



2023

Health and Safety Conference

MAY 10-12, 2023
FREDERICTON CONVENTION CENTRE



Register at worksafenb.ca
Telephone 1 800 999-9775, ext. 2223
Program and details www.worksafenb.ca

DETAILS

WEDNESDAY, May 10

4-8 p.m.	Registration	Level 1
4-8 p.m.	Trade Show	Levels 1 & 2
5-8 p.m.	Conference Welcome Reception	Pointe-Sainte Anne B

THURSDAY, May 11

7-10 a.m.	Registration	Level 1
7 a.m.-3 p.m.	Trade Show	Levels 1 & 2
7:15-8:15 a.m.	Buffet Breakfast	Pointe Sainte-Anne B-C-D
8:15-8:30	Break	Foyer
8:30-8:45 a.m.	Opening Remarks	Pointe Sainte-Anne B-C-D
8:45-9:15 a.m.	Threads of Life – David Collins	Pointe Sainte-Anne B-C-D
9:15-10:15 a.m.	Plenary Session with Spencer Beach	Pointe Sainte-Anne B-C-D
10:15-10:30 a.m.	Break	Foyer
10:30 a.m.-noon.	Morning Sessions	FCC
Noon-1 p.m.	Buffet Lunch	Pointe Sainte-Anne B-C-D
1:15-2:45 p.m.	Afternoon Sessions, Part 1	FCC
2:45-3 p.m.	Break	Foyer
3-4:30 p.m.	Afternoon Sessions, Part 2	FCC

FRIDAY, May 12

8 a.m.	Buffet Breakfast	Pointe Sainte-Anne B-C-D
8-9 a.m.	Safety Stars Awards	Pointe Sainte-Anne B-C-D
9-9:15 a.m.	Break	Foyer
9:15-10:15 a.m.	Morning Sessions	FCC
10:15-10:25 a.m.	Break	Foyer
10:25-11:25 a.m.	Plenary Session with Hayley Wickenheiser	Pointe Sainte-Anne B-C-D
11:25 a.m.	Closing Remarks	Foyer

HIGHLIGHTS

REGISTRATION

Register for the conference and tour the trade show.

Wednesday, May 10, 4-8 p.m.

Thursday, May 11, 7-10 a.m.

Level 1

TRADE SHOW

Tour the trade show Wednesday through Thursday to learn about health and safety products and wellness services and opportunities.

Wednesday, May 10, 4-8 p.m.

Thursday, May 11, 7 a.m.-3 p.m.

Levels 1 & 2

CONFERENCE WELCOME RECEPTION

Join us for an informal reception where you can network with other conference delegates. Be there for a chance to win great door prizes!

Wednesday, May 10, 5-8 p.m.

Pointe-Sainte Anne B

SAFETY STAR AWARDS (S.I.)

Join colleagues and friends as we salute New Brunswickers who make workplace health and safety a priority and inspire others to do the same. The annual WorkSafeNB Safety Star Awards recognizes three individuals and one organization that lead by commitment, action and example.

Friday, May 12, 8:15-9:15 a.m.

Pointe Sainte-Anne B-C-D

ACCOMMODATIONS

Note: All delegates are responsible for booking their own accommodations. Please mention **WorkSafeNB's Health and Safety Conference** upon booking to receive these special rates.

Crowne Plaza Fredericton - Lord Beaverbrook

(1 866 444-1946)

659 Queen Street Fredericton, N.B. E3B 1C3

Rooms starting at \$177/night

Delta Hotels by Marriott Fredericton

(1 888 236-2427)

225 Woodstock Road Fredericton, N.B. E3B 2H8

Rooms starting at \$179/night

Hilton Garden Inn Fredericton

(1 800 774-1500)

620 Queen Street Fredericton, N.B. E3B 1C2

Rooms starting at \$177/night



OPENING PLENARY SPENCER BEACH

Burn Survivor, Safety Culture and Workplace Safety Expert. (S.I.)

Culture of Care

Spencer Beach will share his compelling and emotional story that brings home why workplace health and safety must be priority #1, and why workplace behaviours must change. Spencer Beach overcame severe hardship, including addiction and depression, after being severely burned in a workplace accident that left him with a 5% chance of survival.

Thursday, May 11, 9-10:15 a.m.

Pointe Sainte-Anne B-C-D



CLOSING PLENARY HAYLEY WICKENHEISER

Four-time Olympic Gold Medalist Member of the Hockey Hall of Fame (S.I.)

Buck it!

Dr. Hayley Wickenheiser is considered one of the best female hockey players in the world. Seven world championships, six Olympic appearances, five Olympic medals — she is a titan of sport and a leader both on and off the ice. Today, Wickenheiser is the assistant general manager of player development for the Toronto Maple Leafs as well as a community leader, medical doctor, and businesswoman who inspires audiences to give their best in everything they do.

Friday, May 12, 10:25 - 11:25 a.m.

Pointe Sainte-Anne B-C-D

S.I. = Simultaneous Interpretation

SESSIONS AT A GLANCE

THURSDAY, MAY 11

MORNING SESSIONS | 10:30 a.m.-noon

1. Building your Communicable Disease Plan
2. Keeping the Human in Human Factors & Ergonomics
3. The Power of Supervision: Meeting Your Legal Obligations under the Act (French)
4. Gratitude—The Key to a Thriving Culture of Safety (S.I.)
5. Getting Back is Part of Getting Better (S.I.)
6. The Future of Workplace Safety in the Fourth Industrial Revolution
7. Protecting Mental and Physical Health at Work: The Risk of Over-Caring and Under-Caring

AFTERNOON SESSIONS (Part 1) | 1:15-2:45 p.m.

8. Say it Again, and Again, and Again: Why “Overcommunication” is Key in Safety and Beyond
9. Hazard Management - The Key to a Safe Workplace
10. Don't Stumble on this Common Injury Source – Slip and Trips (French)
11. Don't Point the White Finger – The Hazards of Hand-Arm Vibration
12. Case Study: Direct Referral Physio and Employer's Positive Outcomes (S.I.)
13. The Thunderous Impact of Quiet Quitting (S.I.)
14. Stay Current: The Latest Legislative Updates
15. Creating Effective Joint Health and Safety Committees: Insights from New Brunswick Workplaces (Panel)

AFTERNOON SESSIONS (Part 2) | 3-4:30 p.m.

16. Using Investigations to Reduce Risk
17. Is it Time for a New Approach to Managing Workplace Chemical Injuries?
18. Understanding Workers' Compensation Assessment Rates
19. Building a Strong OHS Culture: New Brunswick Workplace Stories (Panel) (S.I.)
20. Picking up the Pieces: Supporting Employee Wellbeing After a Hurricane (S.I.)
21. Stay current: The Latest Legislative Updates (French)
22. Am I a Jerk at Work? Combatting Implicit Bias

FRIDAY, MAY 12

MORNING SESSIONS | 9:15-10:15 a.m.

23. Supporting Gen Z: Your Role in Keeping Young Workers Safe
24. Writing Health and Safety Policies for Brains at Work
25. The Power of Supervision: Meeting Your Legal Obligations under the Act
26. Why Safety Related Discipline Can Work?
27. 50 Shades of Beige: Communicate with the Cross-Cultural Advantage (S.I.)
28. Forget the Old Safety Framework: Go for a Great Place to Work (S.I.)
29. Compassionate Change and a Healthier Society

All sessions are in English, unless otherwise noted as French or Simultaneous Interpretation (S.I.)

SESSION DESCRIPTIONS

1. Building Your Communicable Disease Plan

Participants will be introduced to communicable diseases and their impact. Through the guidance and resources available on the WorkSafeNB website, attendees will develop their own communicable disease plan. The session will require active participation as participants will be encouraged to roll-up their sleeves and put their new knowledge to work. By the end of the session, participants will have a solid understanding of communicable diseases and a plan in place to protect themselves and their workplace.

Roberto Sgroso, Manager, Occupational Hygiene and Ergonomics, WorkSafeNB

2. Keeping the Human in Human Factors and Ergonomics

In this session, Todd and Andy discuss the field of human factors and ergonomics that focuses on optimizing human well-being and system performance by applying psychological and physiological principles to products, processes, and system design. They emphasize the importance of putting humans at the centre of this discipline as they delve into musculoskeletal injury prevention and psychosocial risk factors. Learn practical tips to promote safety and health in the workplace.

Todd Hickey, Ergonomist, Investigations and Technical Services WorkSafeNB

Andy West, Occupational Therapist, Workers' Rehabilitation Centre, WorkSafeNB

3. The Power of Supervision: Meeting Your Legal Obligations Under the Act (French)

This session focuses on an employer's responsibility to provide competent and knowledgeable supervisors in the workplace. The session will cover employers' legal obligations to ensure that the workplace is supervised effectively and safely. Attendees will gain a better understanding of the importance of competent supervision in creating a safe and productive workplace, as well as the legal and ethical responsibilities of both employers and supervisors in fulfilling this duty.

Michel Cyr, Manager – Investigations, Investigations and Technical Services, WorkSafeNB

4. Gratitude – The Key to a Thriving Culture of Safety (S.I.)

In this session we explore the importance and relevance of gratitude as a foundational mindset and demystify the path to living a thriving life. If you want a simple approach to strengthening a safety culture, then you don't want to miss this. Participants discover the critical barrier that keeps too many people stuck struggling with never having enough to lead a thriving, happy, and meaningful life, and how this bubbles over into the workplace and stymies us from being our best.

Steve Foran, CEO, Gratitude at Work

5. Getting Back is Part of Getting Better (S.I.)

In keeping with WorkSafeNB's Campaign, 'getting back is part of getting better', this session will focus on initiatives in place that support early RTW and at-work recovery. Stay at work support services is a proactive step care model involving the worker and employer to prevent work disability. In this session, we will cover this new service delivery model, Working to Well resources and early interventions that empower recovery and getting back to meaningful activities in life.

Elesha Milne, Manager, Stay at Work Support, Claims Management, WorkSafeNB

Sara Parsons, Case Manager, WorkSafeNB

6. The Future of Workplace Safety in the Fourth Industrial Revolution

Your workplace is about to get a major upgrade. As we enter the fourth industrial revolution, several key technologies will come together to make the factory floor, office and the field safer and more efficient. Join veteran BNN senior anchor, CTV correspondent, and futurist Michael Hainsworth as he explains in a fascinating exploration of just how artificial intelligence, the Internet of things, 5G wireless, augmented reality and more are already coming together to build the workplace of the future, today.

Michael Hainsworth, The Future of Workplace Safety in the Fourth Industrial Revolution

7. Protecting Mental and Physical Health at Work: The Risk of Over-Caring and Under-Caring

Safe workplace cultures are those where employees feel valued and cared for. This has become increasingly important post pandemic and, in a time, when Atlantic Canada is facing a labor shortage. This session will discuss what "caring for your people" looks like and the risk of us losing sight of what it means to care.

Nancy Boutcher, Trail Head Consulting

8. Say it Again, and Again, and Again: Why "Overcommunication" is Key in Safety and Beyond

In today's workplace, there's no such thing as 'too much communication.' Leaders in all lines of business, including safety, must communicate meaningfully, openly, and frequently with employees, customers, partners, and stakeholders in order to be successful. Couple it with the new normal of a hybrid workplace, and the art of effective communication, or overcommunication, becomes even more vital to master.

Laragh Dooley, Executive Director, Corporate Communications, WorkSafeNB

9. Hazard Management- The Key to a Safe Workplace

Participants will learn about proactive approaches to identifying and managing potential hazards in the workplace. The session provides an overview of the legislative requirements and responsibilities of employers, supervisors, and employees in managing hazards. Participants will learn about hazard reporting policies, procedures and tools tailored to various needs, and how to use these tools effectively to collect accurate information and implement hazard management processes over time. At the end of the session, participants will be equipped with the knowledge and tools they need to identify, assess, and manage potential hazards in their workplace, and create a safer workplace for everyone.

Michele Hebert, Health and Safety Consultant, WorkSafeNB

10. Don't Stumble on this Common Injury Source – Slips and Trips (French)

This session provides an overview of the latest resources developed by WorkSafeNB to help raise awareness and prevent slips and trips injuries in your workplace. By the end of the session, participants will have a better understanding of the risks associated with slips and trips injuries, as well as the tools and resources available to help prevent them.

Gino Thomas, Ergonomist, Investigations and Technical Services WorkSafeNB

11. Don't Point the White Finger – The Hazards of Hand-Arm Vibration

This session explores the importance of managing hand-arm vibration during project work, based on the results of a recent field study. Attendees will learn about the hazardous effects of hand-arm vibration and the corresponding regulatory requirements for employers. The presentation will also cover tools and resources available to help employers effectively manage hand-arm vibration. By the end of the session, participants will have a better understanding of the risks associated with hand-arm vibration and steps to take to mitigate those risks.

Johannes Doemer, Occupational Hygienist, Investigations and Technical Services WorkSafeNB

12. Direct Referral Physio and Employers' Positive Outcomes – Case Study (S.I.)

This session is co-presented with J.D.Irving, (JDI) Limited and WorkSafeNB

In 2021, JDI wanted to understand the effectiveness of WorkSafeNB's Direct Referral Physiotherapy program and test whether the program was meeting its intended objectives. In partnership with WorkSafeNB, JDI analyzed company-specific data and learned that the program is successfully driving positive outcomes and that it should be leveraged to be used more often across the province.

*Chris Campbell, Manager, Construction & Manufacturing Sectors, Claims Management, WorkSafeNB
Julian Hogeterp, Corporate Director – Safety and Health Services, J.D. Irving Limited*

13. The Thunderous Impact of Quiet Quitting (S.I.)

In the simplest terms, quiet quitting is when employees go from leaning forward in their jobs to leaning back. They may be showing up daily but have started to put in the bare minimum to their jobs. This ultimately can be unsatisfying for the individual and detrimental to organizations. This session will explore how to increase engagement, mental wellbeing, enjoyment at work and discuss systems to help work more effectively (and rest more effectively) for sustainable work.

Dr. Lisa Belanger, CEO, ConsciousWorks

14. Stay Current: The Latest Legislative Updates

This session "Health and Safety Legislation is Changing - Are You Aware of the Changes? Are You Ready?" aims to create awareness around the most recent legislative changes related to occupational health and safety. The presentation emphasizes the need for workplaces to be prepared and provides tools to achieve readiness and adapt to the changes.

Eric Brideau, Director, Investigations & Technical Services / Chief Compliance Officer

15. Creating Effective Joint Health and Safety Committees: Insights from New Brunswick Workplaces

Joint health and safety committees (JHSCs) play a crucial role in promoting workplace safety and preventing accidents and injuries. Creating an effective JHSC can be challenging, as it requires active participation and collaboration from both workers and management. In this panel discussion, we will hear from experienced committee members and health and safety co-ordinators from New Brunswick workplaces, as well as WorkSafeNB health and safety officers and consultants. The panelists will share their insights on the key elements of a successful JHSC, such as leadership, communication, training, hazard identification, and incident reporting. Attendees will be able to ask questions, share their own experiences, and learn from others in different industries and sectors.

Panel Discussion, Panelist TBA

16. Using Investigations to Reduce Risk

One of the goals we have in safety is to reduce the risk of hazards that can lead to injuries in our workplaces. By completing more effective investigations into the actual and near miss events that occur we can help reduce the risk of future events. This session will discuss risk management in the context of a safety management system and will review how better investigations will improve risk reduction. The investigation process will be reviewed from evidence collection to root cause and focus on the importance of controls to help improve investigations and ultimately reduce risk.

Darrel Nickerson, Irving Forest Services

17. Is it Time for a New Approach to Managing Workplace Chemical Injuries?

In this session, David will discuss the active rinsing principles and explain why it is a superior method compared to passive water rinsing when dealing with aggressive chemical exposures to the skin and eye tissue in the workplace. David will also delve into the benefits of active rinsing principles as a first response to chemical exposure, including its ability to remove contaminants more effectively, reduce the risk of chemical absorption, and minimize the potential for further injury. He will provide real-world examples and case studies to demonstrate the effectiveness of active rinsing principles in the workplace.

David Wooton, Prevor Toxicology & Chemical Risk Management

18. Understanding Workers' Compensation Assessment Rates

This session provides an overview of how WorkSafeNB provides no-fault accident and disability insurance to protect New Brunswick's workers and employers. Attendees will learn about the annual premiums paid by employers to fund this insurance and how WorkSafeNB uses a premium rate system to determine rates for industry groups and individual workplaces. The session will cover the factors considered when determining an employer's premium rate, including the workplace's claim history, its size, and the industry group in which it operates. Attendees will gain an understanding of how this system ensures that the cost of workplace accidents and disabilities is shared across all New Brunswick employers.

Mike Freeze, Director, Fiscal & Economic Planning, WorkSafeNB

Caroline LeBlanc, Manager, Actuarial Services, Fiscal & Economic Planning, WorkSafeNB

19. Building a Strong OHS Culture: New Brunswick Workplace Stories (S.I.)

This panel will bring together New Brunswick workplaces to discuss their successful approaches to building a strong occupational health and safety culture. Panelists will share their strategies for creating comprehensive health and safety programs, engaging employees, and the positive impact of a safe workplace on business operations and employee morale. This discussion aims to inspire and educate attendees on how to improve their health and safety practices for a safer and more productive workplace.

Panel Discussion, Panelist TBA

20. Picking up the Pieces: Supporting Employee Wellbeing after a Hurricane (S.I.)

Return-to-work practices have changed significantly in the past 10 years. Where physicians regularly once wrote "off work" notes on a patient's first visit after injury, they now consider "stay at work" and gradual or modified return to work as a critical part of treatment. Evidence shows work is good medicine. Businesses are adapting to the changes with flexibility and increased support.

Learn about global trends in RTW that are increasingly becoming the standard, and how your organization can achieve a model RTW program.

Dr. Linda Duxbury, Carleton University

21. Stay Current: The Latest Legislative Updates (French)

This session "Health and Safety Legislation is Changing - Are You Aware of the Changes? Are You Ready?" aims to create awareness around the most recent legislative changes related to occupational health and safety. The presentation emphasizes the need for workplaces to be prepared and provides tools to achieve readiness and adapt to the changes.

Eric Brideau, Director, Investigations & Technical Services / Chief Compliance Officer

22. Am I a Jerk at Work? Combatting Implicit Bias

This session will be an empowering and engaging discussion on how implicit bias affects the work environment, from the C-suite down. Stacy will explore the nature of implicit bias and the ways in which it can manifest in the workplace.

Stacy Bernal, Diversity, equity and inclusion trainer & DEI Manager for the Utah Jazz

23. Supporting Gen Z: Your Role in Keeping Young Workers Safe

This session focuses on the safety of young workers in New Brunswick. Participants will gain insight into the significant influence that employers and supervisors have on young worker safety, including training and supervision implications. The session will also provide an opportunity for attendees to share their experiences and engage in a discussion on best practices for preventing injuries among young workers.

Jessica MacDonald, Health and Safety Consultant, WorkSafeNB

24. Writing Health and Safety Policies for Brains at Work

In this session, participants will learn practical techniques for writing an effective Health and Safety policy that is easily accepted and carried out. Attendees will discover how to work with their own brains and their readers' brains to create policies and procedures that are easy to understand, concise, and engaging. By the end of the session, participants will have the skills and knowledge needed to craft an H&S policy that helps protect employees, promotes workplace safety, and increases productivity. This session is ideal for anyone involved in writing or implementing H&S policies and procedures in their organization.

Eileen Pease, Dynamic Learning Inc.

25. The Power of Supervision: Meeting Your Legal Obligations Under the Act

This session focuses on an employer's responsibility to provide competent and knowledgeable supervisors in the workplace. The session will cover employers' legal obligations to ensure that the workplace is supervised effectively and safely. Attendees will gain a better understanding of the importance of competent supervision in creating a safe and productive workplace, as well as the legal and ethical responsibilities of both employers and supervisors in fulfilling this duty.

Michel Cyr, Manager – Investigations. Investigations and Technical Services, WorkSafeNB

26. Why Safety Related Discipline Can work!

Why do we have a tendency to discipline workers for everything except safety? How do we handle an employee who has the training and knows better, but chooses to deliberately work in an unsafe manner? This

session will use actual court cases to have delegates use their skills to determine the outcomes of these workers' fates as they learn why safety-discipline can work.

David Powers, OHS Coordinator, N.B. Department of Education

27. Fifty Shades of Beige: Communicate with the Cross-Cultural Advantage (S.I.)

This session highlights the importance of cross-cultural communication in the workplace, emphasizing that successful organizations understand the value of managing diversity. By fostering a workplace culture that celebrates diversity, organizations can reap the benefits of increased profitability, innovation, and employee engagement. Effective cross-cultural communication enhances productivity, performance, and inspires employees, ultimately leading to a more successful and thriving organization.

Tina Varughese, President, t Works Inc.

28. Forget the Old Safety Framework: Go for a Great Place to Work (S.I.)

This session focuses on the importance of creating a culture that prioritizes occupational health and safety (OHS). While procedures, processes and risk assessments are important, they are only one part of improving OHS. To truly make a difference, it is essential to create a culture where OHS is integrated into daily life, making it tangible and relevant. The session will demonstrate how a strong OHS culture can lead to improved performance and business success. By emphasizing the importance of OHS culture, organizations can create a safer and healthier workplace for employees that in turn leads to improved productivity, morale, and overall success.

John Beckett, Global Leader in Safety, Training and Operations

29. Compassionate Change and a Healthier Society

In this session, we will explore why and how a compassionate approach to injury prevention, health promotion and care delivery is the only sustainable path forward in an increasingly complex and rapidly changing society. This discussion will provide valuable insights for health care professionals, policymakers, and anyone interested in promoting healthier societies. Straightening the path or educating on navigating current paths? Integrating evidence-based care or continuing with expert opinion? Accepting a whole person model or compartmentalizing care? Nudging towards prevention or running to fix problems?

Dr. Paul Atkinson, Chief Medical Officer, WorkSafeNB

