

# **Policy Position**

---

May 2015

## **Improving Workplace Safety**

### **Background**

All Saskatchewan residents have a right to healthy and safe work environments, free from harassment.

To establish such an environment, the Government of Saskatchewan has, through the Occupational Health and Safety (OHS) Act and regulations, required all employers to take action in order to:

- Provide a safe and healthy workplace.
- Establish Occupational Health Committees or representatives and consult and cooperate with them in resolving health and safety concerns.
- Provide required safe work procedures.
- Ensure equipment is provided and maintained.
- Ensure workers are trained.
- Ensure supervisors are competent.
- Prevent harassment from occurring.
- Stop harassment when it does occur.
- Develop and implement a written harassment policy that meets OHS requirements.

### **Issue**

Despite these requirements instituted through the Ministry of Labour Relations and Workplace Safety, Saskatchewan has still struggled with its goal of creating healthy and safe workplaces. In 2014, Saskatchewan experienced a time loss injury claim rate of 2.41% and a total injury rate of 6.99%. While both of these percentages have been declining in recent years, Saskatchewan's labour force is still being negatively impacted by injured employees not being able to work.

### **Saskatchewan Chamber of Commerce Recommendations**

- 1) That the Saskatchewan Chamber of Commerce support member businesses in making sure that the health and safety of employees, contractors, visitors, and surrounding community is an integral part of their business's strategies, processes, and performance measures.
- 2) That the Government of Saskatchewan engage in a public education program to communicate expectations around behaviour in the workplace focused on inclusion, tolerance, mutual respect, and dignity for all members of society.
- 3) That the Saskatchewan Chamber of Commerce continue working to raise awareness around the issue of harassment in the workplace and the employer's responsibilities regarding it.