



**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION**

Spring/Summer 2022

Safety

ADVOCATE

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Build a Resilient Future

Constructing Safety Leadership

By Saskatchewan Construction Safety Association

The SCSA held its annual Constructing Safety Leadership Conference on April 27, 2022. The Construction Leadership Panel, moderated by SCSA president Collin Pullar, featured Janis Dubreuil, partner at Allan Construction; Colin Olfert, general manager at Westridge Construction; Nick Walbaum, general manager at All-Rite Mechanical and Stu Niebergall, executive director at the Regina & Region Home Builders' Association.

Let's begin

Pullar began the discussion by asking the panel about their personal and professional connection to safety, and why it's important to them. Dubreuil began with how as a business owner, her concern is making sure her team is safe every day. "Our big push is to make sure everybody goes home safe

at the end of the day," she said. "I want to make sure we have a safe environment for everybody that's out there."

Olfert's connection to safety came early in his career. He recalled a time he was at a job site in Estevan, discussing the project with three other leaders and watching the work happen, when a significant safety issue occurred right in front of them. He described how time froze for a moment as the incident unfolded. "I remember being on that site until midnight working with the investigation team, and then another serious incident a few months later really just gave me a different appreciation for safety," said Olfert.

Walbaum, like Olfert, also experienced a serious incident early in his career. "Being around a serious accident leaves its mark



Janis Dubreuil



Colin Olfert



Nick Walbaum



Stu Niebergall

on you," he said. "That sticks with you and it's a constant reminder." He had a colleague suffer a serious head injury that led to a lengthy hospital stay and permanent health issues. "When he finally recovered, he was a changed man," he said. "It was heartbreaking to see and then on top of it, he had a person with him who witnessed it. [They] had to deal with that situation as well. I still think about it monthly 20 years later."

Niebergall sees safety from an association perspective and noted that, "the residential construction industry has a very broad workbase and it's different from the commercial and industrial side." These "microsites" of construction activity come with their own risks and safety challenges. "The home buyer ultimately doesn't even think about safety," he said. "They just assume their home is being built in a safe, fatality-free, injury-free environment. Nobody wants to move into a home where they know significant injuries or a death has occurred so it's very important ... to make sure everybody goes home safe every day from the workplace."

Leadership today and tomorrow

Next, Pullar asked the panel what leadership means today and how it has changed. Walbaum sees leadership becoming empathetic, with more focus on emotional intelligence and leading by example. "When it comes to safety, profit can't be an aspect of that discussion," he said. He also noted that leaders now think about how they would feel performing tasks and if they would feel safe. "If I have concerns, I'm certainly not asking anybody that's working with us to perform that task, and we have to find ways to mitigate that to a point where it's safe."

Olfert says that leadership is more than managing people. "To me, being a leader ... is guiding and serving the people that you're leading to achieve results and creating a vision that others are inspired by," he said. Olfert also noted that the top-down approach is changing to the idea of servant leadership. "Good leaders [have] to be able to relate well with people. We need to be careful as

leaders to make sure that your emotional intelligence is there and you're guiding and serving, but also when there are difficult decisions to make, that you're still able to make them."

Niebergall used simple terms for his thoughts on leadership. "My own definition of leadership is take a look over your shoulder and if anybody is following, you are leading and if nobody is, then you're not." He also noted that the advances in building science and new public policy goals, such as net zero, will become more important for leaders.

Dubreuil focused on how leaders are responsible for their crews on the path forward. "Doing your planning and understanding your responsibilities are huge," she said. "Don't assume everybody knows. Ask a question if you have a question. There's never a bad question." She also says good leaders learn by listening to peers and mentors, and taking courses to develop stronger leadership skills.

Safety culture

Pullar then asked about the shifts they have seen in safety culture in terms of attitudes, practices and injury reduction.

Dubreuil has seen major improvements, with the top people in the company believing in and practicing good safety being key. "Training is a big one. We've got to keep going and acknowledge youth and mentor them," she said. "Pass lessons on ... don't assume people know everything." Niebergall noted the importance of instilling good habits and regular activities to positively impact safety.

Walbaum has seen how the normalization of talking safety over the years has benefitted safety culture. "When I was working in the field when I first started, safety was kind of a curse word," he said. "Nobody wanted to talk about it, nobody really wanted to think about it. Everybody assumed that you just do your job [and] no accidents are going to happen." He said that now, standard safety practices are part of worksites, and that prospective employees often bring up safety as a concern.

Olfert said that while the industry has come a long way, there are still miles to go. "We want to send people home the same way that they came and that's exactly the same way that they came," he said. "That's not without a broken arm—that's without a cut finger and without a bruised arm. That change in mentality helps change the culture." He also noted that 30 years ago people didn't look out for each other from a safety perspective, but that has changed. Plus, young workers are better trained and expect a safe work site. "They've got a different mentality and I think that's helped change the culture."

The talent shortage

Pullar turned his attention to the recruitment and retention challenges the industry continues to face, acknowledging that the issue affects many sectors.

Niebergall said that in order to attract talent, organizations have to create favourable work conditions, "where people can continue to advance their skills and can work in a safe environment. Some organizations will embrace that more than others. Those who are prepared to invest ... are going to win the recruitment war." He also sees that technology and innovation are going to play a growing role in the future, with new building practices changing the trades and how they work.

Walbaum sees how safety is a priority for new workers, and that offering "top dollar" is not always a driving factor in recruitment. "For employees looking for their new home, it's the package, and safety is definitely high on their list," he said.

Dubreuil emphasized that retention comes from engaging with employees and offering them opportunities to grow. "Working with them and getting them into a program if they're interested in that. Get that skill level up and keep growing them within your company," she said.

Olfert also sees that industry needs to show that a career in construction is safe, rewarding and lucrative. "A career started in

the field of construction [is something] a lot of people love. It also opens up so many more doors and [you] get to experience different things. You get to see different parts of the city, the province, the country and the world."

Good advice

Pullar closed the discussion with the panelists sharing advice for other leaders.

Dubreuil encouraged leaders to be brave. "If you're excited about something and you're interested in something, take advantage of it," she said. "Don't be afraid. Take the leap. Take pride in what you're doing. Be excited about what you're doing. We are in a great industry and it's a fun industry."

Niebergall sees the value in taking safety discussions to the next level by looking at data. "To really be able to start to drill down in these areas," he said, "I believe in data collection. It gives us the ability to really start to focus on the very specific injuries so you know the risks that are happening and [can] really start to zone in."

Olfert encouraged leaders to take in as much knowledge as possible. "Be a sponge. New people in the industry and those in the industry for a long time can never stop learning," he said. "That's what is so fun about our industry. No day is the same and we can always push to know more and be better." He encouraged people to both find and be mentors, and to build relationships within the industry while also giving back their time.

For Walbaum, leaders need to embrace and love the industry. "I find it awe-inspiring how we can build complicated facilities and make it look easy and routine, ... where no one's getting injured performing the tasks that are inherently dangerous," he said. "And it's through everybody's effort. Every day we do fantastic projects and it's great to have the tangible thing that we get to see when we're done. It's special. I don't know where you get that anywhere else."



Education

Enforcement

Fifty Years Of Engagement, Education And Enforcement Of Occupational Health And Safety

Guest Editorial by Greg Tuer, Deputy Minister
Saskatchewan Ministry of Labour Relations and Workplace Safety

This year marks the 50th anniversary of The Occupational Health Act that came into force in 1972. At the time it was a first for North America and led the way in establishing a joint responsibility for health and safety between the employee and the employer, outlining the three basic rights of employees, and establishing several other key provisions that we see in today's provincial legislation.

In making his argument for the legislation in 1972, the minister at the time, the Honourable Gordon Taylor Snyder said, "Obviously the government can only provide a mechanism by which hazards can be better identified and by that process, potentially controlled.

The effective application of such a program in a practical way is going to necessitate the wholehearted co-operation and the dedicated contribution of every employer, every employee, indeed every citizen of the province of Saskatchewan." As the deputy minister of Labour Relations and Workplace Safety, I feel this is even more important today given the complexities of workplaces, machinery, technology and workplace dynamics.

While today we have The Saskatchewan Employment Act and accompanying regulations that govern workplaces, the mandate of the ministry is grounded in the beliefs that established The Occupational Health Act in the province.

Part of our work is to help reduce the number of serious injuries and fatalities in workplaces, through engagement, education and enforcement. Under The Saskatchewan Employment Act and accompanying regulations, the ministry has a mandate and a responsibility for enforcement, but it is more effective when combined with education and resources that help employers and workers be in compliance with the legislation.

Our responsibility for enforcement doesn't exclude us from offering a helping hand. I believe that to strike the right balance, we need to begin conversations with clear and plain language around legislation. Secondly, we need to be pointing employers and workers in the right direction as to where they can access resources that will help them come into compliance. If we start from a place of offering assistance and information and working with employers and employees, safety associations and others on understanding what is expected of them I think the end result will be healthier, safer workplaces for everyone.

The ministry's occupational health officers are still going to do their due diligence and issue notices of contravention or summary offence tickets, particularly when we need to prevent injury or mitigate a prominent risk. It's a necessary part of the work, but we can also be collaborating with employers, workers, safety associations and others to ensure everyone is on the right path towards safety. Everyone can play a role in creating healthy and safe

workplaces, so that workers come home safely at the end of the day. I believe that's what was always intended with the legislation.

Developing an effective occupational health and safety program for a workplace is one of the best decisions any business can make for its workers and for its bottom line. Employees are the most important asset of any business so focusing daily on health and safety can help reduce business costs and disruptions, retain workers and most importantly save lives. Our ministry wants to help all employers and employees to achieve zero injuries and fatalities and create a fair and balanced employment environment where businesses and our economy can grow.

Over the last 50 years, a lot of work has taken place to improve health and safety in workplaces. Since 2007 the time loss injury rate has decreased by nearly 47 per cent and the total injury rate for Saskatchewan has decreased by more than 53 per cent. These are significant numbers because they represent people. People who went home to family and friends each day without injuries. Going forward we want to see the numbers continue to decline. The ministry will continue its work on enforcement and reviewing the legislation and regulations to ensure they meet the needs of modern workplaces. However, we will balance it with opportunities for conversations with stakeholders, education and forming good working relationships towards building safe and healthy workplaces.

Confined Spaces Training Crucial for Worker Safety

Workers facing the risks of working in confined spaces can access high-quality training through the Saskatchewan Construction Safety Association (SCSA) to address their safety needs. SCSA offers an updated Confined Space Monitoring & Entry course to equip workers in confined space environments with the knowledge and tools needed to protect their health and safety.

Developed in collaboration with provincial safety associations, the updated course aligns with CSA standards and meets the requirements of multiple industry sectors. With skilled instructors delivering the latest information, the course sets a new standard for quality that will be transferable across industry.

"Confined spaces are among the most hazardous workplaces. In Canada alone, it is estimated that there are 100 fatalities a year due to confined spaces work," says SCSA president Collin Pullar. Lack of air quality testing and oxygen deficiency are the leading causes of fatalities. Proper training, education and communication are crucial for workers to ensure their safety.

The course covers OHS regulations, specifically the identification of different confined space systems, creation of a confined space

pre-entry plan, equipment demonstrations, inspection and maintenance of respiratory protective equipment, and emergency response measures. A unique add-on immersive experience using virtual reality (VR) is currently under development, which the SCSA plans to offer in the future.

VR has been shown to increase learner engagement and improve the retention rate of critical information. Learners will use VR headsets to practice in a safe, comfortable environment and gain quick proficiency. "There was an urgent need to make confined spaces training better. VR is not only more affordable and accessible than previous alternatives, it's incredibly effective for workers to achieve practical competency," says Pullar.

The course is offered in both an instructor-led online format and in person at SCSA's Saskatoon or Regina locations. The two-hour VR session will require pre-booking and an additional fee.

For more information or to register visit www.scsaonline.ca or email scsatraining@scsaonline.ca

SAFETY DOESN'T HAPPEN BY ACCIDENT

UPDATED CONFINED SPACES TRAINING AVAILABLE

THE SCSA'S CONFINED SPACE MONITORING & ENTRY COURSE COVERS:

- Saskatchewan OHS confined space regulations
- Identification and use of different confined space systems
 - Creation of a confined space pre-entry plan
 - Selection of hazard control measures
- Respiratory protective equipment • Emergency response measures

SCSA SASKATCHEWAN
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What is mental health

“The World Health Organization defines it as a state of being in which an individual realizes his or her own abilities and can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”

Stigma has a negative impact

The stigma around mental health plays a major role when or if people seek help for mental illness. Stigma refers to the **negative attitudes and prejudices, and negative behaviours and discrimination, toward people with mental health problems or mental illness.** People living with mental health disorders often say the stigma they encounter is worse than the illness itself.

In 2019, a survey of working Canadians found that **75 per cent** of respondents said that they would be reluctant to or would refuse to disclose a mental illness to an employer or a co-worker.

Respondents were nearly **three times less likely to want to disclose a mental illness** like depression than physical issues. This reluctance was due to the belief that the stigma that surrounds mental health and mental illness is real.

Respondents did not want to be treated differently or judged because they had a mental illness and were afraid of negative consequences such as the loss of one's job.

However, **76 per cent** of respondents stated that they themselves would be completely comfortable with and supportive of a colleague with a mental illness.

Mental health and the workplace

In any given week, **500,000** Canadians are unable to work due to mental health problems or illnesses.

Workplaces see many issues develop because of poor management around mental health, such as:

Absenteeism

Presenteeism

Disability claims

Injuries and illnesses

Grievances and complaints

Turnover

Legal implications

Mental health problems and illnesses are the **number one cause of disability** in Canada and account for nearly **30 per cent of disability claims** and **70 per cent of the total cost.**

It's estimated that **10 to 25 per cent of mental disability claims** currently directly borne by many employers could have been avoided.

Construction Factors

The construction industry has many factors that influence mental health in the workplace including an unpredictable work environment:

Adverse Working Conditions

Risk Of Injury Or Death

Long Hours

Demanding Deadlines

Working Away From Family, Friends and Support

Statistics Canada estimates that **33 per cent of workers in the construction industry reported poor mental health and 64 per cent wished their employers did more to support mental health initiatives.**

Compared to the general population, construction workers suffer from higher levels of:

- anxiety
- depression
- 7x higher risk of suicide

Psychological health and safety

The Mental Health Commission has created a National Standard of Canada for Psychological Health and Safety in the Workplace. This standard is the first in the world, and provides a framework to help organizations manage workplace mental health.

Adopting the Standard can help organizations with:

- ✓ Productivity
- ✓ Financial Performance
- ✓ Risk Management
- ✓ Organizational Recruitment
- ✓ Employee Retention

What you can do

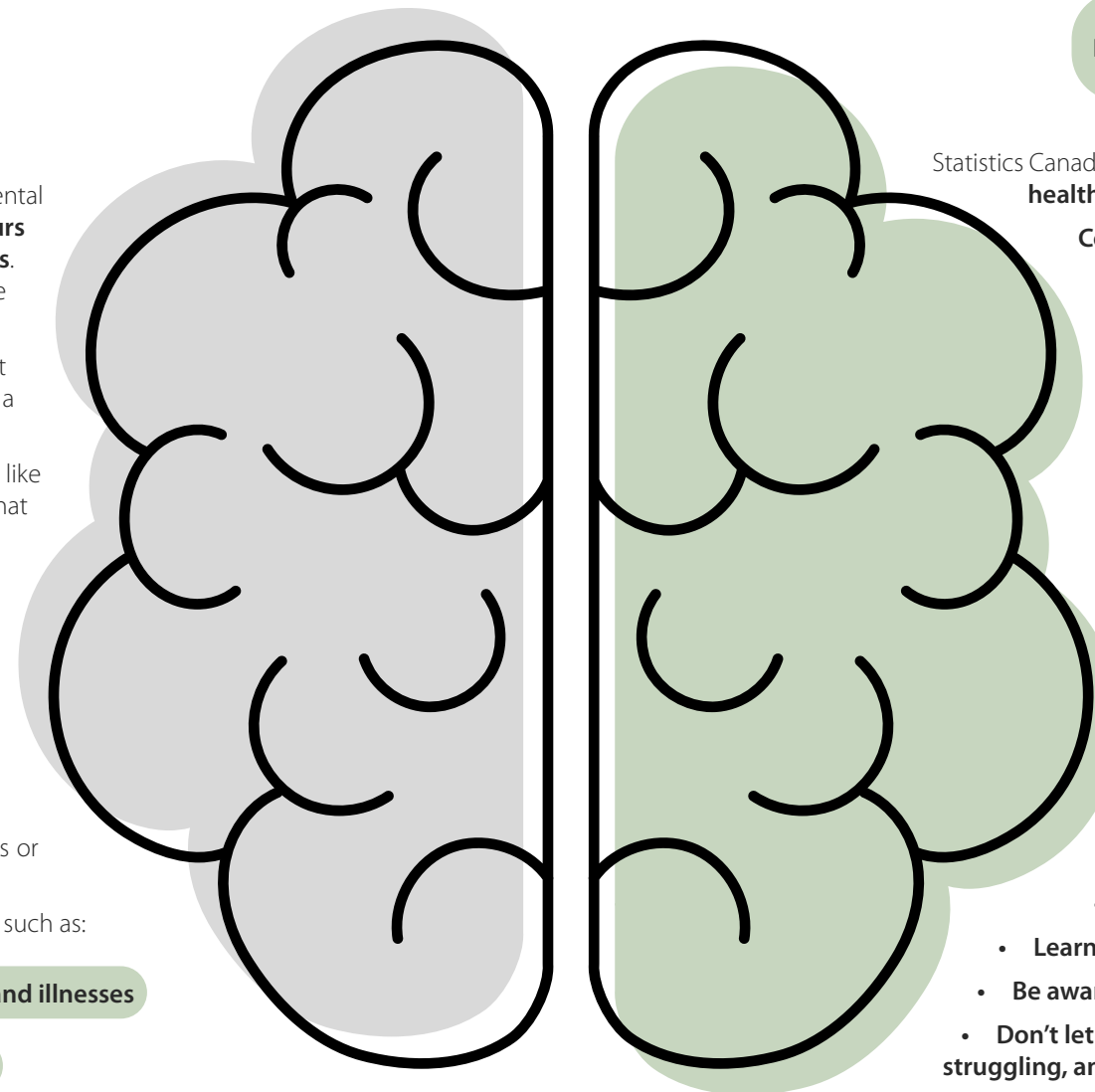
Eliminate the stigma at work. Change the way you think and act:

- Recognize that mental health issues can affect anyone at any time,
- Learn to recognize when a person is struggling,
- Be aware of your own misperceptions, assumptions, and stereotypical thinking,
- Don't let your own fears prevent you from speaking to a team member who is struggling, and
- Recognize and respond to behaviour that perpetuates stigma.

Create a culture that cares:

- Foster open communication,
- Educate yourself and your teams, and
- Promote mental well-being.

Sources: Shannon Patton, Director of Community Engagement, Canadian Mental Health Association Regina Branch, presentation - Constructing Safety Leadership Conference 2022; and the Mental Health Commission of Canada.



Reaching out when it matters most

Taking meaningful action on mental health – part one

By Saskatchewan Construction Safety Association

We're going to examine how the construction industry can successfully incorporate mental health into workplace health and safety policies and processes. In part one of our two-part series, we're looking at why the construction industry sees high rates of mental health issues and how the sector can start addressing the problem.

If the past two years of pandemic life have taught us anything, it's that mental health care is just as important as physical health care. The two are inextricably linked. While construction workplaces have robust policies and procedures in place for physical safety, the idea of protecting mental health and safety is still in its infancy. There are some policies in place for stress leave and plenty of talk about mental health, but that is not near enough to fully deal with the issues that mental health presents.

How can the construction industry take concrete steps to address and protect employees in a meaningful manner, especially with the mental health concerns that are unique to the sector?

The Statistics

Statistics Canada identified in 2007 that 33 per cent of trades helpers and labourers reported poor mental health.¹ WorkSafe BC reported a jump in the number of work-related mental health claims in construction, seeing an increase of 25 per cent from 2017 to 2019.² In the United States, the Centres for Disease Control and Prevention found in a recent study that the profession with the highest suicide rate is construction and extraction, reporting with 52.1 deaths by suicide per 100,000 professionals.³ That rate is over 200 per cent higher than the average profession.⁴

Closer to home, WorkSafe Saskatchewan reports that the construction industry has one of the highest rates of suicide, with 20 per cent of worker reporting suicidal ideation in the last six months.⁵ Plus, 41 per cent of those working in construction don't seek help when they have "substantial mental distress."⁶ Male construction workers also see more mental health concerns than their general population counterparts.⁷

Clearly, there is an issue with mental health in construction. But why?

The Reasons Why

The Center for Workplace Mental Health in the United States released data in 2021 that dove into the reasons why the construction industry struggles with mental health issues.⁸

While workplace regulations are in place for physical safety, now is the time to address policies and procedures for mental health safety.

First, the work environment can be more stressful than in other sectors because:

- It is often cyclical or seasonal which can contribute to financial stress;
- The work can be highly stressful with deadlines and more dangerous duties;
- There are often longer working hours that are fatiguing; and
- There is often separation from family and loved ones when working away from home.⁹

Plus, the industry deals with other factors that are driving higher rates of suicide and mental health concerns. These include:

- Construction is a male-dominated industry, and men experience higher overall suicide rates;
- Projecting strength and toughness are valued and mental health conditions and seeking help for issues are seen as "weakness";
- There is stigma and fear of workplace or social consequences when revealing mental health concerns; and
- Shame and fear of judgment when it comes to mental health.¹⁰

These factors have created a perfect storm of issues for the construction industry to manage. However, there is hope.

Where to start

As an organization, you have a responsibility to ensure that employees are safe in the workplace. While workplace regulations are in place for physical safety, now is the time to address policies and procedures for mental health safety.

Prior to setting policies and procedures, you have to start by analyzing the issues specific to your company. Take a look at where you might be seeing problems. Examine things such as rates of:

- Grievances,
- Injury Claims,
- Sick days and absenteeism,
- Equipment and property damage,
- Employee assistance program usage,
- Turnover, and
- Fatalities.¹¹

Once you have this data, you can better assess what your organization's issues are, and where you need to improve.

In our next article, we will discuss how to set up mental health policies and procedures that can take the action needed to address mental health issues in the workplace successfully.

This article first appeared in Industry West, Winter 2022.

References

¹ Addiction and Mental Health in the Construction Industry, Alberta Health Services, <https://www.albertahealthservices.ca/assets/info/res/mhr/if-res-mhr-construction-industry-technical.pdf>

² Mental Disorder Claims, WorkSafeBC, <https://www.worksafebc.com/en/resources/about-us/news-and-events/backgrounders/mental-disorder-ptsd-claims?lang=en&direct>

^{3,4} Centers for Disease Control and Prevention, Suicide Rates by Major Occupational Group, https://www.cdc.gov/mmwr/volumes/67/wr/mm6745a1.htm?s_cid=mm6745a1_w

^{5,6,7} Construction Workers' Mental Health, WorkSafe Saskatchewan, https://www.worksafesask.ca/wp-content/uploads/2021/04/Construction-Workers_-Mental-Health.pdf

^{8,9,10} Mental Health and Well-being in the Construction Industry: 2021 Pulse Survey, Center for Workplace Mental Health, <https://www.workplacementalhealth.org/getmedia/f59c14bc-684c-40bf-8c05-ea958c321bbc/Mental-Health-and-Well-being-in-the-Construction-Industry>

¹¹ Mental Health and Construction, Canadian Construction Association,

New National Designation for Health and Safety Administrators

Entrust your safety program to an NHSA



Kara Bildfell, NHSA

When it comes to an effective health and safety program, it's important to have a dedicated safety professional to oversee its development, implementation and administration. Health and Safety Administrators (HSAs) may fill this role for employers and they now have the option to write an exam to obtain national certification.

The new National Health and Safety Administrator (NHSA™) designation verifies the individual is qualified and meets national standards for administering a safety program. NSAs typically have an administrative background and are a good option for companies looking to designate competent safety personnel from their current team. An administrative staff person is already familiar with the business and should have established positive working relationships.

"Employing a National Health and Safety Administrator is an efficient and affordable way for employers to ensure their safety programs are in capable hands. In-house administrative professionals who have the necessary training and certification will prove a valuable resource to companies in achieving their safety goals," says Collin Pullar, SCSA president.

"Employing a National Health and Safety Administrator is an efficient and affordable way for employers to ensure their safety programs are in capable hands."- Collin Pullar, SCSA president



Kayleigh Pearce, NHSA

The NHSA designation consists of training, practical applications and written performance measurements set by the Canadian Federation of Construction Safety Associations (CFCSA). New students and current HSAs can certify for the national standard, after completing the required courses, by writing an exam put together by a committee of the CFCSA. The exam was developed in partnership with other provincial construction safety associations to meet member requests for national certification.

Comparable to the National Construction Safety Officer (NCSO™) designation, the only difference is that an NHSA does not need to have three years of field experience on construction sites.

There are currently close to 1,300 NCSOs certified in Saskatchewan and about 700 HSAs. NCSOs are typically seen as site specialists, while NSAs may be seen as documentation specialists with operations knowledge from the administrative perspective. Both are beneficial to management in the development and implementation of a company's health and safety program.



BE A SAFETY LEADER

CERTIFY AS AN NHSA

- Submit the NHSA application on scsaonline.ca
- Complete all compulsory courses and electives
- Confirm exam eligibility with SCSA Program Services
- Receive exam registration info from the SCSA
- Prepare using the online Study Prep Guide
- Write the exam, either online or in person

The two-hour NHSA exam is proctored through Saskatchewan Polytechnic. Students can choose remote proctoring or a SaskPolytech location in Prince Albert, Saskatoon, Regina or Moose Jaw.

The NHSA program requires upkeep of training courses with an expiry date and submission of an SCSA maintenance audit every three years.



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Contact SCSA Program Services for more information: nhsa@scsaonline.ca
1.800.817.2079 scsaonline.ca

SCSA Programs

National Construction Safety Officer (NCSO™) Program

The NCSO program combines formal training with an individual's personal field experience. This certification indicates a practical knowledge of various construction safety management skills and principles. NCSOs are valuable in the administration and implementation of health and safety management systems.

NCSO Certified (November 1, 2021 - March 31, 2022)

Uchechi Chikeka
Danni Kohl
John Kuffner
Christian MacIntosh
Benjamin Nagy
Lael Orvold
Pranav Ozarkar
Jason Yanoshewski



Health and Safety Administrator (HSA) Program

The HSA program provides formal training to administrators of health and safety programs who do not possess a minimum of three years' field experience in construction. Certification shows employers that the individual has knowledge in various health and safety management skills and principles.

HSA Certified (November 1, 2021 - March 31, 2022)

Martin Atiemo
Julia Harris
Michelle Heuchert
Andrew Ives
Kirsten Neville

Effective March 2022, HSAs have the option to write an exam to certify as a National Health and Safety Administrator (NHSAs).

Welcome New SECOR® Companies

Congratulations to the following new SECOR® certified companies

Borderline Fencing Services Ltd
G3TECH Sask Ltd.
KMJ Resources Ltd.
Meridian Solar & Electric Inc.
Nex/Gen Electrical Ltd.
White Knight Well Testing Ltd
Wyatt Engineering Ltd.

Re-Certified SECOR® Companies

(November 1, 2021 - March 31, 2022)

ABTEC Construction Ltd [2018]
Bow-Way Electric Ltd [2018]
Brendan's Roof Repair Inc. [2019]
Faubert Contracting Ltd [2016]
Holizki Electric Inc [2006]
Kash Downhole Anchors Inc [2013]
Newton Landscaping & Hydrovac Services Ltd. [2013]
Ruby Concrete Restoration Inc (O/A Lajcon Distributors) [2019]
Sky-Tech Equipment (2013) [2018]
Subterra Horizontal Directional Drilling Ltd [2018]
Sudimel Electric Ltd. [2012]
Tanner Trucking & Bit Services Ltd [2013]
Unrau Technologies Ltd [2016]
Waste-A-Way Septic Ltd [2012]



Hartley Electric



Eco Elevator



Rob's Concrete Pumping



Credence Construction

Welcome New COR[®] Companies

Congratulations to the following new COR[®] certified companies:

- Atwork Construction Inc
- Boss Plumbing Ltd
- Chitronics Ltd.
- Forsite Consultants Ltd.
- GL Mobile Communications
- HD Engineering & Design Ltd.
- Seymour Pacific Developments Ltd
- Skyview Excavating
- Sutherland Electric Inc.



Deco Interiors

Re-Certified COR[®] Companies

(November 1, 2021 - March 31, 2022)

- Allan Construction [1997]
- Allmar Inc [2015]
- Ardel Steel Inc. [2015]
- Banff Constructors Ltd [2002]
- BFI Constructors Ltd [1997]
- C & E Mechanical Inc [2019]
- Can-Jer Industrial Lubricant Ltd [2019]
- CEDA Specialty Services LP [2001]
- Cimco Refrigeration [2006]
- City of Regina - Sewer and Drainage Operations [2018]
- Clearlite Glass Ltd [2009]
- Croatia Industries Limited [2013]
- Duncan Roofing Ltd [2019]
- Excel Refrigeration Ltd [2018]



KDM Constructors

- Flyer Electric LP [2013]
- Folk Construction & Landscaping Inc. [2018]
- Graham Construction And Engineering LP [2011]
- Graham Design Builders LP [2009]
- Graham Industrial Services LP [2006]
- Graham Industrial Services Ltd [2001]
- Haid Roofing Ltd [2003]
- Heat Tech Mechanical Ltd. [2019]
- Highliner Holdings Inc [2010]
- Integrity Oilfield Hauling Ltd. [2015]
- Interwest Mechanical Ltd [2013]
- Keystone Outdoor Living [2018]
- Knight Vision Inspections Inc [2015]
- Len's Plumbing & Heating (1981) Ltd [2015]
- Mr Plumber [2015]

- Pacesetter New Homes Ltd. [2016]
- Park Derochie Coatings (Saskatchewan) Inc. [2012]
- Pro-Western Mechanical Ltd. [2016]
- Regina Elevator Co Ltd [2018]
- Saskatchewan Rivers School Division No 119 [2009]
- Saskatoon Disaster Services [2015]
- Seal-It Up Roofing Ltd [2019]
- Sharp Industries Ltd [2019]
- Skylift Services Inc. [2012]
- South East Construction LP [2003]
- Stein Electric Corp. [2018]
- Stevenson Industrial Refrigeration Ltd [2010]
- Tag's Plumbing & Heating Ltd [2016]
- Thermo Design Insulation Ltd [2012]
- TSL Mechanical (2019) [2018]
- Tymark Construction Ltd [2018]
- Wells Construction Incorporated [2019]
- Wil-Tech Industries Ltd. [2018]
- X-Terra Environmental Services Ltd [2019]



Preferred Energy Inc.



Rohit Communities

Companies pictured were certified Sept. 2020 to Sept. 2021. Delivery of certificates was delayed due to COVID.



Instructor Led Training Schedule

June - December 2022

Aerial Work Platform Safety Awareness - Online

June 10	June 23
July 22	August 19
September 16	October 14
November 10	December 15

Basic Training Techniques (2 Days) - Online

June 6 & 7	July 11 & 12
August 8 & 9	September 8 & 9
October 6 & 7	November 1 & 2
December 1 & 2	

Confined Space Monitoring & Entry - Online

June 6	July 5
July 28	August 16
September 7	October 4
October 31	November 30
December 19	

Contractor Training - Online

June 16	July 14
August 10	September 14
October 3	November 3
November 17	December 13

Effective Claims Management - Online

June 9	July 6
August 2	August 30
September 21	October 13
November 16	December 20

Fall Protection & Prevention - Regina

June 22	July 6
July 18	August 4
August 18	September 1
September 14	September 29
October 11	October 27
November 9	November 30
December 21	

Fall Protection & Prevention - Saskatoon

June 27	July 13
July 26	August 10
August 23	September 07
September 19	October 4
October 19	October 31
November 14	December 15

Fall Protection & Prevention - Online

June 15	June 23
June 29	July 4
July 14	July 20
July 27	August 3
August 8	August 17
August 24	August 31
September 6	September 15
September 21	September 28
October 5	October 12
October 17	October 26
November 2	November 7
November 16	November 23
November 29	December 7
December 14	December 20

Frame Scaffold Awareness - Regina

June 14

Leadership for Safety Excellence (2 Days) - Regina

June 15 & 16	July 11 & 12
August 2 & 3	August 30 & 31
October 19 & 20	November 14 & 15
December 15 & 16	

Leadership for Safety Excellence (2 Days) - Saskatoon

June 1 & 2	July 27 & 28
August 8 & 9	September 12 & 13
October 5 & 6	November 2 & 3
November 28 & 29	

Leadership for Safety Excellence (2 Days) - Online

June 7 & 8	June 21 & 22
June 28 & 29	July 21 & 22
August 17 & 18	September 19 & 20
September 27 & 28	October 12 & 13
October 27 & 28	November 7 & 8
November 23 & 24	December 5 & 6
December 19 & 20	

Occupational Health Committee Training Level 1 - Regina

June 21	July 28
August 23	September 19
October 18	November 17
December 8	

Occupational Health Committee Training Level 1 - Saskatoon

July 12	August 11
September 8	October 3
November 4	November 28

Occupational Health Committee Training Level 1 - Online

June 9	June 28
July 7	July 18
August 15	September 13
September 29	October 11
October 26	November 8
December 15	

Safety Administration - Online

June 23	July 11
August 4	August 25
September 15	October 4
October 27	November 15
December 5	

Safety Auditor Training (2 Days) - Regina

July 13 & 14	August 15 & 16
September 12 & 13	October 5 & 6
November 1 & 2	November 23 & 24
December 13 & 14	

Safety Auditor Training (2 Days) - Saskatoon

June 28 & 29	July 20 & 21
August 24 & 25	September 20 & 21
October 12 & 13	November 9 & 10
November 29 & 30	December 20 & 21

Safety Auditor Training (2 Days) - Online

June 15 & 16	July 6 & 7
July 26 & 27	August 10 & 11
September 7 & 8	September 28 & 29
October 19 & 20	November 16 & 17
December 7 & 8	

Safety Management - Online

June 14	June 27
July 21	August 23
September 6	September 27
October 18	November 7
December 6	

WHMIS 2015 Train the Trainer (2020 Edition) - Online

June 13	July 13
June 24	July 26
August 18	September 8
September 27	October 17
November 9	December 1
December 21	

For full course descriptions and to register visit:
www.scsaonline.ca/courses/instructor-led-training



**SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION**



Safety Consultants How to Choose Wisely



When hiring a safety consultant, there are several essential factors to keep in mind.

Why do you need a safety consultant?

As Saskatchewan moves towards a period of predicted growth, one of the biggest challenges in construction will be the availability of trained staff. While using a full-time, dedicated safety professional is an excellent occupational health and safety practice, firms may use part-time, temporary, consultant or contract staff to help maintain or develop their safety program.

Many consultants have specialized or highly technical knowledge that may fill in gaps within a company's workforce or be able to address concerns with specific workplace hazards or situations. Qualified consultants can bring skills to an organization and improve peace of mind for construction companies.

What should you keep in mind?

Beware of unqualified, unprofessional, or downright fraudulent consultants – choosing the wrong one can be costly in terms of money, time and extra work for your organization. One must also consider that an employer or prime contractor has legal responsibilities for a safety program that a firm cannot seamlessly delegate to a third party.

To ensure the consultant is reputable, certified, and properly suited to your needs:

- Verify they have formal training, education and certification from credible sources. Generally, credentials from independent, non-profit, non-involved training organizations, or public universities and colleges are of high quality.

- Ask for references and take the time to confirm experience, professionalism, and competency. Qualified safety consultants in construction should have experience with COR® or SECOR® certification programs.
- Ask if they have a valid NCSO™ or NHSA™ certification.
- Verify their business is registered, insured, has a business license, and a Saskatchewan WCB account.
- Ask to review samples of their work or safety documentation.
- Use a written contract so your business arrangement is clearly defined and understood by both parties.

How can the SCSA help?

As a benefit of membership, SCSA safety advisory services can offer advice, guidance and feedback on a safety program at no cost to (b-rate) construction companies. Also, the SCSA provides NCSO and NHSA designations and course certifications. Anyone claiming to hold these credentials can provide their training certificates through SCSA tools – course certificates are paperless, easily viewed and verified online.

The SCSA does not endorse or qualify any safety consultants and encourages members to take the time to choose carefully. If something goes wrong in an engagement with a safety consultant, the SCSA cannot offer consumer protection support or restrict the independence of external COR or SECOR audits. If a consultant has provided misleading advice, the SCSA encourages members to reach out to third-party consumer protection organizations or an appropriate government agency for assistance.



About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is a non-profit organization funded by the construction industry to provide cost-effective, accessible safety training, programs and advice. The SCSA serves over 7,000 member companies that are registered with the Saskatchewan Workers' Compensation Board (WCB) and employ workers in building construction. Established in 1995, the SCSA remains committed to injury prevention. By aiming to reduce the human and financial losses associated with injuries, the SCSA supports a safe, healthy and profitable industry.

The vision of the SCSA is to create the Safest Construction Environment in Canada through its mission of Constructing Safety Leadership.



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