

Farm Safety Advisory Council

Recommendations to the
Minister of Alberta Agriculture and Rural Development

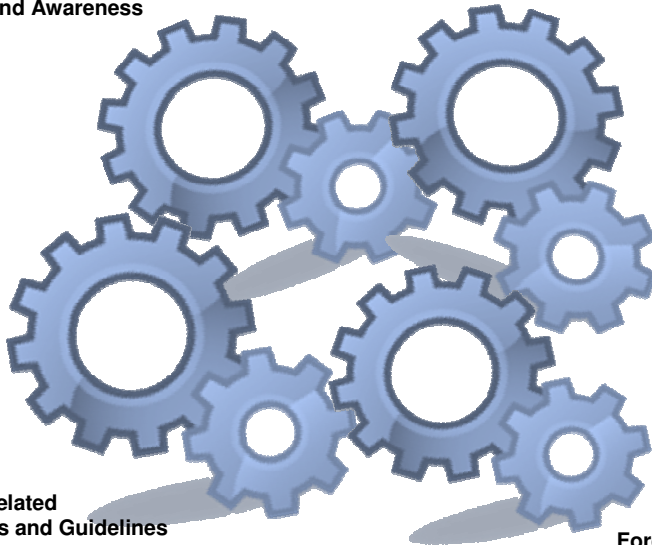
Enhanced Farm Safety Education and Training

“Farming in Alberta has a strong history. This council’s vision is that together we can forge an even stronger future, where our farms are free of serious injury and death. Not one parent, not one neighbour, not one child – our commitment starts today.”

(Page Stuart, Co-Chair)

Strategic, Province- Wide
Coordination and Awareness

Enhanced Education Resources,
Training and Certification



Farm Related
Policies and Guidelines

Foreign Farm Workers
in Alberta

February 2012

Farm Safety Advisory Council

The role of the Farm Safety Advisory Council is to provide advice and industry input to the Minister to help guide continuous improvement and the ongoing implementation of farm health and safety initiatives.

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Farm Safety Advisory Council

Recommendations to the Minister of Agriculture and Rural Development for Enhanced Farm Safety Education and Training

Recommendations Summary

1 Strategic, Province-wide Coordination and Awareness

Establish a strategic, province-wide coordinating body, with committed structure and long-term human and financial resources. The coordinating body will work in collaboration with health and safety groups related to agriculture and other industries, providing leadership, expertise and direction for farm safety awareness, education, training and certification.

2 Enhanced Educational Resources, Training and Certification

Coordinate development and use of resources, training materials, and programs that are reflective of the diversity of the agricultural sectors of Alberta. These resource materials and programs will form the basis for individual certification and 'safe farm' designation.

3 Farm Related Policies and Guidelines

Recommend and advocate for the inclusion of recognized industry best practices in both the developmental framework and implementation of future farm service industry and government guidelines and policies.

4 Foreign Farm Workers in Alberta

Strengthen the agriculture workers component of the current Temporary Foreign Worker Advisory Office (TFWAO) by dedicating staff and resources to ensuring that foreign farm workers, whether permanent, temporary or seasonal, have adequate resources for a positive, productive and safe work experience in Alberta.

Advocate with Ministerial counterparts in Health and Wellness, Human Services, Municipal Affairs and Culture and Community Services for continued farm worker health and safety.

Farm Safety Advisory Council

Recommendations to the Minister of Agriculture and Rural Development

for

Enhanced Farm Safety Education and Training

Introduction

Farms and ranches pose many potential risks to the health and safety of people working on them. Between 1985 and 2010, 447 Alberta farmers, their family members and workers, have died in farm-related incidents. On average, that is 17 deaths per year.

(*Alberta Agriculture, Food and Rural Development website, www.agriculture.alberta.ca/farmsafety*)

The health and safety of farm owners, their families and workers is a major concern for all involved in agriculture. All partners, including government, farm owners, managers and farm workers, share the responsibility to ensure safe and healthy work environments on Alberta farms.

As the face of agriculture changes, and as farms and ranches continue to grow in size and intensity of operation, the approach to safety will need to change to reflect the new realities of agriculture in Alberta. Farm safety education and training will reflect the ever expanding groups affected by farm safety, not only farm families and farm workers, but temporary and seasonal foreign workers, as well as value-added and service industry partners. All are impacted by the “culture” of farm safety in our province.

Diversity of farm size, diversity of product, diversity of cultural background and diversity of farm safety experience have a bearing on commitments to farm safety. To influence change, these factors must *be respected and addressed*.

Background

January 2009 marked the release of Judge Peter Barley’s recommendations resulting from the fatality inquiry into the death of Kevan Chandler. Mr. Chandler, a farm worker at Tongue Creek Feeders Ltd. in the High River Area, was killed on June 18, 2006 while working inside a silo.

In his report Judge Barley recommended that government set up and/or enhance training and education programs to address hazardous farm tasks. Judge Barley also recommended that farm workers be included under Occupational Health and Safety legislation in Alberta.

In 2009, Alberta Agriculture and Rural Development (ARD) and Alberta Employment and Immigration (E&I), now called Human Services, consulted more than 20 stakeholder groups for input on how to enhance the health and safety of people working on farms and ranches in Alberta. The majority of the contributing organizations felt that legislation was not the answer for Alberta farms. They felt a better approach was increased safety education and training for Alberta farmers and farm workers.

A follow-up consultation, led by an industry/government Joint Working Committee, was held between June 14 and August 31, 2010. The aim of the follow-up consultation was to further refine proposals for coordinating and implementing enhanced farm safety training. All of the larger commodity groups were included in the consultation. Combined, these groups represented more than 50,000 producers.

At the completion of the consultations, it was clear that industry and government need to work together to address farm safety concerns. As a result, Jack Hayden – then Minister of ARD, announced the creation of a new Ministerial Farm Safety Advisory Council. Ministerial appointment of members to the Advisory Council was announced in March 2011.

Advisory Council Scope and Purpose

The role of the Farm Safety Advisory Council (Advisory Council) is to provide advice and industry input to the Minister to help guide continuous improvement and the ongoing implementation of farm related health and safety initiatives. The Council will provide a forum for open, frank discussion and make recommendations for the consideration of the Minister of ARD. Council work will include:

- Making recommendations that will guide development of a farm safety action plan to achieve enhanced farm safety, education and training.
- Providing input into the strategic direction of farm safety education and training in Alberta.
- Advocating for increased farm safety implementation, on farm.
- Modeling farm safety best practices for the agriculture industry.

Injury and Fatality Statistics

Agriculture ranks as the third most hazardous industry in Canada with respect to rates of fatal injuries. In terms of absolute numbers of fatalities, there is no more dangerous occupation.

(Source: Pickett W, Hartling L, Brison RJ, Guernsey JR. Fatal, Work-related Farm Injuries in Canada. CMAJ, 1999. 160(13); 1843-8.)

Canadian Agricultural Injury Reporting (CAIR), developed in 1995, is the national surveillance program of the Canadian Agricultural Safety Association (CASA). It is used to guide the priorities of the national agricultural health and safety agenda. It is the best available source of statistics for agricultural injury across Canada.

CAIR is administrated by the Alberta Centre for Injury Control and Research (ACICR) at the University of Alberta under the leadership of Dr. Don Voaklander. The program relies on a national network of volunteer collaborators and coordinators from each province who collect and provide the data.

Due to the volunteer nature of CAIR and the fact that funding is very limited, the output of the program is limited. As a result, the most recent report on agricultural injuries covers 1990 to 2000. Resources are being focused instead on fatalities, with the most recent report covering 1990 to 2008 which will be published in January 2012. An Alberta only agricultural fatality report is currently being compiled by ACICR, however there is no release date at this time. All CAIR reports are available on their website at www.cair-sbac.ca.

CAIR reports 1975 agricultural fatalities in Canada from 1990 to 2008. Seventy percent of these fatalities were due to machine-related causes. Half (47 percent) of those killed were farm operators. A further 14.1 percent of the victims were children of farm operators and 11 percent were hired workers. Another 11.0 percent of those fatally injured were visitors or contractors. Almost half of all agricultural fatalities in Canada (46 percent) were due to three machine-related causes: machine rollovers, run-overs and entanglements.

Canadian estimates of economic burden are in the hundreds of millions of dollars annually (Locker AR, Dorland J, Hartling L, Pickett W. Economic burden of agricultural machinery injuries in Ontario, 1985-1996. *J Rural Health* 2003; 19:285-91).

From 1990 to 2000, 14,884 agriculture-related hospital admissions were identified across Canada. This does not include those who were treated at emergency and released or those who self-treat at home.

In Alberta, fatality statistics for farm-related fatalities have been collected through the Medical Examiner's Office since 1985. There is an average of 17 fatalities per year (1985 to 2010) including all age groups. The vast majority (90 percent) are male, and approximately 30 percent are over 60 years of age.

Regulations and Farming

In Alberta, most operations directly or indirectly related to farming and ranching are exempt from Alberta's *Occupational Health and Safety (OHS) Act*. This would include operations devoted to the primary production of crops and livestock. Operations that are NOT exempt are food processors, greenhouses, mushroom farms, nurseries, sod farms, landscapers and pet breeders/boarders.

As well, Workers' Compensation Board (WCB) coverage for disability and lost time insurance is not mandatory for farm and ranch workers. WCB insurance as well as products from commercial carriers are available to farmers and ranchers for their workers on a voluntary basis.

Alberta farm workers are protected under the *Employment Standard Code (ES Code)* for their entitlement to wages, maternity and parental leave, termination pay and notice. The *ES Code* exempts farm workers from standards on hours of work, overtime, general holiday pay and vacation pay.

Objectives and Desired Outcomes

It is the goal of the Advisory Council to significantly reduce the number of farm related injury and fatality incidents in rural Alberta. The Advisory Council's role is to provide advice to the Minister of ARD around enhancements to farm safety education and training. The recommendations work towards the higher goal of reduced farm related injuries and fatalities. In developing the recommendations within this document, the Advisory Council envisions the creation of a culture of farm safety; the objectives and desired outcomes to that end include the following:

- As a whole the agriculture industry moves towards a common purpose – creating a culture of safety through implementation and uptake of a coordinated prevention strategy.
- Agriculture industry farm safety efforts respect the diversity of culture, language and agricultural operations within Alberta.
- The agriculture industry is engaged at all levels to support and make necessary changes.
- The unique sense of “community” in rural Alberta is leveraged through face to face relationship building with rural individuals and stakeholder organizations.
- Progress towards changes in farm safety are monitored and measured; seeking regular follow up with all partners in the agriculture industry regarding effectiveness.

Recommendations - Overview

The recommendations that the Advisory Council has proposed are intended to guide action and communication planning in organizations/interest groups who support farm health and safety initiatives in Alberta. It is expected that the implementation plan resulting from these recommendations will be developed in partnership between industry and government.

The Advisory Council has developed recommendations under four areas that are the highest priority for immediate action. When identifying the priority focus areas, the Advisory Council considered what would have the most impact on farm safety in Alberta. The Advisory Council reviewed work that the Government of Alberta and industry had completed previously, specifically the 2010 work of the Joint Working Committee, as well as successful safety programs/initiatives in other jurisdictions and industries. Criteria that guided the Advisory Council work included the following:

- Consider the bigger picture and the longer term
- Ensure sustainability
- Consider both primary and secondary agriculture
- Coordinate common goals and resource allocation
- Capitalize on/expand existing programs
- Use existing resources that are customized to Alberta
- Ensure outcomes are results-based and measurable
- Build on the relationships and culture of rural/farm life (e.g. peer-to-peer training)

“The Alberta Farm Safety Advisory Council has put forward recommendations that will help farmers across Alberta become safer and in turn even more productive and profitable in the future.”

(Lee Townsend, Member)

Priority Focus Areas

Four areas stand out as requiring immediate action to enhance farm safety training and education in Alberta. These are listed in order of priority:

1. Strategic, province-wide coordination and awareness of farm safety hazards
2. Enhanced education, training resources and certification
3. Enhanced farm related policies and guidelines that include farm safety considerations
4. Foreign Farm Workers in Alberta

A number of the recommendations put forward by the Advisory Council reference partnerships between ARD and other levels of government. This includes partnerships within the Government of Alberta such as Alberta Human Services, Alberta Health and Wellness, Alberta Culture and Community Services, and Alberta Municipal Affairs.

The partnership with Alberta Human Services, through representation on Council, has been a valued part of the recommendation development process. Continued commitment and strengthening cross-ministry and cross-government partnerships will be an important part of creating a culture of farm safety in Alberta.



1 Strategic, Province-wide Coordination and Awareness

RECOMMENDATION #1:

Establish a strategic, province-wide coordinating body, with committed structure and long-term human and financial resources. The coordinating body will collaborate with health and safety groups related to agriculture and other industries to provide leadership, expertise and direction for farm safety awareness, education, training and certification.

Rationale:

The Advisory Council believes that a simple and effective coordinating body is needed to organize and unite existing farm safety resources. This body can support an injury prevention strategy and speak with one voice on the priority issues, identify gaps in education and training resources, and collect and coordinate farm incident statistics. Such a body is required to move the industry to a higher level of awareness and action on farm safety.

Advisory Council Interpretation:

- Coordination will increase consciousness of the hazards and physical risks at all levels of the value chain (primary and secondary producers and farm workers) across the province, and increase knowledge of the farm health and safety protocols and practices to mitigate/eliminate risks.
- Province-wide organization and collaboration provides strategically coordinated and consistent messaging, recognizable farm safety branding and efficient use of resources.

"I believe that if everyone in the agriculture industry took the time to broaden their awareness of safety ideas ... as we have, they too would learn the value of a proactive approach to safety. After all, you only have one life and one family, so it is vital to keep them safe."

(Bernie Klammer, Member)

Need/Opportunity Presented:

- Currently, farm safety programs are spread amongst many stakeholder groups, resulting in a lack of consistent messaging on priority issues. A more strategically planned and branded delivery would provide more impact.
- The coordinating body must be sustainable over the long-term, through a permanent funding structure, to allow for efficient use of allocated funding, long-term stability and effective programming.
- Staff and resources of the coordinating body must have knowledge of farm safety issues and farm practices to foster trusting relationships with farm clients. Staff would also be supported through continuing professional development and safety training.
- Supporting collaboration between the many diverse farm safety initiatives and organizations currently operating will increase efficiencies, ensure all players have a role, and remove gaps in training resources and opportunities.
- Producers interested in increasing their knowledge and training on agriculture specific safety topics would look to the coordinating body to access appropriate, farm oriented safety resources, and information.
- Agriculture in Alberta is diverse in many aspects (i.e. sectors, cultures) serving primary and secondary producers and farm workers. Province-wide coordination will build capacity and trust

around farm safety issues in a targeted, personalized and regional basis with a strong network of consistent service.

- Familiarity of hazards, in conjunction with time pressures on-farm, and job complexity, often reduce the emphasis workers place on safety during times of stress on the farm. Increased hazard awareness and mitigation strategies will result in fewer near misses, injuries and fatalities.
- Currently no recording of farm injury data or investigation into farm incidents occurs in Alberta. No statistics are gathered to analyze individual, regional or provincial farm injuries in Alberta. Alberta does receive farm fatality information provincially through the Medical Examiner's Office and nationally through CAIR. Access to current and complete information would enhance farm safety specialists' ability to properly assess needs of the Alberta agriculture community, and strengthen the impact of their work through needs-driven resource allocation and policy adjustments.
- The implementation of a provincial farm injury prevention strategy will unify and build capacity within rural Alberta.

Expected Impact

- Changes as a result of strategic, province-wide coordination will lead to a reduction in agriculture related injuries and deaths.
- Existing organizations will cooperate on farm safety initiatives and work towards a shared vision of safety in agriculture.
- Inefficiencies, gaps and conflicting messages will decrease.
- Tailored messaging and programs will increase the awareness and profile of farm safety in Alberta.
- Program development will reflect the statistics and the diversity of agriculture in Alberta.

"I joined the Farm Safety Advisory Council because the heartbreak of losing a loved one or seeing a loved one injured on the farm, can and should be prevented. Creating a culture of farm safety is essential in preventing these incidents."
(Maureen Schwab, Member)

Advisory Council Suggestions/Examples:

- The coordinating body would raise the profile of farm safety creating a presence, through branded messaging, that informs the agriculture sector on its mandates and goals.
- Ensure coordination between partners, members, beneficiaries and stakeholders:
 - Act as a reputable source of current agricultural health and safety information,
 - Coordinate the sharing of agricultural health and safety information,
 - Promote a consistent and accurate message around agricultural health and safety issues,
 - Coordinate branded messaging around agricultural health and safety issues and education,
 - Maintain active, reciprocal communication with industry organizations,
 - Establish and support agricultural health and safety networks.
- Ensure coordinated collection and dissemination of farm health and safety data in Alberta. The role will include setting benchmarks, determining data collection methodologies, and ensuring consistent messaging and accurate information is provided on Alberta statistics.
- Implement a system for producers to voluntarily report farm safety incidents, including a mechanism to assess incidents and near misses on-farm. The information collected and source would remain confidential while still allowing the opportunity to learn from such incidences. This will assist with awareness and guide needed resource/training development.
- Work with Alberta Health Services to maintain a confidential database of all farm related injuries and fatalities and make the information available for statistical purposes on a timely basis.
- Consider all options for development of the coordinating body, for example, a not-for-profit or existing organization.
- Creating a culture of safety within rural Alberta rests on the strength of relationships.



2 Enhanced Education Resources, Training, and Certification

RECOMMENDATION #2:

Coordinate development and use of educational resources, training materials, and programs that are reflective of the diversity of the agricultural sectors of Alberta. These materials and programs will be the basis for individual certification and “safe farm” designation.

Rationale:

The Advisory Council believes that education and training resources, certification for individual farm workers and recognition for farming operations that have developed and implemented a FarmSafe¹ plan are essential components to creating a culture of health and safety in Alberta’s farming industry.

Advisory Council Interpretation:

- Educational resources include printed material, on-line information, hands-on displays, models and manipulatives, as well as community based initiatives, training programs and in school programming.
- Safety training would include targeted, prioritized risk assessment programs for all ages, as well as operational best practice training for individuals living, training and working in the sector.
- Certification would recognize pre-determined levels of training, experience, and competency for individual workers in the sector. Farming operations would be designated "Safe Work Environments" through participation in a voluntary audit process.

“(Council) share(s) the desired to encourage Albertans involved in agriculture to recognize that safety should be an important part of our day to day lives. With little effort we can have an Alberta safety program that works.”

(Jim Towle, Member)

Need/Opportunity Presented:

- There is a need to have engagement with producers at the local level to ensure a strong network of consistent support and local capacity building.
- Educational resources need to be available in a variety of formats, which including several delivery options to ensure training and certification efforts are effective.
- Basic farm safety awareness and mitigation strategies strengthen content in primary, secondary and post secondary school curriculum.
- Mentoring at the local level, by regional farm safety facilitators, will ensure that linkages between education resources, training and certification are encouraged and maintained and that diversity of farm operations is respected.

Expected Impact:

- Quality, accessibility and effectiveness of educational, training and certification efforts will increase.
- Profitability of the farm and the agriculture industry will increase as a result of commitments to farm safety.

¹ The Canadian Agriculture Safety Association (CASA) has developed the Canada FarmSafe plan.

Advisory Council Suggestions/Examples:

- Encourage mentorship through a network of 10-12 regional farm safety facilitators tasked with building and maintaining relationships through hands-on support of local safety initiatives. Facilitators would use testimonials and peer-to-peer teaching of farm safety best practices to foster trusting relationships with farm clients.
- Link with existing industry training resources where possible.
- Develop and implement a Canadian Agriculture Safety Association - Alberta FarmSafe Plan, modified to Alberta producers and legislation. The Alberta FarmSafe Plan would be the basis for the safe farm designation on Alberta farms.
- Consider incentives as part of the implementation plan for a safe farm designation; for example consider funding to support mitigation actions such as burying power lines or installing remote openers for grain bins. Consider a program under Growing Forward 2, as incentive to complete and implement parts of the FarmSafe Plan. Also look to leverage any existing incentives.
- Note that there is an incentive inherent in being pro-active with safety risk management on the farm – possible reduction in need for legislation/regulations.



3 Farm Related Policies and Guidelines

RECOMMENDATION #3:

Recommend and advocate for the inclusion of recognized industry best practices in both the developmental framework and implementation of future farm service industry and government guidelines and policies.

Rationale:

By implementing safety measures that take place prior to worker involvement; the workplace becomes a safer environment. For example, through increased awareness of policies where farm safety could be emphasized and enhanced (e.g. underground power lines on new developments/raise height requirement for existing lines to be in alignment with new farm equipment sizes).

Advisory Council Interpretation:

Farm related policies and guidelines are those that directly impact the agriculture industry including federal, provincial and municipal policies and legislation, as well as building and equipment standards developed by and for service industries.

Need/Opportunity Presented:

- Farm safety is not currently a recognized consideration when approving new buildings, Intensive Livestock Operations (ILO), or farm operations for federal, provincial and municipal permits. There may be an opportunity for the province to work in conjunction with the Alberta Association of Municipal Districts and Counties (AAMDC) to incorporate farm safety awareness into the development permit approval process.
- Engineering controls for farm equipment sold in Alberta may not take full advantage of farm safety features (e.g. auto steer does not disengage when the operator has left the driver's seat).
- National safety standards such as Canadian Standards Association (CSA) Approved or International Standardization Organization (ISO) are sometimes not met on existing (old) or imported farm equipment.

"Farmers put an emphasis on making their farms more productive and profitable through advancements in technology and from world class research. We always hear about the farm that produces the biggest crop or has the highest profit margin, but we rarely hear about the farmer that emphasizes farm safety. Usually when farm safety becomes a topic of discussion it is because a serious injury or fatality has occurred on the farm."

(Lee Townsend, Member)

Expected Impact:

- Province-wide consistency with respect to development and implementation of recognized industry best practice for new farm site developments.
- Increased awareness and implementation of injury prevention strategies within the agriculture sector.
- By implementing safety measures that take place prior to worker involvement, the workplace becomes a safer environment.
- A culture of safety is encouraged and allowed to grow within Alberta.

Advisory Council Suggestions/Examples:

- Increase awareness of federal, provincial, and municipal policies where farm safety could be emphasized and enhanced (e.g. underground power lines on new developments/raise height requirement for existing lines to be in alignment with new farm equipment sizes).
- Where possible, the Government of Alberta would work in collaboration with farm health and safety organizations from Alberta and around the world.
- Provide incentives to upgrade existing equipment to meet national standards such as CSA Approved or ISO.
- Consider grandfathering current farm sites and buildings, however, new development approvals could be completed with consideration for farm safety best practices.



4 Foreign Farm Workers in Alberta

RECOMMENDATION #4:

Strengthen the agriculture workers component of the current Temporary Foreign Worker Advisory Office (TFWAO) by dedicating staff and resources to ensuring that foreign farm workers, whether permanent, temporary or seasonal, have adequate resources for a positive, productive and safe work experience in Alberta.

Advocate with Ministerial counterparts in Health and Wellness, Human Services, Municipal Affairs and Culture and Community Services for continued farm worker health and safety.

Rationale:

Foreign workers in Alberta, whether permanent, temporary and seasonal, provide significant contributions to the farm labor force; contributions that are expected to increase over time.

All farm workers are exposed to similar farm hazards; however, foreign farm workers experience unique health and safety challenges. Basic safety information, medical aid and contact information in one's own language, as well as an understanding of the culture and social support in a new country can impact the quality of working conditions for these workers.

While it is recognized that the vast majority of foreign farm workers on Alberta farms have the same access to services as other Albertans, there are instances where this is not the case. The exceptions compel the Advisory Council to put forward a recommendation specifically for these workers.

"(Council is working towards) ... building a safe atmosphere for farm families, farm workers, and all involved in the agriculture industry in Alberta."

(Maureen Schwab, Member)

Expected Impact:

- All hired farm workers in Alberta, whether seasonal, temporary, or permanent, will be treated fairly and have access to the same level of services.
- Workers are not limited by or accepting of a 'at least it's better than it is at home' philosophy.

Advisory Council Suggestions/Examples:

- Provide a worker liaison, dedicated to agricultural workers, where workers and others would register concerns or inadequate working conditions.
- Implement pre-arrival entry packages for temporary foreign and seasonal farm workers that include basic contact information for help, safety information and orientation information for workers going to a new country. Make packages available to both employees and employers.
- Provide standardized safety manuals in language of the employee.
- Certify/recognize employers that are providing good working conditions for temporary foreign and seasonal farm workers.
- Increase awareness of the benefits of providing good working conditions – including increased worker retention and reduced cost associated with lower staff turnover.
- Increase awareness of current government and industry programs.
- Consider a strategy to distribute information to those that require it.

Conclusion

Timing is right for a shift towards farm safety awareness and practice in Alberta. The Advisory Council recognizes that changing culture takes time. A long-term commitment through sustainable development and coordination of education, training and certification will result in changes that lead to a culture of farm safety.

The Advisory Council believes when implemented, the recommendations put forward will be the catalyst for improved health and safety for all those involved in the agriculture industry in Alberta. An industry that is pro-active towards health and safety will limit the need for legislation and regulations to reduce farm incidents.

NOTE ON RECOMMENDATIONS

Changes to Provincial legislation and regulations were considered as part of the recommendations development process by the Advisory Council. Consensus was not reached on this point. The Advisory Council agreed that increased coordination, awareness, education and training would be the focus of this set of recommendations to the Minister.

Priority Focus Areas
BACKGROUNDEERS

#1 – Provincial Coordinating Body

Prepared by Laurel Aitken, ARD

Need/opportunity presented

Develop a strategic coordinating body to identify and address agricultural health and safety education and training groups and tie together, towards a common purpose, current and future resources. There is an opportunity to coordinate the many diverse farm safety initiatives to decrease inefficiencies, gaps and conflicting messages. A coordinating body can improve chances of behavior change due to repetition of coordinated messaging.

Critical success factors

Success: Coordinating body is sustainable over the long term through a permanent funding structure.
Success: Builds capacity in rural centers to provide safety information to area farm families and workers.
Success: Provides consistent messaging and leadership in health and safety.
Barriers: Differing views on best approach across province.
Barriers: Sustainable funding source
Barriers: Multiple agencies/organizations would need to harmonize their mandate.

What currently exists or is a work in progress?

Other currently existing Foundations such as 4-H², could possibly be expanded to include safety coordination.

Ag For Life Foundation⁵ is in development stages in Alberta. Could provide coordinating, funding and leadership capabilities. Is an industry led initiative. Donations are being accepted to provide base for foundation which will allow for office, staff and funding of safety projects.

Models exist for provincial coordinating bodies such as FARSHA⁶ in B.C. or the Farm Safety Association of Ontario⁷. These organizations are sustainable due to funding through the provincial Workers Compensation Board.

Potential Partner for Implementation

4-H Foundation¹

- *Seeks, receives, and administers resources to enhance 4-H in Alberta*

Alberta Agriculture and Rural Development's Farm Safety Program²

- *The mission is to promote agricultural safety and rural health to farm families and workers, enabling them to make informed decisions about managing their personal risk*

Alberta Farm Safety Centre³

- *Non-profit organization that develops and delivers educational farm safety programming throughout rural Alberta. Based In Raymond Alberta*

Alberta Centre for Injury Control and Research⁴

- *Provincial organization committed to advancing the impact of prevention, emergency response, treatment and rehabilitation of injuries in Alberta. ACICR administers the Alberta Injury Prevention Network which includes farm safety in its mandate.*

Ag For Life Foundation⁵

Consideration

Development and promotion of an active Farm Safety Network may be an important first step towards the formation of a Provincial Organization. A network would begin to bring the various groups together, paving the way to a smoother transition to provincial coordination.

Sources

1. 4-H Foundation of Alberta
 - a. www.4hab.com
2. Alberta Agriculture and Rural Development's Farm Safety Program
 - a. www.agriculture.alberta.ca/farmsafety
3. Alberta Farm Safety Centre
 - a. www.abfarmsafety.ca
4. Alberta Centre for Injury Control and Research
 - a. www.acicr.ca
5. Ag For Life Foundation (Agrium)
 - a. www.agrium.com
6. FARSHA
 - a. www.farsha.bc.ca
7. Farm Safety Association of Ontario
 - a. www.farmsafety.ca

#2 – Increased Awareness

Prepared by Kenda Lubeck, ARD

Need/opportunity presented

The state or condition of being aware and/or conscious of the hazards and physical risks on a given farm and across the province, as well as knowing the farm safety protocols and practices to mitigate/eliminate them.

Critical success factors

Success: Recognition of key messages by target audiences

Success: Behavior/attitude changes in target audiences

Success: Safe work practices implemented, including recording/tracking and analysis of incidents, including near misses.

Barriers: Lack of measurement tools of awareness campaign

Barriers: Perception of being monitored/threat of legislation (particularly with tracking systems)

Barriers: Lack of funding

What currently exists or is a work in progress?

Government

Alberta Agriculture and Rural Development Farm Safety Program

- Four regional farm safety coordinators with OHS certification/training toward certification
- Farm Safety web page on Ropin' the Web, social media page "I Love Agriculture"
- SafeFarm newsletter, Farm Safety Kids' Club Newsletter, articles in Agri-News, Farm Safety tips on radio in Peace Region, timely interviews on Call of the Land
- Community support program, including presentations, farm safety event consultations, promotional items and resources
- Partnering with others such as 4-H and Green Certificate to provide increased safety messaging to captured audiences

ACICR/Alberta Injury Prevention Network

- Discussions on tracking of Alberta agriculture injury statistics
- ATV safety awareness/information

Medical Examiner's Office

- Provide information/statistics on farm fatalities

Canadian Agricultural Injury Reporting

Alberta Health Services

Worksafe Alberta

Canadian Centre for Occupational Health & Safety

Provincial farm safety organizations

Independent

Alberta Farm Safety Centre

- Website
- Newsletter
- Partnerships with prominent Alberta agriculture industry organizations

CASA

- Canadian Agriculture Safety Week
- Website, E-Newsletters, Weekly E-mail-outs
- Resources, Promotional items
- Partnerships with prominent Canadian agriculture industry organizations

Ag for Life

Various social media pages focusing on safety/agriculture

Various on-line farm safety websites full of games and information specifically for kids, e.g. Safe Kids Canada, Farm Safety 4 Just Kids

Various agriculture print media promoting farm safety, i.e. Alberta Beef Magazine, Western Producer, rural newspapers

Agricultural Societies, power companies, commodity groups, agricultural retailers/dealerships, and other promoting Farm Safety

Various social media pages focusing on safety/agriculture

Canadian Federation of Agriculture, Farm Credit Canada, Safe Communities Canada

Potential Partner for Implementation

Arm's length farm safety-focused organization - with funding in place.

Considerations

Other industries have benefited from a strong multi-faceted social marketing campaign that keeps the safety issue top of mind: I.e. drunk driving. A similar campaign to keep safe farm practices top of mind to Alberta farmers could include tapping into workers' and families' emotions, particularly with stories of past incidents, survivors and testimonials from those who have lost loved ones. Part of the campaign could include an educational component that outlines the needs, benefits and uses of tracking incidents, including near misses.

#3 – Certification

Prepared by Nicole Hornett, ARD

Need/opportunity presented

Recognition for meeting the pre-determined requirements for farm safety training, planning and/or implementation activities. Certification may recognize different levels of activity, or competency at the individual or farm/organizational level.

Critical success factors

- Success:** Certificate is voluntary, yet attractive enough to encourage all to participate
Success: Certificate is easy to complete and maintain; possible to track impact of certification
Success: Certificate is directly applicable to the worksite
- Barriers:** Can it be applied to any producer anywhere in the province?
Barriers: Coordinating courses and handling paperwork requires an administrator
Barriers: Validating the certification; responsibility + authority of the certifying body

What currently exists or is a work in progress?

Individual Level

- St. John Ambulance First Aid on the Farm¹
- Green Certificate Program²
- SafeThink - Agriculture
- General Safety Certificates
 - Red Cross/SJA First Aid
 - WHMIS
 - Confined Space Entry
 - Forklift/Skid Steer
 - Fall Protection
 - Transportation of Dangerous Goods (TDG)
 - ATV Operator
- Saskatchewan Young Worker Readiness Certificate Course³
- OH&S Certificate courses (Post-Secondary)
- Health & Safety for Managers & Supervisors (CCOHS) training⁴
- Health and Safety Professional (HSP) Designation Certificate Program⁵

Farm/Organizational Level

- Safety Related**
- CASA FarmSafe Plan⁶
 - Certificate of Recognition⁷ (COR/SECOR/MECOR) in conjunction with Partnership in Injury Reduction (& WCB)
 - Cargill SafetySenseTM
 - Certified Safe Farm Program (U.S.A.)⁸
 - California Agricultural Safety Certificate Program (U.S.A.)⁹
- Not Directly Safety Related Program Framework**
- Environmental Farm Plan¹⁰
 - ISO¹¹
 - HACCP (Food Safety)¹²
 - Canadian Quality Milk (CQM)¹³
- Model**
- FARSHA¹⁴

Potential Partner for Implementation

- Alberta Rural Development Network - <http://www.ardn.ca/>
- ARDN is a not-for-profit partnership of Alberta's 21 public colleges, universities, and technical institutes

Alberta Safety Council - <http://www.safetycouncil.ab.ca/>

Alberta WCB for COR/SECOR/MECOR, which provides WCB premium discounts in other industries

Sources

1. St. John Ambulance (First Aid on the Farm)
 - a. <http://www.sja.ca/Alberta/Training/AtHome/Pages/FirstAidontheFarm.aspx>
2. Green Certificate Program
 - a. <http://www.agriculture.alberta.ca/greencertificate>
3. SK Young Worker Readiness Certificate Course
 - a. http://www.aeei.gov.sk.ca/ywrcc-course/module00/m00t01p01_e.asp
4. Health & Safety for Managers & Supervisors (e-course)
 - a. <http://www.ccohs.ca/products/courses/hscourse/>
5. Health and Safety Professional (HSP) Designation Certificate Program
 - a. <http://www.safetycouncil.ab.ca/images/stories/pdf/SSC/hsp.pdf>
 - b. via Safety Services Canada (<http://www.safetyservicescanada.com/>)
6. Canada FarmSafe Plan (CASA)
 - a. <http://www.casa-acsa.ca/sites/default/files/2.0%20Manual%20for%20web.pdf>
7. Certificate of Recognition (COR) - <http://employment.alberta.ca/SFW/334.html> (30+ employees)
 - a. SECOR - http://employment.alberta.ca/documents/WHS/WHS-PS_secor.pdf (Under 10 employees)
 - b. MECOR - <http://employment.alberta.ca/documents/WHS/WHS-PS-Infosheet9.pdf> (11-30 employees)
 - c. FARSHA (COR) Program (B.C.) - http://www.farsha.bc.ca/pdfs/COR_info.pdf
8. Certified Safe Farm Program
 - a. <http://www.public-health.uiowa.edu/icash/programs/CSF/index.html>
 - b. <http://farmforum.ca/article/certified-safe-farm-comes-to-canada/>
 - i. The CSF program offers a new alternative to safety regulations and enforcement.
 - ii. In most states the Occupational Safety and Health Administration (OSHA) does not have the authority to inspect farms with ten or fewer employees.
 - iii. Wide implementation of the CSF program would achieve national safety and health goals without the use of unpopular and costly regulatory approaches.
9. California Agricultural Safety Certificate Program
 - a. http://ashca.info/dotnetnuke/Portals/0/Annual_Meeting/Wolfe,%20Amy.pdf
10. Environmental Farm Plan
 - a. <http://www.albertaefp.com>
11. ISO Agricultural Standards
 - a. http://www.iso.org/iso/agriculture_standards_and_other_publications.html
12. Hazard Analysis Critical Control Point / Food Safety Enhancement Program
 - a. <http://www.inspection.gc.ca/english/fssa/polstrat/haccp/haccpe.shtml>
13. Canadian Quality Milk (CQM) Program
 - a. <http://www.dairyfarmers.ca/what-we-do/programs/canadian-quality-milk/what-is-the-cqm-program>
14. FARSHA & B.C. OH&S
 - a. <http://www.farsha.bc.ca/index.php>

#4 – Enhanced Educational Resources

Prepared by Raelyn Peterson, ARD

Need/opportunity presented

There is an opportunity to increase, or further improve the quality, value, and accessibility of farm safety resources for farm owners/managers, their families and workers.

Critical success factors

Success: Educational resources are easily available, accessible

Success: Available in several different delivery methods (on-line, print, multi-media, etc) and information is up to date.

Success: Tailored to specific groups to meet their needs (children, new and young workers, farm managers, foreign workers, aging farmers, etc).

Barriers: Can be overwhelming (i.e. doing an entire farm safety plan); Hard to know where to start

Barriers: Must reflect best practices. Many educational resources appear heavily influenced by legislation

Barriers: Intended audience may not have the time, desire, technology or skills to read/listen/watch/implement safety ideas presented - must understand what would motivate farmers and farm workers to spend resources on farm safety.

Who currently has educational resources or works in progress?

Organization and main focus area(s)

Note* *There are many commodity groups and agricultural organizations that have small snippets of farm safety information. The following list includes those organizations that focus primarily on farm safety.*

Educational resources delivery methods include: decals, fact sheets, CD-Roms, DVDs, manuals, posters, warning signs, activity books, daycamps, presentations, displays, publications, children's resources, radio, video clips, social media

ALBERTA

Alberta Farm Safety Centre

- Children/Youth

Alberta Farm Safety Program (ARD)

- Kids & Tween(new) & New/Young Workers, farm families/owners

Safe Communities Canada/Alberta

- Youth

CANADIAN

Farm Safety Association (Ontario)

- Managers, foreign workers, farm families

Canadian Agricultural Safety Association (CASA)

- Safety professionals, farm families

FARSHA (BC)

- Managers, workers, foreign workers, farm owners

Safe Kids Canada

- Farm families

Ag Health and Safety Network (SK)

- Farm Families/owners

INTERNATIONAL

Farm Safety 4 Just Kids

- Children

Farm Safety Australia

- Families, owners and training

Ohio State University

- Farm families/owners(adult)

Marshfield Clinic Research Foundation

- Farm families/owners, children, managers

National Ag Safety Database (USA)

- Farm families/owners

Potential Partner for Implementation

The Alberta Farm Safety Program is led by four program coordinators and focuses on awareness and education. The program is supported by AARD resources such as educational design, multi-media tools, communication expertise and communication outlets (Call of the Land, Agri-News and Ropin' the Web). The proposed provincial coordinating body or certification body might also have a role in coordinating/leading this initiative.

Note * Organizations tied to legislation tend to be more focused on adult focused education and training material, whereas organizations not under legislation tend to have more information for children, youth and family.

Note* Many organizations use their website to link to other websites that contain safety information but they do not actually publish their own safety information.

Sources

ALBERTA

Alberta Farm Safety Centre

- <http://www.abfarmsafety.com/>

Alberta Farm Safety Program

- [http://www1.agric.gov.ab.ca/\\$department/deptdocs.nsf/All/aet623](http://www1.agric.gov.ab.ca/$department/deptdocs.nsf/All/aet623)

Safe Communities Alberta/Canada

- <http://www.safecommunities.ca/map.php>

CANADIAN

Farm Safety Association

- <http://www.farmsafety.ca/public/index.html>

Safe Kids Canada

- <http://www.safekidscanada.ca/parents/safety-information/farm-safety/index.aspx>

Canadian Agricultural Safety Association

- <http://www.casa-acsa.ca/>

FARSHA & B.C. OH&S

- <http://www.farsha.bc.ca/index.php>

Canadian Centre for Health and Safety in Agriculture (and Ag Health and Safety Network)

- <http://www.cchsa-ccssma.usask.ca/ahsn/index.php>

Canadian Centre for Occupational Health and Safety

- <http://www.ccohs.ca/oshanswers/>

INTERNATIONAL

Farm Safe Australia

- <http://www.farmsafe.org.au/index.php?article=content/home>

Ohio State University

- <http://ohioline.osu.edu/lines/farm.html#FSAFE>

Marshfield Clinic Research Foundation

- <http://www.marshfieldclinic.org/NCCRAHS/>

Certified Safe Farm Program

- <http://www.public-health.uiowa.edu/icash/programs/CSF/index.html>

#5 – Enhanced Training Programs

Prepared by Nicole Hornett, ARD

Need/opportunity presented

To ‘enhance’ training can be described as: To intensify, increase, or further improve the quality, value, or extent of the training. Enhancing farm safety training options in Alberta may look like easier access to in-person & e-course education and training opportunities specifically focused on agricultural safety.

Critical success factors

Success: Presented in a variety of formats, e.g. lecture, online, hands-on, workshop, home-study, video

Success: Directly apply to Alberta farm sites and specified audiences (young, adult, manager, TFW)

Success: Supports agricultural best practices, mirroring OH&S when possible

Success: Sustainable delivery for ag-safety education and training options across Alberta

Barriers: Coordinating training efforts requires an administrator

Barriers: Courses would be voluntary – enrolment could be low if not seen as vitally important

What currently exists or is a work in progress?

In-Person Training

Single Courses

- FARSHA Ag-Safety¹
- Alberta Construction Safety Association²
- Young Farm Worker Safety Training Day³
- Farm Safety Training Courses (Manitoba)⁴
- Continuing Education via Alberta Post-Secondary Institutions⁵

Programs

- California Agricultural Safety Certificate Program⁶
- Health & Safety Professional Certificate⁷
- University of Alberta’s Occupational Health and Safety Certificate⁸
- Green Certificate Program⁹ (Apprenticeship)
- Dairy Safety Training Program¹⁰ (Apprenticeship)

In-Person Model

- FARSHA¹
- California Ag-Safety Certificate⁶

e-Learning Options

Single Courses

- Safe Communities Canada e-Campus¹¹
- Alberta Construction Safety Association¹²
- Alberta Employment & Immigration¹³
- Canadian Centre for Occupational Health & Safety¹⁴
- OHS Canada¹⁵

Programs

- University of Victoria Environmental & Occupational Health Certificate¹⁶
- OHS Canada Certificates & Diplomas¹⁵

E-Learning Model

- Alberta Public Safety Training portal¹⁷

Potential Partner for Implementation

- Alberta Rural Development Network - <http://www.ardn.ca/>
ARDN is a not-for-profit partnership of Alberta’s 21 public colleges, universities, and technical institutes
- Alberta-based Post-Secondary Institution
- Alberta Public Safety Training portal

Sources

1. FARSHA Training Courses
 - a. http://www.farsha.bc.ca/resources_training_courses.php
2. Alberta Construction Safety Association Courses
 - a. <http://www.acsa-safety.org/Courses/tabid/158/Default.aspx>
3. Young Farm Worker Safety Training Day (Safe Communities of Central Alberta)
 - a. <http://centralalberta.safecommunities.ca/yfwsafetytraining.php>
4. Farm Safety Training Courses (Manitoba)
 - a. <http://www.gov.mb.ca/agriculture/farmsafety/farmsafetytrainingcourses.html>
5. Continuing Education via Alberta Post-Secondary (more options available)
 - a. Olds College Continuing Education (Agriculture)
 - i. <http://www.oldscollege.ca/programs/ContinuingEducation/agriculture/index.htm>
 - b. Lakeland College Continuing Education (Agriculture)
 - i. <http://www.lakelandcollege.ca/academics/continuing-edu/programs-and-courses/agriculture/>
 - c. GPRC/Fairview Continuing Education (Agriculture)
 - i. <http://www.gprc.ab.ca/fairview/conted/Agriculture1.htm>
 - d. Grande Prairie Regional College Continuing Education (Safety)
 - i. <http://www.gprc.ab.ca/departments/coned/courses/?cat=safety>
6. California Agricultural Safety Certificate Program
 - a. http://www.agsafe.org/index.php?option=com_content&view=article&id=53&Itemid=68
7. Health and Safety Professional Certificate (Safety Services Canada via Alberta Safety Council)
 - a. <http://www.safetycouncil.ab.ca/index.php/safety-services-canada-safety-services-alberta.html>
8. University of Alberta's Occupational Health and Safety Certificate
 - a. <http://www.extension.ualberta.ca/study/sciences/ohs/>
9. Green Certificate Program (Alberta)
 - a. <http://www.agriculture.alberta.ca/greencertificate>
10. Dairy Safety Training Program (Western Centre for Ag Health and Safety)
 - a. http://agcenter.ucdavis.edu/AgDoc/DairyGuide/dairy_guide_eng.pdf
11. Safe Communities Canada e-Campus
 - a. <http://campus.safecommunities.ca/?providerprefix=030>
12. Alberta Construction Safety Association e-Courses
 - a. <http://www.acsa-elearn.org/>
13. Alberta Employment & Immigration e-Courses
 - a. <http://employment.alberta.ca/SFW/268.html>
14. Canadian Centre for Occupational Health & Safety e-Courses
 - a. http://www.ccohs.ca/products/courses/course_listing.html
15. OHS Canada E-learning
 - a. <http://www.ohscanada.com/elearning/courses.asp>
16. University of Victoria Environmental & Occupational Health Certificate (online)
 - a. <http://www.uvcs.uvic.ca/aspnet/Program/Detail/?code=HPEO>
17. Alberta Public Safety Training portal
<http://apsts.alberta.ca/home/>

#6 – Farm Related Policies and Guidelines

Prepared by Laurel Aitken, ARD

Need/opportunity presented

Farm safety considerations are inherent in the development, and implementation of policies by government and farm service industries.

In the *Hierarchy of Hazard Control*, elimination (the removal of the risk completely), tops the list with engineering controls (designs or modifications to equipment, ventilation systems, and processes) second. By advocating for safety measures that take place prior to worker involvement, the workplace becomes a safer environment. Could farm hazard elimination be considered during the approval process for new buildings; ILO's and farm operations for federal, provincial and municipal permits? Is there an opportunity to advocate for further hazard controls on farm equipment?

Critical success factors

Success: Advocacy group must have input to into code and standards development process.

Success: Alberta's preference is for guidelines or principles vs. increased legislation or regulations

Barriers: Who audits for 'farm safety' features? Other safety inspectors are doing so under authority of a specific act – farm safety would be voluntary.

What currently exists or is a work in progress?

Canadian Standards Association (CSA) - develop standards that address needs including public safety and health. Provide education and information. Any organization, associations or government can request a standard. Existing safety standards include: Roll-over protective structures (ROPS), Rear-Mounted Power Take-Off, Respirator use.

PAMI (Prairie Agricultural Machinery Institute) - provides farm equipment evaluation and development including safety applications. Several publications available on engineering improvements for the safety of used machinery. PAMI works with the Canadian Ag Safety Association on ag safety needs.

Municipal Government – Public Safety Branch – enforces all codes. The *Safety Codes Act* requires that all contractors and homeowners in Alberta obtain permits prior to commencing work on buildings. Alberta's safety codes system covers safety requirements in the following areas: building, electrical, fire, gas, plumbing, private sewage disposal systems. These would be inspected before permits are issued. This would include farm developments. Codes are updated and changed through a review process. Municipal Affairs can assist with the submission of Code Change Requests.

As well, municipal bylaws may require that a development permit be issued for the construction of a new or expanding intensive livestock operation (ILO). ARD and Regional Health Authorities assist with technical advice and input, so conceivably could provide input on health and safety issues even though they have no regulatory power.

Voluntary Audit Service – Keystone Agricultural Producer Association (Manitoba) offers the services of a Farm Safety Specialist who will provide an on-farm risk assessment at the request of farm owners.

Incentives for hazard control:

- **Sask Power Farmyard Powerline Relocation Plan**- SaskPower will invest a major portion of the cost to bury or relocate overhead power lines in farmyards and immediate work areas.

SaskPower invests 75 per cent and the owner pays 25 per cent of the total construction cost to a maximum of \$2000.

New York ROPS Rebate Plan – provides a rebate of 70% up to a maximum of \$600 to buy and install ROPS and seatbelts for older tractors. Similar program in Australia.

Potential Partner for Implementation

- ARD
- Municipal Affairs
- Possible New Provincial Coordination Association
- Wild Rose Ag Producers (WRAP)
- Canadian Ag Safety Association (CASA) – for national efforts

Sources

- www.municipalaffairs.gov.ab.ca
- www.csa.ca
- www.pami.ca
- www.saskpower.com
- <http://ropsr4u.com>
- www.kap.mb.ca
- www.wrap.ab.ca

#7 – Create a Liaison Office for Temporary Foreign Workers (TFW)

Prepared by Alan Dooley and Scott Dundas, ARD

Need/opportunity presented

Creation of a cross-Ministry liaison office for temporary foreign workers (TFW) that would allow an individual worker to report issues relating to labour, housing, health and human rights.

Critical success factors

Success: Alberta Human Services (HS) currently have an existing Temporary Foreign Worker Advisory Office (TFWAO) program that matches this need/opportunity.

Success: Development of pre-arrival or on-arrival packages for TFW that includes basic contact information for help, safety information in the language of the employee and orientation information for workers.

Barriers: Temporary Foreign Workers (TFW) do not have access to federal settlement programs.

Barriers: The TFWAO currently deals with all TFW in the province including agriculture workers. The office finds that they are not able to deal with some issues raised by workers due to the exemptions primary agriculture has in some Employment Standards and in Occupational Health and Safety legislation.

Barriers: Can it be applied to any employer anywhere in the province?

What currently exists or is a work in progress?

Individual Level

Temporary foreign workers need a source of information that is reliable so they can find who to contact if they are in a situation that requires someone to intervene on their behalf.

Farm/Organizational Level

- Alberta Human Services - Temporary Foreign Worker Advisory Office (TFWAO) with locations in Edmonton and Calgary
- Human Resource Skills Development Canada, Federal Foreign Worker program.

Potential Partner for Implementation

Alberta Human Services, Temporary Foreign Worker Advisory Office (TFWAO);
http://alberta.ca/home/includes/DirectorySearch/browse_view.cfm?txtSearch=cowling&item=83320&x=0#83320

Human Resource Skills Development Canada, operates the Federal Foreign Worker program;
http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/index.shtml

Sources

Alberta Human Services, Temporary Foreign Worker Advisory Office (TFWAO), locations:
<http://www.employment.alberta.ca/Immigration/4548.html>

APPENDIX 2:

Farm Safety Advisory Council Stakeholder Listing

Stakeholder Defined:

Groups and individuals, who are impacted, affected or involved in the development of the recommendations. Each will have an interest in the outcomes of the recommendations, i.e. advocates, partners, farm safety program delivery staff, suppliers, regulators, funding bodies, board members and the community.

Industry Organizations		
<i>Who</i>	<i>Involvement to Date</i>	<i>How Involved</i>
Workers' Compensation Board (WCB)	2009 and 2010 Industry Consultation	* Indicates representation on Council √ indicates participation in Council Network Needs Assessment
Wildrose Agricultural Producers (WRAP)		
Potato Growers of Alberta (PGA)		
Landscape Alberta Nursery Trades Association (LANTA)		
Intensive Livestock Working Group (ILWG)		
Farmworkers Union of Alberta		
Crop Sector Working Group		
Canadian Federation of Independent Business (CFIB)		
Alberta Pork		
Alberta Milk Producers*		
Alberta Federation of Labour (AFL)		
Alberta Farm Safety Centre * (AFSC)		
Alberta Farm Fresh Producers Association (AFFPA)		
Alberta Equestrian Federation (AEF)		
Alberta Egg Producers (AEP)		
Alberta Centre for Injury Control and Research (ACICR)		
Alberta Cattle Feeders Association *(ACFA)		
Alberta Canola Producers (ACP)		
Alberta Beekeepers Commission* (ABC)		
Alberta Barley Commission (ABC)		
Alberta Association of Municipal Districts and Counties (AAMDC)		
Association of Alberta Agricultural Societies (AAAS)		
Agri-Environmental Partnership of Alberta		
Rural Electrification Association		
Green Hectares		
Canadian Federation of Agriculture		
Canadian Honey Council		
Alberta Farm Animal Care		
		Con't...

<p>Canadian Federation of Independent Businesses United Farmers of Alberta Bison Producers of Alberta Alberta Farm Fresh Producers Association Ag For Life Environmental Farm Plan Company</p> <p>Alberta Cattle Feeders Association ✓ Natural Resources Conservation Board Intensive Livestock Working Group ✓ Agriculture Workers Alliance United Food and Commercial Workers* Canadian Young Farmers Forum* Alberta Pulse Growers* Alberta Greenhouse Growers Association* Alberta Beef Producers ✓ Agrium*</p>	<p>2010 Joint Working Committee</p>	
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Individuals	
Who	Current Involvement
Field Operators (vegetable production), not just greenhouse stakeholders	Target for involvement

Government	
Who	Current Involvement
<p>Alberta Agriculture and Rural Development Alberta Human Services</p> <p>Alberta Advanced Education and Technology Alberta Education Alberta Municipal Affairs</p>	<p>Sponsor, Council Representation</p>

APPENDIX 3:

Farm Safety Advisory Council

TERMS OF REFERENCE

Scope and Purpose

The role of the Farm Safety Advisory Council (Council) is to provide advice and industry input to the Minister to help guide continuous improvement and the ongoing implementation of farm related health and safety initiatives. The Council will provide a forum for open, frank discussion and make recommendations for the consideration of the Minister of Agriculture and Rural Development (ARD). Council work will include:

- Making recommendations that will guide development of a Farm Safety Action Plan to achieve enhanced farm safety, education and training.
- Provide input into the strategic direction of farm safety education and training in Alberta.
- Advocate for increased farm safety implementation, on farm.
- Modeling farm safety best practices for the agriculture industry.

The Council is a high-level strategic advisory group and does not have an operational role or any direct responsibility for other Committees or Working Groups. However, at the Minister's discretion, individual members may be asked to sit on other Committees or Working Groups.

Council Membership

The Council would be co-chaired by an industry representative and the Assistant Deputy Minister of Industry Development and Food Safety, ARD plus up to 14 other industry representatives appointed by the Minister, ARD.

Diversity in council membership reflects the aim of fostering engagement and cooperation among, industry, labour organizations, safety associations, and government.

Members appointed by the Minister may attend Council meetings. Substitutes or delegates may not attend.

Members are responsible for attending and being active participants' at all Council meetings

Membership Term

Council members will be appointed by the Minister. The Minister may, at any time, make changes to Council membership. Should a member wish to withdraw, the Minister may replace the member with another representative.

Membership term is to be specified by Minister

Support for Council

ARD will provide coordination and secretariat support for the Council.

Council members will be entitled to a per diem based on the standard government rate which is \$164 for up to 4 hours, \$290 for 4-8 hours and \$427 for over 8 hours in a day spent on council business. Eligible per diem hours include attendance at meetings and travel to and from meetings. The standard

government rates for expenses would apply including \$0.505/km or receipts for air travel. Expenses will be submitted to ARD on an expense sheet at the end of each meeting.

Meetings will be held in Leduc Alberta, unless otherwise indicated by the Co-Chairs. Documentation for Council meetings will be available to members at least one week before the meeting.

Meeting Schedule

Council will meet at the discretion of the Co-Chairs to develop a Farm Safety Action Plan for the Minister, ARD. Once the Plan has been developed and accepted by the Minister, Council will meet at least twice annually to review and refine the Plan. Members will also review annual implementation plans. The frequency of meetings may vary according to strategic needs.

Minister will be invited to attend a minimum of 2 meetings – at the mid-point and conclusion of developing strategic recommendations.

Decision Making

Decisions of the Council are reached through consensus. Where consensus cannot be achieved, strategic options should be provided for discussion at a Minister's Forum or presented to the Minister.

Council decisions will be recorded in meeting minutes.

Accountability

Members of the council are accountable to the Minister. In particular, members are accountable for:

- Recommending strategies to reduce farm accidents through increased/enhanced farm safety training and education.
- Championing farm safety within Alberta's industry.

The primary agriculture industry including farm workers and farm owners are the primary customer – i.e. group who will benefit most from Council's input.

Communication

Key messages from Council will be formulated at the end of each Council meeting if needed. Official Council communication to the Minister, both written and verbal, will be through the Co-Chairs and based on Council key messages.

Co-Chairs will be the official spokespersons for Council. Communications with media will reflect Council key messages. Council members should direct media inquires on the Farm Safety Advisory Council to the official spokespersons.

Members speaking to the media on general farm safety issues related to individual work or interests are asked to refrain from speaking on Council matters.

Official Briefing Notes developed for the Minister will also be provided to Council.

Council recommendations will be presented to the Minister in person whenever possible; preferably during a Council meeting.

→ Ratified by the Farm Safety Advisory Council at the June 21, 2011 Meeting.