



Nova Scotia Automobile Dealers Safety Association

P.O. Box 9410 Station A

Halifax, NS B3K 5S3

902-425-2445 phone

902-425-2441 fax

NOVA SCOTIA AUTOMOBILE DEALERS SAFETY ASSOCIATION

2015 ANNUAL REPORT

JANUARY 1 - DECEMBER 31, 2015

"...we will only do something if we can do it safely"

PRESIDENT'S REPORT

2015 marked the sixth year of operation for our Safety Association. We continue to make steady progress. Over 100 dealerships and collision centers have now had association sponsored safety inspections or audits. We continue this program by covering 50% of the dealerships' cost incurred in the safety inspection or audit.

In the fall of 2015, we were advised that our 2016 industry group rate would be \$1.98 per \$100.00 of assessable payroll. This is the third year in a row where we have seen a decrease in our industry group rate and is evidence of the effort and progress being made by our members.

Engagement of some of our members continues to be a challenge. The injury rate in Cape Breton is 50% higher (time loss claims per 100 workers) than elsewhere in Nova Scotia. Some of our members know about health and safety but we need to help them understand why it is important to care about it. Dealer principals, as leaders of the dealerships, need to lead and make safety a priority for their managers and staff.

In 2014, the Association developed and launched a Safe Dealer Certification Program for new car dealers and began a pilot project to test it. In June of 2015, the Steele Auto Group, one of the testers of that program, completed its Safe Dealer Certification process. Two other automotive groups and two independent dealerships continue to work through that program.

In response to member requests, the Association is developing a "Safety Officer Service" which will provide to dealerships, on a fee for service basis, a safety officer on a part time basis to support the efforts of the dealerships' Safety Committee and management. While this service is still in the testing phase, we are hopeful that we can develop it to a level where it can make a difference for some of our members who need that extra bit of assistance in moving their safety programs to the next level. After six years of Safety Association operation, the majority of our members now consider safety as a part of their budget plan and processes. They now understand the need to make their dealerships safer and healthier workplaces. This will improve health and safety outcomes for our dealership employees - our most important asset.

I thank my fellow Directors for their support and I also acknowledge the work of our staff, Executive Vice President, John Sutherland and Administration Officer, Sandra Williams.

Respectfully submitted,

Dave MacRitchie
President



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VISION AND MISSION

VISION:

Nova Scotia's Automobile Dealership employees - safe and secure from workplace injury.

MISSION:

The Nova Scotia Automobile Dealers Safety Association (NSADSA), in coordination and cooperation with the Nova Scotia Automobile Dealers Association, works to reduce the impact of workplace injuries for the new car retail industry in Nova Scotia, and the individuals employed by the industry.

MOTTO:

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Board of Directors:

- | | | |
|-------------------|---|--------------------------|
| - Dave MacRitchie | - | President |
| - Peter Simmons | - | First Vice President |
| - Justin Barker | - | Second Vice President |
| - Doug Wilson | - | Secretary Treasurer |
| - Duane Rath | - | Immediate Past President |
| - Patrick Forbes | - | Director |
| - Tim Manuel | - | Director |

Staff:

- | | | |
|-------------------|---|--------------------------|
| - John Sutherland | - | Executive Vice President |
| - Sandra Williams | - | Administration Officer |

In Progress or Completed as of December 2015:

Governance:

- Held the association's fifth Annual General Meeting on April 10, 2015.
- Held five Board meetings.
- Updated the safety association's Calendar of Events.
- Reviewed the association's By Laws.
- Enlisted new Board members.
- Tracked progress made with 2015 Business Plan initiatives.
- Developed and reviewed a Business Plan for 2016.

Member Services:

- Maintained the use of Dealership Workplace Hazard bulletins to alert dealerships concerning areas of particular concern to Occupational Health and Safety inspectors.
- With the assistance of WCB staff, developed a presentation highlighting progress made toward developing safer dealerships over the next five years.
- Continued to fund safety inspections and audits of member dealerships.
- As part of the regional meeting series, contacted dealerships whose premium was above the 2015 average premium.
- Continued to pilot the Safe Dealer Certification Program.
- Upgraded the association's database.
- Continued the First Aid and WHIMIS discount programs for members.

Communications:

- Updated the association's database by way of an annual survey.
- An opportunity to understand the concept of "Safe Dealer Certification" was provided through the Summer Meeting Series together with "The Business Case of Safety in New Car Dealerships".

Stakeholder Relationships:

- Association staff met regularly with WCB staff to ensure the NSADSA was taking advantage of:
 - available business intelligence regarding new car dealerships
 - WCB resources available to the safety association
 - awareness regarding emerging WCB developments affecting new car dealerships.
- Association staff represented the NSADSA in WCB meetings organized to bring Nova Scotia's safety associations together to discuss matters of common concern.
- NSADSA presented at the WCB Prevention Symposium in the spring of 2015

Finance/Operations:

- Monthly financial statements were produced, results reviewed and presented at each Board of Directors meeting.
- A budget for 2016 was developed.