

SASKATCHEWAN ASSOCIATION FOR

SAFE WORKPLACES

IN HEALTH

Annual General Meeting

with educational presentations by:

Keynote: Paul Krismer

Powerful Safety Cultures in the Mature Economy

Special Presentation: Dr. Michelle Cardoso and Dr. Wayne Albert

*Vendlet Turning System – Promising Research for
Injury Prevention and MSI Reduction in Healthcare*

INNOVATION REDUCES INJURY





SASWH acknowledges
that we are gathering on Treaty
2, 4, 5, 6, 8, and 10 Territory and
the Homeland of the Métis.

We respect and honour the Treaties that were
made on all territories, we acknowledge the
harms and mistakes of the past, and we are
committed to move forward in partnership
with Indigenous Nations in the
spirit of reconciliation and
collaboration.



Housekeeping Items

Questions and comments:

- Use the **CHAT** and **Q&A** functions.

To view the presentation and speaker:

- Right-click on the speaker you want to lock in and ‘pin’ them to the stage.

Motions:

- When a motion is put forward, the mover and seconder will need to use the **CHAT** to type their **NAME** and **EMPLOYER**. The first two people to provide this information will be recorded in the minutes, and a poll will then run for general membership to vote on the motion.
- Any non-G22 participants in attendance are asked to use the **ABSTAIN** voting option when polls are being conducted.

Survey:

- Your feedback is important to us! Please share your thoughts and suggestions in the post-AGM survey. Participants will be re-directed to the survey page after leaving the webinar.

About SASWH

Our Vision

*Workplace
health and
safety: a priority
for all.*

Our Mission

To guide the health-related industry in the elimination of workplace illness and injury.

Our Membership

**Rate Code G22: Health Authority,
Hospitals, Care Homes**

G2201 – Special care homes, alcohol and drug treatment centres, homes for senior citizens, boarding houses, private care homes

G2202 – Group care homes, houses for people with disabilities

G2203 – Hospitals, healthcare administration

G2204 – District home care

G2205 – Ambulance service

G2206 – Health authorities

Source: Saskatchewan Workers' Compensation Board

- SASWH's most requested safety training and support services include:**
- > Safe patient handling
 - > Violence prevention
 - > Safety Management System (SMS) implementation and review
 - > Occupational health and safety consultation services
 - > Infection prevention and control



Board of Directors

Chair



Denise Dick
Worker Director

First Vice President
SUN

Vice-Chair



Kyle Matthies
Employer Director

Executive Director, SHA –
Organizational Development &
Employee Wellness

Treasurer



Mike Edge
Employer Director

Executive Director, SHA –
Staff Safety



Jason Monteith
Worker Director

Vice President
SEIU West



Karen Abrey
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Executive Director, SHA –
Continuing Care – Integrated
Rural Health



Nick Fattore
Worker Director at Large

Labour Relations Officer
HSAS



Corinne Sopel
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General Vice President
CUPE Local 4530



Frank Suchorab
Employer Director at Large

Executive Director/CEO
Oliver Lodge



Genny Goodyear
Worker Director

Health Information Management
Practitioner - SGEU



Heather Monaghan
Employer Director at Large

Personal Care Home
Operator – Helping Hands



Alex Baber
Worker Director

Advanced Care Paramedic
HSAS



Kerri Hysuick
Employer Director

Executive Director, SHA –
Tertiary & Surgical Services
Regina

SASWH Staff



Sandra Cripps
CEO



Jeff Schwan
Dir., Workplace Safety



Aimée Smith
Dir., Programs & Innovation



Jody Palmer
Safety Specialist



Vince Bell
Safety Specialist



Geminiece Cheesman
Safety Specialist



Candy Rokosh
Finance/HR Clerk



Sarah Barker
Exec. Admin/Office Mgr.



Bruce Romanow
Safety Specialist



Megan Santoro
Safety Specialist



Julius Villanueva
Safety Specialist



Tom Dickson
Safety Specialist



Louise Rogoschewsky
Safety Specialist



Brittany Gosselin
Training Coordinator



Katryona King
Training Coordinator



Tia Hampton
Admin Support



Brenda Coben
Safety Specialist



Linda Szabo
Safety Specialist



Tim Hosaluk
Safety Specialist

Agenda

INNOVATION REDUCES INJURY



SASWH AGM // 1:30 – 1:55 p.m.

- *Call to Order*
- *Adoption of the Agenda*
- *Approval of 2024 AGM Minutes*
- *Auditor's Report of Financial Statements*
- *CEO Report*
- *Adjournment*

Vendlet Bed Presentation // 1:55 – 2:15 p.m.

- *Dr. Michelle Cardoso and Dr. Wayne Albert*

Keynote Speaker // 2:15 – 3:30 p.m.

- *Paul Krismer*



Motion to adopt the 2025 AGM Agenda as presented.

Mover and seconder required: please type your name and employer in the chat.



2024 AGM Motions

Held Virtually on March 20, 2024

- **MOTION to adopt the 2024 Annual General Meeting agenda as presented.**
Moved by Racheal Martens (SHA), seconded by Jason Monteith (SEIU).
Carried.
- **MOTION to accept the minutes from the 2023 Annual General Meeting as presented.** Moved by Genny Goodyear (SGEU), seconded by Rachael Martens (SHA). Carried.
- **MOTION to accept the 2024 SASWH bylaw amendments as presented.**
Moved by Wyatt Munson (SHA), seconded by Rachael Martens (SHA). Carried.
- **MOTION to accept the 2023 Audited Financial Statements as presented.**
Moved by Rachael Martens (SHA), seconded by Krishna Vegunta (HSAS).
Carried.
- **MOTION to approve the appointment of MWC CPA as the auditor for the 2024 fiscal year.** Moved by Travis Bell (SHA), seconded by Rachael Martens (SHA). Carried.



Motion to approve the 2024 AGM Minutes as presented.

Mover and seconder required: please type your name and employer in the chat.



SASKATCHEWAN ASSOCIATION FOR

SAFE WORKPLACES

IN HEALTH

2024 Financial Statement

Presented By: Mike Edge

*Board Treasurer and
Chair of the Executive-Finance Committee*

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Statement of Financial Position

December 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash	\$ 928,753	\$ 743,034
Investments (Note 4)	1,126,129	1,124,153
Accounts receivable	20,927	24,429
Goods and services tax recoverable	907	3,633
Prepaid expenses	16,180	12,350
	<u>2,092,896</u>	<u>1,907,599</u>
CAPITAL ASSETS (Note 5)	<u>50,667</u>	<u>5,289</u>
	<u>\$ 2,143,563</u>	<u>\$ 1,912,888</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 37,352	\$ 54,585
Wages payable	54,179	58,688
Employee deductions payable	17,253	13,661
Deferred revenue (Note 6)	357,965	457,306
	<u>466,749</u>	<u>584,240</u>
DEFERRED CAPITAL FUNDING (Note 6)	<u>42,376</u>	<u>-</u>
	<u>509,125</u>	<u>584,240</u>
NET ASSETS		
Unrestricted Fund	508,309	204,495
Reserve and Capital Restricted Fund	1,126,129	1,124,153
	<u>1,634,438</u>	<u>1,328,648</u>
	<u>\$ 2,143,563</u>	<u>\$ 1,912,888</u>

SASKATCHEWAN ASSOCIATION FOR SAFE WORKPLACES IN HEALTH INC.

Statement of Operations
Year Ended December 31, 2024

	2024	2023
REVENUES		
Saskatchewan Worker's Compensation Board funding		
Annual operating	\$ 2,121,800	\$ 1,871,800
Education Sector Safety Initiative	153,623	220,479
Ministries of Health and Social Services funding:		
Specialized Infection Prevention and Control	67,237	113,039
Specialized Infection Prevention and Control - capital funding	10,594	-
Other revenues		
Training and development program fees	135,130	95,377
Interest	51,144	38,532
Prairie Harm Reduction Initiative	3,518	34,277
EMS lift sheet program	131	39
Defensive Driving Initiative	39	36,013
	2,543,216	2,409,556
EXPENSES		
Salaries and benefits	1,487,662	1,364,142
Special Projects (<i>Schedule 1</i>)	224,611	417,508
Training and development	204,854	222,464
Rent	129,691	123,039
Office	64,192	53,224
Communications	51,948	54,801
Professional fees	21,029	9,682
Insurance	12,352	11,772
Amortization of infection prevention equipment	10,594	-
Utilities	9,716	10,506
Repairs and maintenance	8,386	9,787
Amortization of capital assets	7,072	14,624
Advertising	3,625	2,789
Memberships	1,694	315
	2,237,426	2,294,653
EXCESS OF REVENUES OVER EXPENSES	\$ 305,790	\$ 114,903



Motion to accept the 2024 Financial Statements as presented.

Mover and seconder required: please type your name and employer in the chat.



**Motion to approve the appointment of MWC CPA
as auditor for the 2025 fiscal year.**

Mover and seconder required: please type your name and employer in the chat.



SASKATCHEWAN ASSOCIATION FOR

SAFE WORKPLACES

IN HEALTH

2024 CEO Report

Presented By: Sandra Cripps

Chief Executive Officer

G22: Industry Update

The G22 rate code saw a **1.6% increase** to the premium rate for 2025:

- This is the result of **increasing claims** and related admin costs, which are partially offset by increasing payroll forecasted for 2025.
- The largest change in claims is related to **short-term disability and vocational rehabilitation costs**.
- Claim costs directly affect premium rates. Injury prevention is the best way to minimize costs and reduce human suffering.

Comparing your 2024 and 2025 rates

Rate components	2024 rate	2025 rate	Percentage change
Claim costs	\$1.338	\$1.371	2.5%
Short-term disability and vocational rehabilitation	\$0.510	\$0.531	4.1%
Medical costs	\$0.651	\$0.655	0.6%
Long-term disability	\$0.147	\$0.159	8.2%
Fatality and survivor benefits	\$0.030	\$0.026	-13.3%
Administration costs	\$0.493	\$0.490	-0.6%
WCB administration expenses	\$0.427	\$0.427	0.0%
WorkSafe Saskatchewan	\$0.011	\$0.011	0.0%
Occupational Health and Safety (OHS) and Injured Worker Appeal Services (IWAS)	\$0.055	\$0.052	-5.5%
Subtotal	\$1.831	\$1.861	1.6%
Safety association funding	\$0.069	\$0.069	0.0%
Total rate (rounded)	\$1.90	\$1.93	1.6%

Updated payroll forecasts

Assessable payroll (\$ millions)	Used in 2024 rate setting	Updated 2024 projection	2025 projection
G22 rate code payroll	\$3,093.02	\$3,088.04	\$3,178.33

Injuries can happen at any age in G22

42.3 average age at injury

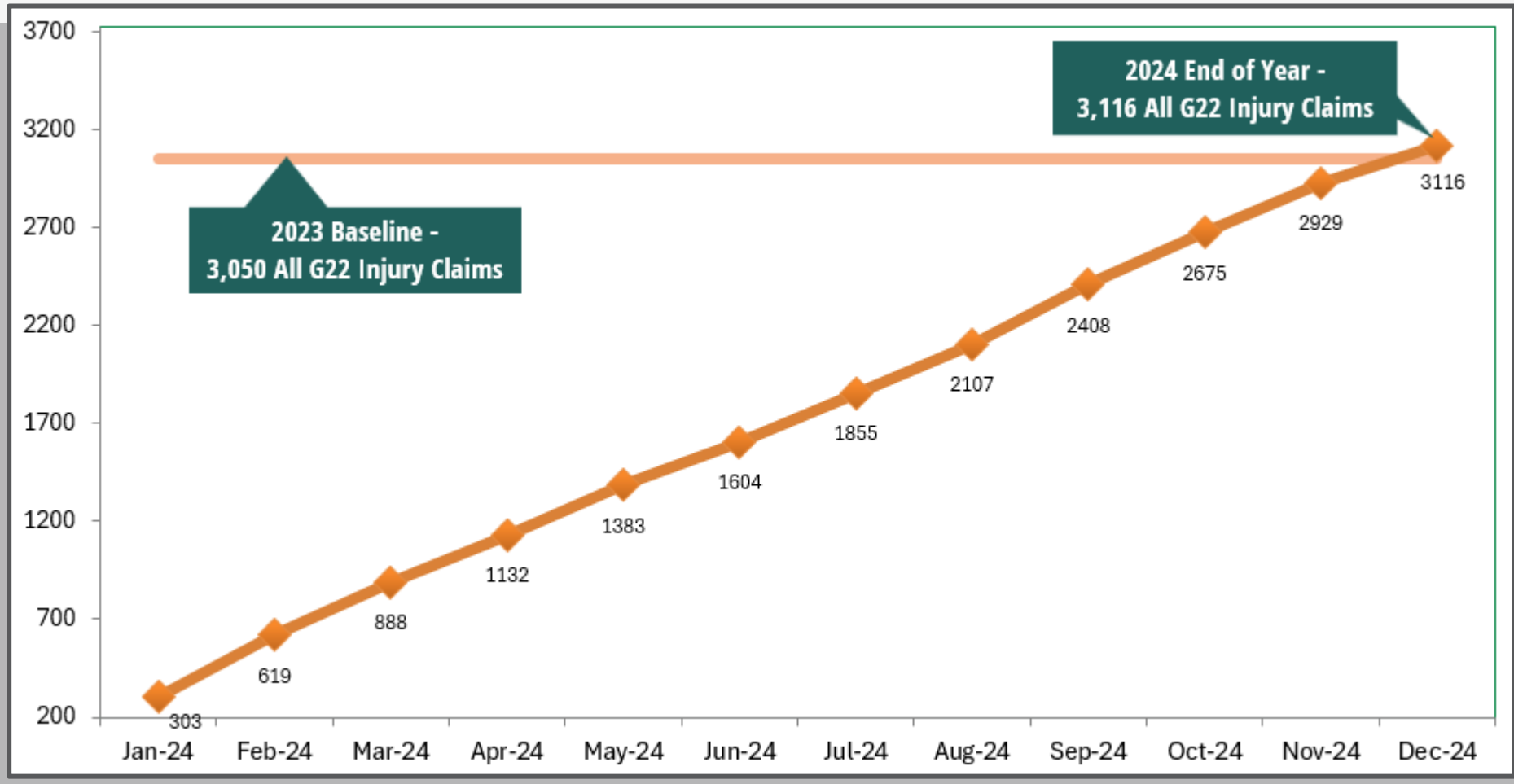
31 per cent of injuries under age 35

G22: Industry Update

Accepted WCB Injury Claims for All G22 Employers

2.16%

increase
in injury
claims
from 2023



G22: Industry Update

Top Causes of Serious Injuries in G22

- #1** Overexertion
- #2** Bending, climbing, crawling, reaching, twisting
- #3** Exposure from witnessing or hearing about traumatic event
- #4** Overexertion in lifting
- #5** Fall to floor, walkway, or other surface

Injury By Body Area

- #1** Back (20.4%)
- #2** Hand (14.6%)
- #3** Body System (12.7%)
- #4** Shoulder (10.9%)
- #5** Multi (9.8%)

In 2024 alone, there were 61,733 compensation days paid in the G22 sector. This is equivalent to removing 237 FTE from the workforce due to workplace injury.



G22: Industry Update

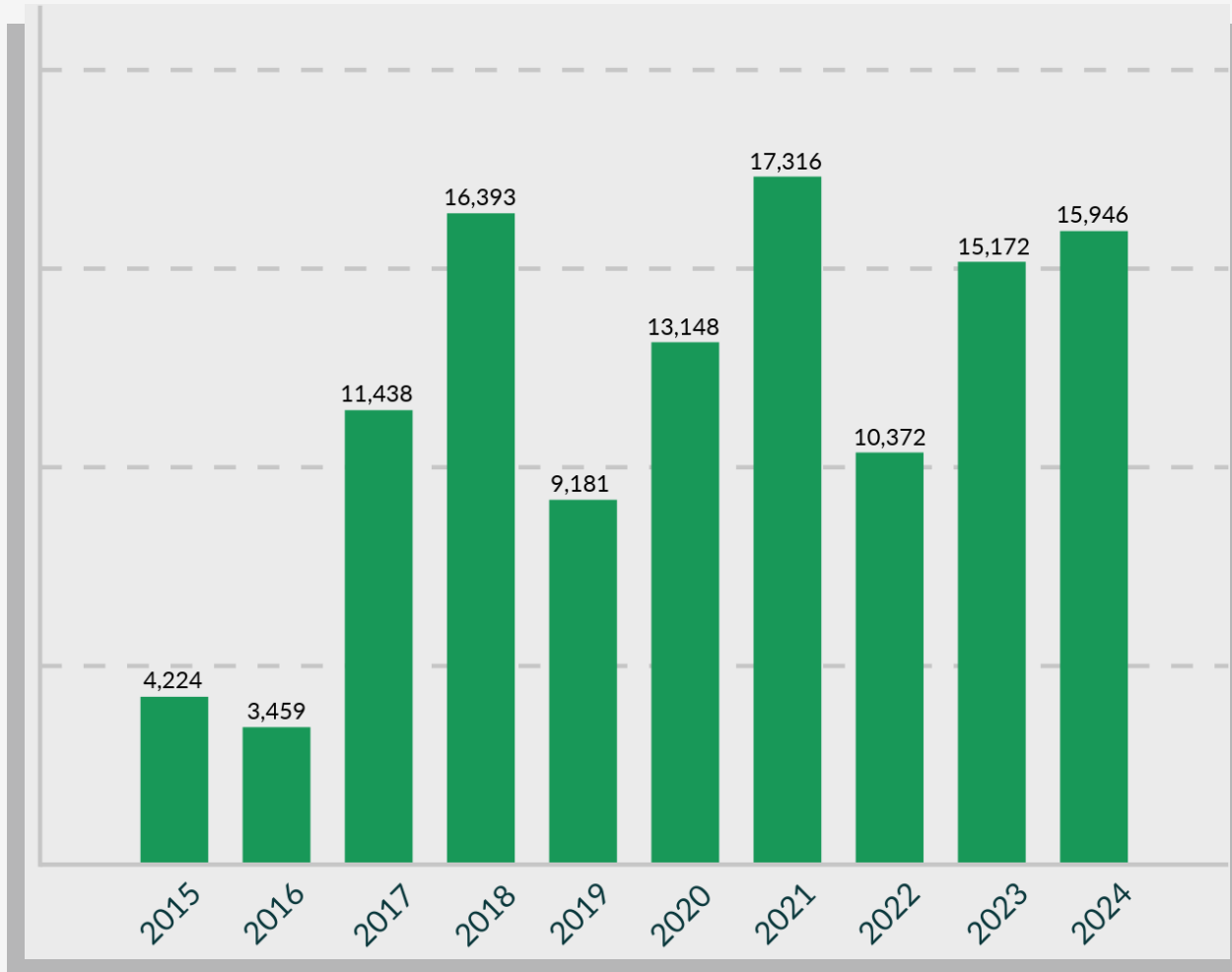
Top OHS Contraventions in Healthcare in 2024

CONTRAVENTION	DESCRIPTION	% OF TOTAL
OHS Reg 31-6	Patient moving and handling	9.9%
OHS Reg 4-4	Frequency of meetings	8.5%
OHS Reg 3-8	Training of workers	8.0%
OHS Reg 3-14	Maintenance and repair of equipment	5.7%
OHS Reg 4-9	Training of representatives, committee members	4.0%
OHS Reg 3-26	Violence policy	4.0%
OHS Reg 3-1	General duties of employers	3.7%
OHS Reg 21-12	Eye flushing equipment	3.1%
OHS Reg 3-6	Supervision of work	2.8%
OHS Reg 25-2	Fire safety plans	2.3%
OHS Reg 6-18	Musculoskeletal injuries	2.3%
Act 3-21	Duty re policy statement on violence and prevention plan	2.3%
OHS Reg 3-24	Working alone or at isolated place of employment	2.3%

= **58.8%** of contraventions
issued in 2024 (G22 only)

Safety Association Update

SASWH Training Statistics



- **15,946 participants** completed training through SASWH in 2024. This is a 5.1% increase from 2023, and 73.7% higher than five years ago!
- Breathe easy – our Safety Specialists performed **456 respiratory fit testing sessions** last year.
- TLR® continues to be SASWH's most in-demand program, with **670 participants** completing a variant of this training in 2024 (TLR®, TLR for EMS®, and Train the Trainer programs).
- **Train the Trainer programs** help employers build internal capacity. In 2024, the following number of participants reached Trainer status/recertified their Trainer status through SASWH:
 - TLR® = 184 new or recertified Trainers
 - PART® = 110 new or recertified Trainers
 - RFT = 57 new or recertified Trainers

Safety Association Update

2024 PART® Revisions

Working with potentially violent or aggressive individuals is a reality in healthcare and human services. SASWH's **Professional Assault Response Training (PART®)** program was revised in 2024, in collaboration with a PART® Instructor working group from various sectors in Saskatchewan.

PART® 6th Edition has been updated to include:

- Increased focus on de-escalation;
- Simplified, neutral language;
- Techniques presented in an easy-to-read step-by-step format;
- Enhanced exercises to support learning objectives.

PART®

With these revisions, PART® is better equipped to meet the needs of members and trainees, ensuring that everyone involved can participate in a positive, respectful, and effective training experience. The staff and Board would like to extend our appreciation to **Linda Szabo - Workplace Safety Specialist** for leading this project!



Safety Association Update

Saskatoon Training Space



A fully equipped space available for both open registration
and private training sessions.

New Resource Alert!

OHS 101: Series of Seven Educational Modules



These complementary resources are available on SASWH's website at no cost.

***Please note:** The Series of Seven modules are not a substitute for mandatory training but are intended to enhance members' existing knowledge of these essential topics.*

New Resource Alert!

SASWH Connects e-Magazine

SASWH completed a membership survey over the summer and heard G22's request for more frequent communications from their safety association loud and clear! **SASWH Connects** is a quarterly e-magazine which includes content relevant to membership's most-requested topics:



- Updates on health and safety legislation, including compliance requirements
- Training program highlights and updates
- Best practices
- Upcoming health and safety events
- Statistics on safety (*i.e. frequent injuries, PHS infractions, costs associated with injuries*)
- New resource announcements

Visit SASWH's website to read **SASWH Connects** and join the mailing list!

Introducing FlashAI

Use your iPhone to evaluate performance in real-time and see hidden injury risks using detailed summaries

Joint Risk

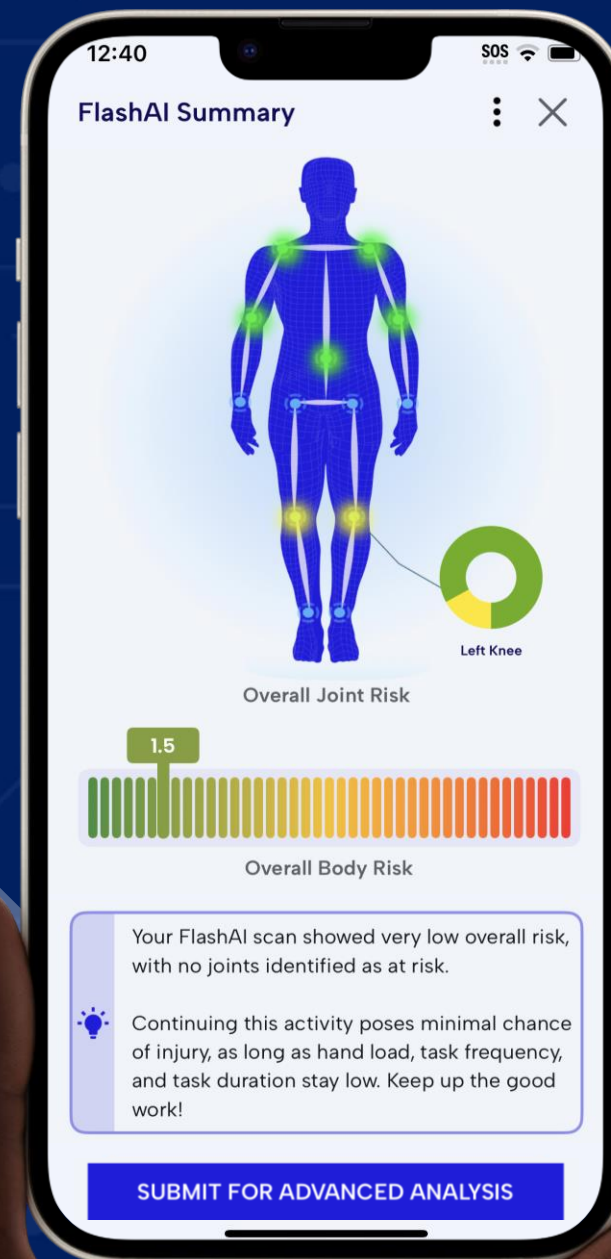
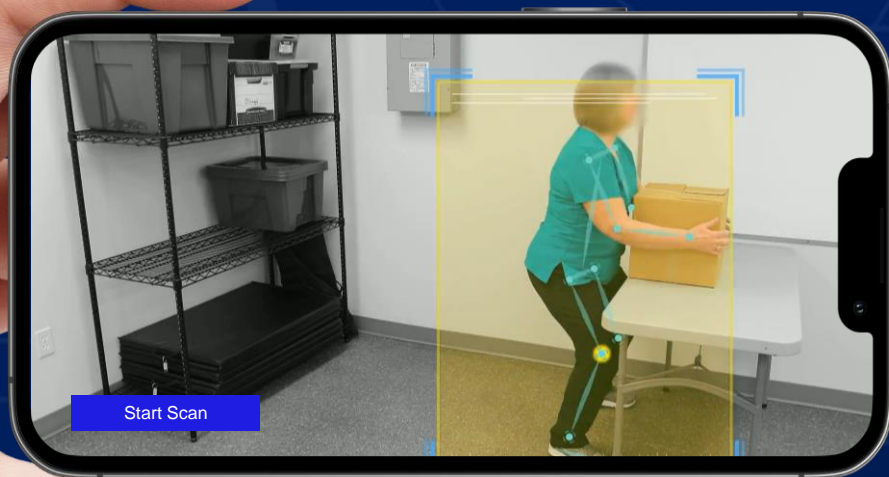
Risk exposure at each key joint

Overall Risk

Research-based activity risk

Cost Exposure

Potential impact on cost and recovery



Getting Started


Download the
3motionAI Pro App
from the AppStore



3motionAI

Registered User Login

Email

Password 

[forgot password?](#)

LOG IN

OR

[I have an invitation code](#)

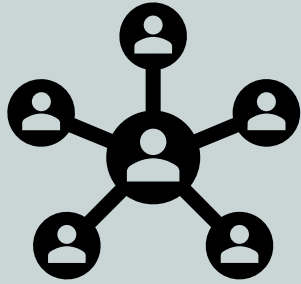
By logging in, you agree to our [Terms & Conditions](#)

A blue rounded rectangle representing a mobile app login screen. It features the "3motionAI" logo at the top, followed by a "Registered User Login" section. This section includes input fields for "Email" and "Password" (with an eye icon for toggling visibility), a "forgot password?" link, and a red "LOG IN" button. Below this is an "OR" separator and a link for "I have an invitation code". At the bottom, a line of text states "By logging in, you agree to our Terms & Conditions". A yellow arrow points from the "I have an invitation code" link to the right, towards the registration code.

Enter code
SASWHAGM
to register for
free!

Safety Association Update

The Year Ahead: Summary of 2025 Initiatives

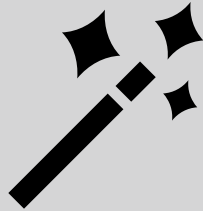


SASWH's next Annual General Meeting will be held **in-person** in **Regina** in spring 2026.

Attendees will have the opportunity to network, listen to engaging presenters, and enjoy lunch on us!

Event details will be shared on SASWH's website in late 2025.

Registration will be required.



Update training materials, presentations, and resources to align with SASWH's **new brand identity...**



Begin review and revisions of the **Transferring Lifting Repositioning (TLR®)** program.



Explore the development of a new **PART®** module addressing un-controlled environments.



Support SHA in the development and implementation of **violence prevention training**.

While retaining our commitment to SASWH's mission, values, and vision of **workplace health and safety: a priority for all!**

The logo for the Saskatchewan Association for Safe Workplaces in Health (SASWH) features the acronym "SASWH" in a bold, dark teal, sans-serif font. The text is enclosed within a green rectangular border. A dark teal plus sign is positioned at the bottom center, overlapping the bottom edge of the green border.

SASWH

Saskatchewan Association for
Safe Workplaces in Health

A black and white photograph of a woman in the center, smiling broadly with her hands on her cheeks. She is surrounded by a crowd of people, some of whom are also smiling. The background is slightly blurred, showing an indoor setting with large windows and modern decor. A dark teal diagonal bar is in the top left corner.

Motion to adjourn the 2025 Annual General Meeting of the Saskatchewan Association for Safe Workplaces in Health.

Mover only: please type your name and employer in the chat. No seconder required.