



Get to Know the SHSA

What is the SHSA?

The Service & Hospitality Safety Association of Saskatchewan Incorporated's (SHSA's) name appropriately represents the diverse group of employers that belong to the S21, S22, and S23 Workers' Compensation Board rate codes. Formed in 1997, it was one of a number of safety associations that were incorporated with the purpose of assisting specific industries with their safety management systems. The SHSA has a Board of Directors comprised of working members of the industries the SHSA represents. SHSA associates are a diverse group of dedicated individuals who are not all Safety Professionals. Some come with University Degrees, while others have spent their lives working inside the industries we represent. SHSA's exclusive duty and unwavering focus is directed towards assisting employers in implementing and maintaining true injury prevention strategies.

SHSA Services

The SHSA works at the "speed of your business". As a resource, we assist our employers as they work their way through the development of effective Safety Management Systems. We provide guidance to employers on Provincial legislation, whether it is Occupational Health & Safety, Workers' Compensation Board, and/or Labour Laws. When new or adjusted legislation is gazetted, SHSA takes on the responsibility to ensure that all its employers understand what's "new".

All training falls under the banner of **Safety Centered Leadership**. With a philosophy that sets us apart from all other safety related organizations, we teach from a platform of "Leadership First, Excellence in Safety will Follow". Employers are taught how to provide training to their employees from within and in a way that blends into the employer's daily functions.

The SHSA leads the way with regards to forming and maintaining Best Practice Groups. As the catalyst and facilitators of these groups, we have a proven track record of measureable results.

Culture changes are badly needed in Saskatchewan regarding unintentional injuries – SHSA is proactively participating with other organizations to bring this change about through its roughly 3,900 employers.

Why Does the SHSA Exist?

Saskatchewan is known for having the second worst injury record in Canada!

The total health care costs in Saskatchewan are said to be \$4,000,000,000.00 per year. One quarter of this dollar value is attributed to unintentional injuries either while at our place of employment or away from the job. This is an unacceptable figure in the eyes of all who are involved in the day-to-day functioning of SHSA.

The Saskatchewan Workers' Compensation Board, along with numerous other organizations, have repeatedly stated that safety associations have a measurable, positive effect on industries that implement safety management systems. We exist to provide the Service and Hospitality Industry with leading best practices, evaluation processes that result in valuable insight tools for improvement and the strategies necessary to decrease workplace injuries.

The majority of first-time jobs are from the service and hospitality industries. This factor is a driving force for the SHSA to work alongside educators and government agencies to combat the large percentage of injuries that come from young workers in this province.

Who We Are

- Safety association for the service and hospitality industry (hotels, restaurants, laundries, housing authorities etc.)
- A team of dedicated safety, industry and business professionals
- Valued resource that understands industry and works at the speed of business
- We assist members reduce WCB claims and rates by developing, improving and implementing health and safety programs for their workplaces

What Do We Provide?

- Training and education
- Consulting
- Research and analysis
- Safety Evaluations, action plans and follow up
- Information that leads to.....
- Inspiration that drives.....
- Innovation

How We Do It

Strategic Plan

Board vision drives the specifics of our rolling 3 year Strategic Plan. The Strategic Plan is a formalized roadmap that clearly defines our targets, objectives and benchmarks.

Operational Plan

The Operational Plan flows from the Strategic Plan and contains the tangible activities that need to occur to achieve strategic objectives.

Trends within the service and hospitality industry are measured and analyzed to determine what, when and where activities should occur to have the greatest impact.

Where Does the Funding Come From?

SHSA is funded by the employers we represent. Those are employers in the S21, S22, and S23 Workers' Compensation Board rate codes. Because we receive funding from the same employers we work with, many of our services are offered at no-cost, as we are a "pre-paid" service.

A small portion of employer's Workers' Compensation Board premium payments go toward funding the SHSA. Other things funded by this premium include:

- Worker injury costs
- WCB Overhead (approximately 27%)
- Occupational Health & Safety Division
- Worker's Advocate
- Other Programs (ex. Youth Strategy, Joint Industry Committee)

The SHSA is able to run privately because of our funding agreement with WCB, which outlines our requirements to continue to receive funding. However, the final decision on funding does come from our employers, and their collective agreement to pay.

The Relationship Between the SHSA, OH&S and WCB

These three entities operate in three distinct areas of expertise. Although vastly different in many ways, the common goal is reducing the injuries and deaths of Saskatchewan people.

- WCB – insurance for employers
- OH&S – law enforcement
- SHSA – injury prevention

What is a rate code and why do they exist?

In the fall of 1999, the Workers' Compensation Board of British Columbia's Panel of Administrators approved a new employer classification structure. The purpose of a classification system is to classify employers into groups to facilitate fair and equitable assessment rates. The Board calculates and charges employers an assessment rate based on their classification category. This division allows a collective shared liability within the various rate codes

What is our relationship to our rate code?

We belong to the "S Code". We offer a wealth of experience that is readily available to our employers within this code. We are a valuable resource in developing leaders who are safety orientated and we answer to 3900 employers who represent over 1 billion dollars in wages.

The S Codes are broken into sub codes that cover a wide array of businesses:

S21- Community and Social Services has 10 Sub codes. Examples:

- (09) Housing Authorities
- (08) Protective Services- bailiffs, security patrols
- (04) Aid Societies to Social Services
- (01) Coin operated Laundries

S22- Restaurants, Catering and Dry Cleaning has 6 Sub Codes. Examples:

- (01) Restaurants, licensed lounges, etc.
- (06) Camp Catering
- (05) Dry Cleaning and Incidental Laundries

S23- Hotels, Motels and Taxis has 4 Sub Codes. Examples:

- (01) Hotels, Motels, B&B's, Independent Living Facilities
- (02) Commercial Laundries
- (05) Camps, Lodges, Resorts, Outfitters

Benefits to Employers of the S Code

- Reduction of lost time days
- Reduced training costs
- Improved production
- Quality
- Effective supervision
- Lower insurance premiums
- Absenteeism
- Recruiting, hiring
- Improved morale
- Prevent overloading fellow workers
- Operational efficiency
- Customer service
- Profitability

What Impact Does the SHSA Have?

- Changing of the safety culture in Saskatchewan
- Reduced fatalities
- Reduced serious injuries
- Lowering of overall health costs
- Reduction in youth, First Nations and ESL injuries
- Increases employers net profile