

THE WORLD-
Spectator



OCCUPATIONAL HEALTH & SAFETY WEEK 2024





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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responsibility*





OCCUPATIONAL HEALTH & SAFETY WEEK



Safety at work is a team effort

Occupational health and safety is an area of growing concern for many businesses. After all, healthy employees make for productive employees. But achieving and maintaining a safe and healthy work environment is a team effort.

From inspecting the work site itself to the equipment and tools used, from respecting safety norms to preventing accidents, it is up to each and every member of the team to minimize work-related accidents. Knowing how to identify and correct potential causes of work-related injuries, illnesses and fatalities is vital to all businesses. Caution is not a luxury; it's a necessity.

With that in mind, an increasing number of businesses are taking a more proactive stance on improving workplace safety. Many of them proudly post their number of "accident-free" days, months or years. By taking adequate measures, these businesses have made their workplace safer for all employees. Whether their staff has to confront chemical, biological or physical risks, a growing number of businesses are finding new and innovative ways of minimizing these potential dangers.

Planning is a vital part of any successful occupational health and safety program. To implement such programs, companies often establish committees whose members are in tune with employee concerns. This insight allows them to effectively inspect risk control systems, such as the use of safety equipment and the establishment of emergency regulations and procedures. These inspections allow them to then recommend the appropriate steps to improve the situation.

Most companies realize that they can do more to improve the occupational health and safety of their workers, whether it is improving employees' work posture or minimizing the strain of repetitive motion.

What is the incentive for business owners to make such an effort? A safe workplace makes good business sense. Healthy employees show up each day and put in a good day's work!



By taking adequate measures, businesses have made their workplace safer for employees.

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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, co-operation 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.

OCCUPATIONAL HEALTH AND SAFETY

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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 was 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 respon-

sibility," 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 Dobrowsky 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 pri-

ority 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

Remember to make safety a priority, not only during OH&S Week, but all year round!



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for Moosomin Constituency

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