



**Fisheries Safety
Association**
OF NOVA SCOTIA

2013 annual report



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It is our pleasure to present the 2013 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...

FSANS is an industry founded, funded and led, not-for-profit initiative which began operating in January 2010 with one employee and administrative support from the NS Fisheries Sector Council.

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 Department of Labour & Advanced Education OHS Division, Department of Fisheries & Aquaculture, WCB NS, Transport Canada and Department of Fisheries & Oceans-Small Craft Harbours.

The FSANS Board is the main safety champion for the fisheries sector, communicating activities of the association and sharing industry best practices. FSANS continues to receive strong backing from industry, the WCB, government agencies and partnerships that have developed over the past four years.

Our Mission and Mandate...

FSANS participated in a Strategic Planning Session in November 2013. The process allowed the Association to reflect on past achievements, problems and challenges, and to develop a strategy to strengthen and continue our mandate with mechanisms to measure our success and impact. The course will continue to be charted, followed and tracked over the next few years.

The Mission, Mandate and Objectives of the Association remain unchanged since being established. We will continue moving forward on this path.

Mission

FSANS aims to enhance safety through prevention programs, education, advocacy, communication and awareness.

Mandate

The mandate of the safety association relates directly to enhancing safety, making the industry more attractive for new employees and keeping the existing employees safe and healthy; resulting in fewer injuries, helping to reduce workers' compensation rates for the fishing industry.

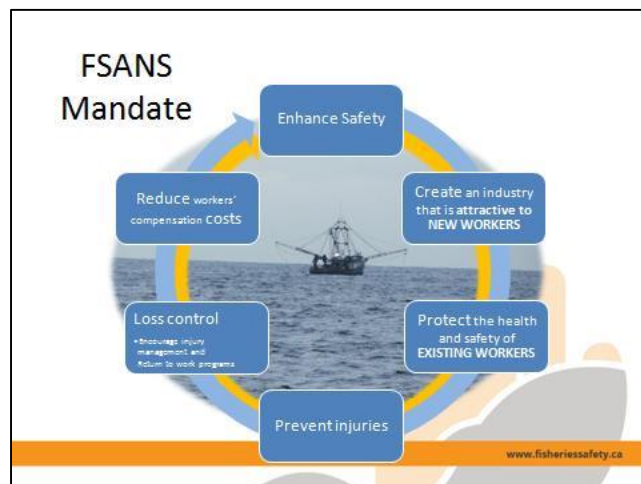
A 5% drop in the industry rate will more than recover the FSANS levy annually

Objectives

The objectives of the safety association are:

- To 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;
- To increase awareness of costs associated with workplace injury in the fishing industry, and;
- To advocate on behalf of industry with respect to policies, procedures and regulations of various government departments, agencies and the workers' compensation board.

Specifically, the FSANS has focused efforts on facilitating a prevention mindset and 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...

Of the more than 1,200 firms served by FSANS, over one thousand are commercial fishing operations, more than 120 process fish and seafood, and the remainder are involved in aquaculture. Harvesting is a very dangerous occupation as corroborated by its WCB costs. Recent WCB NS figures show that, annually, fisheries employers pay about \$17 million in compensation premiums; more than 800 workers are injured, with about 250 resulting in 2,000 weeks of lost work time. Other industry subsectors perform better but there remains much opportunity for improvement across the board.

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 OHS manuals and prevention programs
- Access to a dedicated OHS consultant
- Newsletter
- A direct voice in the operation and priorities of the Association
- A continually evolving Association website: www.fisherliessafety.ca
- Shared best practices
- Advocacy for safety, and influence on government/WCB policy, practices, priorities and programs
- Potential for reduced WCB costs, long term

The FSANS levy is an investment: ROI examples show that firms can easily recoup the levy amount by taking advantage of training and equipment discounts!

Activities...

The work of the FSANS in 2013 primarily followed its three main functions as laid out in its revised Operational Plan – 5-Year Strategy:

- Prevention and Education,
- Advocacy,
- Communication and Awareness.



Prevention

- ✓ Client workplace visits
- ✓ Responsive to member needs; OHS Orders, compliance actions, appeals, cost containment, etc.
- ✓ OHS Program development
- ✓ Training
 - Through partners; NSCC, St. John Ambulance, SSNS
 - In-house, workplace specific
- ✓ Wharf-side presence
 - To promote general OHS
 - Wearing of personal flotation devices (PFD)
- ✓ Participation in a Safety Working Group jointly with prevention partners; NSFSC, WCB NS and DOLAE
- ✓ Province-wide Grade 6 PFD poster contest and calendar project

Advocacy

- ✓ Input into OHS Regulations and WCB Policy
- ✓ PFD Focus Group (with WCB, DOL, NSFSC) follow up
 - Involving industry & equipment manufacturers
 - Communicate OHS regulations clearly
 - Laying ground for productive, on-going dialogue
- ✓ Participation in the 2013-17 Workplace Safety Strategy development and review process and Leadership sessions for small-medium size business

Communication

- ✓ Exhibits at industry/trade shows and conferences
- ✓ Presentations to related associations and industry meetings, and at major safety conferences and industry trade shows
- ✓ Ongoing wharf visits; 1-on-1, 1-on-a-few meeting opportunities to promote safe practices
- ✓ Safety Town Hall community meetings; engaging industry representatives and the general public in a dialogue on fishing safety
- ✓ Special Demonstrations
 - Inflatable PFDs (with DOL & WCB)
 - Man Overboard Drills (coordinated mainly by NSFSC)
- ✓ Ongoing use of social media
- ✓ Trade publication advertising and articles



Training...

- In 2013, FSANS committed to generate greater incentive to employees and employers to get necessary training to work in the industry. The Association now matches the discounts negotiated over the past few years with recognised training providers such as NSCC and St. John Ambulance. The uptake in training continues to accelerate. The Association coordinated or supported more than 40 training programs in the year, assisting over 300 individuals with their training needs. The focus of training is primarily safety, first aid, emergency response, OHS & Transport Canada requirements.
- We are excited to partner in bringing FishSafe BC's "Safety Catch" to the east coast. One fishing boat at a time, this intensive program familiarizes crews with safety equipment and emergency procedures, and produces a vessel-specific safety management system at the end of the day.

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

Outcomes...

- We continue to observe increased awareness of accepted safe practices
- There is a "buzz" at the wharf with respect to the use of PFDs
- Industry support and FSANS 'brand' recognition continues to grow
- Greater participation in training resulting in members' dollars saved
- Increased compliance (observation)
- Intensified call volume; inquiries, demand for resources

- Involvement is various initiatives under the 2013-17 Workplace Safety Strategy;
 - Safety Working Group
 - Fishing Safety Action Plan steering committee
 - Safety at Sea Alliance
- “The Conversation” continues!

Partnerships...

FSANS is a very small organisation that 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 and groups;

- NS Fisheries Sector Council
- Workers’ Compensation Board of NS
- Department of Labour and Advanced Education, OHS Division
- Department of Fisheries and Aquaculture
- Department of Fisheries & Oceans
- DFO-Small Craft Harbours
- 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



2014 Board of Directors		
Harvesting Representatives	Gina Symonds	Make n Break Fisheries
	Douglas McLeod	Mime'j Seafoods Limited
	Star Donavon	Mersey Seafood Limited
	Ray Belliveau	Charlesville Fisheries Limited
	Becky Langille	Clearwater Seafoods LP
Processing Representatives	Lionel Enslow	Pierce Fisheries
	Erin Purcell	Seafood Producers Assoc. of NS
	Noel Despres	Comeau Seafoods Ltd
	Nathan Blades	Sable Fish Packers (1988) Ltd
	Doug Bertram	Innovative Fishery Products
Aquaculture/Services Incidental to Fishing Representatives	Bernard Kennedy	JK Marine
	Dick Stewart	Atlantic Herring Co-op. Ltd.
	Angela Bishop	Aquaculture Association of NS
NSFSC Representatives	Marilyn Crook	CAW Local 1944
	Ashton Spinney	Lobster Fishing Area 34
Advisors/Guests (Non-voting)	Tommy Harper	WCB of NS
	Tom Leblanc	NS Dept of Labour/OHS
	Alan Chandler/John Bueglas	NS Dept of Fisheries & Aquaculture
	Mihai Balaban	Transport Canada
	Paul MacDonald	DFO-Small Craft Harbours
Staff (Non-voting)	Stewart Franck	Executive Director, FSANS

EXECUTIVE COMMITTEE	
Nathan Blades – Chair Sable Fish Packers	Lionel Enslow – Vice-Chair Pierce Fisheries
Doug Bertram – Secretary Innovative Fishery Products	Star Donovan – Treasurer Mersey Seafoods Limited



Steaming Ahead...

FSANS will maintain its course to fulfill its mandate. Ongoing positive results are expected as we observe our Operational Plan & 5-Year Strategy and roll out an action plan from the late 2013 strategic planning session. Communication of efforts is essential, as are the celebration of successes and delivery of useful and meaningful information and program elements to those who may put it to use in their communities, fisheries and operations.

FSANS will work in collaboration with its stakeholders to help construct a climate and culture throughout the industry that places a value on safety, promoting workplaces that consider protecting workers an essential element of operating a successful business. We are a partner in the Fishing Safety Action Plan and will contribute to the activities and initiatives that come out of this relationship with our prevention partners. Safety performance improves with the attitudes that affect behaviours and, while the FSANS can help set the stage and foster a suitable environment for change, the main catalysts for this much-needed transformation are the identified industry leaders and champions.

Nathan Blades
Chair, Board of Directors

Stewart Franck
Executive Director