

Rights and Responsibilities of Farm Employers to Ensure a Safe Workplace

*From the proceedings of the
Saskatchewan Farm Injury Control Summit VI
The Institute of Agricultural Rural and Environmental Health,
University of Saskatchewan*





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SETTING THE STAGE

Introduction

As an occupational group, farm workers are known to experience high rates of work-related illness and injury (1). In Saskatchewan, in 2004 there were 46,600 persons employed in agriculture, comprising 10% of the total work force in the province (2) and representing the third largest industry group after the trades and health care workers. At the time of the 2001 Population Census and Census of Agriculture, the farm population represented 12.9% of the total population of Saskatchewan making the health and safety of farmers and their family members a significant public health issue as well as an important labour force issue for the province.



The Forum

The Saskatchewan Farm Injury Control Summit (Summit) is an initiative that was started in 1999 by the Agricultural Health and Safety Network (Network) of the Institute of Agricultural, Rural and Environmental Health (I.ARE.H). The Summit is supported by the Saskatchewan Association of Rural Municipalities to examine the *devastating toll of farm injuries and deaths* and to *seek input from farmers and other stakeholders on means of eliminating farm deaths and injuries in Saskatchewan Agriculture*. The annual Summit has become a forum for dialogue between producers, community leaders and health promotion/injury control practitioners on issues concerning injury prevention in the farm workplace.

The theme for each Summit is selected by the members of the Network Steering Committee. The committee members are producers elected by the general membership of the Network. The theme “Rights and Responsibilities of Farm Owner/Operators to Ensure a Safe Workplace” for Summit VI was identified by the committee as an important issue for the following reasons:

- The increased size of farms will require more farmers to hire workers.
- New farm workers may come from urban backgrounds and be unfamiliar with farming practices and hazards.
- New workers are known to be at risk for work-related injury.
- Young workers are less likely to know their rights regarding health and safety.
- Hired workers and non-family workers may be treated differently by the farm owner/operator.

The theme reflected past research and policy recommendations made by the I.ARE.H.

J.A.Dosman and H.H.McDuffie envisioned in *Toward Human Sustainability in Agriculture* (3):

“1.1.4 That farm owner/operator, family members, employees, visitors or others be provided with adequate training in safe farm procedures, use of equipment, etc, and in the use of personal protective equipment.

2.1.1.10 Establishment of farm health and safety components as part of the curriculum in rural schools.

2.2.2 The training of professionals in agriculture-related colleges be enhanced by inclusion of farm health and safety information in their curricula at targeted institutions.”



The theme was also consistent with goals of the Canadian Agriculture Safety Association (CASA). Their mission is to have Canadian agriculture free of workplace injuries and illnesses. To achieve this, efforts are focused on Key Result Areas. Safety training for new agricultural workers is aligned with CASA Key Result Areas:

- Safety training for youth – Delivery and development
- Safety training – Delivery and development

The Saskatchewan Farm Injury Control Summit VI occurred on November 8th, 2004 in Saskatoon, Saskatchewan. There were 81 summit participants. The list of participants is attached in Appendix I. The agenda for the meeting is attached in Appendix II. The morning was spent setting the stage with speakers providing information on the injury experience of young workers on Saskatchewan farms, optional workers' compensation coverage for farm employers and the rights and responsibilities of agricultural owner/operators. The afternoon session was facilitated by Cameron Wilk from Saskatchewan Agriculture Food and Rural Revitalization. Summit participants formed focus groups to discuss: 1) training program content and delivery; and 2) priorities and action plan for new farm worker training in Saskatchewan.

The Current Situation

As in much of Canada, the traditional family farm is changing in Saskatchewan. The 2001 Census of Agriculture reported a 9.1% decline in the number of farm operators in the province, from 72,925 in 1996 to 66,275 in 2001 (4). Among farm operators, young farmers aged 15 to 34 shows the greatest decline. Since 1991, operators in this age group declined by almost half. As a result, farmers aged 55 and older currently represent 37% of farm operators. The total farm population in Saskatchewan also declined by 11.9% in the same period. This trend implies that a significant number of new farm workers will be required within the next decade. The declining farm population also means a decline in the size of the traditional farm labour pool. Many of the new workers required to provide labour on Saskatchewan farms may not have the training and experience that come with growing up on a farm.

Formal training for young farmers in Saskatchewan had traditionally occurred at the University of Saskatchewan through the Certificate in Agriculture and the Diploma in Agriculture programs. Enrolment in both programs has declined dramatically in the past ten years. Certificate in Agriculture students have declined by more than half, from 72 students in 1995-96 to 26 students



in 2004-05. Diploma in Agriculture students showed a similar decline, from 159 in 1997-98 to 80 in 2004-05.

Saskatchewan farms have increased in size in the past 25 years. Statistics Canada report that average farm size in Saskatchewan has increased from 180 hectares in 1981 to 320 hectares in 2001. While the number of farm operators and farm enterprises has declined, the total acreage under cultivation remains unchanged. This trend indicates that there are fewer farm enterprises with larger acreages under production. In addition to employing family members, farm owner/operators increasingly depend on full-time seasonal, non-family farm labourers to complete the farm production cycle.

The injury experience of “new” workers on Saskatchewan farms is not well known. In an effort to understand the situation, data from the Canadian Agricultural Injury Surveillance Program from Saskatchewan were examined. The data did not provide details regarding the years of work experience of the injured individuals. Since “new” workers are often young workers and since age is an indication of years of experience, the injury experience of workers age 14 to 29 years was examined. During the period from 1990 to 2003, there was an average of two work-related fatalities per year in this age group with 48 % occurring among those 14 to 19 years of age and the remainder among those 20 to 29 years of age. Among those killed, 41% were family members of the owner/operator and 31% were hired workers. The leading cause of the fatal injury events were machinery related followed by exposure to environmental hazards such as toxic substances and electricity. Machinery rollovers accounted for 38% of the total. During the period from 1990 to 2000, an average of 45 persons per year in this age group were hospitalized with farming related injuries. Among those hospitalized, machinery entanglements accounted for 21% of all injuries followed by animal related injuries accounting for 13%. Augers, power take offs, and combines were the machines most frequently involved in the entanglement injuries. Clearly, machinery and environmental hazards are important in the injury experience of young workers (5).



Occupational Health and Safety in Saskatchewan

The definition of an employer in Saskatchewan labour legislation is a “person, firm, association or body that has one or more persons in its service in connection with the workplace” (6). Note that the definition does not distinguish between paid or unpaid service. As an employer, the farm owner/operator is responsible for knowing and applying the laws that ensure the health and safety of all people working on his/her farm. In Saskatchewan, the Occupational Health & Safety Act, 1993 and The Occupational Health & Safety Regulations, 1996 apply to all workplaces, including farms. This legislation is administered by the Department of Labour, Occupational Health & Safety Division. The legislators recognize the unique nature of the farm workplace in the Occupational Health & Safety Act by the requirement of a Farm Health and Safety Council made up of agricultural producers to act in an advisory capacity to the Minister of Labour on matters concerning the Act and its Regulations. Within the Occupational Health & Safety Division there are three Occupational Health Officers who are responsible for ensuring compliance with the act in the Agricultural sector. Their duties include inspection of agricultural work sites, including farms, providing assistance to employers that enable compliance with the Occupational Health & Safety Act and Regulations, and investigating fatal and serious workplace injuries (6).

During a recent five year period in Saskatchewan there were 189 fatalities in all industries excluding farming operations. For farming operations, in the same time period, there were 123 work related fatalities (5). Clearly, the farm worksite is among the most dangerous workplaces in the province. In an effort to reduce the frequency and severity of workplace injuries and illness in the agricultural sector, the Occupational Health and Safety Division is attempting to raise the awareness of farmers with respect to their rights and responsibilities in the law. This concept of an employers’ and a workers’ responsibilities is also know as “due diligence” (6). Inspections of agricultural worksites are underway focusing on the largest employers but also include family owned and operated farms. Enforcement of the act is occurring as a result of the inspections. In an extreme situation, failure of the employer to comply with the Act can result in the suspension of the operations of an agricultural enterprise just as in any other workplace. Resources are being developed to assist farmers to understand and comply with the legislation. The legislation requires that employers arrange the training necessary to protect their workers’ health and safety. The key elements of a successful training program for an agricultural worksite are laid out in publications available from the Occupational Health and Safety Division.



Saskatchewan Workers' Compensation Board

The Saskatchewan Workers' Compensation Board (WCB) collects annual premiums from employers and uses those funds to compensate injured workers for lost income and expenses. It is mandatory for most industries in Saskatchewan to be covered by the provisions of the Workers' Compensation Act (1979). However, for the farming industry, coverage is optional. If farmers want coverage, they must apply for it. The benefits provided by the Workers Compensation Insurance include financial, medical and death benefits that protect both the employer and the employee. At the present time, less than 3% of farmers are covered by this insurance. Under the WCB worksites that have a low rate of injury and illness are rewarded with reduced insurance premiums, whereas worksites that have a high rate of injury and illness are penalized with surcharges. A major benefit for employers who subscribe to WCB is the freedom from litigation by injured workers and the knowledge that injured workers have access to wage-loss benefits, medical benefits, and death benefits. Due to the low subscription rate among farmers to this insurance scheme, farmers largely leave themselves open to litigation by injured workers and the costs of a disabling injury.



At the Summit.....

Participants at the summit received the information provided above during the morning sessions and were charged with the work of discussing the issues concerning training in focus groups in the afternoon sessions. Discussions by the working groups focused on the following: 1) training program content and delivery; and 2) priorities and action plan for new farm worker training in Saskatchewan. Analysis of those proceedings follows.



THEME 1

CHANGING FACE OF AGRICULTURAL WORKERS

An increasing number of new workers are coming from non-farming backgrounds and are subsequently less familiar with the practices and hazards associated with the farming industry.

Background:

The farm population in Saskatchewan continues to decline and the traditional labour pool is shrinking (4).

Saskatchewan farm size has increased and the number of farms has declined (7).

New workers are more frequently coming from non-farming environments and require training based on fundamental skills and topics that in the past have been assumed to be in place if they have had exposure to rural Saskatchewan.

Agricultural and horticultural workers earn \$15,000 per annum less than the average of all other occupations in Saskatchewan (8). Agricultural and horticultural worker wages are not competitive with current employment trends in Saskatchewan.

Where are we?

Farmers and their employees are not well informed of the variety of training opportunities and resources that exist across Saskatchewan.

Employment prospects are limited for farm workers.

Enrollment in traditional training programs has been declining (9).

The Future:

Saskatchewan farmers will compete with other industries for skilled workers (7) and must explore training and development opportunities as a means of being competitive.

Farmers as employers need to provide incentives to retain trained workers. The combination of incentives can vary according to each worker's situation. Incentives may include opportunity to acquire farm management skills, wages, employment benefits, housing, WCB benefits, and industry contacts.



THEME 2

THE SEASONAL WORKER SITUATION

Many seasonal farm workers are trained and employed during the height of the season. Farmers as employers feel during these times there are limited opportunities for health and safety orientations on the farm.

Background:

Farmers have a narrow window of opportunity in each season to complete farm tasks. Farmers must take advantage of favorable conditions as their livelihood is directly influenced by the weather.

Saskatchewan agricultural worker demand is dictated by the season. In 2000, only 32% of all Saskatchewan agricultural and horticultural workers were employed year round, full time (8).

Where are we?

In Saskatchewan, farm workplaces are not exempt from provincial legislation: The Occupational Health and Safety Act, 1993 and The Occupational Health and Safety Regulations, 1996.

According to the Occupational Health & Safety (Act, Part II: section 9 (2) and regulations 19 and 22) it is the responsibility of farm employers to “train new employees and inexperienced workers in all matters necessary to protect their health and safety” (6).

The farmer as an employer according to the Occupational Health and Safety Act, 1993 “is required to think ahead about possible hazards and do everything reasonably practicable to prevent accidents on his farm”. This is called “due diligence”.

The sheer number and geographically diverse nature of farm workplaces prohibit systematic inspection and enforcement by occupational health officials of the Occupational Health and Safety Act and its Regulations at each farm worksite. However, this does not alter the moral and legal responsibility of farm employers under the act. By not acting according to the legislation, the farmer employers are open to legal liability.

The Future:

Farm employers, agricultural workers, and governing bodies must prioritize training. Everyone involved with a farming enterprise has a responsibility in upholding health, safety and production.

Training initiatives should be planned and executed prior to the peak of the season when time constraints limit effective training opportunities.

Farmers must be aware of their legal responsibility to train employees.

Governing bodies must create an awareness of the Occupational Health and Safety Act as it applies to farmers.

Farm violations of the Occupational Health and Safety Act must have tangible consequences.



THEME 3

TRAINING WORKERS DURING INTENSE PERIODS

Machinery is used intensively for a short period of time and then not again until the next production cycle. Workers require retraining on equipment operated each season.

Background:

Machine operation and maintenance is a constant theme in the work day of Saskatchewan farm workers. Training in the safe operation and maintenance of farm machinery is therefore a priority.

In Saskatchewan, farm machinery is involved in 75% of fatal work related injuries and 47% of hospitalized injuries. These proportions exceed those observed for all of Canada. Farm machinery is the most dangerous hazard on Saskatchewan farms (10).

The number and type of machines found on Saskatchewan farms is related to the size and type of production. This makes training requirements complex. However the basic principles of machinery operation required for each type of agricultural production system are similar (i.e. grain farming, cattle farming, and swine farming).

Where are we?

Some machinery training opportunities exist for farm workers in Saskatchewan through research organizations, machinery manufacturers and dealers, regional colleges, and special interest groups.

Operators' manuals are available for new and most used farm machinery.

The Future:

Machinery dealers and manufacturers must increase awareness of existing training programs that are available for farm employers and their employees. Farmers and farm employees must take advantage of training opportunities on an ongoing basis.

Farm workers are not part of large worker groups and thus training delivery and materials must be designed for an individual or a small group setting in rural and remote areas.

Duties vary from one farm operation to another but many farm workers perform similar basic duties (11). *Different* types of farmers, having *different* seasonal labour needs could maintain trained employees by cooperating to offer steady employment year round to the farm worker.



THEME 4

FARM SAFETY INCENTIVE PROGRAM

No farm safety incentive program exists in Saskatchewan to provide farmers tangible incentives to develop and execute farm safety plans, hire workers with health and safety training, and keep farm occupational health and safety records.

Background:

The WCB provides many industries in Saskatchewan with easily identifiable financial incentives for having a safe and healthy workplace. This provincial board protects the employer and the employee by providing them with financial, medical and death benefits. The WCB collects premiums from employers and uses such funds to compensate injured workers for lost income and expenses.

A large number of family members work on farms and are not recognized as employees.

Indirect costs of operating on an unsafe farm have been highlighted but there have been no initiatives to identify and reward safe farm enterprises.

Where are we?

Farmers and farm workers are not automatically covered by *The Workers' Compensation Act* (1979). Coverage is optional and an application must be made. There are no insurance carriers in Saskatchewan other than WCB providing incentives for health and safety initiatives on the farm. The WCB insurance is not well subscribed by farmers. Approximately 3% of farm workers in Saskatchewan are covered by WCB.

The Future:

Saskatchewan Government Insurance has taken the approach of rewarding safe drivers with a discount on auto insurance while risky drivers are penalized with demerit points that increase insurance premiums (12). This safe driver recognition program could act as a model for Saskatchewan insurance companies to develop a farm training and safety incentive program. Farmers with good training and safety practices could be rewarded with lower insurance rates while farmers who do not prioritize training would continue to pay higher insurance premiums.

The WCB needs to do a better job of marketing itself to farmers and their employees.



THEME 5

EMPLOYER AWARENESS

Farmers' awareness of training, health and safety resources for agricultural workers in Saskatchewan needs to be increased.

Background:

Today Saskatchewan farmers have a wide range of responsibilities in managing a farming operation. Typical duties entail (13)

- determining types and amounts of crops to produce
- managing the livestock they will raise
- establishing marketing programs
- purchasing farm machinery, livestock, seed, feed and other inputs
- maintaining farm machinery, equipment and buildings
- keeping financial and production records
- monitoring and responding to market trends
- accounting
- hiring and supervising farm workers

Where are we?

Currently formal agriculture training programs offered in Saskatchewan have been outlined in a Saskatchewan Learning document entitled *Human Resource Skills Needs Assessment for Primary Agriculture Production Sector (7)*. An awareness gap exists between Saskatchewan farmers and the current training programs available to aid in the training of agricultural workers.

Farmers and agricultural workers are aware of some existing training opportunities in Saskatchewan but cite lack of time, cost and proximity to training as barriers that limit participation (7).

The Future:

Agencies that regulate farmers' responsibilities to train workers need to improve their message delivery to farmers. Presenting information on the rights and responsibilities of farmers as employers needs to be a priority.

Organizations must make a continued effort to development training resources to meet the needs of farmers and their employees.

A cooperative approach within a geographic area makes training more feasible.

Farmers as employers must take an active role in identifying resources that will address their employees' specific training needs.

The Saskatchewan Agriculture Knowledge Centre advertises itself as a place for farmers to begin looking for the latest answers on agricultural topics and works to help build agriculturally based opportunities (14). Farm worker's training information should be included as a topic under The Centre's agribusiness and management sections.



SUMMARY

Farmers need to be informed of their obligation to train their employees.

Farmers must make training their employees a priority.

A campaign is necessary to make farmers and their employees aware of training resources available in Saskatchewan.

Farmers require support from their business partners to properly coordinate training opportunities for their employees.

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Appendix I

Saskatchewan Farm Injury Control Summit VI attendees and the organizations represented.



Councillors and Reeves- Farmers

Christa Marcotte, #6
Joy Steinke, #6
Norm Eggum, #36
William Blackwell, #42
Vance Wensel, #74
Harold Ray, #102
Kevin Stark, #102
Richard Voisin, #102
Richard Nagel, #103
Art Weiss, #103
Archie Frape, #121
Sinclair Harrison, #121
Bev Boehm, #134

Betty Hawkins, #134
Betty Caperhurst, #158
Ron Dielschneider, #158
Darol Owens, #161
Ron Kurz, #194
Malcolm Campbell, #250
Floyd Thunstrom, #255
Dale Coakwell, #257
Leah Cooper, #261
Ray Cooper, #261
Brenda Zemluk, #307
Carmel Waddington, #318
Tim Richelhoff, #321

Lee Torrance, #321
Marc Loiselle, #372
Dr. M. J. Northcote-
Veterinarian, #376
Gary Hoppe, #377
James Burak, #434
Walter Kabaroff, #434
John Serhienko, #434
George Diehl, #464
Art Gampe, #464
Annette Morin, #469
Lloyd Andrews, #502
John Light, #502

I.ARE.H Faculty, Staff and Students

Lalita Bharadwaj
Julie Bidwell
Allison Cammer
Liliane Chenard
James Dosman
Pamela Farthing
Sueli de Freitas
Sunita Ghosh
Louise Hagel

Leslie Holfeld
Vaneeta Kaur Grover
Shelley Kirychuk
Niels Koehncke
Lori Lockinger
Merry-Lynn McDonald
Helen McDuffie
Anna Marie Mechor
Debra Morgan

Sandy Normand
Donna Rennie
Iris Rugg
Sean Siever
Kendra Ulmer
David Vickers
Dale Worobec

Health Care Workers

Noreen Agrey - Saskatchewan Prevention
Institute
Sharon Clark
Lynn Froehlich

Laynni Locke - Saskatchewan Prevention
Institute
Colleen Nesbitt
Judy Roll
Kathy Scherger

Farm Health & Safety Committee

Betty Abrey
Debra Gronning, #292
Bob Guest

Elvin Haupstein - Dairy Farmers of
Saskatchewan
James Schick
Carl Siemens

Farm Interest Groups

Bob Elian - Farmers with Disabilities
Marcel Hacault - CASA
Joyce Holland - Teacher – Principal

JoAnne Lapierre - Teacher – Principal
Al Morhart – Agriculture in the Classroom
John Saum - Sask Labour



Appendix II

Saskatchewan Farm Injury Control Summit VI Agenda



Saskatchewan Farm Injury Control Summit VI, November 8, 2004

- 9:00 am Opening Remarks, Dr. James Dosman, Director, Institute for Agricultural Rural and Environmental Health, University of Saskatchewan
- 9:15 am The Saskatchewan Agricultural Injury Surveillance Program 1990-2000
Louise Hagel, Institute for Agricultural Rural and Environmental Health, University of Saskatchewan
- 9:45 am Optional Workers' Compensation Coverage for Farm Employers
Marcie Garinger, Saskatchewan Workers' Compensation Board
- 9:55 am Rights and Responsibilities of Agricultural Owner/Operators
Harry Stilborn, Occupational Health Officer, Saskatchewan Labour
Q & A with Agriculture Occupational Health Officers
- 11:15 am Break
- 11:30 am Accidents Change Lives, Michelle Williams, Producer, Wolseley, SK
- Noon Luncheon
"The Importance of Farm Health and Safety to Rural Communities"
Debra Gronning, SARM Division 6 Director
Acknowledgements
I.ARE.H Media Award for Excellence in Farm Injury Control Reporting
- 1:00 pm Explanation of Breakout Sessions, Cameron Wilk, Saskatchewan Agriculture Food and Rural Revitalization
- 1:10 pm Breakout Session #1
Task 1 Identify areas that should be addressed in new agricultural worker safety training.
Task 2 Identify length of training and ways it could be delivered. What factors would predispose you to having your farm labourers/yourself take training?
- 1:55 pm Session #1 Feedback
- 2:20 pm Break
- 2:35 pm Breakout Session #2
Task 3 Develop an action plan for safety training of new agricultural workers on your farm. Develop an action plan for addressing new farm worker safety training in Saskatchewan.
Task 4 What would you see as priorities for action?
- 3:15 pm Feedback: Sharing the Ideas, Cameron Wilk, Saskatchewan Agriculture Food and Rural Revitalization
- 3:35 pm Conclusion and Evaluation, Dr. James Dosman, Director, Institute for Agricultural Rural and Environmental Health, University of Saskatchewan
- 3:50 pm Door Prizes



Appendix III

Session notes from the Saskatchewan Farm Injury Control Summit VI organized as they relate to the five themes.



THEME 1
CHANGING FACE OF AGRICULTURAL WORKERS

Identify areas that should be addressed in agricultural workers safety training.

- Farm families are changing; spouse grew up in town and needs training
- Focus on “at risk” groups
- Young workers are hesitant
- Large farms need full time trained workers and are production oriented
- Small farms need part time workers that focus on specialization
- Quality of hired work

Identify length of training and ways that it could be delivered.

- Provide health and safety credits and certifications for Grades 10, 11, and 12 students
- Use media to increase awareness
- Local seminars
- Give small easily digested bits of info (no more than 10 minutes)
- Lack of access to training, who pays
- Increase media campaign
- More programs like Network Scholarship
- Develop training modules to fit needs
- Training length from two hours to two weeks

Develop an action plan for addressing farm worker safety training in Saskatchewan.

- Worker’s readiness questionnaire to assess general knowledge
- Raise profile of Agricultural industry
- Workers must take safety training to qualify for unemployment insurance
- Farm labour certificate

Priorities for action.

- Get policy makers informed
- Expand services from regional colleges
- Integrate with existing programs



THEME 2

THE SEASONAL WORKER SITUATION

Identify areas that should be addressed in agricultural workers safety training.

- Learning on the job during peak times
- Seasonal nature of work, must train new workers constantly
- Difficult to train with old unsafe equipment
- Large farms need full time trained workers and are production oriented
- Small farms need part time workers that focus on specialization
- Owners assume everyone knows

Identify length of training and ways that it could be delivered.

- Use email regularly, especially at peak times
- Give small easily digested bits of info (no more than 10 minutes)
- Training length from two hours to two weeks

Develop an action plan for addressing farm worker safety training in Saskatchewan.

- WCB premium incentive for training

Priorities for action.

- Build on resources we have now



THEME 3

TRAINING WORKERS DURING INTENSE PERIODS

Identify areas that should be addressed in agricultural worker's safety training.

Infrequent use of machinery
Seasonal nature of work, must train new workers constantly
Unpredictability of work
Knowledge of operation

Identify length of training and ways that it could be delivered.

Build regular follow-up into training program

Develop an action plan for addressing farm worker safety training in Saskatchewan.

Local seminars

Priorities for action.

Hands on/ written material



THEME 4

FARM SAFETY INCENTIVE PROGRAM

Identify areas that should be addressed in agricultural workers safety training.

Safety, create a new culture
Independent mindset of producers
Culture change is slow, takes multiple messages

Identify length of training and ways that it could be delivered.

Focus on farm family decision making process; make safety part of the planning process

Develop an action plan for addressing farm worker safety training in Saskatchewan.

Farm labour certificate
More certification needed

Priorities for action.

Equipment adjustments to make things safe
Cultural barriers



THEME 5

EMPLOYER AWARENESS

Identify areas that should be addressed in agricultural workers safety training.

Trainers need training
Lack of access to training, who pays

Identify length of training and ways that it could be delivered.

Use marketing clubs as venues
Regional college involvement
Local seminars
Mobile training teams with several experts
Make safety a major topic at agricultural events eg. Agribition, Farm Progress
Use Regional Health Authorities for community development function

Develop an action plan for addressing farm worker safety training in Saskatchewan.

Send WCB information in annual package
Incorporate health and safety training into the health and safety information in other facets of rural life (health and wellness clinics)
Increase media campaign
Piggyback on existing programs
Farm labour certificate

Priorities for action.

Involve stakeholders in developing training modules
Green certificate is not always welcome by senior management
Increase profile of already existing health and safety resources
Change attitude, no government interference
Stress how important it is to have a good relationship (safety)



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