

THE WORLD-
Spectator

**OCCUPATIONAL
HEALTH**

&

**SAFETY
WEEK**





OCCUPATIONAL HEALTH & SAFETY WEEK



10 ways to support mental health in your workplace

Imagine your workplace is a highly productive environment in which workers feel safe, respected, and valued; the work is challenging; the demands of the job are reasonable; there is work-life balance; and you involve your employees in their work and interpersonal growth and development. This is what is known as a mentally healthy workplace.

To effectively incorporate mental health at your workplace, commitment must start at the top with the involvement of all levels of leadership and all departments.

Here are ten ways you can encourage positive mental health as part of a comprehensive workplace health and safety program:

- Encourage active participation and decision making.
- Clearly define employees' duties and responsibilities.
- Promote work-life balance with your employees.
- Model respectful behaviours in your organization.
- Manage workloads of your employees.
- Provide continuous learning opportunities to help employees develop and



grow.

- Have conflict resolution practices in place.
- Recognize employees' contributions to help them feel valued and fulfilled.
- Develop a policy statement that shows your organization's commitment to positive mental health.
- Include mental health in your workplace health and safety committee mandate.

Additionally, make sure to provide education and training so managers and employees know how to recognize harassment, bullying, and other psychological hazards. Create space for co-workers to recognize and talk about mental health in general. Equip managers with the skills and knowledge to identify and respond to issues before

they escalate.

Don't forget to also support workers through changes. It's important that leaders and managers communicate effectively about changes and develop

processes to manage them. Supporting good employee mental health contributes to a healthy workplace and can ultimately improve the health of both workers and the organization.



Safety matters because **YOU** matter!

To all those putting a focus on Occupational Health and Safety this week, I commend you! The importance of preventing injury and illness in the workplace means that the people we care about come home safely each day!



Dr. Robert Kitchen MP
Souris-Moose Mountain



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Strategy looks to continue work in reducing fatalities and serious injuries in the workplace

In 2019, WorkSafe Saskatchewan, a partnership between the Saskatchewan Workers' Compensation Board (WCB) and the Ministry of Labour Relations and Workplace Safety, launched the first three-year Fatalities and Serious Injuries Strategy in an effort to help eliminate workplace fatalities and serious injuries.

In March of 2023, a new five year strategy is being launched that focuses on two key streams of work that will be undertaken to reduce injuries and fatalities—a regulatory and enforcement stream, and a prevention and learning stream.

"Workplace safety is everyone's responsibility," Labour Relations and

Workplace Safety Minister Don Morgan said. "This new strategy continues to make working with stakeholders to eliminate workplace injuries and fatalities in our province a priority. Everyone deserves to come home safely at the end of the day."

"Collaboration with stakeholders is critical to bringing our injury rate down," WCB Board Chair Gord Dobrowolsky said. "Building on the work of the last strategy, we will continue to engage workers and employers in finding ways to keep all workers safe on the job."

Under this strategy, the three main priority workplace sectors of focus are:

- Health care
 - Transportation
 - Construction
- These industries were chosen due to the high-risk nature of their work.

Approximately 2,400 Saskatchewan workers are seriously injured each year in Saskatchewan. Copies of the 2023-2028 Fatalities and Serious Injuries Strategy are available at www.worksafesask.ca

The 2023-2028 Fatalities and Serious Injuries Strategy aims to eliminate workplace fatalities and serious injuries.

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OCCUPATIONAL HEALTH & SAFETY WEEK



The origin of NAOSH Week

North American Occupational Safety and Health (NAOSH) Week was first launched in June 1997, by an agreement between Canada, the United States and Mexico.

The Canadian Society of Safety Engineering's (CSSE) Canadian Occupational Health and Safety Week (COHS) had been observed from 1986-1996. During the North American Free Trade Agreement (NAFTA) talks between the governments of Mexico, United States, and Canada, workplace safety within the boundaries of all three nations was discussed by government labour department representatives. Canada suggested to the Mexican and American counterparts that their countries may wish to become involved in a similar endeavour to COHS Week.

As a result, CSSE was approached for permission and support to expand the COHS Week format and experience to Mexico and the United States. The proposal was formalized with the CSSE Board of Directors in 1996 and it was agreed that CSSE would adopt the North American concept and implement it in place of the Canadian Week. Labour Canada agreed to ensure that CSSE was the officially recognized safety organization responsible for North American Occupational Safety and Health (NAOSH) Week.

The agreement was taken to the 1996 NAFTA meeting and NAOSH Week was established.

National partners

Over the years, national partners joined CSSE to champion injury and illness prevention and raise awareness of the importance of workplace health and safety. The Canadian Centre for Occupational Health and Safety has this mission embedded in its mandate and purpose and has been a strong supporter of NAOSH Week since it began. Threads of Life supports the families who have been impacted by a workplace illness, injury or death, and as a national partner, reminds us all why it's so important that we continue working to protect the



health, safety and well-being of workers.

Name change

In 2019, the partners recognized the importance of

expanding the goals and efforts of NAOSH Week beyond the world of occupational health and safety.

To be more inclusive, they agreed that the name should be clear and easily understood by everyone. The name was changed to Safety and Health Week and the transition to the new branding began.

The goal during Safety and Health Week remains to focus employers, employees, partners and the public on the importance of preventing injury and illness in the workplace, at home, and in the community.

Together, we can create safer workplaces and communities.

The Safety & Health Week logo

Three colours forming an equilateral triangle portray the three participating nations—Canada, the United States and Mexico—and symbolizes joint venture, cooperation and the commitment to the common goals shared by all occupational health and safety partners.

The three sides stand for partnership of the three countries in this joint occupational health and safety venture, as well as all tripartite partnerships between business, labour and governments.

The connected colours illustrate assistance and cooperation on many levels—from interpersonal relationships in the workplace to international exchange.



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