



August 22, 2012

This letter is being sent to you and to all firms in the Nova Scotia fishing industry (harvesting, processing and aquaculture) who are registered with the Workers' Compensation Board of Nova Scotia (WCB-NS).

We wish to remind you that the Fisheries Safety Association (FSANS) levy will appear on your August WCB statement of account. The amount of the levy is \$50, \$100, or \$200, depending on your overall assessed payroll, and is being collected to support vital fishing industry accident and injury prevention programs.

Your levy is essential to fund the ongoing work of the Fisheries Safety Association. The FSANS is working hard on your behalf to improve health and safety in the industry, to positively impact WCB insurance rates, and to minimize the human and financial costs of injury for employees and employers in all fisheries related work environments.

The attached Fact Sheet will highlight the activities and efforts of the Association and lists the many advantages available to you through FSANS.

Should you have any questions or concerns with respect to the levy, please feel free to contact the FSANS.

Yours very truly,

A handwritten signature in black ink, appearing to read "Stewart Franck". The signature is fluid and cursive, with a large initial "S" and "F".

Stewart Franck, CRSP
Executive Director

Attach:

cc: WCB of NS
FSANS Board of Directors

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WHO ARE WE?

The Fisheries Safety Association of Nova Scotia (FSANS) is an industry-led initiative – created FOR industry, BY industry – in response to rising WCB rates and the high number of fatalities and serious injuries experienced compared to other sectors. FSANS consists of a volunteer Board of Directors representing ALL industry sectors; five harvesting, five processing, three aquaculture, two sector council, and one full-time employee.

OUR HISTORY

The idea of a safety association for the Nova Scotia fisheries industry was spawned by concerns regarding the rising costs of injuries and insurance. This was followed by months of extensive consultation and communication with the industry via newsletters, direct mail, newspaper articles/notices, and public meetings. Support for a safety association was gathered from industry and the FSANS began operating in January 2010. The FSANS continues to receive strong backing from industry, the NS Department of Labour (DOL), the NS Department of Fisheries & Aquaculture, and the Workers' Compensation Board of NS.

WHAT IS IN IT FOR YOU?

Participating in the FSANS allows you to take advantage of the following opportunities:

- Reduced training costs (15-25%): St. John Ambulance first aid, Transport Canada requirements through NSCC School of Fisheries, Survival Systems Training, all offerings from Safety Services NS
- Discounts on H&S related equipment, clothing and services
- Industry-specific safety training
- Industry-specific occupational health and safety manual and prevention programs
- Access to the services of a dedicated occupational health and safety consultant
- A direct voice in the operation and priorities of FSANS and its Board of Directors
- Industry-specific safety website: www.fisheriessafety.ca
- Shared best practices between clients in the industry and sectors
- Advocacy for safety in the fisheries industry and influence in the policies, priorities and programs of the DOL and WCB
- Potential for reduced WCB premiums and insurance costs long term
a 5% reduction in the industry rate will more than recover the FSANS levy annually

WHY A SAFETY ASSOCIATION?

Fishing is THE most dangerous industry by far as evidenced by the approximately \$17 million in WCB premiums paid by employers, more than five fatalities, 250 lost-time injuries and 830 injury claims annually. Over 2,000 work weeks are lost each year: That's the same as having 45 people who each miss one year of work. The costs and the suffering are totally unacceptable. Everyone invests into FSANS and all will gain from positive results, but it will be slow and not easy. Over time, an increased emphasis on safety and return to work initiatives can positively impact the cost of injury and WCB premiums.

Demonstrated success in the NS forestry and construction sectors and in industries across Canada and worldwide shows that safety associations work. Investing in prevention makes far more sense than paying for injuries, lost earnings, rehabilitation, medical assistance and devices, vocational retraining, filling vacant positions, death and survivor benefits, etc.

It's the right thing to do and is good for the industry, employers, workers, communities, families, the economy and the province!

HOW IS FSANS FUNDED?

FSANS has a written agreement with the WCB to collect a levy of \$50, \$100 or \$200 (based on the amount of WCB premium) from each employer engaged in commercial fish harvesting, processing and aquaculture with three or more employees registered with the WCB. The total amount collected annually is approximately \$225,000.

THE FSANS MANDATE

The mandate of the FSANS is to enhance safety and to help prevent injuries and control costs. This will protect the safety and health of existing employees and make the industry more attractive to new workers. We will work to help reduce both the frequency and severity of injuries, and to contain WCB rates that affect the competitiveness and viability of industry.

Objectives

- Facilitate a process to create safer workplaces, assisting return to work and injury prevention activities
- To develop and provide tools to help reduce the number and duration of injuries occurring in the fishing industry. E.g. Strategy to improve OHS
- To increase awareness of and how to control costs of injury in the industry

Functions

Focus on the following areas (Committees are in place for each function):

- Prevention Education
 - Accident prevention strategies and programs. ALL injuries are preventable.
- Research and Advocacy
 - Causes of escalating rates
 - Dialogue with WCB and Government, DOL Fishing Safety Task Force
- Communication and Awareness
 - Promote a safety culture
 - Newsletter, ad campaigns, interviews, conferences, exhibits

PICTURE THE BENEFITS			
A conservative illustration of cost benefits for a small, medium and large firm in a typical year when taking advantage of FSANS discounts			
SAVINGS: (savings amount)	Small Firm	Medium Firm	Large Firm
Marine basic first aid (\$38)	1 @ \$38	1 @ \$38	2 @ \$38 = \$76
Standard first aid (\$45)		\$45	\$45
Marine emerg. duties-A1 (\$80)	1 @ \$80	1 @ \$80	2 @ 80 = \$160
ROC-MC (\$75)			\$75
Safety boots (15%)	(1@\$80/yr) \$12	(3@\$80/yr) \$36	(5@\$80/yr) \$60
Gloves, other safety gear (15%)	(@\$100/yr) \$15	(@ \$200/yr) \$30	(@\$400/yr) \$60
TOTAL SAVINGS	\$145	\$229	\$476
FSANS LEVY AMOUNT	\$50	\$100	\$200
NET SAVINGS	\$95	\$129	\$276

PICTURE THE SAVINGS		
Investing in safety can make a big difference in your insurance premiums. Look at the following examples of how much a single injury can cost the industry though higher industry rates. Plus, consider the impact on your own firm's Experience Rating...		
INJURY EVENT	EFFECT ON THE INDUSTRY	EFFECT ON YOUR FIRM
A harvester is lost at sea	Will cost the industry about \$500,000 in premiums over the next five years	<p>Could greatly affect your Experience Rating (each firm's calculation will be different)</p> <p>FOCUS ON PREVENTION</p> <p>and</p> <p>EARLY & SAFE RETURN TO WORK PROGRAMS</p>
Harvester suffers a repetitive strain, soft tissue injury; Total \$25,000 in benefits paid	Will cost the industry about \$125,000 in premiums over the next five years	
Harvester's hand caught in hauler, severed fingers; Total \$50,000 in benefits paid	Will cost the industry about \$250,000 in premiums over the next five years	
Processing plant worker struck by forklift, compound fractures; Total \$25,000 in benefits paid	Will cost the industry about \$140,000 in premiums over the next five years	
Several slips, trips and falls in a plant over the period of a year; Total \$50,000 in benefits paid	Will cost the industry an extra \$260,000 in premiums over the next five years	