



**Fisheries Safety  
Association**  
**OF NOVA SCOTIA**

## 2015 annual report



**Fisheries Safety  
Association**  
**OF NOVA SCOTIA**

50 Queens Place Drive, Box 903  
Liverpool, Nova Scotia, Canada B0T 1K0  
Phone (902) 354-6001 [info@fisheriessafety.ca](mailto:info@fisheriessafety.ca)  
[www.fisheriessafety.ca](http://www.fisheriessafety.ca)

It is our pleasure to present the 2015 Annual Report of the Fisheries Safety Association of Nova Scotia (FSANS). We would like to acknowledge the dedication and commitment of the individuals and organizations that have supported the FSANS to help advance the cause of health and safety in the fisheries industry.

### **The Association...**

FSANS is an industry founded, funded and led, not-for-profit initiative which began operating in January 2010. There are two employees and administrative support is provided by the NS Fisheries Sector Council.

FSANS is governed by a supportive volunteer Board of Directors responsible to all stakeholders in the following Standard Industrial Classification (SIC) codes by the Workers Compensation Board of Nova Scotia (WCB):

<b>311/312</b>	<b>Salt Water/Inland Fishing</b>
<b>321</b>	<b>Aquaculture/ Services Incidental to Fishing</b>
<b>1021</b>	<b>Fish Products Industry (Processing)</b>

Completing the makeup of the Board are advisory members from the DOLAE OHS Division, NS Fisheries & Aquaculture, WCB NS, Transport Canada and the Department of Fisheries & Oceans.

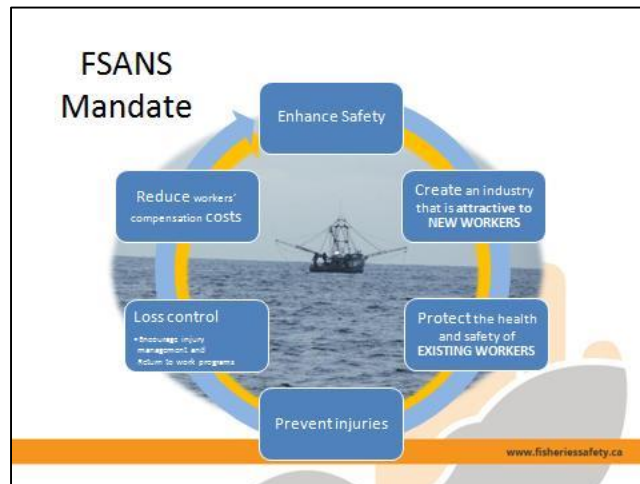
The FSANS Board is the main safety champion for the fisheries sector, communicating activities of the association and sharing industry best practices. FSANS continues to receive strong backing from industry, the WCB, government agencies and partnerships that have developed since its inception.

### **Our Mission and Mandate...**

FSANS continued work on developing a Strategic Planning, reflecting on past achievements and challenges and strengthening resolve to continue our mandate with mechanisms to measure our success and impact. We are charting our course to follow and track through to 2018. The Mission, Mandate and Objectives of the Association remain unchanged since being established:

**Mission** - *FSANS aims to enhance safety through prevention programs, education, advocacy, communication and awareness.*

**Mandate** - *The mandate of the safety association relates directly to enhancing safety, making the industry more attractive for new employees and keeping the existing employees safe and healthy; resulting in fewer injuries, helping to reduce workers' compensation rates for the fishing industry.*



**Objectives** - *The objectives of the safety association are:*

- *To facilitate a process to create safer workplaces, assisting return to work and injury prevention activities;*
- *To develop and provide tools to help reduce the number and duration of injuries occurring in the fishing industry;*
- *To increase awareness of costs associated with workplace injury in the fishing industry, and;*
- *To advocate on behalf of industry with respect to policies, procedures and regulations of various government departments, agencies and the workers' compensation board.*

Specifically, the FSANS has focused efforts on facilitating and helping to create a prevention mindset and culture change in OHS by; enhancing awareness, promoting education and training, and developing prevention and return to work systems recognizing industry best practices.

**The Industry...**

Of the more than 1,200 firms served by FSANS, over one thousand are commercial fishing operations, more than 120 process fish and seafood, and the remainder are involved in aquaculture and services incidental to fishing. Harvesting is a very dangerous occupation as corroborated by its WCB costs. Recent WCB NS figures show that fisheries employers pay excessive compensation premiums and experience a significant number of injuries resulting in hundreds of weeks of lost work time. There remains much opportunity for improvement across the board and it will take a coordinated effort to create a sustained downward trend in the WCB rates.

**A 5% drop in the industry rate will more than recover the  
FSANS levy annually**

**Industry Rates:**

<b>SIC</b>	<b>Description</b>	<b>Industry Group</b>	<b>2015 Rate</b>	<b># Active Accounts</b>
311	Salt Water Fishing Industry	300	\$8.06	1071
312	Inland Fishing Industry	310	\$3.81	5
321	Services Incidental to Fishing	310	\$3.81	45
1021	Fish Products Industry	1020	\$3.65	124

***The 2016 rates announced in late 2015 show promise with REDUCTIONS of 20% in aquaculture and 19% for harvesting, while processing dropped nearly 2%. That's more than \$3,200,000 in Savings\$!***

**The Benefits...**

An example of the benefits to FSANS members includes;

- Availability of industry-specific education & training at substantially reduced cost
- Discounts on necessary safety equipment, clothing, and services
- Workplace-specific OHS manuals and prevention programs
- Access to a dedicated OHS consultants
- Quarterly Newsletter
- A direct voice in the operation and priorities of the Association
- A continually evolving Association website: [www.fisheriessafety.ca](http://www.fisheriessafety.ca)
- Shared best practices
- Advocacy for safety, and influence on government/WCB policy, practices, priorities and programs
- Potential for reduced WCB costs, long term. Really! See above text box.

***The FSANS levy is an investment: ROI examples show that firms can easily recoup the levy amount by taking advantage of training and equipment discounts!***

**Activities...**

The work of the FSANS in 2015 continued to follow its three main functions as laid out in its Operational Plan – 5-Year Strategy:

- Prevention and Education,
- Advocacy,
- Communication and Awareness.

### Prevention/Member Engagement

- *Involvement and work with the Safe at Sea Alliance to create the fishing safety action plan, Fishing Safety Now*
- *Along with the NS Fisheries Sector Council, FSANS will oversee implementation of the action plan over the next 5 years*
- *Participation in a Fishing Safety Working Group activities jointly with prevention partners - NSFSC, WCB NS and DOLAE - including Overboard Drills throughout the Province*
- *We were visible at all of the Man Overboard Drills with a lot of engagement with harvesters at events*
- *Focus on contact with our member firms in Processing, including; plant visits and follow up, program development and WCB review*
- *Met with Plant Managers to deliver a presentation on safety requirements for Rockweed harvesters*
- *Visited many training courses across the province including but not limited to FMIV, ROC-MC, First Aid, and SVOP*
- *Hosted several different training courses at the FSANS office and training facility*
- *Approached most of the members in South West Nova Scotia regarding training and discuss the Safety Association, reminding them we are here for support and offer discounts to help offset the levy*
- *Attended and hosted Transport Canada Info Sessions regarding requirements for fishing vessels under 15 gross tons.*
- *Attended Lobster Advisory Meetings hosted by DFO as well as some local pre-season meetings hosted by C&P officers*
- *Responsive to member needs; workplace visits, OHS Orders, compliance actions, appeals, cost containment, etc.*
- *OHS Management Program development*
- *Training*
  - *Through partners; NSCC, St. John Ambulance, SSNS*
  - *In-house, workplace specific*
- *Wharf-side presence*
  - *To promote general OHS*
  - *Wearing of personal flotation devices (PFD)*
- *Province-wide Grade 6 PFD poster contest and calendar project*

### Conferences/Exhibits

- *Seafarmers conference, had the opportunity to connect with many of our Aquaculture members - exhibit*
- *Assembly of First Nations Chiefs conference- exhibit*
- *Fisheries Expo in Yarmouth - exhibit and presentation*
- *FSRS Conference - exhibit and presentation*
- *Department of Fisheries and Aquaculture Ministers' conference - exhibit and presentation*

- *NAOSH week launch - exhibit and keynote presentation*
- *Lobster Bash in Digby - exhibit and presentation*
- *Wedgeport Tuna Festival - exhibit and presentation*

### Events/Presentations

- *Keynote address at the 2015 NAOSH week launch*
- *Man Overboard Drills around the province from Bay St. Lawrence, to Big Tancook Island, down to Digby Neck*
- *Lobster Bash in Digby with a PFD demo/presentation*
- *Tuna Festival in Wedgeport; Life Raft demo engaging many harvesters and families*
- *Safety Service Nova Scotia OHS Conference presentation*

### Networking

- *CSSE attended several meetings, and hosted several at the FSANS office*
- *Amanda became an official CSSE member this year*
- *We had a student from the NSCC OHS class at join us for a five-week work term*

### Professional Development

- *Attended the SSNS conference, great learning experience with the opportunity to attend many workshops*
- *Amanda took her Defensive Driving Course at SSN.*
- *FSANS staff took the forklift truck training course to evaluate the quality of instruction*



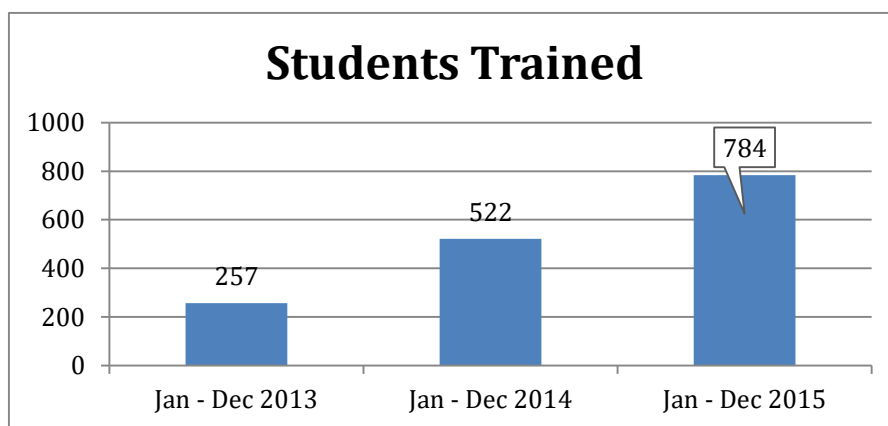
### Advocacy

- *Promotion of the Small Business Safety Toolkit amongst our member firms*
- *Continued contribution to the Workplace Safety Strategy*

## Communication

- Exhibits at industry/trade shows and conferences
- Presentations to related associations and industry meetings, and at major safety conferences and industry trade shows
- Ongoing wharf visits; 1-on-1, 1-on-a-few meeting opportunities to promote safe practices
- Safety Town Hall community meetings; engaging industry representatives and the general public in a dialogue on fishing safety
- Special Demonstrations; equipment and emergency drills
- Ongoing use of social media
- Trade publication advertising and articles
- Website additions and improvements

## Training...



- Sponsored, subsidised training for members; FMIV, ROC-MC, SVOP, First Aid
- We were also able to host a few at the FSANS office
- We set up several forklift training courses in South West Nova, and offered a great discount. In doing so, we called most of the members in South West Nova to inquire about their need for forklift training and talk about the Safety Association, reminding them we are here for support and offer discounts to help offset the levy
- Man Overboard Drills around the province
- Worked with suppliers and WCB to provide life raft and PFD demos in Sambro
- Attended and hosted Transport Canada Info Sessions regarding requirements for under 15 gross ton fishing vessels
- FSANS continued its commitment to offer training incentives to employees and employers, matching discounts negotiated with training providers such as NSCC and St. John Ambulance. The uptake in training continues to accelerate

**Participation in training = \$\$ saved = ROI (levy)**



## Outcomes...

- *We continue to observe increased awareness of accepted safe practices*
- *There is a “buzz” at the wharf with respect to the use of PFDs*
- *Industry support and FSANS ‘brand’ recognition continues to grow*
- *Greater participation in training resulting in members’ dollars saved*
- *Increased compliance (observation)*
- *Intensified call volume; inquiries, demand for resources*
- *Involvement in various initiatives under the 2013-17 Workplace Safety Strategy;*
- *Safety is becoming part of the culture in the fishing industry*

## Making Safety Part of the New Tradition

## Partnerships...

FSANS relies heavily on its agency and supplier partners for support, resources, associated activities, and combined efforts in service delivery. FSANS values tremendous support from the following organisations and groups;

- *NS Fisheries Sector Council*
- *Workers’ Compensation Board of NS*
- *Department of Labour and Advanced Education, OHS Division*
- *Department of Fisheries and Aquaculture*
- *Department of Fisheries & Oceans*
- *DFO-Small Craft Harbours*
- *Transport Canada*
- *Transportation Safety Board*
- *NS sibling safety associations*
- *Out-of-Province partners; Fish Safe BC, NL-FHSA*
- *Training providers; NSCC, SJA, SSNS, SST*
- *Equipment suppliers, see [www.fisheriessafety.ca](http://www.fisheriessafety.ca)*





<b>2015 Board of Directors</b>		
Harvesting Representatives	Gina Symonds	Make n Break Fisheries
	Douglas McLeod	Mime'j Seafoods Limited
	Star Donavon	Mersey Seafood Limited
	Ray Belliveau	Charlesville Fisheries Limited
	Becky Langille	Clearwater Seafoods LP
Processing Representatives	Lionel Enslow	Pierce Fisheries
	Erin Purcell	Seafood Producers Assoc. of NS
	Noel Després	Comeau Seafoods Ltd
	Nathan Blades	Sable Fish Packers (1988) Ltd
	Shawn d'Entremont	Inshore Fisheries
Aquaculture/Services Incidental to Fishing Representatives	Bernard Kennedy	JK Marine
	Dick Stewart	Atlantic Herring Co-Op. Ltd.
	Doug Bertram	Innovative Fishery Products
NSFSC Representatives	Marilyn Crook	CAW Local 1944
	Leonard Leblanc	Gulf Fleet Planning Board
Advisors/Guests (Non-voting)	Tommy Harper	WCB of NS
	Tom Leblanc	NS Dept of Labour/OHS
	Alan Chandler/John Bueglas	NS Dept of Fisheries & Aquaculture
	Mihai Balaban	Transport Canada
	Paul MacDonald	DFO-Small Craft Harbours
Staff (Non-voting)	Stewart Franck	Executive Director, FSANS
	Amanda Dedrick	H&S Coordinator

<b>EXECUTIVE COMMITTEE</b>	
Noel Deprés – Chair	Lionel Enslow – Vice-Chair
Doug Bertram – Secretary	Star Donovan – Treasurer
Nathan Blades – Past Chair	

## **Steaming Ahead...**

FSANS continues on course to fulfill its mandate. Ongoing positive results are expected as we observe our Operational Plan & 5-Year Strategy and roll out the Strategic Action Plan finalized in early 2016. Communication of efforts is essential, as are the celebration of successes and delivery of useful and meaningful information and program elements to those who may put it to use in their communities, fisheries and operations.

FSANS will work in collaboration with its stakeholders to help construct a climate and culture throughout the industry that places a value on safety, promoting workplaces that consider protecting workers an essential element of operating a successful business. We are a major player and partner in implementation of Fishing Safety Now: a five-year fishing safety action plan. And will lead and contribute to the activities and initiatives that come out of this relationship with industry and our prevention partners. Safety performance improves with the attitudes that affect behaviours and, while the FSANS can help create safety, the main influence will come from the identified industry leaders and champions that are now part of the plan.

Noel Després  
Chair, Board of Directors

Stewart Franck  
Executive Director