



**CONNECTING LEADERS TO SAFETY
CULTURE & SAFETY PROFITABILITY**

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WSPS: Who we are...

- A dynamic \$43-million organization servicing 165,000 member firms (representing 4 million employees in Ontario).
- WSPS is primarily focused on the agricultural, industrial/ manufacturing and service sectors.
- WSPS is a leader in providing impactful risk management solutions that drive lasting business success for our customers.
- We offer unparalleled health & safety expertise, insight and solutions for creating healthy work environments where employees thrive and businesses prosper.
- A key player in the Ontario occupational health & safety system, WSPS brings together community and business leaders to influence positive change and create a safer, more profitable Ontario.

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Products and Services

- Training programs
- General consulting
- Online resources/webinars/video segments
- Certification – manufacturing sector specific
- Management Systems
- Technical consulting/Technical courses
 - Based on CSA standards
- Conference & Events
- Community Programs/Volunteer Opportunities

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Working in tandem is our way forward



Global Industrial Fabrics Industry is changing

- Evolving business environment
- Advances in the global textile industry
- Changing legislation
- Declining market
- Increased competition
- Decreased brand loyalty
- Aging workforce
- Next generation workforce recruitment challenges

Decrease in Market Share

Table 4: Canada textile mills market value forecast: \$ million, 2012-17

Year	\$ million	C\$ million	€ million	% Growth
2012	3,589.4	3,588.8	2,608.9	(2.7%)
2013	3,463.7	3,463.2	2,517.6	(3.5%)
2014	3,427.2	3,426.7	2,491.0	(1.1%)
2015	3,407.8	3,407.2	2,476.9	(0.6%)
2016	3,404.7	3,404.1	2,474.7	(0.1%)
2017	3,422.9	3,422.3	2,487.9	0.5%
CAGR: 201 -17				(0.9%)

SOURCE: MARKETLINE MARKETLINE

Industrial Fabrics Industry

- Rate Group 289: Injury Rates from 2015-2016

- **Lost Time Injuries (LTI)** and **Non Lost Time injuries (NLT)** have increased specifically in the following areas:
 - MSD Injuries
 - Falls Injuries
 - Contact with Machinery Injuries
- Premiums have also increased for the same period
- Slight decrease in Critical Injuries and no fatalities in the last 5 years
- Over 75% of the overall LTI injuries are occurring in workers between the ages of 45 to 55+

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Rate Group 289 Injury Profiles

Year	LTI	NLTI	Premiums	FTE Workers
2016	87	230	\$ 9,921,064	7,965
2015	66	190	\$ 9,879,088	8,084
2014	87	202	\$ 9,613,171	8,794
2013	88	255	\$ 9,851,674	8,060
2012	92	252	\$ 9,375,050	8,023

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Setting the tone with your customers

"Healthy, happy and engaged employees lead to increased customer satisfaction and, therefore, higher sales and market share. If you're smart about it, and you work in a safe and organized way, you can justify your efforts financially and avoid trouble. The costs of ongoing and regular training pale in comparison to those you will incur if employees sustain workplace injuries, which can be severe and very long lasting."

Ted Moroz, President, The Beer Store

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Why lead through health and safety?



- Grow your business
- Manage risk effectively
- Strengthen brand, reputation and culture
- Become an employer of choice
- Enhance credibility and trust

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To be competitive you must manage risk

You can't control economic risk, but you can control operational and reputational risk



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The price of not managing risk

- Capital costs
- Administrative costs
- Employee-associated costs
- Insurance costs
- Legal/regulatory costs
- Production costs
- Intangible business costs (damage to your business reputation, loss of trust)
- Physical, emotional and financial impact on injured worker, co-workers, family members and the community

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Benefits of a healthy organization

- Insurance claims and costs
- Absenteeism and turnover
- Accidents and illness
- Levels of stress and depression
- Use of short and long-term disability
- Litigation
- Negative impact on your reputation and brand capital

- Innovation
- Productivity
- Employee retention and engagement
- Health and safety performance
- Efficiency
- Profitability
- Stable production
- Competitive advantage

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Value of Prevention

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Everyone has a role to play

Everyone is responsible for maintaining a safe & healthy workplace

<p>Employer</p> <ul style="list-style-type: none"> Comply with law Provide info & supervision to workers Keep a safe & well-maintained workplace Make sure equipment/materials /PPE are all in good condition Take all reasonable precautions 	<p>Supervisor</p> <ul style="list-style-type: none"> Know & follow H&S laws Know hazards & inform staff Train staff to work safely Assign safe work Investigate & resolve work refusals Investigate incidents that result in injuries 	<p>Employees</p> <ul style="list-style-type: none"> Work safely and don't take risks Report hazards & incidents/injuries Follow safe working procedures Use safety equipment Don't endanger co-workers
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You set the tone in your workplaces



Engaged employees are more likely to be aware of, receptive and responsive to the goals of wellness programs

And... **3x** More likely to respond to their employers' wellness efforts and take actions to live a healthier lifestyle than disengaged employees

Safe, healthy, happy team members = safe, healthy and happy customers

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As leaders you must act as role models to...



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What does a culture of health and safety look like?

- An exceptional level of trust and openness between management and employees
- A commitment to engaging employees in meaningful decision making
- The active involvement of senior leaders in organizational health
- Investment of time and resources to promote safety
- The use of safety and injury data to inform decisions and program planning
- Performance objectives tied to health and safety

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How do you build a culture of health and safety

- Promote commitment to health and safety
- Recruit and train based on this commitment
- Communicate regularly
- Understand your obligations as an employer and educate employees about their roles and responsibilities
- Consider health and safety before launching new programs
- Identify, assess and control hazards
- Provide the necessary training and equipment to ensure employees recognize hazards, and are equipped to work in a healthy and safe manner

...AND
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It all starts by having the right conversations

1. Talk to team members about the health and safety culture you wish to create
2. Talk about the importance of health and safety and encourage team members to contribute to the conversation
3. Share successes and lessons learned with one another
4. Constantly reinforce how important health and safety is in your organization
5. Talk about health and safety implications when planning new programs



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At your table...

1. What will a culture of health and safety in your workplace look like?
2. What three things could you do when you leave today to support a culture of health and safety?
3. What will you share with your teams about the presentation today?



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A brief background

- Founded by Workplace Safety & Prevention Services, in collaboration with The Conference Board of Canada and Bruce Power
- The CEO Health + Safety Leadership Network is a reinvigoration of the former CEO Health and Safety Leadership Charter
- The Network is more than the affirmation of principled commitment it is a springboard for change
- Members share a commitment to building sustainable businesses and communities

Value of joining the Network

- Visible commitment to health and safety
- Brand building and recognition
- Opportunity to influence health and safety policy in Ontario and across Canada
- Contribute to the transformation of health and safety culture in Ontario and, in collaboration with other Charters, across Canada
- Peer-to-peer dialogue to facilitate knowledge sharing and growth
- Optimize return on investment through enhanced health & safety performance

CEO Networking Events

- Take place twice yearly : May and October
- Attracts more that 75 CEOs, presidents, board members and other executive leaders
- A forum for exchanging ideas, knowledge and sharing best practices
- Topical and thought provoking guest speakers and roundtable discussions including:
 - Is H&S on your board agenda?
 - Harnessing the Power of Mindset
 - Mental health in the workplace

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Join Us

- Transformation Starts With Leaders Like You!
- To join us please visit www.ceohsnetwork.ca



Canada's Best Health + Safety Culture Award

- Recognizes organizations that are demonstrating excellence in health and safety culture and leadership
- Nomination process consists of 3 steps:
 - Gate 1 – Nomination form
 - Gate 2 – Perception survey
 - Gate 3 – Onsite evaluation
- Winners: Vancouver Airport Authority, New Brunswick Power, Borger

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Best Health + Safety Culture Award

- Nominate your organization...

Network Accomplishments



- 28 Member Firms
- 5 Published White Papers:
 - Integrating Health and Safety into Your Board Agenda – April 2015
 - Harnessing the Power of Mindset – October 2015
 - Mental Health in the workplace – April 2016
 - Making the Connection – October 2016
 - The Perfect Day – October 2017

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CEO Health + Safety Leadership Network Questions???

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