

2012 annual report



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It is our pleasure to present to you the third Annual Report of the Fisheries Safety Association of Nova Scotia (FSANS). We would like to acknowledge the dedication and commitment of the individuals and organizations that have supported the FSANS to help advance the cause of health and safety in the fisheries industry.

The Association...

Industry founded and led, not-for-profit initiative, funded entirely by employers, with one employee supported administratively by the NS Fisheries Sector Council. Spawned by concern regarding the rising cost of injuries and insurance, extensive consultation and communication with industry was undertaken by way of newsletters, direct mail, news articles, notices, public meetings in order to gather support for the safety association which began operating in January 2010.

FSANS is governed by a volunteer Board of Directors responsible to all stakeholders in the following Standard Industrial Classification (SIC) codes by the Workers Compensation Board of Nova Scotia (WCB):

311/312	Salt Water/Inland Fishing
321	Aquaculture/ Services Incidental to Fishing
1021	Fish Products Industry (Processing)

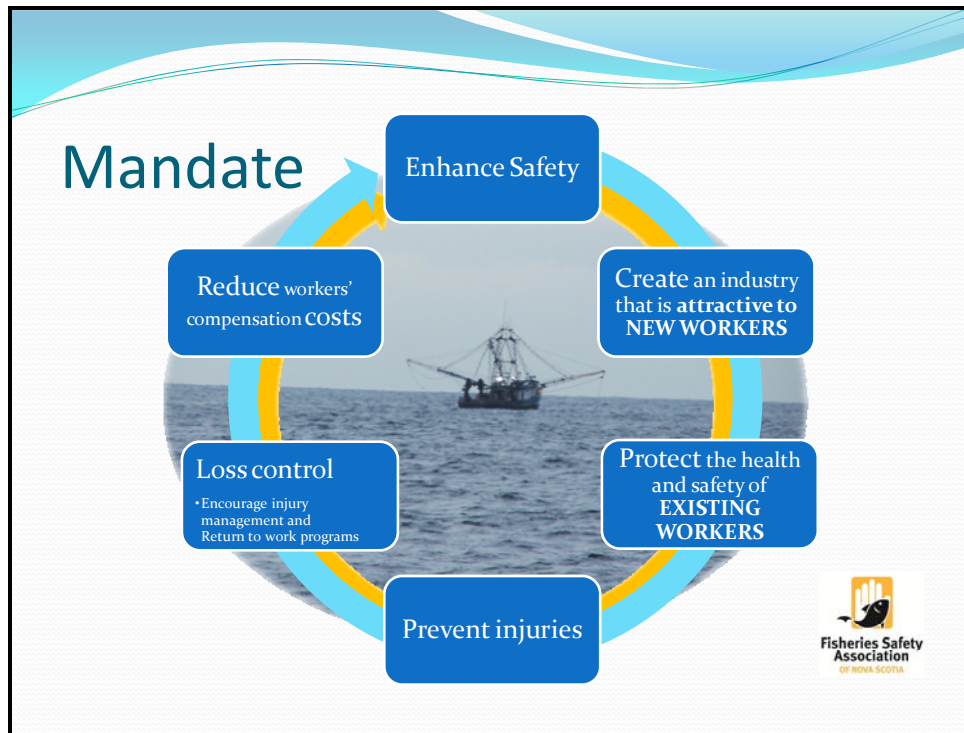
Completing the makeup of the Board are advisory members from the NS Department of Labour and Advanced Education Occupational Health & Safety Division (OHS), NS Department of Fisheries and Aquaculture and the WCB.

The Board is the main safety champion for the fisheries industry, promoting communications by utilizing the FSANS website and newsletters on activities of the association and distribution of known best practices. FSANS continues to receive strong backing from industry, the WCB, government agencies and partnerships that have developed over the past three years.

The Association's mandate is to enhance safety in the workplace, making the industry more attractive for new employees and keeping existing employees safe and healthy, with an aim to reduce workplace illness/injury and associated cost.

A 5% drop in the industry rate will more than recover the FSANS levy annually

Specifically, the FSANS has focused efforts on facilitating a culture change in OHS by enhancing awareness, promoting education and training, and developing prevention and return to work systems recognizing industry best practices.



The Industry...

Commercial fishing is a dangerous occupation. Recent WCB figures show that, annually, industry pays about \$17 million in compensation premiums, experience 830 injury claims (~2.3 each day) and 250 lost time injuries that result in 2,000 lost work weeks. This is the equivalent to 45 people each missing a year of work. Other industry sectors have done more to address this adversity but there remains much opportunity for improvement.

The Benefits...

An example of the benefits to FSANS members includes;

- Availability of industry-specific education & training at substantially reduced cost
- Discounts on necessary safety equipment, clothing, and services
- Workplace-specific occupational health & safety manuals, prevention programs
- Access to a dedicated OHS consultant
- Regular newsletter
- A direct voice in the operation/priorities of FSANS
- Association website: www.fisherinessafety.ca
- Shared best practices
- Advocacy for safety and an influence upon government/WCB policy, practices, priorities and programs
- Potential for reduced WCB costs, long term

Activities...

The work of the FSANS in 2012 primarily followed the main functions as laid out in its Operational Plan – 5-Year Strategy: Prevention Education, Advocacy, Communication and Awareness.

Prevention

- Client workplace visits
- Responsive to member needs; OHS Orders, compliance actions, appeals, etc.
- OHS Program development
- Training
 - Through partners; NSCC, St. John Ambulance
 - In-house, workplace specific
- Wharf-side presence
 - Promote general OHS
 - Wearing of personal flotation devices (PFD)
- PFD Focus Group
- Special Demonstrations

Advocacy

- Input into OHS Regulations and WCB Policy
- PFD Focus Group (with WCB, DOL, NSFSC)
 - Involving industry representatives & equipment manufacturers
 - Communicate OHS regulations
 - Laying ground for productive, on-going dialogue
- Participation in the early stages of development of a Code of Practice for commercial fishing

Communication

- Exhibits at industry/trade shows and conferences
- Presentations to related associations, conferences, meetings, DFO Harbour Authorities
- Wharf visits
- PFD Focus Group
- Special Demonstrations
 - Inflatable PFDs (with DOL & WCB)
 - Man Overboard Drills (by NSFSC)
- Use of social media
- Trade publication advertising and articles



Training...

- Coordinated or supported more than 20 training programs in the year, assisting over 150 individuals with their training needs. Focus of training: Safety, First Aid, Emergency Response, OHS & Transport Canada requirements

Participation in training = \$\$ saved = ROI (levy)

Outcomes...

- Increased awareness of safety
- A “buzz” with respect to PFDs
- Growing industry support and FSANS ‘brand’ recognition
- Greater participation in training resulting in members’ dollars saved
- Increased compliance (observation)
- Intensified call volume; inquiries, demand for resources
- Communications Strategy aligns resources aimed at;
 - OHS requirements
 - PFD use
 - Awareness of the FSANS
- 2013 WCB rates may be early indicator of future trend?

Partnerships...

As a very small organisation, FSANS relies heavily on its relationships with partner organisations for resources, and associated activities and a combination of efforts in service delivery. FSANS values tremendous support of the following organisations;

- NS Fisheries Sector Council
- Workers’ Compensation Board of NS
- Department of Labour and Advanced Education, OHS Division
- Department of Fisheries and Aquaculture
- Transport Canada
- Transportation Safety Board
- NS sibling safety associations
- Out-of-Province partners; Fish Safe BC, NL-FHSA
- Training providers; NSCC, SJA, SSNS, SST
- Equipment suppliers, see www.fisherinessafety.ca



Moving On...

The years ahead will continue to bring about positive results as the Fisheries Safety Association enacts its revised Operational Plan and 5-Year Strategy. FSANS will work in collaboration with its stakeholders to help construct a culture that places a high value on safety throughout the industry, and to promote workplaces that consider the protection of workers as an essential element to successful business operations. Fisheries safety performance improve with the attitudes that affect behaviours and, while the FSANS can set the stage and foster the suitable environment for change, the catalyst for this much-needed transformation will come from identified industry leaders and champions. Communication of efforts is key as is the celebration of successes and delivery of useful and meaningful information to those who may put it to use in their communities, fisheries and operations.

Nathan Blades
Chair, Board of Directors

Stewart Franck
Executive Director