

# SCOTIAN PRIDE

January 28, 2010  
Tommy Harper

**WORK SAFE. FOR LIFE.**

# AGENDA

- **Overview – NS Fisheries Sector (WCB)**
  - Aquaculture Industry – Claims, costs, rates
  - Case Studies – impact on industry
- **Fisheries Safety Association of Nova Scotia**

# NOVA SCOTIA FISHERIES SECTOR OVERVIEW

# NS Fisheries Sector

<b>SIC</b>	<b>SIC Description</b>	<b># of Divisions</b>	<b>2008 Total Assessable Payroll</b>	<b>% of 2008 Payroll in Sector</b>
311	SALT WATER FISHING INDUSTRY	1,128	\$154.4M	59.3%
312	INLAND FISHING INDUSTRY	3	\$1.0M	0.4%
321	AQUACULTURE (SERVICES INCIDENTAL TO FISHING)	43	\$10.6M	4.1%
1021	FISH PRODUCTS INDUSTRY	168	\$94.3M	36.2%
	<b>TOTAL</b>	<b>1,342</b>	<b>\$260.2M</b>	<b>100%</b>

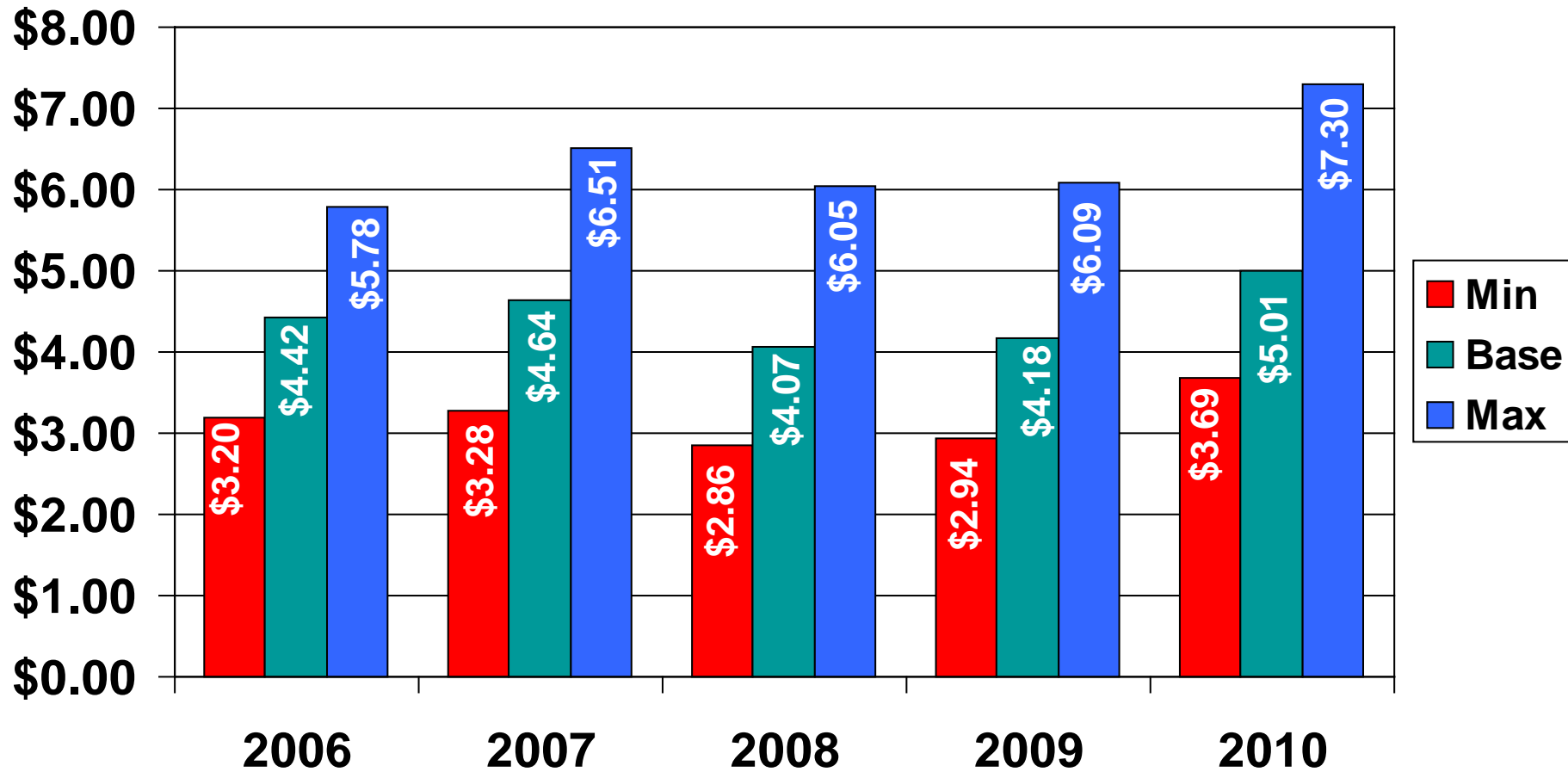
# SIC 321 – Aquaculture

## **IN 2008:**

- 4% of industry sector payroll
- Total of 50 injuries
- 36% (18 people) missed 3+ days of work
- Total of 96 work weeks lost to date for these injuries – equivalent to **2 people** each missing **one year** of worktime
- Average of 5 weeks lost per TL claim – still growing!
- \$0.4 Million paid in WCB premiums

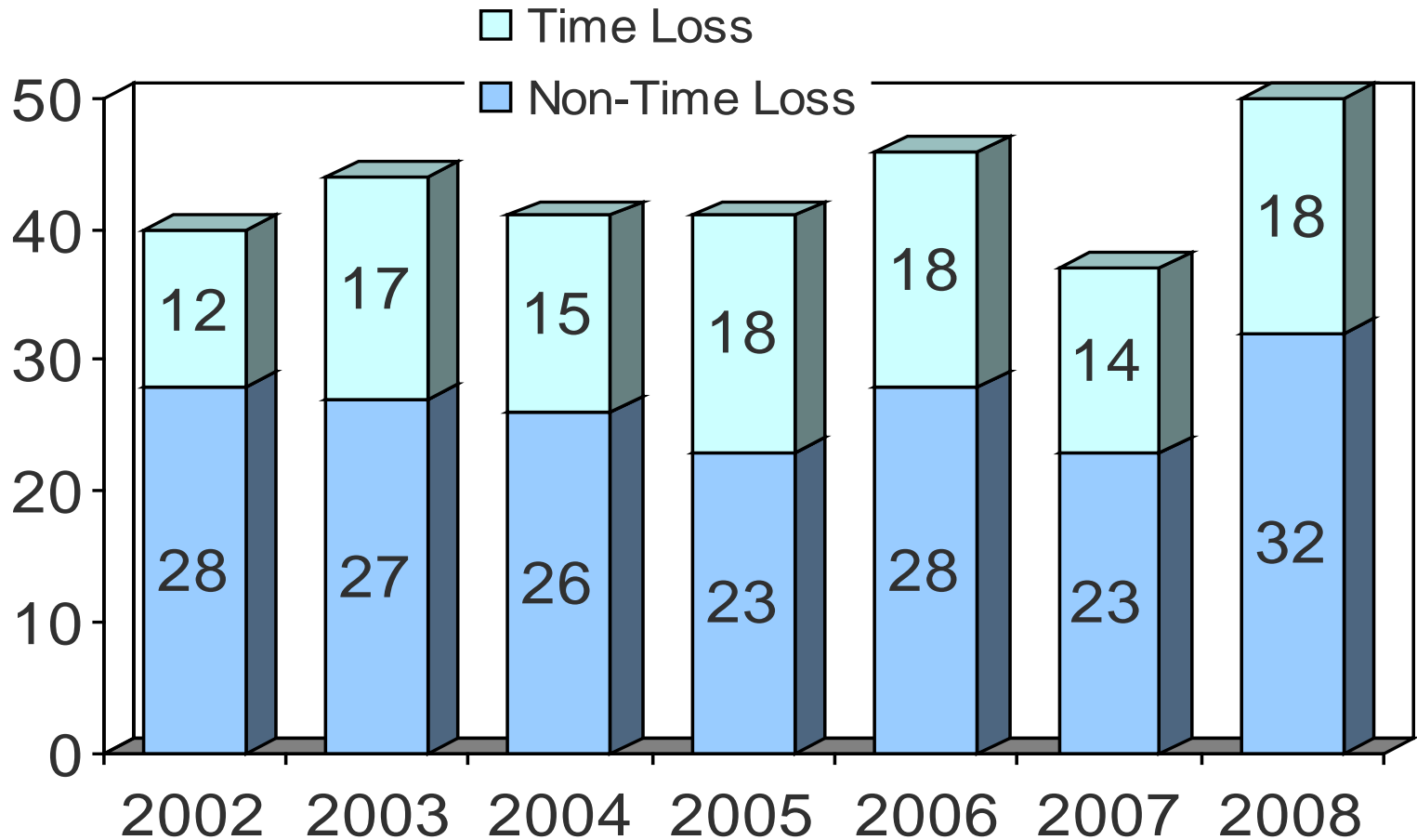
# Rate History

## SIC 321 – Aquaculture

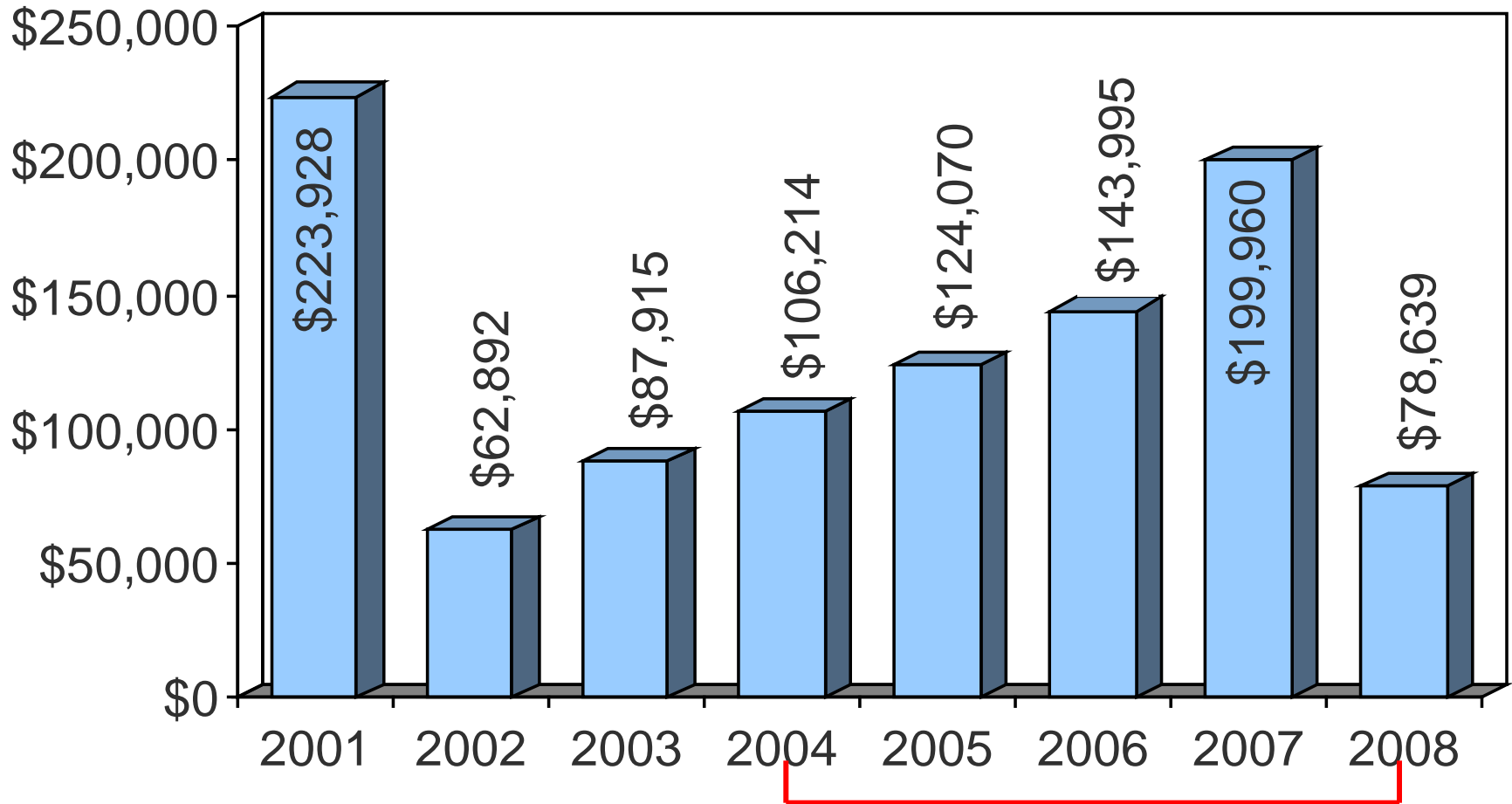


NOTE: Rate history does not include any surcharges.

# Total Claims SIC 321 – Aquaculture



# Total 2-Year Claims Costs SIC 321 – Aquaculture



Years used in 2010 industry rate setting

## Totals – In 2008:

### **Salt Water Fishing, Aquaculture & Fish Processing:**

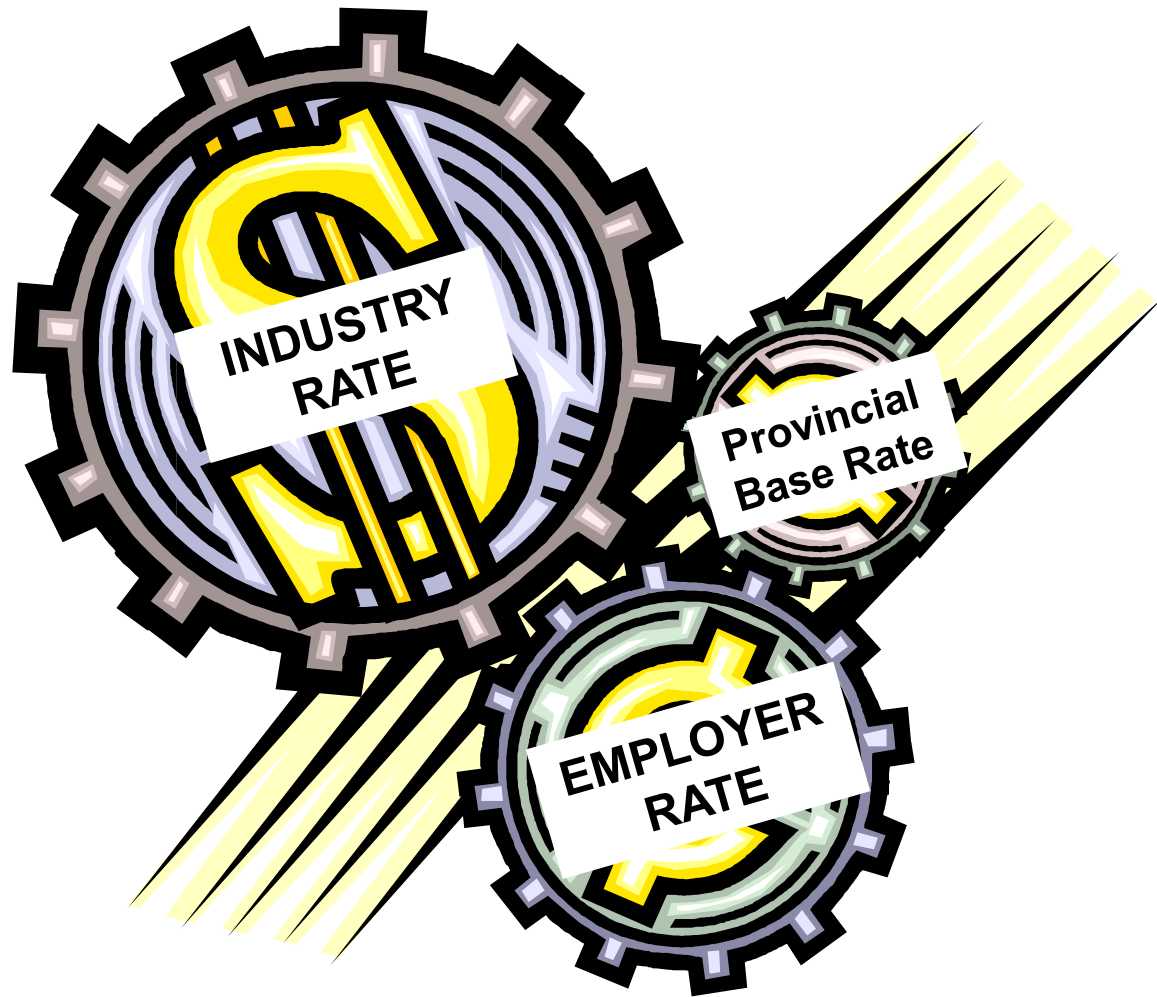
- Total of 732 injuries = **2 people each day!**
- 36% (266 people) missed 3+ days of work
- Total of 2,500 work weeks lost to date for these injuries – equivalent to **48 people** each missing **one year** of worktime
- \$16.7 Million paid in WCB premiums

# Changes in Key Measures – 2008 versus 2007

	<b>Salt Water Fishing (SIC 311)</b>	<b>Aquaculture (SIC 321)</b>	<b>Fish Products (SIC 1021)</b>
Total WCB Claims Registered	↑ 7%	↑ 35%	↓ 20%
Time Loss Claims	↑ 16%	↑ 29%	↓ 28%
Total Claim Payments	↑ 15%	↓ 60%	↓ 17%
Total Duration (# weeks lost in year)	↑ 27%	↓ 3%	↓ 20%
Average Duration per TL Claim	↑ 10%	↓ 24%	↑ 11%

# CASE STUDIES

# How You Affect Industry Rates



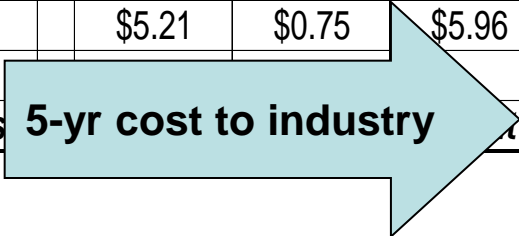
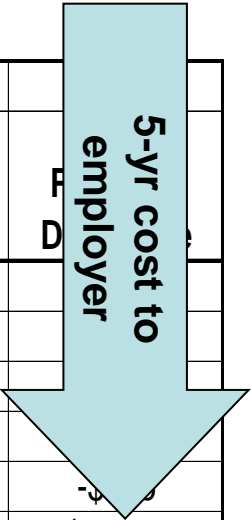
# Case Study # 1

## WHAT HAPPENED:

In 2002, while dragging a 6-foot high stack of pans, the worker strained his/her lower back.

Year	ACTUAL RATES			HYPOTHETICAL RATES			Rate Diff	Payroll	F D
	Industry Rate	Exp Rate	Total Rate	Industry Rate	Exp Rate	Total Rate			
2004	\$4.04	\$0.97	\$5.01	\$4.04	\$0.75	\$4.79	-\$0.22	\$730,000	
2005	\$4.29	\$2.25	\$6.54	\$4.27	\$1.14	\$5.41	-\$1.13	\$697,000	
2006	\$4.95	\$0.99	\$5.94	\$4.92	\$0.30	\$5.22	-\$0.72	\$886,000	
2007	\$4.96	\$0.11	\$5.07	\$4.93	\$0.11	\$5.04	-\$0.03	\$912,000	
2008	\$5.25	\$0.75	\$6.00	\$5.21	\$0.75	\$5.96	-\$0.04	\$812,000	
									<b>-\$16,460</b>

*Note: Other Fish Processing employers*



To date, the WCB has paid out more than \$120,000.  
 The worker has not recovered to pre-injury work capacity.

# Case Study # 2

## WHAT HAPPENED:

In 2002, the worker's arm got caught in a fishing net.

Year	ACTUAL RATES			HYPOTHETICAL RATES			Rate Diff	Payroll	Rate Diff
	Industry Rate	Exp Rate	Total Rate	Industry Rate	Exp Rate	Total Rate			
2004	\$6.31	\$1.82	\$8.13	\$6.27	-\$0.22	\$6.05	-\$2.08	\$1,010,000	
2005	\$6.69	\$1.78	\$8.47	\$6.65	-\$0.47	\$6.18	-\$2.29	\$1,054,000	
2006	\$7.19	\$2.19	\$9.38	\$7.15	\$0.68	\$7.83	-\$1.55	\$1,012,000	
2007	\$7.22	\$0.79	\$8.01	\$7.19	\$0.79	\$7.98	-\$0.03	\$1,139,000	
2008	\$7.29	\$0.33	\$7.62	\$7.27	\$0.33	\$7.60	-\$0.02	\$1,139,000	-\$228
<b>Note: Other Fishing employers 5-yr cost to industry</b>									<b>-\$61,400</b>
<b>5-yr cost to employer</b>									<b>\$285,000 lower over 5-yr period</b>

To date, the WCB has paid out more than \$360,000.

The worker did not return to work.

# Case Study # 2 - Continued

## WCB Premiums – In Perspective

Due to this incident, employer's premiums increased by \$61,000+

At 5% profit margin, revenue required to cover increase = \$1,220,000

**Equivalent to:**



OR



\$1.22M    \$41K/yr =  
30 full-time workers for a year

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WORKERS' COMPENSATION BOARD OF NOVA SCOTIA



**Fisheries Safety  
Association**  
OF NOVA SCOTIA

# Background

- Alarming trends in injuries and WCB costs
- Increases in WCB premiums impacting global competitiveness
- 2004 – Fish Processing Sector brought forward issues and challenges
- 2007 – Harvesting and Aquaculture Sectors “got on board”
- Extensive consultation with industry stakeholders undertaken – advisory committee formed in spring 2008

# What has been done to date

- Advisory committee included representatives from the harvesting, processing and aquaculture sectors
- Committee consensus - to form a safety association
- Mandate to move forward – March 2008
- Board of Directors formed, governance model adopted, Executive Director hired
- Operations began Jan 1, 2010 – operational support being provided by NSFSC

# Mandate

- To enhance safety in the workplace, making the industry more attractive for new employees and keeping the existing employees safe and healthy.
- The association's work will focus on reducing workplace illness/injury. These reductions will lead to lower WCB rates for the fishing industry.

# Safety Association – Strategic Focus

- Build a Safety Culture in the Fisheries Sector
  - Prevention Education
  - Research and Advocacy
  - Communication and Awareness

# Planned Activities to Support Strategic Focus

- Identify and prioritize sector challenges
- Develop short and long term strategies
- Gather best practices
- Develop & deliver safety training programs
- Communications strategy – building awareness

# Expected Outcomes

- Structure in place to provide industry wide leadership on workplace safety issues
- Broadened awareness around injury prevention among employers and employees
- Increase communication around health and safety within the fishing industry
- Fisheries Safety Association will be recognized by the province, WCB and the safety community – a voice for the industry

# Stay Informed!

- Contact our office: 902-742-6167
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- Email: [tommyharper@ns.aliantzinc.ca](mailto:tommyharper@ns.aliantzinc.ca)
- Check out our website:  
[www.nsfsc.ca/safetyassociation](http://www.nsfsc.ca/safetyassociation)