



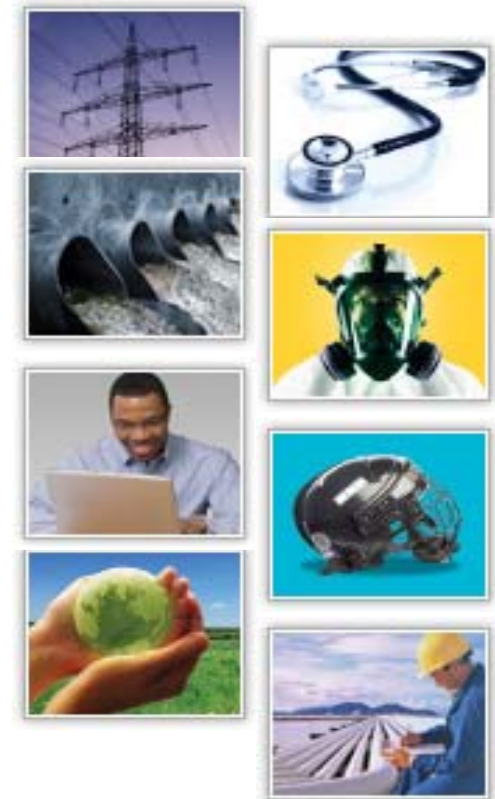
The Role of Canadian Standards

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About CSA Group – Celebrating 100 Years!

- Independent, not-for-profit, membership association
- Dedicated to safety, social good, and sustainability
- Standards designed to:
 - enhance public safety and health
 - advance the quality of life
 - help to protect the environment
 - facilitate trade
- Address 54 distinct technology areas
- Standards are voluntary documents; only when referenced by government or a regulatory authority is their compliance mandatory



Why do Organizations and Governments Adopt Standards?

- Developed by independent, third party organizations, using balanced consensus based approaches.
- Best practice as defined by the experts in the subject area.
- Adopting and referencing standards in regulation is fiscally responsible (i.e. less expensive, increased flexibility)
- Harmonization internationally in a global market.
- Voluntary standards are able to address risk management objectives without adding to administrative burden to organizations.



Referencing of Standards in Regulations

- Complement the Canadian Regulatory Framework.
- Incorporation by reference is a widely used drafting technique.
- References can be static or ambulatory.
- Allows regulation to include material from another document without reproducing the document in the regulation.



About CSA Group – Worker and Public Safety Standards

- 1st CSA OHS Standard published in 1948
- 59 active CSA OHS Technical Committees
- Over 150 standards in the OHS portfolio
- Over 1,800 volunteer expert members
- ~ 70% of the OHS standards are referenced in legislation or regulations (direct / indirect / or adopted text)
- 612 references in Federal regulations
- Over 6,000 references in provincial regulations
- > 54,000 registered users of View Access



Who Participates on CSA Group Committees ?

- Any individual who has technical expertise or interest, and is able to actively participate in committee activities shall be eligible for appointment.
- Not restricted to Canadians.
- Relevant stakeholder groups will be represented in the matrix.
- Committee size is determined so that all necessary interests are represented in a balanced fashion, yet effective functioning is possible.
- All committee members are indemnified by CSA Group.



Key Elements of the CSA Process

- Accredited process
- Multi-stakeholder participation – volunteer experts develop the standard – CSA staff facilitate the process
- Consensus-based decision-making, where no single interest can dominate
- Transparency – public notice and public review
- Training for members and Chairs
- Ongoing review – at least every 5 years
- Due diligence/rigor – document control, quality review

STANDARDS

CSA Standards Development Process – The Cycle



How can you get involved?

Membership

- Participate on a CSA Committee (SSC / TC / TSC)

Direct Input

- Provide direct input on Draft Standards that are issued for Public Review

Research & Academia

- Participate in / conduct research to support standards, or join the academic challenge for undergraduates!

Join the Community

- Follow the CSA OH&S Communities of Interest and join the discussion!



Relevant Worker Wellness Standards

- ✓ Ergonomics (e.g., office, workspace) – Published
- ✓ Psychological Health and Safety – Published
- ✓ Workplace Disability Management – Seed Document Development Stage
- ✓ Worker Impairment – CSA Research Project Completed - Seed Document Development Stage
- ✓ Worker Fatigue – CSA Research Project
- ✓ Violence and Harassment – CSA Research Project



Proposed New Standard (CSA Z1011) on Work Disability Prevention Management Systems (WDP-MS)

The Issue - Impact on Workplaces

- In Canada, the annual cost of work disability is estimated to be **more than \$30 billion.**
- Every year, tens of thousands of Canadians become disabled and are unable to work, hereby becoming excluded from the numerous health advantages of workforce participation.

New Standard on Work Disability Prevention Management Systems (WDP-MS)

- To be used by organizations to systematically manage their work disability prevention management activities.
- The Standard will include a framework for the prevention and management of work disability at the organizational level, and for hiring and retaining workers with disabilities.

Z1011 Work Disability Prevention Management Systems (WDP-MS)

Standard Description

Develop and specify the requirements for WDP-MS to be used by organizations to systematically manage their work disability prevention management activities.

- Include a framework for the prevention and management of work disability at the organizational level, and for hiring and retaining workers with disabilities.
- Integrate current research evidence and the viewpoints and successful practices of multiple stakeholders.
- An implementation guideline will be developed to accompany the Standard.

Partner(s): Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD) and The Centre for Research on Work Disability Policy (CRWDP)



Status: Technical Committee recruitment is underway, with a TC kick-off meeting being planned for winter 2019.



Psychological Health and Safety in the Workplace - Prevention, Promotion, and Guidance to Staged Implementation

CAN/CSA-Z1003-13/BNQ 9700-803/2013 (R2018)

The Issue – Impact on Workplaces

In any given week, 500,000 Canadian employees will be off work for mental health issues.

From an economic perspective this accounts for \$20 billion in workplace losses (\$51 billion cost to the Canadian economy).



How did development of the standard come about?

- Developed jointly by CSA Group and BNQ
- Championed by Mental Health Commission of Canada
- Funded by Federal Government, with additional funding by Great-West Life and Bell Canada
- Balanced committee of experts (labour, employers, government, service providers, general interest)



Government
of Canada

Gouvernement
du Canada



THE
Great-West Life
ASSURANCE  COMPANY



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

BNQ
Bureau de normalisation
du Québec

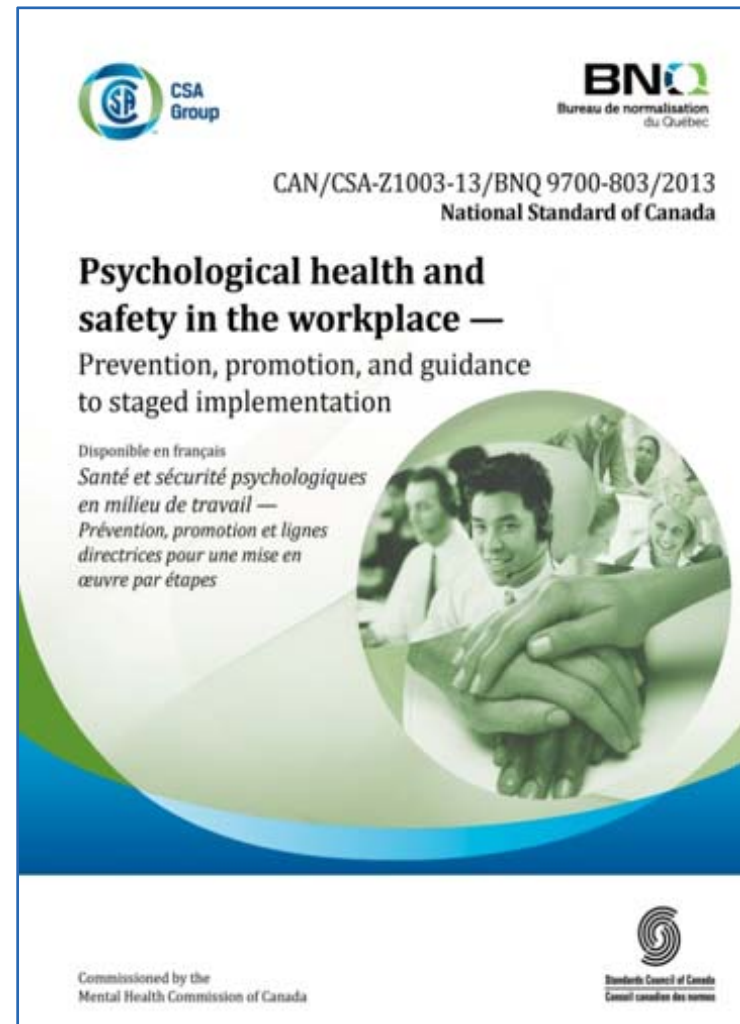
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National Standard of Canada

Published in January 16, 2013 - available from CSA and BNQ in both English and French.

Requires that employers use a systematic approach to assess and address risks to the psychological health of workers that arise in whole or in part from certain ways in which work is designed and people are managed.





Thank you.

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