



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**

Spring/Summer 2023

# Safety

## ADVOCATE

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## Global Issues and the Science of Safety in Construction

**An Armchair Discussion with Mike Court, Graham Construction's Senior Vice President HSEQ and Sustainability and Chair of the Construction Safety Research Alliance**

By Saskatchewan Construction Safety Association

*During the 2023 SCSA Conference, SCSA president Collin Pullar had the chance to discuss the science of safety in construction with Mike Court, chair of the Construction Safety Research Alliance (CSRA) and senior leader at Graham Construction. The hour-long session was an enlightening look at how science and technology are bringing change to how we approach and manage construction safety.*

Pullar begins the conversation by asking about the CSRA and the work the organization is doing in construction safety. "For years in the industry, we have known that the numbers we use to measure safety have continued to go down year after year after year," says Court. "For 20 years we've been seeing great numbers but the fatality rate in Canada and the U.S. has plateaued and remained constant."

### Bringing Science and Safety Together

Court says that the industry needs to do something different, instead of repackaging ideas with a new name and

hoping for change that doesn't happen. "At Graham, we started focusing on our energy potential releases as our highest priority — those one second or one inch away events that could have caused serious injuries and fatalities (SIFs)." He says the company was working on the issue for a few years, and then met Dr. Matthew R. Hallowell from the University of Colorado, who was building a group of like-minded individuals to form a new research council by merging the industry with academia.

"It's never really been done this way before. We need to look at our existing safety processes and theories and find out why they're not having the desired effect we anticipate in preventing SIFs," he says. "The marriage of academia and industry was created with six of us in a room in the University of Colorado four and a half years ago. That day we mapped out our vision statement. It's carried us through to this day, which is to eliminate



Mike Court

SIFs in the construction industry through transformative research and defensible science.” The CSRA was born, and today has 82 members across North America and around the world.

#### Current State

Court says the CSRA team has grown dramatically, setting up the work for safety scientists to drive the organization for years to come, hopefully changing the face of safety and construction. “One of the first things we looked at was the ‘tyranny of TRIR’ — the one measure we all use to judge our safety performance. We all knew it wasn’t quite accurate but we were quite shocked to find just how inaccurate it is and that it’s not a very good measure of safety,” says Court.

The CSRA discovered that the historically accepted way to look at things, the total recordable injury rate (TRIR), was inaccurate. “It has value in terms of focus and culture but as a measure of safety to make us feel comfortable we’re doing what we need to do to prevent SIFs, it’s not a good measurement,” says Court. “Now we have to figure out new leading indicators that help us drive prevention, so that’s the journey we’re on over the next two to three years.”

#### Making Discoveries

Court also mentions other work CSRA is conducting on the return on investment (ROI) of safety. “It’s a two to three year research project on the ROI of safety — the question we’re all asked and the question we’d all love to answer,” he says. Learning where to deploy budgets and resources to have the biggest effect on preventing fatalities or serious injuries will be significant for the sector when the research is complete.

He is also interested in the work on high energy controls through his position at Graham. “It’s all about the energy release potential and putting the resources there to mitigate the potential SIFs,” says Court. “It’s working. Our performance is fantastic. It’s easy to pick up from an operational perspective and operationalize it into existing

processes and it’s easy for the field to understand.”

Court also discusses the mental health research study underway with CSRA. “We know the construction industry is struggling with mental health, and health and wellness in general. That’s a very important piece of research we’re doing,” he says. Phase one is complete and the CSRA is about to begin phase two, hoping to help industry deploy resources where they are needed on the front line, and to help leadership on a day-to-day basis with stressors and mental health issues.

#### Looking at the Data

Pullar brings up the work the SCSA and its members have been doing with safety analytics, bringing together member data, Workers’ Compensation Board injury reports, audit data and culture surveys to provide interesting information for employers regardless of their size. Some of the data is also being shared with the CSRA to gather further insights on safety culture.

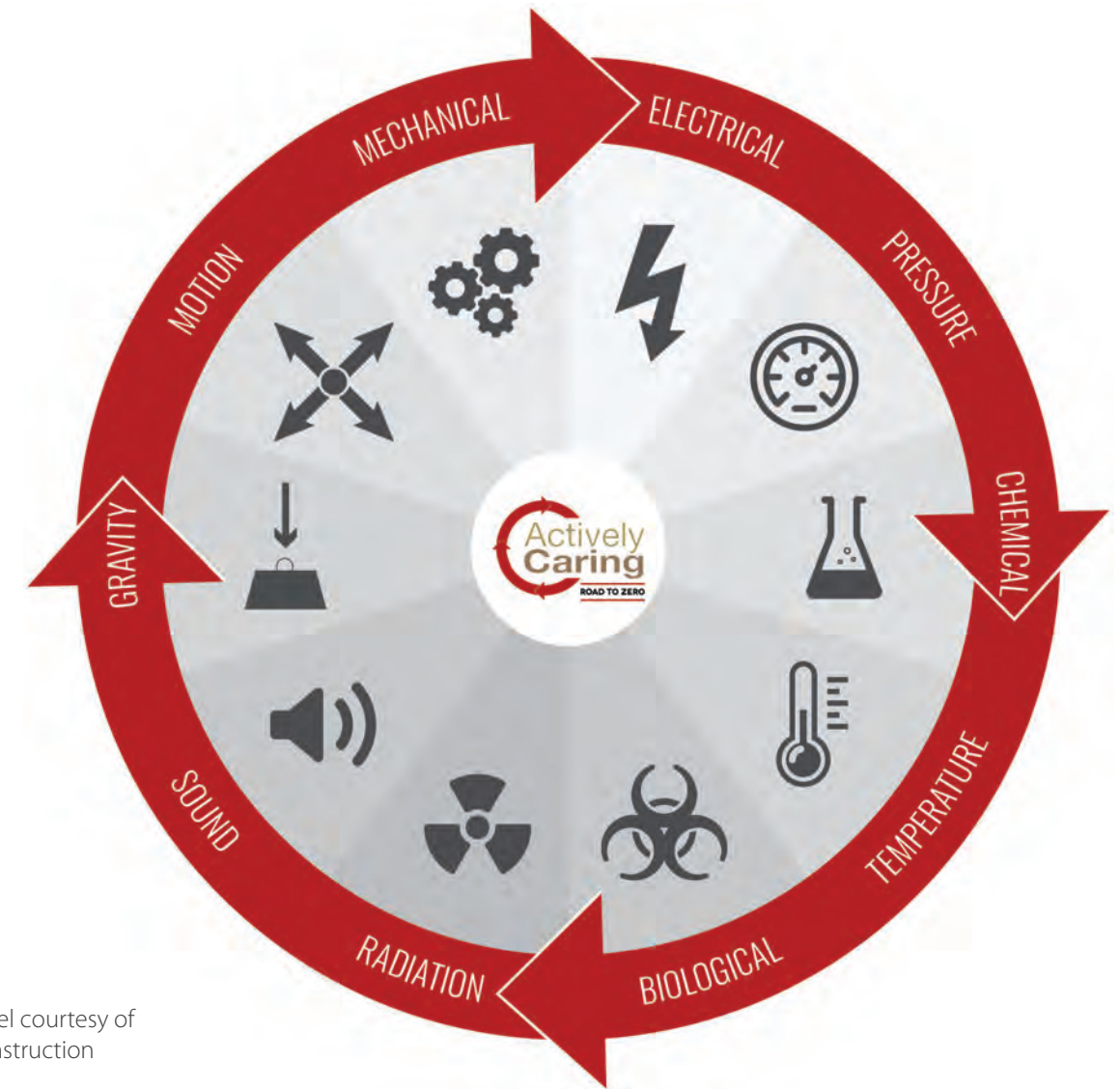
“It’s a study to attempt to scientifically measure if we can find the criteria that determines a positive culture in the prevention of SIFs, tying back to our vision which is preventing fatalities and serious injuries,” says Court. “What culture is required, and can you measure that culture, how do you even measure it in the first place. It’s a complex question and a complex research project with some very intelligent human behaviour specialists and doctors working on it.”

#### Three Little Letters

Pullar turns the conversation to the growing role ESG (environmental, social, governance) is playing in the industry. “We’ve all heard about ESG investing and the pressure that is putting on industry. The social side of ESG is a bit of the ‘wild, wild west’ but from a safety perspective all these ESG standards, disclosures and ranking agencies have safety in their KPIs or disclosure documents,” says Court.

Court also mentions that the “S” (social) in ESG is where safety is found. He says safety of products, public safety, community relations, Indigenous partnerships, labour relations, health and wellness and DEI (diversity, equity and inclusion) all fall under the social pillar. “Some companies that are publicly traded are having to go down this path a lot faster than most and get the rating systems in place,” he says. Graham, while privately held, is following suit on that “because it’s good and we need to be ready and capable to support our clients who are definitely wanting to meet their sustainability or ESG goals.”

Pullar agrees and points out that purchasers of construction are looking at ESG more and more, with the Toronto Stock Exchange already seeing 60 firms embedding ESG into executive compensation. “Not only are companies expected to behave a certain way but also the companies that they purchase from,” says Pullar. “The expectation starts to flow from the decision makers in those companies on what they’re looking for in their suppliers to help them meet their particular goals and targets from an ESG perspective. It’s important for everybody to understand that while you might be a small company and think ‘this doesn’t sound like it would apply to me today,’ it’s certainly applying to somebody in the chain.” The federal government has laid out expectations around ESG, and Pullar believes it will trickle down to other levels of government soon.



Energy Wheel courtesy of Graham Construction

“There have been quite a few new requirements in our bidding processes, including asking for anti-slavery policies and questions about how are you ensuring your supply chain down the line is not employing slavery or child labour,” says Court. “That was somewhat new to us over the last two or three years and there’s more coming.”

Governance is also tied to safety, where the companies can show that they’re behaving ethically, “There’s a strong linkage for the compensation for executives and how they perform in these other areas and the social aspect — the physical health and safety of the work and what they’re doing around mental health,” says Pullar. He also points out that small companies have the opportunity to show their participation in ESG for things like sponsoring local community activities. “These are the things that I think more and more buyers, particularly from the public sector, are going to become very interested in,” he says.

#### Stitches Suck - but lets focus on SIFs

Pullar asks Court how safety professionals should start thinking about new ways to prevent injuries, track incidents and conduct investigations. “I would bring them back to the defensible science that we’re producing out of the CSRA. It’s a scientifically proven method of research on what works for preventing SIFs and the energy wheel is the starting point,” he says. “Our CSRA mandates and goals are around what future safety professionals need to understand going forward and how we can help them understand new ways of thinking — new theory, new philosophy, new processes in prevention.”

“There’s a strong movement right now with the science of safety, HOP principal and traditional prevention. All are valid strategies that when put together help eliminate SIFs,” Court says. “For me, after almost 30 years in safety, stitches suck. We should be focused on fatalities and SIFs. Our resources and people should be actively listening and grounding assumptions of what we think is the right way to do things. We need to be asking lots of questions and challenging sacred cows. At the end of the day, it’s about making sure our people get home safe every day.”

# Better Construction Safety Through Science

## Meet the Construction Safety Research Alliance



Based at the University of Colorado at Boulder, the Construction Safety Research Alliance (CSRA) brings together industry leaders and academic experts to create and share new safety knowledge, using scientific research focused on the prevention of serious injuries and fatalities.

The CSRA is committed to creating reliable safety knowledge, sharing knowledge through industry networks and publications, and advocating for the implementation of evidence-based safety solutions. They work with industry and researchers, connecting them through a common goal of fatality prevention and the idea that safety is not proprietary. They exist to discover, develop, and test ideas to improve safety in construction, guided by the belief that “all interventions should be grounded in objective evidence and sufficiently tested prior to implementation.”

**The Construction Safety Research Alliance Vision: To eliminate serious injuries and fatalities in the construction industry through transformative research and defendable science.**

### What does the CSRA do?

They conduct extensive studies, disseminate knowledge, and develop best practices to improve safety standards and practices

across construction sites. With a focus on reducing serious injuries and fatalities, the CSRA has become a powerful force in construction safety.

Like the SCSA, the CSRA believes that construction safety is a collective responsibility, requiring collaboration and cooperation between industry, safety practitioners and other stakeholders. They bring together researchers, academics, government agencies, construction companies, unions, and safety professionals, with a multidisciplinary approach to address safety challenges. By engaging this diverse membership, the CSRA works to identify and address the root causes of construction safety incidents and develop effective prevention measures.

They conduct research to gain an understanding of the factors that contribute to safety incidents. Through studies, data analysis, and field research, the CSRA works to identify the common hazards, risk factors, and emerging safety issues in the industry. By finding patterns and trends, they provide evidence-based recommendations and strategies to mitigate risks and improve safety practices.

### Sharing the knowledge

The CSRA also believes in sharing what they learn. They hold conferences, workshops, and seminars where researchers, practitioners, and industry professionals can exchange ideas, share their experiences and learn from one another. As well, the CSRA publishes reports, guidelines, and best practice documents that are valuable resources for construction professionals and organizations seeking to better their safety performance. Everything they do is available online at no charge.

The CSRA also collaborates with industry associations. By providing their expert advice and insight, they contribute to the integration of evidence-based safety strategies. Plus, they actively engage with educational institutions to incorporate construction safety into academic courses to build a new generation of competent, well-educated safety professionals.

### Safety Leading Indicators

**The CSRA conducted a study focused on improving safety measurement to help the construction industry transition away from flawed injury rates. The group developed a set of quality-based leading indicators to measure and assess how well key safety activities are implemented across the construction industry. Additionally, the team developed and tested a new method of assessing safety based on the extent to which life-threatening hazards are adequately controlled. These High-Energy Control Assessments (HECA) help companies focus on conditions that cause serious injuries and fatalities, and how to better control hazardous energy. The outcome provided construction companies with new methods to evaluate and improve their safety programs, and enhance long-term safety performance across the industry.**

### Looking ahead

The CSRA is also committed to the future of safety. They are facilitating research into emerging topics such as predictive analytics, energy-based hazard recognition and safety economics as well as technology usage to improve construction safety. The CSRA knows the potential of emerging technologies—like drones, wearable devices, and artificial intelligence (AI)—in improving safety monitoring, risk assessment, and worker training. By promoting research and innovation in this area, the CSRA is at the leading edge of leveraging technology to drive change in construction safety practices.

### See what they're about

Through evidence-based research, knowledge sharing, advocacy, and a focus on innovation, the CSRA exists to help reduce accidents, injuries, and fatalities on construction sites. By collaborating with stakeholders, the alliance is proving to be instrumental in driving continuous improvement and creating safer working environments. As the construction industry evolves, the CSRA's contributions are important to shaping the future of construction safety and ensuring the well-being of workers now and in the future.

Learn more at [csra.colorado.edu](http://csra.colorado.edu).

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# Lessons in Mental Health and Substance Use Awareness



Keith Bird, Brad Siroski and Collin Pullar at the SCSA's 2023 AGM

At the SCSA's Annual General Meeting in Yorkton on March 30, mental health and substance use educator Brad Siroski was the featured guest speaker. He works as an outreach addictions counsellor and also has a private practice to provide mental health and addictions support to communities through educational groups based around mental wellness and holistic healing.

Brad shared the story of his struggles with mental health and addictions in both his personal and professional life to help employers and employees learn how to recognize signs of these problems, as well as how to support themselves or others who may be struggling.

## Struggling to cope

Growing up on a family farm outside of Davidson, Brad's first boss was his father. Enduring physical and verbal abuse from a young age impacted his mental health. As an early teen, Brad started drinking and noticed his anxiety and stress went away. He felt more confident when he was drunk, but alcohol soon became a staple in his life and he knew he was in trouble.

At 15 years old he started working for a construction company where he was treated as one of the guys. Though he had a strong work ethic, drinking beer and using marijuana became his after-work routine. He almost didn't graduate high school because of his substance use.

Interested in becoming a carpenter, Brad entered a building construction program in Moose Jaw but was ill-equipped to handle the stress around school work. With alcohol as his only coping mechanism, he soon got kicked out of the program and evicted from his rental house. Two impaired driving charges followed, he

went to rehab for the first time and landed in jail before he was 19 years old. But he didn't think he had a problem—just bad luck.

For almost two decades, he continued to struggle with alcohol, substance use and anxiety. He worked physical labour jobs, then got into the nightclub industry where he had easy access to harder drugs. He got caught in a cycle of drinking during the day, using cocaine, then taking pills to help him sleep. At one point he took on a promotion with more responsibility but was provided with no training or support. When he voiced concerns to his boss about the new position and his mental health, he was met with harshness and told to figure it out on his own or he would be replaced.

After a cocaine- and stress-induced heart attack that almost killed him, his doctor told him he wouldn't live two more weeks if he didn't change his lifestyle. He would clean up for short periods, but struggling with shame, guilt and low self-worth, he had no way to deal with stress without using alcohol or drugs.

His boss was so unsupportive at this time that in hindsight, it provided Brad with perspective on what not to do as an employer. Any time he tried to ask for help, direction or support, his boss was hostile and would shut him down. Brad struggled with the stress of doing his job properly, but also the threat of possibly losing it.

Brad's lowest point came when his partner filed for sole custody of their young daughter. The reality of losing his daughter due to his addictions was the final wake-up call he needed. Motivated to change for good, he said "It was like someone had ripped my heart out of my chest and stomped on it."

## Finding support

He left the nightclub industry and found work in his hometown



Brad Siroski, mental health and substance use educator

with a previous employer who had shown him kindness and respect in the past. With that employer's help, he entered the year-long Teen Challenge treatment program on August 21, 2012, and has been sober ever since.

That supportive boss saved Brad's life—his open mind and open-door policy made all the difference in finally getting on the track to recovery. Brad wasn't afraid to make the call for help because his boss had never closed the door in his face. His boss said he was proud of him, paid for the program and held his job until he finished treatment.

Brad shared the simple things his boss did, that any employer can emulate when an employee needs support:

- Show openness and willingness to listen without judgment
- Welcome employees to sit down and talk
- Value employees as people and demonstrate care
- Offer help, even if unsure what that looks like
- Share resources to give employees direction on where to go for help
- Have return-to-work plans in place if employees need rehab, detox or other mental health-related leave

**"If you have 4-5 employees there is a solid likelihood that you have one or two with mental health or substance use problems whether you know about it or not. So if you have four or five hundred, do the math." – Brad Siroski**

Brad is grateful to that boss for being a good example of how to show compassion and offer help to employees who are struggling. When Brad became a business owner and supervisor, he had the opportunity to pay it forward. He was able to help out employees by listening, having an open door and assisting them in accessing support. Brad understood that no one wants to be an addict, but it happens due to trauma and other mental health issues.

## Maintaining wellness

Brad also realized that "When you own the business or you're a supervisor or a foreman you have to take care of yourself, because if you don't take care of yourself you can't be there for your employees." He offered the following ways to get mentally healthy when times are tough:

### 1. Practice self-care for physical, mental, emotional, and spiritual health

- Go to the gym, eat better, cut back on caffeine and sugar to get better sleep
- Use prayer, music, nature or anything that makes your soul happy
- Write experiences down, don't keep feelings inside
- Find ways to honour emotions like anger and sadness
- Spend time with family and kids
- Recognize that negative thoughts lead to negative actions

### 2. Know your supports

- Partner, kids, boss, best friend
- See a counsellor – they are sworn to confidentiality
- Accept that trauma, grief and loss may need professional therapy to heal
- Don't carry around the idea that men can't share

### 3. Put a voice to the pain

- Talk to a trusted person or be a good listener to others
- Be vulnerable, share emotions
- Know that people who are struggling need to be heard, not given advice

**"Maintaining positive mental health, like recovery, is a lifelong process."**

He emphasized the importance of finding and using supports for ongoing mental health. "There are risks to working in construction if your mind is not in the game," he said. "If mentally and emotionally you aren't in the right head space, you can seriously harm yourself and possibly a lot of other people on the job." Checking in with each other at work is a good habit that can help teams support each other and bring awareness to the unseen aspects of workplace safety.

As a cancer survivor, Brad also offered a unique perspective on how people are treated when struggling with addictions compared to dealing with cancer. Both require compassion and a willingness to listen. He knows all too well that many lose their battle with addictions, losing ten clients in four years to overdoses, but offered his story as "living proof that recovery is possible."

Learn more or reach out to Brad at [bradsiroski.com](http://bradsiroski.com)  
Find mental wellness resources on [scsaonline.ca](http://scsaonline.ca)

# Eat the Peas First: Constructing Safety Leadership

**A discussion with Keith Bird, Internal Operations Manager, RNF Ventures Ltd. and Mark Novecosky, Regional Health and Safety Manager, Flynn Group of Companies**



Keith Bird

During the 2023 SCSA Conference, SCSA president Collin Pullar led a panel discussion with Keith Bird and Mark Novecosky about leadership in construction.

## In the beginning

Pullar begins the panel discussion with a question about the panel's leadership style, how they ensure a healthy and sustainable business, and what they do to encourage and create good culture within their companies in safety and risk management.

"I've never really thought of having to describe my leadership style but it comes from a long and winding road in business. I came to construction safety later in my career. Every step along the way has prepared me to be a safety professional and to be a leader. I've learned to be inclusive with an open door policy," says Bird. He also learned from the senior people he met in construction, who were good resources that helped him make good decisions.

"I think you're only as good as the people you surround yourself with," says Novecosky. "There's a quote that you're basically the



Mark Novecosky

average of the five people you spend the most time with. And, looking in the mirror sometimes can be shocking but it grounds you. If I had to pick a style, I would probably call myself authentic. I am who I am—quirky warts and all. I'm here as a servant leader to remove the roadblocks for the staff." He also points out that "the more we do, the more our clients are happy, and the more money we make." He says that leaders shouldn't shy away from the fact that making money is the goal and that with risk management, so is saving money.

## Dollars and sense

Pullar pivots the conversation to money, how leaders have the responsibility to make sure that the company is profitable as they are managing risks, and how they navigate the tensions that can exist between priorities.

"I've always thought that good safety practices turn into a profitable good bottom line so I don't see them as conflicting," says Bird. "When they do conflict, you always have to go back to the safety

aspect of it. The dollars follow if the safety aspect is being followed. It's always an easy argument to me. You know you're right when safety is the number one priority and everything else has to fall into that."

Novecosky agrees. "We always try to keep the big picture in mind. We do that by making sure everybody has the information they need. We start by empowering the people." He says his team knows the goals set out daily, weekly and monthly, and have regular meetings to communicate expectations and get feedback. "It's just making sure everyone's communicating properly and everybody understands the expectations and delivers as promised."

Bird also notes that something as simple as paperwork can be a red flag early on. "One thing that I've found with safety, especially paperwork or following safety protocol, is that sometimes it can be a leading indicator of a problem on site," he says. "It's often a good reason to go to a site or have a meeting and just see what's going on overall."

## The right advice

Pullar turns the conversation towards growing leaders, examples of excellent leadership or mentorship in their careers and advice for aspiring managers or safety leaders.

"For those that have been in the industry for a long time, we see everything in the world moving faster and faster, and people trying to rush their careers. There are no shortcuts in life and there's nothing better than learning from mistakes, taking your lumps and just being humble, accepting that, moving on and getting better." Novecosky says some of his best mentors showed him the patience to make mistakes, and didn't lecture but actively listened. "They just encourage continuous growth and continuous learning. It's a long journey."

Bird says that he started in the industry with little knowledge in construction. "If you asked me how to build anything, I would have been at a loss. I was lucky early on in my safety career to have an ownership group that was supportive and knowledgeable — plying the safety officers with tons of technical experience and were very open to give the newbies a little bit of space and to fill me in when I had my head in the wrong place."

He also relates another story about learning lessons. "I learned this from a cousin of mine when he was about five years old. He didn't like eating peas but he would always eat his peas first. One day I asked him why are you eating them when you hate them? Why don't you just leave him behind? He said 'because they're always there staring at me and it's not going to let me enjoy the rest of my meal.' We use that in the office quite a bit. You need to 'eat your peas' when there's a mistake and then move on."

Novecosky also points out that some mentors may not even know they are mentors. "I'll be stuck on something or be tasked to develop a process in a group and we all look at each other like 'well we're not going to answer this here in this room.' Instead we go out to the site and sure enough we undoubtedly find the answer there where there are experts every day."

Bird also relates a story about a time in his career when he was managing high school students at a coffee shop. "I used to be a bit of a tyrant and I had to realize that you're dealing with these young emotional kids. The only way you were going to get them

to come to work and enjoy it was to listen to their problems and find out what they had going on. Lots of them had lots going on. That probably changed my management style more than any other thing that I've done through my 30-some years of business ownership."

## The changing world

Pullar asks about the rapid changes we're seeing in demographics in the workforce, and how leaders can manage people with different backgrounds and experiences as they develop their teams.

Bird notes that he is a different generation from the people now coming into the workforce who have a different view on the workplace, their careers, and the length of time they are going to do something. "I have four thirty-something kids that can keep me grounded in the new reality of the workplace. I grew up through the 80s, 90s and into the 2000s when it was difficult to find a job and you were just happy to have a job. Now there's so much opportunity out there that as employers we need to find a way to make people think of you as the place they want to be. For me, that's a big shift."

Novecosky echoes Bird's sentiments. "I think the newer generation really have a work-life balance figured out and their social network is really important. When I started in the workforce as a teen, I did not enjoy it. It was a great paycheck and that's all it was. Now I've been at this company for 13 years and it's the place where I want to stay," he says. "You have to figure out how to have that workplace be the place that people want to be."

## More than just work

Pullar then addresses the importance of wellness and balance in the workplace and asks about their approach to those issues. "It's a really positive step I see in the construction industry and within our company," says Bird. "That's such a change for me, but it's been real growth because it's made me think about my work-life balance."

"Don't be afraid to look internally first. As a manager, you have to make sure that your mental health is in good shape and that you're doing what you can to have your own work-life balance," says Novecosky. "I've noticed it among people at our executive level. When something's off, it trickles down and can change their communication and tone, and in some cases the tone of the entire company."

It's also about recognizing that we're all people for Novecosky. "We all have feelings and we're all vulnerable in different ways. You'd be surprised from a leadership perspective if you get out there how much you have in common all the way down to that brand-new labourer that started yesterday."

Pullar asks about education in learning about leadership, and what resources they recommend. Bird suggests getting involved with industry associations. "You're able to meet people in companies of all sizes big and small who you can feel comfortable to pick up the phone and or send an email to and ask them a question."

Novecosky agrees. "If you're not continuously learning, pushing yourself, taking chances, trying new things, connecting with new people and thinking outside the box a little bit, you're going to fall behind. I set myself up with different organizations and volunteer groups that are maybe a little bit 'left field' but I'm trying to be a sponge. I take what I can from it and move on." He is also a lifelong

reader, devouring many books on leadership.

#### The power of innovation

Bird and Novocosky are asked about innovation, and what they think is the best safety innovation from the last few years.

Novocosky sees big things in artificial intelligence and hardware. "There's a lot of great things happening with artificial intelligence starting with the ability to use predictive analytics to predict the future. We're essentially to the point now where we're almost able — if you gather the right information — to almost predict down to the day, hour and location where your next incident is going to be."

He's also excited about the power of hardware like drones. Being able to get aerial shots from a different perspective, plus the drone's speed and convenience is changing construction. "We are able to take photos and look at everything from work congestion to quality issues to health and safety."

"As a smaller company I would say the greatest innovation has been affordable tech. Our budgets are smaller but the ability to do hazard assessments online, the ability to use drones and the ability to take pictures on site or take video on site in real time and be able to get that to people that can help you is great," says Bird.

#### Looking to the future

The conversation turns to where Bird and Novocosky see the construction industry and safety headed in the next five to 10 years.

Bird immediately points to the labour force and the issues on the horizon. He says that indicators show Saskatchewan is standing on the edge of a boom over the next three to five years. "It's going to

look like 2012 to 2015. Though there were challenges for a smaller general contractor like us, I think there's a great opportunity, especially for companies of our size and smaller to invest more in safety."

The province's youth also present an opportunity, according to Novocosky. "The construction industry would benefit from youth understanding that it's a great career opportunity," he says. "I agree that I see some indicators that we're going into another boom. I think one of our pinch points is people and it's going to need a multi-faceted approach to engage the youth of our province to join the construction industry, and to work with folks who immigrate to Saskatchewan." He also says that leadership roles may be taken by those who may not be quite ready, just because of the demand in the labour market.

#### Closing thoughts

As the conversation closes, Pullar asks Bird and Novocosky for their final thoughts on leadership and construction safety.

"I would say to people that are coming up through the industry as safety professionals to get involved in your community. The learnings you can get are free, and they're priceless," said Bird.

For Novocosky, it's about being a leader that people want to follow. "Be authentic...it's okay to show your vulnerability and do that with integrity. People accept mistakes, and people know we're all human. My partner always says to be honest because then 'you don't have to remember what the story is'"

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Training available online or in person

# Member Profile: Pacesetter Homes Coming Together for Safety



*Pacesetter Homes staff outside the Saskatoon office*

program in both Saskatoon and Regina and was instrumental in achieving COR® in Saskatchewan.

## COR® Benefits

The Saskatoon office undertook the COR® process in 2015-16 after the head office in Winnipeg mandated that all business units be COR® certified. Jones says it's helped immensely for all of their safety training through the SCSA, as well as making sure tradespeople understand the importance of safety, buy into the safety commitment, and ensure everyone goes home safely.

Jones says the benefit of COR® comes from exactly what it is—a national certificate of recognition. "People understand what it is and what it means now, when 10 to 20 years ago it wasn't really a thing. It helps us with our construction and with our sales side of things."

Pacesetter recently implemented new technology tools for their safety program, in both Saskatoon and Regina. "Because of my age, I don't embrace technology, but technology is typically a really good thing," says Janzen. "So now we have QR codes on our signage, got every trade getting onto it, using the hit lists off of that and they get submitted right to the website. So it's super easy to track if guys aren't doing it—we can we pick up the phone and get on them." He adds that their team has embraced the technology well because it's friendly and easy to use.

## Training, Awareness & Experience

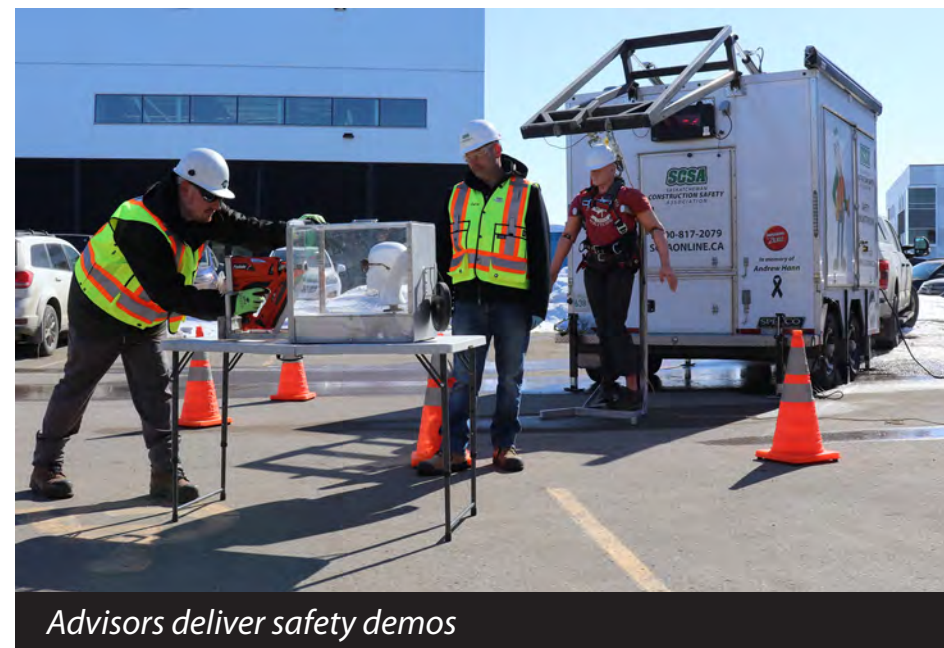
Janzen has 45 years of experience in residential construction and remarks how far safety has come during his time. He says, "The industry has done almost a 180 degree turn since I began my career." He remembers lots of injuries being common and notes that education has been a big part of preventing those injuries today.

Starting out as a framer, Janzen recalls "framing back in the day meant that you had the nicest tan around, because you were shirtless and wore shorts. You had no hard hat, you had no knee pads, you had no safety glasses, you had a nice tan. There was no such thing as fall protection, ever, there was none of that. As the injuries mounted over the years, we finally got wiser and the COR® certification program came into being. At the end of the day, it's about going home to your family safely at night."

Fall protection and prevention are of high importance for Pacesetter. Training is essential, as is the vigilance to ensure the right equipment and practices are part of daily routines. "For framers, roofers and exterior siding applicators," Janzen says, "these are super visual trades that you can look at just driving down the



*Saskatoon advisors visit Pacesetter Homes*



*Advisors deliver safety demos*

street. You can see, are these guys being safe or not?"

When it comes to safety, Jones agrees that "Education and awareness are what helps the most."

## Integrated Safety

Both Janzen and Jones are clear that safety is not an afterthought—it's integrated daily and they adhere to set routines of weekly meetings as well as a monthly regional safety meeting out of Winnipeg. "It's part of our existence, for sure, it's not just a side piece," said Janzen.

When it comes to safety culture, Jones notes "Since my days it has changed a lot and people are more accepting. There are always going to be situations that people don't agree with, that you have a barrier to deal with, but for the most part it is coming around." He adds, "it's the way it needs to be done and the way we're doing business."

Currently working in two sub-divisions, it can be challenging to manage safety across sites but Pacesetter vets trades and has them sign on to safety agreements before the work starts. Jones says, "There are multiples of us that go around and check on a daily basis what's happening, where they're out and how things are progressing with them."

Safety is integral to their company culture and Janzen says, "If you're not going to partake in the safety aspect, you won't last with us at all."

## For Companies Considering COR®

"Don't shy away from it. It's a great option. You want to have your people go home safe. And the only way you can do that is by educating them and teaching them right on a daily basis. You never want to go visit your trades in the hospital for an injury, or worse." – Don Janzen

**"At first it can seem like an overwhelming undertaking to achieve COR®. But when you approach it from a team aspect, it's not a lot of extra to do it. And it's a great tool to have. Not all home builders can say that they're certified and that they do care about safety to a degree. Get COR® and prove that you're doing it." – Kyle Jones**

# General Scaffold Safety Training

## NEW Course Available

Working on or around scaffolds is a regular part of the job in construction. Scaffolds allow workers to access areas beyond normal reach and perform work from a stable platform that is similar to standing on the ground. But working safely with scaffolds requires particular training and experience. Everyone who uses scaffolding needs to be trained in the safe use, limitations and need for constant attention.

After consulting with members and hearing the desire for a comprehensive one-day course, the Saskatchewan Construction Safety Association (SCSA) has developed and launched a new general scaffold safety training course for those working with scaffolding and supervisors overseeing this type of work. The instructor-led course is only offered in person, with a focus on metal frame scaffolding and practical, hands-on experience assembling different scaffold systems most commonly used in the industry.

While the course does not qualify individuals to erect and inspect scaffolding, it fulfills the training requirement for competency and ensures workers become familiar with Saskatchewan legislation for scaffold safety. Participants reference Part 12 in the Occupational Health and Safety Regulations for key definitions and terminology regarding scaffolding.

Wherever scaffolding is erected, worker safety relies on proper setup and knowledge of the hazards associated with scaffold systems. The course begins with how to properly set up scaffolds to reduce incidents, remove the guesswork, ensure worker safety and consider the comfort of access for those using the structure. Next, common hazards are addressed including collapse or instability, guardrail or platform failure, unguarded access, electrical contact, and the risk of falls by workers or objects to those working below.

Scaffold failures and worker injuries can be caused by many factors: an undermined or unstable base; removing ties, guardrails, planks, toe boards or braces; damage by cranes or vehicles; overloading or using the scaffold for an unintended purpose; and poor housekeeping.

Participants will learn how to manage these risks, complete hazard assessments and apply the hierarchy of controls. Hazard assessments are the foundation of developing safe work procedures, preventing incidents or injuries, and taking precautions to eliminate or control hazards.

The course also covers how to ensure a solid base with different support surfaces, scaffold ratings and plank spans, tagging systems, tie-in requirements, levelling, and how to account for access ladders, stairways and rest areas.

Steel frame scaffolds are most commonly used in the industry as these systems are strong, lightweight, easily assembled or dismantled and portable as prefabricated units. The course focuses primarily on frame scaffold systems, standard and arch frames, specialty frames and accessories. The advantages and disadvantages of other scaffold system types such as modular or custom tube & clamp are also discussed.

"We know our members encounter or use scaffolds daily on worksites across the province. It's so important that everyone has the training, awareness and experience to do their work safely, before setting up or using these structures. This new course fills a direct need heard from members and we encourage everyone to take advantage of this opportunity to get the right training," says SCSA president Collin Pullar. He adds, "Falls from heights are common causes of serious injuries, so scaffolding safety, as well as fall protection and prevention training, can make all the difference in preventing a life-changing injury."

Ultimately, it is the employer's responsibility to determine whether someone is competent to inspect scaffolds, based on training, their experience related to the job and type of scaffold, and both the knowledge and understanding of the system being used.

To demonstrate competency in general scaffold safety, participants complete three hands-on practical exercises assembling frame, modular, and tube & clamp scaffold systems in the classroom, as well as a final exam requiring an 80% passing grade.

There is no prerequisite for the course and certification of training is valid for three years. Participants are required to bring their own PPE including a hard hat, safety glasses, safety gloves, and safety footwear.

The SCSA schedules this course seasonally in Saskatoon and Regina classrooms, but companies can contact Training Services if they would like to request an additional date or location for their workforce.

## General Scaffold Safety Training

# RISE TO THE CHALLENGE

### THE SCSA'S GENERAL SCAFFOLD SAFETY TRAINING COURSE COVERS:

- Saskatchewan OHS scaffold regulations
- Common requirements for scaffold systems
- Types and components of metal scaffolds
- Proper setup, inspections and pre-use safety checks
- Hazard identification and assessments
- Hands-on experience assembling popular scaffold types



**SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION**







Photo by Dimitris Vetsikas from Pixabay

# Guest Editorial: Revolutionizing Workplace Safety Trends and Innovations for 2023

By Edge Fall Protection

Workplace safety is a fundamental right and a critical aspect of job satisfaction for every employee. Ensuring a safe working environment not only fosters productivity but also reduces the risk of accidents, thereby promoting overall employee well-being.

In a province like Saskatchewan, where a significant portion of the workforce is engaged in industries such as agriculture, mining, and construction, workplace safety takes on an even more crucial role. Recognizing and controlling hazards is important to establish a safe workplace. Read on as we talk about some of the trends and innovations to ensure such.

## Current State of Workplace Safety in Saskatchewan

The 2023-2028 Fatalities and Injuries Strategy presents interesting statistics that highlight the need for revolutionizing work safety. For instance, it states that more than 2,400 workers are injured every year. 12.6 per cent of workplace injuries are serious, putting the lives of workers at risk. Meanwhile, most of these injuries are from asbestos, motor vehicle crashes, firefighter cancer exposure, and falls from heights.

More so, *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations, 2020* are two of

the legal frameworks for workplace safety in the province. Among others, one of its stipulations is that workplaces with at least 10 workers must have an occupational health committee. The latter is responsible for identifying and addressing hazards in the workplace.

## Trends and Innovations in Workplace Safety for 2023

Leveraging advanced technologies and data-driven strategies, different trends and innovations significantly enhance safety protocols, paving the way for a safer, healthier working environment in Saskatchewan and beyond.

### Remote Safety Monitoring

Advancements in the Internet of Things (IoT) and Artificial Intelligence (AI) are paving the way for enhanced remote safety monitoring. IoT devices equipped with advanced sensors can detect hazards such as gas leaks, high temperatures, or structural instabilities in real time. Coupled with AI algorithms, these devices can predict potential incidents before they occur.

These technologies are governed by stringent data privacy regulations like the Personal Information Protection and Electronic Documents Act (PIPEDA) to ensure the confidentiality and integrity of worker data.

### Active and Passive Fall Protection Systems

Fall hazards remain a significant concern in many industries, particularly in construction, maintenance, and warehousing. As such, fall protection systems have evolved to provide robust safety measures. According to [edgefallprotection.com](http://edgefallprotection.com), a combination of active and passive controls are crucial for safety in the workplace.

Active fall protection requires the participation of the workers. In contrast, passive fall protection provides non-penetrating solutions through static or unmovable systems. The CSA Standard Z259.16-04 (R2015) - Design of Active Fall Protection Systems provides detailed guidelines for the design and performance of active fall protection systems. Meanwhile, CSA Standard Z797-09 (R2014) - Code of Practice for Access Scaffold provides guidelines for the design, construction and use of passive fall protection systems.

### Advanced Personal Protective Equipment (PPE)

The realm of Personal Protective Equipment (PPE) is witnessing innovative strides, particularly "smart PPE." These advancements include wearables with embedded sensors for monitoring physiological parameters like heart rate, temperature, and fatigue levels. This data can provide early warnings of potential health crises, fostering a proactive approach to worker health.

The selection and usage of PPE must comply with the standards laid out by the Canadian Standards Association (CSA). For instance, CSA Standard Z94.3-15 outlines requirements for eye and face protectors, while CSA Standard Z195-14 details the use of protective footwear.



SCSA offers Confined Space VR proficiency

## Virtual Reality (VR) for Safety Training

Virtual Reality (VR) has been increasingly adopted for realistic, risk-free safety training. VR can simulate hazardous scenarios, enabling workers to practise response strategies without actual risk. It has been particularly useful in high-risk industries like mining and construction.

Regulations such as the Canada Occupational Health and Safety Regulations (COHSR) place significant emphasis on the importance of comprehensive training. For example, under Part XIX of COHSR, which deals with hazard prevention, it is required that every employer provide instruction, training, and supervision to ensure the health and safety of every person employed by them. And to make sure safety training is more effective and engaging, VR can help.

## Robotics and Automation

The deployment of robotics and automation in high-risk tasks has significantly reduced human exposure to hazardous situations. Robots can handle tasks such as heavy lifting, handling hazardous materials, or working in extreme conditions, thereby mitigating potential injuries.

The adoption of robotics in the workplace must comply with safety standards to ensure the protection of workers. The Canadian Standards Association (CSA) has outlined guidelines for industrial robots in CSA Standard Z434-14. This standard addresses the comprehensive safety requirements related to the installation, operation, maintenance, and decommissioning of robots.

## Conclusion

As we navigate through 2023, it's evident that technology and innovation are pivotal in elevating workplace safety to new heights. Embracing these advancements in Saskatchewan will not only foster safer work environments but also drive productivity and sustainability, ultimately ushering in a new era of occupational safety.

# Fatalities and Serious Injuries Strategy

## What it Means for Construction

WorkSafe Saskatchewan, a partnership between the Saskatchewan Workers' Compensation Board (WCB) and the Ministry of Labour Relations and Workplace Safety, recently updated its Fatalities and Serious Injuries Strategy.

Jonathan Sherman, director of prevention for WCB, spoke on the strategy at the 2023 SCSA Conference and highlighted what it means for the construction industry in Saskatchewan.

### Reducing Serious Injuries

While the total injury rate in Saskatchewan was cut in half in the last twenty years, serious injury rates remain the same around 2,400 per year. Fatality rates also remain the same at about 35 per year. Serious injuries may keep a worker out of the workplace for 50 or more days, land a person in hospital with permanent restrictions such as loss of mobility, or result in a fatality. Though serious injuries represent 12 per cent of claims, they account for 80 per cent of the cost.

In recent years, psychological health and safety have become more prevalent as an emerging injury. As awareness has increased, claims are increasing year over year. The impact of physical injuries may be a contributing factor and Sherman notes, "there's a connection between when someone does have a serious injury there's often a component of psychological injury there as well."

The new strategy was informed by community engagement and consultations to determine priority areas of focus. The top causes of injuries or concerns revealed through consultation were increased violence in the workplace, mental health

claims, motor vehicle accidents and back injuries. Personal and family testimonials were gathered from those who have experienced serious workplace injuries. Though the ultimate goal is zero injuries, consultations asked what recovery looks like and if people are getting the support they need after a life-changing injury.

Sherman stresses the importance of strong leadership that is engaged in improving safety outcomes. "If you're going to have success in safety, you need to have leadership support and that means engagement all along the organization from top to bottom. Leaders need to be seen, they need to be out with their frontline staff and engaging and talking to them about safety."

### Common Workplace Issues

Construction is one of the three main workplace sectors the strategy focuses on, with particular attention to these factors:

- Asbestos exposure and other occupational diseases
- Falls from heights or same-level surfaces
- Ergonomic issues with lifting and repetitive motions
- Use of machinery, where serious injuries are usually traumatic
- Fatigue from early starts, long hours and overtime
- Travelling long distances between sites
- Motor vehicle accidents
- Psychological claims



**Jonathan Sherman**

Director of Prevention, WCB

## Strategy



### Partners in safety and compliance

The WorkSafe Saskatchewan working group will select employers from each sector to partner with Occupational Health and Safety (OHS) and prevention representatives to work toward safety performance improvement.

### Prevention and learning stream

WCB prevention representatives, and any associated consultants, will lead and provide ongoing learning on best practices, a trial of safety solutions and collaboration on learning from industry leaders.

### Compliance and enforcement

Occupational health and safety (OHS) representatives will lead and provide ongoing education on legislation to improve compliance and understanding of obligations. They will set a frequency for inspections, and ongoing enforcement.

WorkSafe's two streams of operational actions outlined in the strategy include:

- Prevention and Learning
- Awareness campaigns
- Safety education and training
- Research and share best practices
- Integrated mental health
- Compliance and enforcement
- Legislation, roles and responsibilities
- Focused inspections
- Technology and data
- Risk-based enforcement

Sherman emphasizes the importance of including psychological safety alongside occupational safety and industrial hygiene going forward for every safety professional.

### Collaboration is Key

WCB is undertaking a collaborative approach to identify the main risks and root causes of issues and bring people together to share solutions across the industry.

A recently launched community of practice is looking at implementing a roadmap for improving psychological health and safety in construction workplaces. Working with Merit Contractors Association, RNF Ventures and others, they are learning about the 13 factors identified by the Mental Health Commission of Canada to address mental health in the workplace. They will develop and test out an action plan that can be shared with the construction industry and the rest of the province.

Sherman finishes on the ultimate goal being "to look back in five years and say, can you imagine we had 2,400 serious injuries every year and now we are down to this much. Because every single one of those injuries is suffering for that individual, for their family and co-workers. We want to prevent that from happening."

Read the entire strategy on [WorkSafeSask.ca](https://www.worksafesask.ca)

# SCSA Programs



Don Gyori NCSO



Kristin Dobko NCSO

## 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 (Nov. 1, 2022 - April 30, 2023)

Aaron (Sky) Neufeld  
Clare Kettlewell  
Don Gyori  
Emaduddin Shaik  
Goitom Gaber  
James Stewart  
Jasyn Dergo  
Jesse Dell  
Kim Paproski  
Kristin Dobko  
Nicole Stinson  
Rena Pilon  
Richard Cabrera  
Uduak Isokise



Emaduddin Shaik NCSO and safety practitioner award finalist



Lori Senz NCSO

## National Health and Safety Administrator (NHSA™) Program

The NHSA 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.

### NHSA Certified (Nov. 1, 2022 - April 30, 2023)

Alexander Stark  
Cindy Soles  
Godson Onwuka  
Jean Lefebvre  
John Tokar  
Lori Senz  
Reid Genest



## Welcome New SECOR® Companies

Congratulations to the following new SECOR certified companies:

C.K. Construction & Repairs Ltd  
ITP Communications Ltd  
Langlois Journeymen Electricians  
Locke Electric  
Main Plumbing & Heating (2010) Ltd  
SoilRocks Consulting Inc

## Re-Certified SECOR® Companies

### (Nov. 1, 2022 - April 30, 2023)

Aaron Gratias Welding Ltd [2014]  
BBS Canada Ltd [2020]  
Drive Pump Jack Services Ltd [2020]  
Jug's Trucking Ltd [2017]  
KSG Construction Management Ltd [2016]  
Lumsden Area Electrical Services [2017]  
Rock Paper Sun Ltd [2020]  
Touchstone Concrete Pumping Inc [2020]



Langlois Journeymen Electricians SECOR



Main Plumbing & Heating SECOR



Joy Global Canada (Komatsu) COR

## Welcome New COR<sup>®</sup> Companies

**Congratulations to the following new COR certified companies:**

- Colliers Project Leaders Inc
- Custom Millwright Services
- Joy Global Canada (Komatsu) Ltd
- North Ridge Development Corporation
- North Ridge Renovations Ltd
- Remedy 4 Contracting Inc
- Service Master Restore of Regina
- Sixteen Safety Services Inc
- SVC Construction & General Contracting Ltd
- Systems Scaffolding Ltd
- West Four Group of Companies Inc



Remedy 4 Contracting COR

## Re-Certified COR<sup>®</sup> Companies

**Re-Certified COR Companies (Nov. 1, 2022 - April 30, 2023)**

- 3D Metal Corp [2013]
- All-Rite Mechanical Ltd [2016]
- AlumaSafway Inc [2013]
- Apperley Electric Ltd [2016]
- Athabasca Basin Security LP [2013]
- Balzer's Canada Inc [1999]
- Belterra Corporation [2017]
- Bill's Trucking Company Ltd [2008]
- Breck Construction [2003]
- Chinook Scaffold Systems Ltd [2014]
- City of Estevan [2005]
- Con-Tech General Contractors Ltd [2013]
- Delco Automation Inc [2013]
- Eagle Oilfield Services Ltd [2020]
- Geo Electric Ltd [2017]
- Glacier Glass Service Ltd [2013]
- Great Plains Contracting LP [2013]

- Ground Effects Environmental Services Inc [2005]
- Haztech Energy Corp [2019]
- Hipperson Construction [2007]
- IEI Industrial Electric & Instrumentation Ltd [2010]
- Impact Energy Services Ltd [2020]
- Independent Construction Management Inc [2013]
- Industrial Corrosion Control Ltd [1998]
- JA Tech Inc [2011]
- JNE Welding [2008]
- John Kmita Ltd [2007]
- Koncrete Construction Group [1997]
- Kone Inc [2020]
- Kusy's Electric Ltd [2010]
- Leeville Construction Ltd [2014]
- Loraas Disposal North Ltd [2017]
- Marquardt Mechanical ULC [1998]
- MPE Engineering Ltd [2017]
- Nixon Electrical Service Ltd [2011]
- Noble Construction Corp [2011]
- Northern Strands Co Ltd [2013]
- Polus Telecommunications Ltd [2016]
- Pryme Concrete Construction Inc [2011]
- QSI Interiors Ltd. - Saskatoon [2005]
- Regina Plumbing and Heating Inc [2020]
- Rising Edge Technologies (Sask) Ltd [2016]
- Rite-Way Fencing (2000) Inc [2004]
- River North Construction (86) Ltd [2020]
- Riverside Electric Ltd [2020]
- RobWel Constructors Limited Partnership [2007]
- SaskTel Services Operations Department [2011]
- Schneider Electric Canada Inc [2010]
- Silverado Demolition Operations Inc [2017]
- Star Electric 1990 Ltd [2020]
- Sunbelt Rentals Of Canada Inc [2017]
- Surtest Oilfield Services Ltd [2014]
- Tetra Tech Canada Inc [2013]
- Town & Country Plumbing & Heating (2004) Ltd [2016]
- Troy Life & Fire Safety Ltd [2013]
- Walker Projects Inc [2016]
- Westridge Construction Ltd [2004]



SVC Construction & General Contracting COR



North Ridge Development COR and Brian Turcotte, SCSA award finalist



# Instructor Led Training Schedule

## June – December 2023

### Aerial Work Platform Safety Awareness Instructor Led Online Training

June 9	October 5
July 6	November 2
August 4	December 8
September 1	

### Basic Training Techniques - Instructor Led Online Training

June 12 & 13	October 19 & 06
July 13 & 14	November 15 & 16
August 14 & 15	December 5 & 6
September 13 & 14	

### Confined Space Monitoring & Entry Regina Saskatoon

June 6	July 6
August 3	August 29
September 14	October 11
November 22	

### Instructor Led Online Training

June 20	September 20
July 18	October 31
August 15	December 19

### Confined Space Monitoring & Entry Proficiency Featuring VR

Regina	Saskatoon
June 2	June 2
June 23	June 16
July 20	July 28
August 25	August 25
September 22	September 22
November 3	November 3
December 15	December 15

### Contractor Training Instructor Led Online Training

June 26	October 17
July 27	November 16
August 30	September 29
December 11	

### Effective Claims Management Instructor Led Online Training

June 22	October 18
July 17	November 14
August 22	December 13
September 19	

### Fall Protection & Prevention Training Regina Saskatoon

June 13	June 7
June 28	June 20
July 11	July 4
July 26	July 17
August 9	August 3
August 24	August 14
September 6	August 30
October 4	September 20
November 1	October 17
	November 23

### Instructor Led Online Training

June 1	August 16
June 5	August 21
June 14	August 31
June 21	September 13
June 27	September 27
July 5	October 12
July 12	October 25

July 19	November 7
July 25	December 7
August 2	December 20
August 8	

### General Scaffold Safety Training Regina Saskatoon

June 22	June 6
July 20	July 11

### Leadership for Safety Excellence Regina Saskatoon

June 26 & 27	July 26 & 27
August 21 & 22	September 18 & 19
October 18 & 19	November 15 & 16
December 12 & 13	

### Instructor Led Online Training

June 7 & 8	September 5 & 6
June 14 & 15	October 4 & 5
June 28 & 29	October 30 & 31
July 10 & 11	November 29 & 30
August 9 & 10	

### Occupational Health Committee Training Level 1 Regina Saskatoon

June 15	July 20
August 23	September 21
October 24	November 14

### Instructor Led Online Training

June 1	October 3
July 4	November 1
August 1	December 12
September 7	

### Safety Administration Instructor Led Online Training

June 28	October 27
July 31	November 23
August 31	December 20
September 28	

### Safety Auditor Training Regina Saskatoon

July 5 & 6	June 14 & 15
August 1 & 2	July 18 & 19
September 12 & 13	August 23 & 24
October 25 & 26	September 27 & 28
	November 21 & 22

### Instructor Led Online Training

June 6 & 7	September 5 & 6
June 21 & 22	October 11 & 12
July 12 & 13	November 7 & 8
August 16 & 17	December 5 & 6

### Safety Management Instructor Led Online Training

June 5	October 10
June 29	November 6
August 8	December 4
September 11	

### WHMIS 2015 Train the Trainer Instructor Led Online Training

June 12	September 11
June 27	September 26
July 13	October 10
July 25	October 26
August 17	November 21
August 29	December 18

For full course descriptions and to register visit:  
[www.scsaonline.ca/courses/instructor-led-training](http://www.scsaonline.ca/courses/instructor-led-training)



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**





# About the SCSA

The Saskatchewan Construction Safety Association (SCSA) is a non-profit organization funded by the construction industry to provide cost-effective, quality safety training, programs and advice. The SCSA serves member companies that are registered with the Saskatchewan Workers' Compensation Board (WCB) and employ workers in building construction.

The vision of the SCSA is to drive a business culture of physical and mental safety for all and be the centre of excellence for construction safety training.

The SCSA's mission is to serve the construction industry and the public by promoting safety within the construction environment and lead the development of a safety culture through education, consultancy, and building awareness toward safer communities.



**SASKATCHEWAN  
CONSTRUCTION SAFETY  
ASSOCIATION**

Constructing  
**Safety**  
Leadership