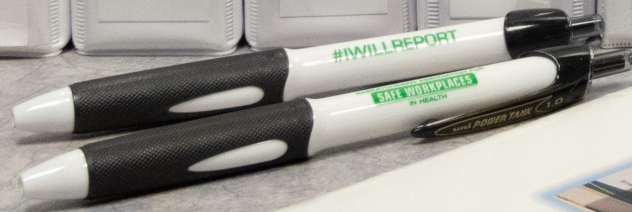
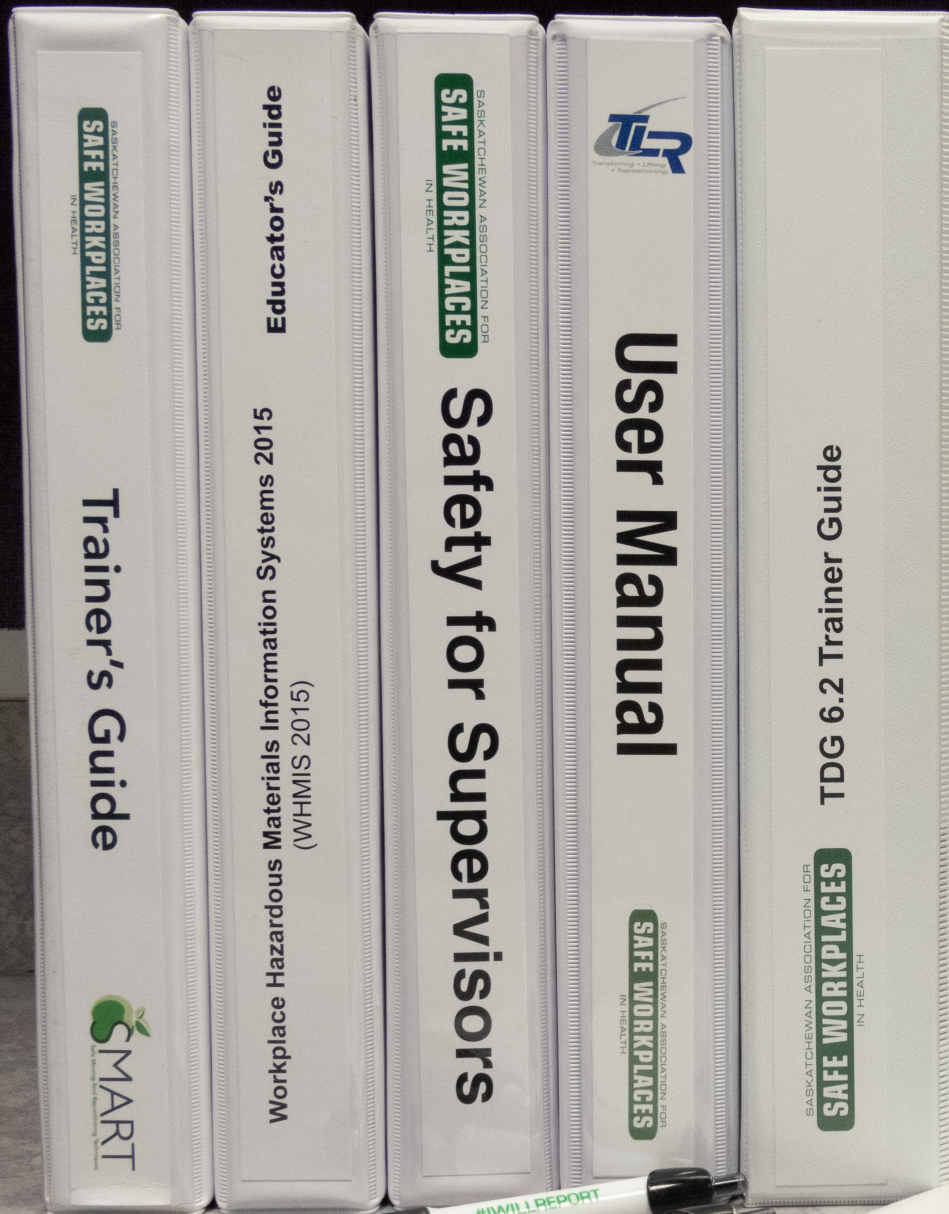


2019 ANNUAL REPORT

SASKATCHEWAN ASSOCIATION
FOR SAFE WORKPLACES IN HEALTH



MISSION & VALUE STATEMENTS

OUR VISION

WORKPLACE
HEALTH AND
SAFETY;
A PRIORITY
FOR ALL.

TO GUIDE
THE HEALTH
CARE INDUSTRY
IN THE
ELIMINATION
OF WORKPLACE
ILLNESS
AND INJURY.

OUR MISSION

CORE VALUES

INNOVATION

Innovation flourishes with attitudes of flexibility, adaptability, openness, creativity, and forward thinking that embraces new ideas.

COMMITMENT

Commitment flourishes when Board members can be counted on to deliver in spite of obstacles and opposition.

TRANSPARENCY

Transparency is realized in environments that exhibit openness and the sharing of complete information.

RESPECT

Respectful relationships are created with attitudes that embrace diversity and use sound judgment with a focus on active listening with intention.

Stewardship is acted out with accountability, responsibility, ownership, decisiveness, and behaviours that support the acquisition of knowledge.

STEWARDSHIP

Collaboration envisions attitudes of common purpose, willingness to give and take on issues, as well as seeking common ground and strengthening relationships.

COLLABORATION

Trust is evidenced through accountability, reliability, sharing responsibility, and working towards common goals and strategies despite differences.

TRUST

Health and safety are realized as values which are attained through shared responsibility and placing high priority on behaviour that focuses on prevention.

HEALTH & SAFETY

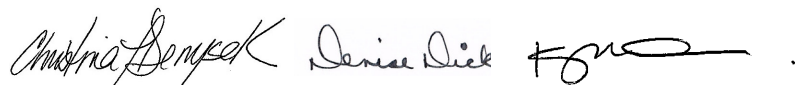
The year of 2019 will be marked for SASWH as yet another productive year with a long list of accomplishments aligned to our strategic priorities. These include the development of the video enhancements to the Transferring Lifting Repositioning (TLR) program, bringing the Professional Assault Response Training (PART) to an online platform and providing over 9,000 front line workers with required safety education and training. In addition, there continues to be a focus on supporting priority firms so they are able to positively impact injury rates. SASWH continues to be committed to provide support and services that will reduce and prevent workplace injuries in the healthcare industry.

SASWH remains focused on the mandate of the organization and strives to meet the needs of members as they continue to make safety an organizational priority for workers. There is active engagement in the implementation of a Safety Management System (SMS) as evidenced by SASWH specialists being able to complete a number of SMS audits with members. Overall the results of the audits are promising and provide additional evidence of the level of commitment by workers and employers to improve the safety culture of their organizations.

We are pleased to see the ongoing collaboration between SASWH, our membership and other system partners in safety. The Association has stayed the course in 2019 to keep momentum with stakeholders to address and raise awareness for the increasing safety concerns related to violence and aggression in the workplace. SASWH has partnered, and continues to collaborate, at a national level through the National Alliance for Safety and Health in Healthcare (NASHH) group to ensure we know of best and promising practices in this area and making them accessible to Saskatchewan system partners.

SASWH has efforts to increase awareness of safety outside of the healthcare industry with targeted work happening in the education sector. A safety initiative in partnership with the Saskatchewan Workers' Compensation Board and a school division in the province is producing positive results.

We are pleased with the accomplishments and productivity of SASWH in 2019 and envision even greater pull on services from members going into 2020. SASWH will continue to work respectfully and collaboratively with all system partners with the vision of making workplace health and safety a priority for all.



Christina Denysek, Denise Dick, and Kyle Matthies
SASWH Board Executive

2019 BOARD OF DIRECTORS



Christina Denysek
Employer Director,
Chair

Executive Director,
Continuing Care,
Integrated Health
*Saskatchewan
Health Authority*



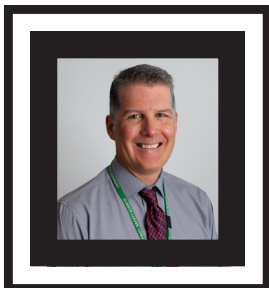
Heather Monaghan
Employer Director at
Large

*Association of
Personal Care Home
Operators of
Saskatchewan*



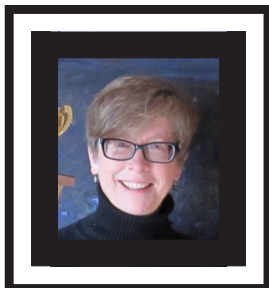
Bill Fischer
Worker Director

Advanced Care
Paramedic,
*Health Sciences
Association of
Saskatchewan*



Brent Kitchen
Employer Director

Executive Director,
Enterprise & Risk
Management
*Saskatchewan
Health Authority*



Kelly Chessie
Employer Director
at Large

Executive Director,
*Santa Maria Senior
Citizens Home,
Emmanuel Health*



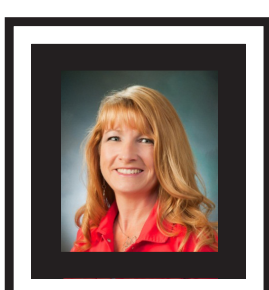
Randa Schikosky
Worker Director

Registered Nurse,
*Saskatchewan Union
of Nurses*



Kyle Matthies
Employer Director

Executive Director,
Organizational
Development &
Employee Wellness
*Saskatchewan
Health Authority*



Denise Dick
Worker Director at
Large

First Vice-President,
*Saskatchewan Union
of Nurses*



Sandra Seitz
Worker Director

President,
*Canadian Union of
Public Employees
Health Care Council*



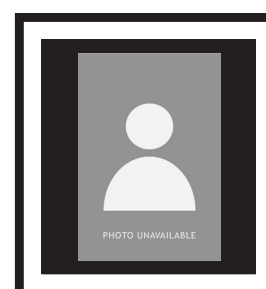
Dr. Petrina McGrath
Employer Director

Executive Director,
Quality & Safety
*Saskatchewan
Health Authority*



Neil Colmin
Worker Director

Vice President,
*Service Employees'
International Union
West*



Sharri Laczko
Worker Director

Continuing Care
Assistant,
*Saskatchewan
Government & General
Employees' Union*

SASWH had a productive year in 2019 with over 9,000 front line workers receiving required safety training. As a team we have completed Safety Management System audits, engaged in provincial safety committee focused work, and collaborated across Canada in sharing best practices for workplace safety. We are pleased to report that safety in healthcare remains a priority for all and eliminating workplace injuries remains a common goal.

The other priority that SASWH kept top of mind this year was to create and support a culture of safety in healthcare where staff and patient safety receive equal attention by system partners. If the common goal is to have safe patient care, then we must have a safe workforce. We are intentional with our efforts to influence a culture of safety and we know it takes time, energy and above all, it takes commitment to practice safety at all times at work, at home and at play.

Saskatchewan is fortunate to have healthcare workers who continue to stand up and ensure safe work practices are a priority, and view safety as a required organizational practice. When it comes to being safe, it should never be an either/or conversation; safety is a must do, can't fail type of priority. When I reflect this messaging back on ourselves here at SASWH, I am so impressed with how well this team embodies safety as their top priority. No matter where they are in the province, I know they share and promote safe work practices. They are skilled at having tough conversations about safety with our members and they keep safety at the forefront of all we do. I feel so privileged to work with this amazing group of individuals.

Throughout this annual report you will see evidence of the competence of our team to assist the healthcare industry in the elimination of workplace injuries and support prevention initiatives. At SASWH we know safety and we want to be part of your safety conversations. We will continue to provide quality safety materials, resources and services to meet the safety needs in Saskatchewan healthcare. To achieve this, we offer flexibility in how we offer our services to our members and maintain the quality and integrity of our safety programs/services.

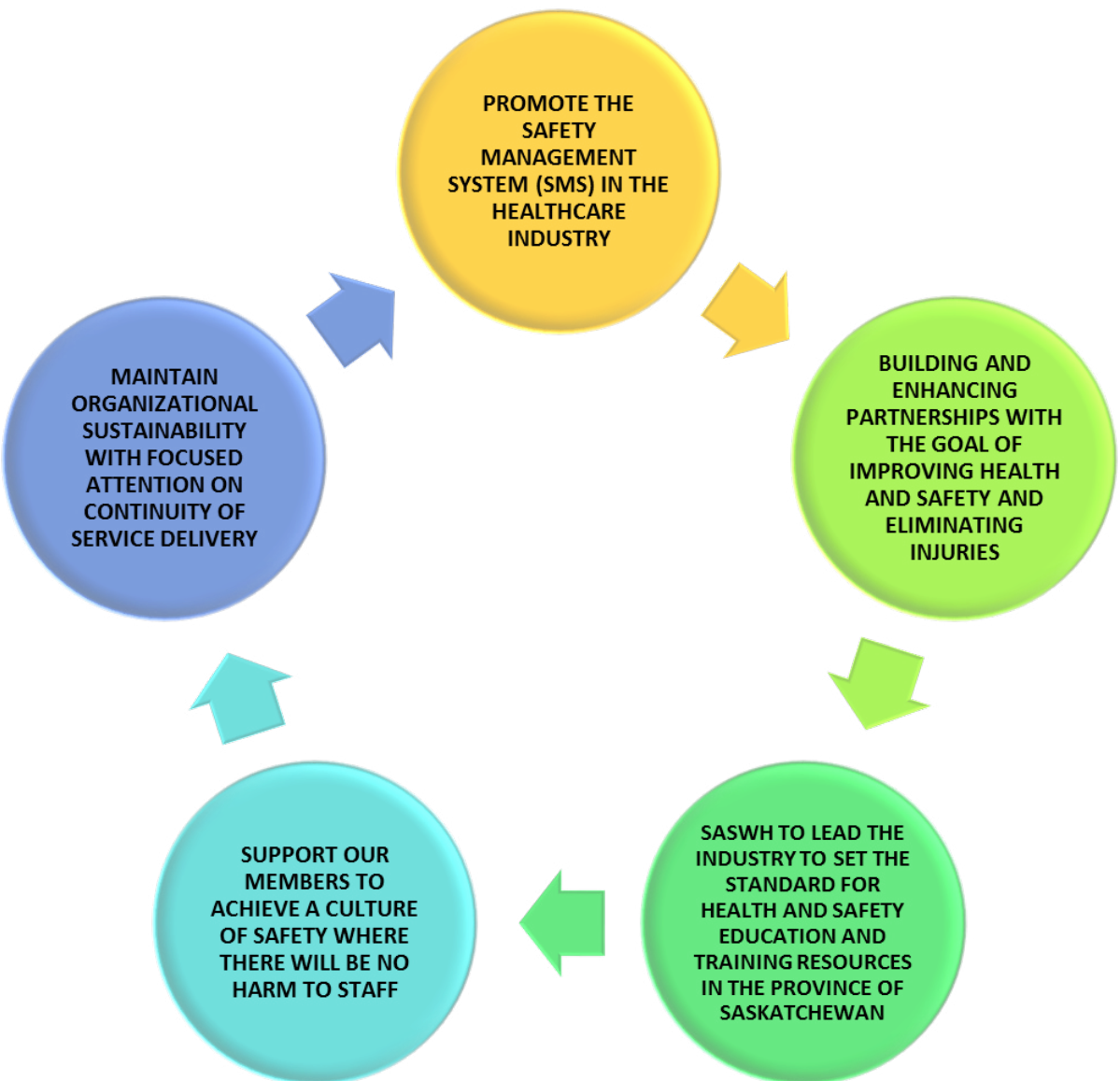
SASWH is your safety association and is here to assist you in meeting your safety prevention training, education and awareness needs. Give us a call and let us know how best we can be of assistance in creating a culture of safety in your workplace.



Sandra Cripps



2018-2020

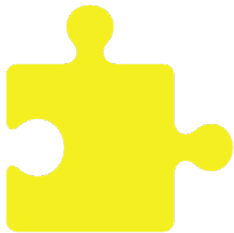
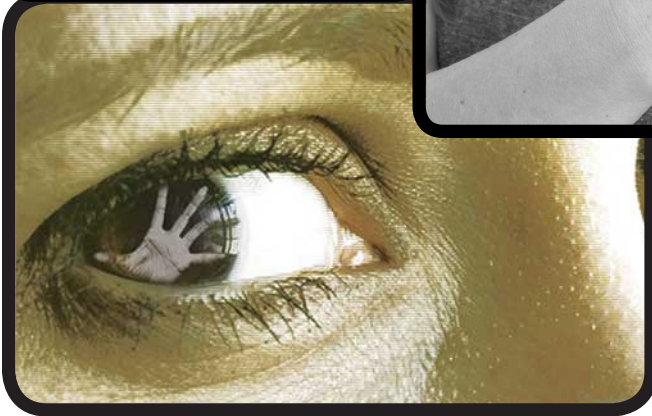


DAYS LOST DUE TO INJURY & ILLNESS



Top 3 Injuries in
Healthcare

BACK
SHOULDER
VIOLENCE



"Mental Health First Aid (MHFA) training was fantastic! The area of psychological safety needs this. This was one of the most informative training programs I have been to in a while. There is an area of safety that lies within the individual and their mental state. This is something that legislation, policies and procedures cannot always address. Having someone available to provide first aid in this sense is critical. This can help steer them toward help, and in turn minimize the psychological impact they may receive. For the work related issues if we can offer immediate help and have employees follow a plan to get assistance then we have done our part as an employer. Timely intervention is critical."

Tim Hosaluk, NCSO
Safety Consultant, SHA

65,443
days lost
due to injury.

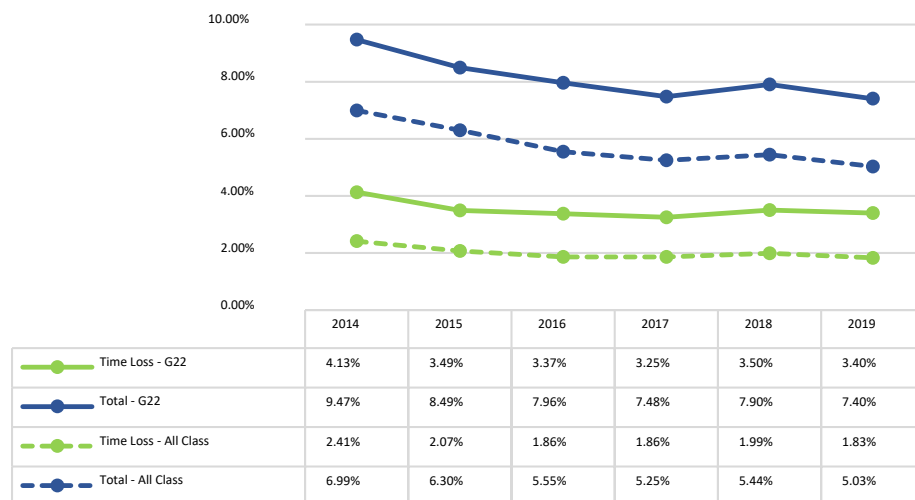
That equates to
262 full time
equivalents
(FTEs)

PREMIUMS FOR G-22 HEALTHCARE

YEAR	PREMIUM RATE CHANGE	PREMIUM
2016	Decrease \$0.23	\$1.75
2017	Decrease \$0.15	\$1.60
2018	\$0.06 (\$1.62 - \$1.56) subsidy applied	\$1.60*
2019	Increase \$0.06	\$1.66
2020 preliminary rate	Decrease \$0.06	\$1.60

The healthcare premium rate has decreased from \$1.66 in 2019 to \$1.60 in 2020. It is encouraging to see these positive improvements in the injury rate and while good, there is much more to accomplish.

Total and Time Loss Claims per 100 Workers



*2019 Preliminary Injury Rates effective Dec. 31, 2019

Measures frequency of injury and is the number of claims accepted, divided by the estimated number of workers covered.

While there are improvements, workers are still getting hurt in the healthcare industry at a higher rate than all industries. One of the concerns noted this year is the increase in the duration of a claim, which translates into workers who get hurt at work are experiencing injuries that are more severe and are off longer. At the days end or the end of a shift, everyone wants to be injury free.

The healthcare system must keep a provincial strategic focus on safety in order to see positive results in the area of injury reduction. This approach and commitment by leaders will elevate safety to a higher level where safety concerns and challenges are being addressed in a meaningful way.

FIT TESTING

SASWH offers as a support to healthcare employers, fit testing, which is one component of an employer's Respiratory Protection Program. A comprehensive Fit Testing Train the Trainer program has been developed by SASWH to enhance capacity within the Saskatchewan healthcare industry. PROGRAM FOCUS: is to support healthcare workers to be fit tested for the appropriate sized respirator (SASWH also supports students in healthcare fields of study prior to practicum to be fit tested).



A comprehensive standard of practice and full fit testing program outline has been developed by SASWH and is aligned with CAN/CSA- Z94.4-18 standard for the selection, use and care of respirators. SASWH has team members trained to complete fit testing both qualitatively and quantitatively

OVER 9,000
EMPLOYEES
TRAINED IN 2019!

transportation~of~dangerous~goods
maintenance
WHMIS2015
WAVE
programs
TLR
leadership
education
services
safety~culture
mental~health~first~aid
safety~management~system
transferring~lifting~repositioning
workplace~health~and~safety:a~priority~for~all
support
teamwork
corrective~action
expectations
inspection
violence~tools
prevention
online
reporting
train~the~trainer
SASWH
meetings
near~miss
root~cause
ergonomics
job~safety~analysis
safety~talks
OHCL1&2
PART
learning
committees
analysis
workplace~assessment~violence~education~program
consulting
OHC~L1&2
security
severity
solutions
SMS~audit
safety~for~supervisors

SAFETY TRAINING & EDUCATION



WITH A FOCUS ON COMMUNICATION, TEAMWORK AND SAFE BODY MECHANICS, TLR VIDEOS WERE DEVELOPED TO ENHANCE CLASSROOM LEARNING. SASWH ACKNOWLEDGES COLLABORATION WITH THE SASKATCHEWAN HEALTH AUTHORITY AND THANKS MELODY AUGER (SHA SASKATOON) AND JO-ANNE THERRIEN (SHA SWIFT CURRENT) FOR THEIR EFFORTS!

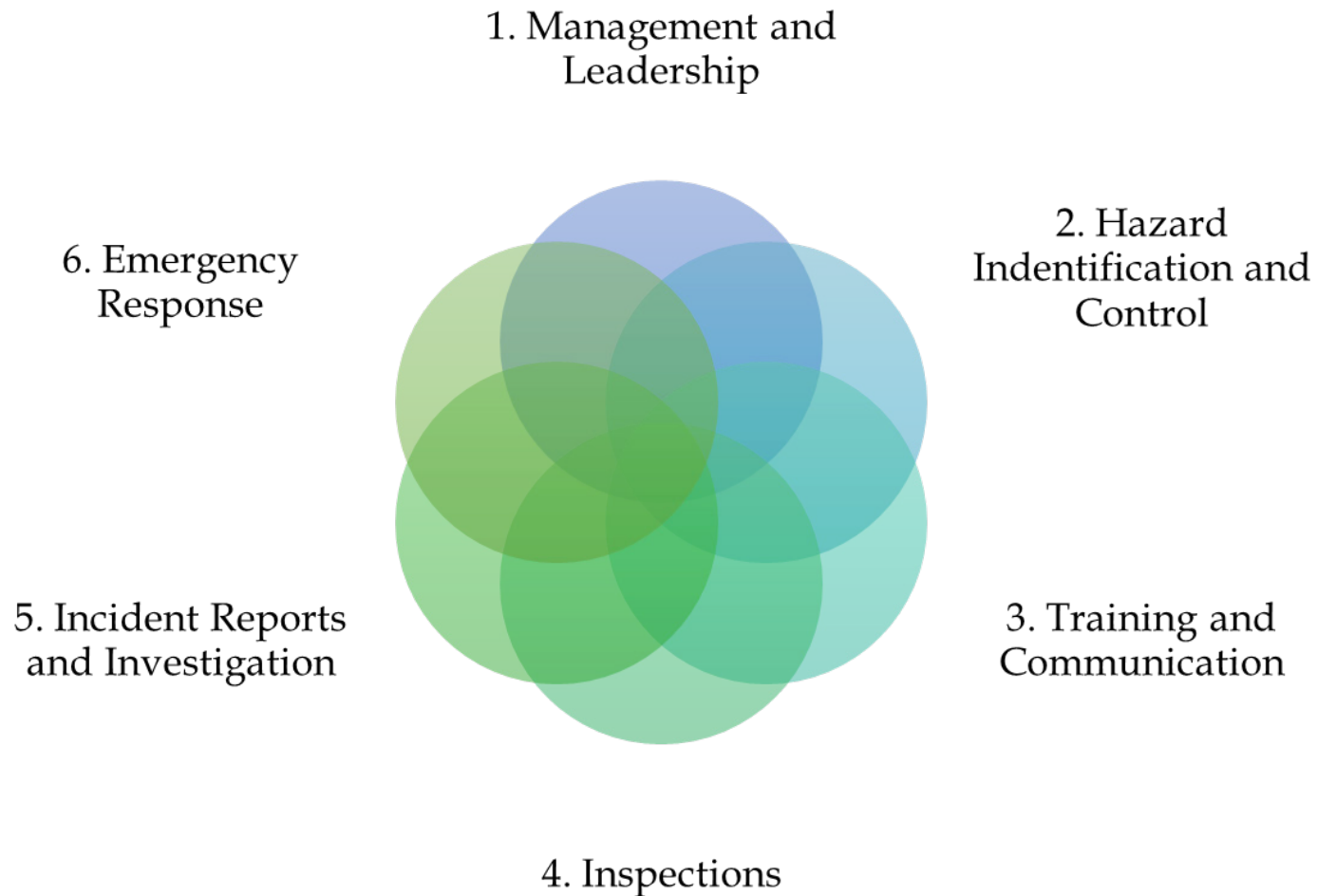


"I approached SASWH a year ago for help with making a program specific to paramedics and the environment they work in. Right away SASWH recognized the gap in safety paramedics faced and jumped at the opportunity to create a program to fill that gap. They were great to work with and spent the time to understand the need and collaborate with us to make a safety program that is getting rave reviews from paramedics. Thank you for your dedication to safety and the dedication to understand all areas of healthcare!"

Dan Lewis

Program Development Educator, EMS Regina

SIX ELEMENTS OF SMS



SAFETY MANAGEMENT SYSTEM (SMS)



"SASWH is to be commended for all you do to promote safety in the health sector. You are a valuable partner to our organization. Thank you for your ongoing support, resource development, education and assistance in all things safety."

Beth Vachon

VP, Quality, Safety & Strategy, Saskatchewan Health Authority



KPMG LLP
Hill Centre Tower II
1881 Scarth Street, 20th Floor
Regina Saskatchewan S4P 4K9
Canada
Telephone (306) 791-1200
Fax (306) 757-4703

INDEPENDENT AUDITORS' REPORT

To the Directors of Saskatchewan Association for Safe Workplaces in Health Inc.

Opinion

We have audited the financial statements of Saskatchewan Association for Safe Workplaces in Health Inc. (the Corporation), which comprise:

- the statement of financial position as at December 31, 2019
- the statement of operations and net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Corporation as at December 31, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditors' Responsibilities for the Audit of the Financial Statements" section of our auditors' report.

We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Page 2

Responsibilities of Management and Those Charged With Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



Page 3

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants

Regina, Canada
February 13, 2020

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Statement of Financial Position

As at December 31, 2019, with comparative information for 2018

	2019	2018
Assets		
Current assets:		
Cash	\$ 414,036	\$ 752,715
Accounts receivable	23,056	39,349
Prepaid expenses	10,392	18,930
Investments (note 4)	259,734	564,224
	707,218	1,375,218
Property, plant and equipment (note 5)	38,266	25,528
Intangible assets (note 6)	14,927	22,087
	\$ 760,411	\$ 1,422,833

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 113,406	\$ 136,720
Deferred revenue (note 8)	-	444,250
	113,406	580,970
Net assets	647,005	841,863
Commitments (note 9)		
	\$ 760,411	\$ 1,422,833

See accompanying notes to financial statements.

On behalf of the Board

 Director

 Director

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Statement of Operations and Net Assets

Year ended December 31, 2019, with comparative information for 2018

	2019	2018
Revenue:		
Funding from Saskatchewan Workers' Compensation Board:		
Annual Funding	\$ 1,777,000	\$ 1,777,000
Education Safety Initiative (note 8)	100,000	-
Violence Initiative Program	-	413,419
Training and development	120,039	115,667
Interest and other	5,546	6,640
	<u>2,002,585</u>	<u>2,312,726</u>
Expenses:		
Salaries and benefits	1,527,097	1,179,397
Meetings and travel	178,262	166,619
Rent	108,553	117,253
Special project costs	105,605	424,483
Office and administration	99,259	76,366
Communications	44,640	33,989
Training and development	41,401	29,276
Consulting	29,810	22,986
Amortization of property, plant and equipment	14,343	25,580
Professional fees	12,504	10,335
Repairs and maintenance	10,245	8,724
Utilities	8,657	8,889
Amortization of intangible assets	7,160	7,160
Insurance	6,087	5,826
Advertising and promotion	2,485	5,358
Memberships	1,335	111
	<u>2,197,443</u>	<u>2,122,352</u>
(Deficiency) excess of revenue over expenses	(194,858)	190,374
Net assets, beginning of year	841,863	651,489
Net assets, end of year	<u>\$ 647,005</u>	<u>\$ 841,863</u>

See accompanying notes to financial statements.

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Statement of Cash Flows

Year ended December 31, 2019, with comparative information for 2018

	2019	2018
Cash provided by (used in):		
Operations:		
(Deficiency) excess of revenue over expenses	\$ (194,858)	\$ 190,374
Items not involving cash:		
Amortization of property, plant and equipment	14,343	25,580
Amortization of intangible assets	7,160	7,160
Change in non-cash operating items:		
Accounts receivable	16,293	(15,758)
Prepaid expenses	8,538	(3,270)
Accounts payable and accrued liabilities	(23,314)	(1,254)
Deferred revenue	(444,250)	(213,419)
	<u>(616,088)</u>	<u>(10,587)</u>
Investments:		
Purchase of property, plant and equipment	(27,081)	(5,673)
Maturity of investments	304,490	-
Purchase of investments	-	(3,829)
	<u>277,409</u>	<u>(9,502)</u>
Decrease in cash	(338,679)	(20,089)
Cash, beginning of year	752,715	772,804
Cash, end of year	<u>\$ 414,036</u>	<u>\$ 752,715</u>

See accompanying notes to financial statements.

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Notes to Financial Statements

Year ended December 31, 2019

1. Nature of operations:

The Saskatchewan Association for Safe Workplaces in Health Inc. (the "Corporation") is incorporated under *The Non-Profit Corporations Act of Saskatchewan*. The primary purpose of the Corporation is to develop and coordinate safety training programs for safety and injury prevention for workers in the province of Saskatchewan.

Pursuant to a funding agreement, the Corporation receives significant funding revenue from the Saskatchewan Workers' Compensation Board (the "WCB") to finance the development and co-ordination of the safety training programs referred to above. As a result, the Corporation is dependent upon the continuance of this funding to maintain operations at their current level.

The agreement provides further that all property, plant and equipment or assets acquired for safety program development and training are deemed to be supplied by the WCB and on dissolution of the Corporation, these assets will be transferred to the WCB.

2. Basis of preparation:

The financial statements for the year ended December 31, 2019 have been prepared in accordance with Canadian Accounting Standards for Not-For-Profit Organizations outlined in Part III of the CPA Canada Handbook - Accounting.

3. Significant accounting policies:

The following accounting policies are considered significant:

(a) Revenue recognition:

The Corporation follows the deferral method of accounting for revenue. Restricted funding is recorded as revenue in the year in which the related expenses are incurred.

Contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(b) Financial assets and liabilities:

Financial instruments are recorded at fair value on initial recognition and are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Corporation has not elected to carry any such financial instruments at fair value.

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Notes to Financial Statements (continued)

Year ended December 31, 2019

3. Significant accounting policies (continued):

(b) Financial assets and liabilities (continued):

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Corporation determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Corporation expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(c) Property, plant and equipment:

Property, plant and equipment is recorded at cost. Amortization is calculated using the straight-line method over their estimated useful lives as follows:

Asset	Useful Life
Office furniture and equipment	5 years
Leasehold improvements	5 years
Computer hardware	5 years
Computer software	5 years

(d) Intangible assets:

Intangible assets are recognized as an asset provided they meet the capitalization criteria, which include the Corporation's ability to measure reliably the cost of the asset and the Corporation's ability to demonstrate that the asset will generate future economic benefits. Assets are recorded at cost and are amortized on a straight-line basis over their estimated useful life of 5 years.

(e) Income taxes:

The Corporation is incorporated under *The Non-Profit Corporations Act of Saskatchewan*. Under present legislation, no income taxes are payable on reported income of such corporations.

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Notes to Financial Statements (continued)

Year ended December 31, 2019

3. Significant accounting policies (continued):

(f) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Significant estimates include the estimated useful lives of property, plant and equipment and intangible assets. Actual results could differ from those estimates.

4. Investments:

Investments comprise term deposit amounting to \$259,734 (2018 - \$564,224) that has an effective interest rate of 1.00% (2018 - 0.60% to 1.98%) and maturity date of January 2020 (2018 - January 2019 to July 2019).

5. Property, plant and equipment:

			2019	2018
	Cost	Accumulated amortization	Net book value	Net book value
Office furniture and equipment	\$ 92,033	\$ 75,000	\$ 17,033	\$ 211
Leasehold improvements	41,560	40,477	1,083	1,008
Computer hardware	123,175	103,025	20,150	24,309
Computer software	13,206	13,206	-	-
	<u>\$ 269,974</u>	<u>\$ 231,708</u>	<u>\$ 38,266</u>	<u>\$ 25,528</u>

6. Intangible assets:

			2019	2018
	Cost	Accumulated amortization	Net book value	Net book value
Website program module	\$ 35,800	\$ 20,873	\$ 14,927	\$ 22,087

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Notes to Financial Statements (continued)

Year ended December 31, 2019

7. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities are government remittances payable of \$12,814 (2018 - \$14,184) which include amounts payable for provincial sales tax and payroll related taxes.

8. Deferred revenue:

The Corporation entered into a funding arrangement with WCB to deliver Education Safety Initiative (2018 - Violence Initiative Program) for implementation of workplace injury prevention in the education sector that aligns with the Safety Management System. Under the arrangement, any funding received by the Corporation in excess of its costs should either be refunded to WCB or be applied towards program activities in subsequent years.

	2019	2018
Beginning balance	\$ -	\$ 213,419
Additions during the year	100,000	200,000
Recognized as revenue during the year	(100,000)	(413,419)
Ending balance	<u>\$ -</u>	<u>\$ -</u>

As at December 31, 2019, the Corporation deferred the quarterly instalment received from WCB of Nil (2018 - \$444,250) towards program activities to be undertaken in subsequent year.

9. Commitments:

The Corporation is committed under leases for office space and vehicles over the next three years as follows:

2020	\$ 135,053
2021	133,531
2022	38,930

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Notes to Financial Statements (continued)

Year ended December 31, 2019

10. Financial risks and concentration of credit risk:

(a) Liquidity risk:

Liquidity risk is the risk that the Corporation will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Corporation manages its liquidity risk by monitoring its operating requirements. The Corporation prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposures from 2018.

(b) Credit risk:

The Corporation's principal financial assets are cash, accounts receivable and investments, which are subject to credit risk. The carrying amounts of financial assets on the statement of financial position represent the Corporation's maximum credit exposure at the balance sheet date.

The Corporation's credit risk is primarily attributable to its accounts receivable and cash and investments. The amounts disclosed in the statement of financial position for accounts receivable are net of allowance for doubtful accounts, estimated by management of the Corporation based on previous experience and its assessment of the current economic environment. The Corporation does not have significant exposure to any individual customer and has not incurred any significant bad debts during the year. The credit risk on cash and investments is limited because the counterparties are chartered banks with high credit ratings assigned by national credit-rating agencies. There has been no change to the risk exposures from 2018.

Safety within the education industry is a priority. SASWH has been approached to engage in a three year initiative to support and work within the education sector to assist with the implementation of a Safety Management System. We are pleased to have a school division partner with us in this endeavor and so impressed with their leadership and commitment to safety. In addition to working directly with the school division, a Transitional Council has been established and includes representatives from various existing education stakeholder groups and labour union partners.

We are encouraged to see enhanced coordinated efforts to reduce unintentional injuries in Saskatchewan by integrating injury prevention knowledge and practices into Saskatchewan schools.

"SASWH is an experienced health and safety provider and valued partner of the Saskatchewan Workers' Compensation Board (WCB). The Association's expertise continues to be a valuable asset to the healthcare sector and more recently in the K-12 education system. Whether it be the leadership demonstrated in supporting the healthcare system with OHC committee optimization, the development of violence prevention frameworks, or leading a school division in the development of a safety management system, the Association is helping thousands of Saskatchewan workers return home safe each day".

*Kevin Mooney, MBA, CRSP
Vice President, Prevention & Employer Services*



952 Albert Street

Regina, Sk S4R 2P7

P: (306) 545-5595

F: (306) 545-6574

www.saswh.ca/ info@saswh.ca

FB: @SASWHSK

*“If the goal is **safe patient care**, then it requires a **safe workforce**”.*

Workplace health and safety: a priority for all.

Sandra Cripps, SASWH CEO