support for the Program

Sponsoring Departments & Organizations



Advisory Committee Supporting Organizations are engaged quarterly to provide strategic advice to the Program



Year 1 Investment – \$1.5M primarily focused on increased training and awareness

- **Leadership training** for Managers and Supervisors delivered to over **500 leaders** across **89 organizations**.
- **20% of front-line staff** have completed the **Safe Handling & Mobility PACE Training**
- **Multi-stakeholder working group** launched in March to develop a **Provincial Workplace Violence Prevention Program**
- **Non-Violent Crisis Intervention** training delivered to **207 staff** across **16 organizations**
- **The Working Mind Program** delivered to over **400 staff** across **30 organizations**
- DHW **evaluating program options** for an approach to manage and deliver **equipment and related supports**

Year 2 Investment of \$1.6M with a continued focus on increased training and awareness and the initiation of year 2 projects

- Developing **Safety Leadership Strategies** for CEOs & Boards of Directors
- Provincially **standardized programs** for:
 - Provincial **Workplace Violence Prevention** Program – Launched in March
 - Provincial **Risk Assessment** Framework – Launching in June
 - **Safety Leadership** Development Strategy – Launching in June
 - **DHW Equipment and Lift Inventory** and Loan Program – Launched in February
 - Provincial **Safe Handling and Mobility** Program – Launching in September
- Continued investment in **additional staffing for AWARENS** and funding for the **Healthcare Human Resource Sector Council** to support delivery of training
- **Project management and program support services** for the delivery of the year 2 projects.



Developing a Strategy for Safety Leadership

AWARE  NS

Charting the Course Recommendations

21 recommendations to improve safety in Long Term Care, Home Care, and Disability Support Sectors

Recommendations 1 & 2 focused on safety leadership

1. Develop and implement strategies to build core health and safety competencies among leaders and boards of directors.
2. Implement an OHS governance score card to help CEOs and boards monitor and continuously improve key workplace health and safety outcomes.

Next Steps

- Gathering information from leaders in Long Term Care, Home Care, and Disability Support Sectors to build a strategy for the recommendations
- Leader input is key to driving and sustaining this initiative
- **For leaders by leaders**
 - One-on-one conversations with a small number of individuals from each sector
 - Possible use of on-line survey
 - Creation of draft strategy based on leader input
 - Meetings with small working groups from each sector to discuss and finalize strategy

Safety Competency Framework

Safety Competencies

- Contributing to a culture of safety
- Working as a team for safety
- Communicating effectively for safety
- Recognizing, responding to and reporting hazards

Continuing Care Safety Association (Alberta), 2013

Thank you!

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