

Health and Safety in Changing Times:



Connecting with Young Workers

**WORK SAFE.
FOR LIFE.**

WORKERS' COMPENSATION BOARD OF NOVA SCOTIA

*May 8, 2015
Cape Breton Partnership
Safety Symposium*

- Exploring Assumptions
- Everyday Safety: Communication and Action
- Connecting Resources
- New Approaches



WARNING

**ASSUMPTIONS
AHEAD**

“ Young workers don’t understand risks.”

Yes they do.

- ✓ Does taking a risk feel ‘safer’ than acting on it?
- ✓ What do they see going on around them?
- ✓ What level of control is permitted?
- ✓ Is taking risk rewarded?



“Multi-generation worksites are harder to manage.”

Why? They don't have to be.

- ✓ Work has always been multi-generational.
- ✓ Diverse values & attitudes drive positive innovation.
- ✓ Effects of mentorship extend into the community.
- ✓ Sustainability requires generational shift.



“....under 30’s feel entitled.”

Why do we say this like it’s a bad thing?

We all have levels of entitlement to:

- ✓ Health and safety
- ✓ Fair work practices
- ✓ Work-Life balance
- ✓ Helping others
- ✓ Safety of family and community

Why does it bother us when entitlements are exercised?

“Training is lost when workers leave.”

Not if we re-think it.

- ✓ **Necessity for innovation**
- ✓ Re-thinking what we've always done, and why.
- ✓ See the mobile worker as a travelling learner and teacher; your safety training is carried, not lost.
- ✓ Forming relationships between industry, community and learning safety partners.



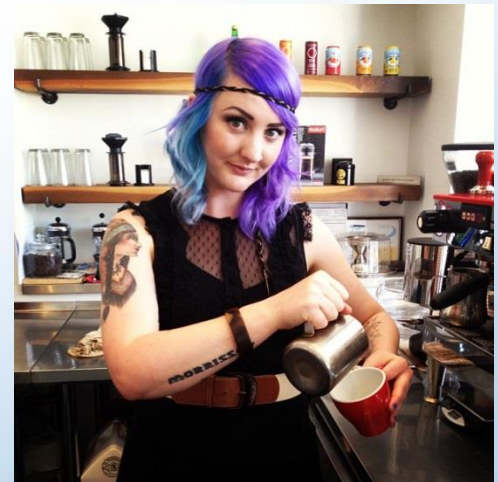
Everyday Safety:



Communication and Action

Connecting Everyday - Communication

- Sincere, authentic and respectful in your dealings
- Fair and consistent in application and enforcement of formal and informal rules/measure
- Communicate clear expectations, clear boundaries.
- Explicit vs. assumptive in your manner and practice
- Be flexible and open. Seek difference.
It can be the edge and strength of your business.
- Ask.
- Listen.



Connecting Everyday - Action

- Establish clear safety responsibilities and expectations for everyone. Ensure supervisors have the training they need.
- Don't wait for younger and newer workers to come to you. Go to them. Expect, seek and support their involvement.
- Never play down safety reports, concerns and suggestions .
- If you say something will be done, it needs to be done. If it can't be, explain why. Be aware of the constant "No."
- Have an orientation buddy system, and then use mentors for the first few months. Have a regular training approach.
- Be aware that age, life-experience, economics, gender identity, culture and race influence how risk and hazards are (1) experienced and dealt with by workers and (2) responded to by supervisors.

Connecting with Resources

The screenshot shows the website for the Workers' Compensation Board of Nova Scotia. The browser address bar displays <http://www.worksafeforlife.ca/>. The website header features the logo "WORK SAFE. FOR LIFE. WORKERS' COMPENSATION BOARD OF NOVA SCOTIA" and a search bar. The navigation menu includes links for Home, Getting Started, Prevention Tools, Industry Safety, About Us, and Programs & Awards. A large banner with a green and white striped background contains the text "ATTENTION! DOES YOUR WORKPLACE TAKE YOUNG WORKER SAFETY SERIOUSLY?" and a "LEARN MORE" link. Below the banner, the vision statement reads: "Our vision is: Nova Scotia - safe and secure from workplace injury. We do what we do so that all Nova Scotians go home safe at the end of every work day." A "FEATURES" section is partially visible. On the right, the "Safety Matters Blog" section features a post titled "Tips for staying healthy and safe while getting through winter" with a "Posted 2 months ago" date and a snippet of text: "This winter has brought some incredible weather to Nova Scotia - snow, freezing rain, rain, flash freezes, and all ...".

People

- Workers - younger, newer, older, temp and casual!
- People returning home to work
- Industry and safety groups
- Colleges and universities

Paper

www.worksafeforlife.ca Employers Resources for YWs (WCB)

novascotia.ca/lae/healthandsafety NS OHS Educ. Dept.

workplace-safety-toolkit.ca/toolkit.aspx (WCB & LAE)

ccohs.ca Can. Centre for Occupational Health & Safety

Safety associations and work-related organizations

New Approaches

New considerations and approaches

- Emotional safety goes with physical safety
- Flexible reporting form
- “Required” reporting: hazards and near misses, improvements and thank you’s
- Action response: options for private & public posting
- *Focused* safety discussion, questioning & listening
- Working with competitors
- Innovate through risk-taking.

Discuss:

- What could your workplace do differently for better safety communication and action?



- What can workplaces do to support *each other*, so safety grows during tough financial times?



Wrap up

- Explored assumptions and considered myths
 - Factors behind understanding risk
 - Beauty of the multi-gen workforce
 - Re-examined 'entitlement'
 - 'Lost' training – found?
- Techniques for safety communication and action
- Resources – people and paper!
- New considerations and approaches

References

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