

HOOKED *on Safety*

A PLAN FOR A SAFER NOVA SCOTIA SEAFOOD INDUSTRY



**Fisheries Safety
Association
OF NOVA SCOTIA**



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ACKNOWLEDGEMENTS

The Hooked on Safety action plan was strategically designed by the Fisheries Safety Association of Nova Scotia as the next evolution of Fishing Safety Now. With the assistance of our Board of Directors, Advisors, and Staff the Hooked on Safety action plan has been created to ensure a safer Nova Scotia Seafood Industry.

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Chair, Fisheries Safety Association of Nova Scotia
Sea Star Seafoods, Clark's Harbour

Roland Michaelis

Vice-Chair, Fisheries Safety Association of Nova Scotia
Victoria Co-operative Fisheries, Neils Harbour

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Treasurer, Fisheries Safety Association of Nova Scotia
Mersey Seafoods, Liverpool

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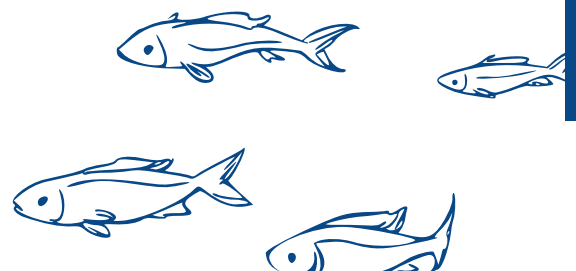
Nova Scotia Department of Fisheries & Aquaculture

Rob Freake

Transport Canada

Graeme Fraser

Department of Fisheries & Oceans
Resource Management



ABOUT US

THE ASSOCIATION

The Fisheries Safety Association of Nova Scotia is an industry-funded not-for-profit organization. Our Association is governed by a Board of Directors comprised of equal representation of the Harvesting, Processing, and Aquaculture sectors.

OUR MISSION

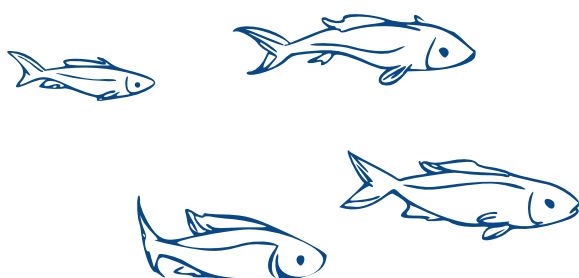
To inspire a strong safety culture for the NS seafood industry through collaboration, education, and promotion.

OUR VISION

Nova Scotia Seafood Industry: Home safe and sound for current and future generations.

OUR VALUES

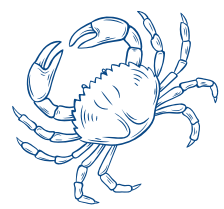
- **Professionalism:** Demonstrating transparency, honesty, respect, and integrity
- **Commitment:** Continued passion and support for the safety of the Nova Scotia seafood industry
- **Relevance** - To remain relevant, current, and credible through diversification





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OUR PLAN



Hooked on Safety is a 3-year action plan that will target specific safety-related areas of concern for the industry. Through collaboration with industry, advisors, and stakeholders we have identified the following areas of concern:

- **Return to Work** - getting injured workers back to valuable & meaningful work within the industry by working with the industry and the Workers Compensation Board of Nova Scotia. Our industry is facing unprecedented labour shortages, we must keep our existing and future workforce healthy and safe.
- **Prevention** - active promotion and advocacy on injury prevention in all sectors. Continue wharf-side education with Dept. of Labour.
- **Health Promotion** - active promotion and advocacy of health promotion to help workers keep healthy, physically and mentally.
- **Real Safety Training** - continue our successful approach of wharf side safety training focusing on safety equipment & crew preparedness for at-sea emergencies. Our safety training will be modernized through the use of our new Mobile Training Unit, providing industry-specific training and resources right at the wharf, fish plant, or aquaculture farm.
- **Mental Health & Wellness** - a strategic focus will be placed on the promotion of mental health & wellness in the workplace. Engaging employers and employees at all levels in all sectors.
- **Workplace Impairment** - active promotion of substance abuse resources available for employers and employees. A strategic focus will be on all areas of workplace impairment including drugs, alcohol, and sleep deprivation.
- **Professional Training** - continued promotion & support to assist the industry in accessing professional training courses to further their skill set, professionalization, and safety. Courses include Marine Basic & Advanced First Aid, Marine Emergency Duties, Radio Operators Course, and other safety-related training.
- **Lessons Learned** - continuing our proven approach to sharing stories, ideas, and advice from industry members & industry-specific agencies to highlight the importance of workplace safety.

IMPLEMENTATION

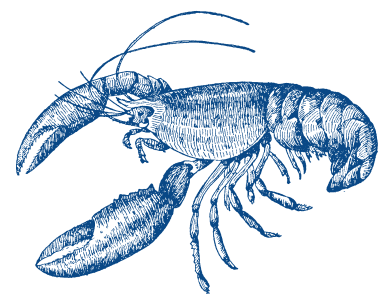
Hooked on Safety will begin in the Fall of 2021 and conclude in the Fall of 2024. At the conclusion of Hooked on Safety, the Fisheries Safety Association of Nova Scotia will present a renewed plan for the following years.

The Hooked on Safety action plan will be managed by the Fisheries Safety Association of Nova Scotia and supported by our partners in safety, our members, and other industry stakeholders. Many activities under this action plan will be directly supported by the Fisheries Safety Association of Nova Scotia while also seeking various funding sources to further support the Hooked on Safety action plan.

Our approach will be done through our tried and tested methods, while also allowing for modernization and growth. Our efforts will be done in a time and cost-efficient manner to enable the best outcomes for the industry.

Work is already underway! Our Mobile Training Unit that will support various aspects of this plan will soon be completed and hitting the road to reach wharves all over Nova Scotia. We've begun work to support Health Promotion and Mental Health & Wellness through establishing new partnerships, developing resources, and more. These areas of concern will target all demographics in the industry, including inclusivity by providing resources in other languages.

Through the collaboration of some 60 fishing-related industry associations, our membership, and various government organizations we will strive to reach all areas of the industry and make our training, resources, and advocacy available. To that end, at the end of each year of this plan, we will host a check-in meeting with safety leaders & stakeholders to review the plan, its accomplishments and determine the next steps.



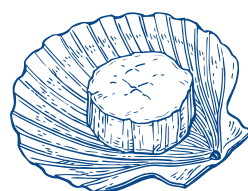


HOOKED
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ACTIVITIES & INVESTMENTS

We're investing over **\$250,000.00** in 2021 & 2022 to kickstart this action plan. Primary activities & investments of the Hooked on Safety action plan will include (but are not limited to):

- **Wharf-side Training** - Man Overboard, Fire, Flooding, Abandon Ship & Medical Drills, promotion of safety equipment, their use and importance, promotion of safety equipment maintenance.
- **Safety Socials** - quarterly in-person (COVID-19 compliant) events hosted in key areas of the province to interact with industry, members, and stakeholders. Each safety social will have a highlighted safety topic and relevant resources available for attendees.
- **How to build a Safety Program** - for Nova Scotia Seafood companies. We have developed an industry-specific how-to guide that will allow us to work hand in hand with seafood companies to better assist them in the development & implementation of a safety program.
- **Promotion** - regular and active promotion of all safety areas of concern done via various platforms such as; print materials, newsletters, email blasts, social media, radio ads, television ads, and in-person events.
- **Safety Equipment Subsidy Program** - the Fisheries Safety Association of Nova Scotia is making available to its entire membership a safety equipment subsidy program where key pieces of personal protective equipment and workplace safety equipment will be subsidized. We have allocated \$35,000 for this program.
- **Mental Health & Wellness** - The Fisheries Safety Association of Nova Scotia has allocated \$12,000 for preliminary projects to advance and promote mental health & wellness throughout the entire industry.
- **Free Resources** - The Fisheries Safety Association of Nova Scotia has allocated \$7,600 to purchase key pieces of safety equipment to giveaway in an effort to further promote the Hooked on Safety action plan.
- **Mobile Training Unit** - in an effort to deliver efficient and professional training the Fisheries Safety Association has invested \$70,000 to build a new Mobile Training Unit that will serve as our wharf-side resource centre for the entire industry. Financial & equipment contributions thanks to DSS Marine and FitzWright Survival.
- **Navigational Safety Awareness Program** - in an effort to increase safety at sea we have secured \$154,820 through Transport Canada to develop and promote navigational safety education to those that operate commercial fishing or aquaculture vessels in Nova Scotia.



STRATEGIC PARTNERS

In order to ensure the success of this program, we will be seeking advice and support from various strategic partners. These include (but are not limited to):

- Workers Compensation Board of Nova Scotia
- Nova Scotia Department of Labour - Safety Branch
- Transport Canada
- St. John Ambulance NS/PEI
- NSCC School of Fisheries
- Safety Association counterparts (FishSafeBC, NL-FHSA, AWARE-NS, Safety Services NS)

We will also actively engage the FSANS membership and Board of Directors for guidance, feedback, and advice. Direct engagement will be completed through a variety of methods with full-scale updates completed at yearly check-in meetings.



CONCLUSION

The Hooked on Safety action plan led by the Fisheries Safety Association of Nova Scotia will allow for the next evolution of a stronger safety culture in the Nova Scotia Seafood Industry. We had many successes during Fishing Safety Now, and we can apply our lessons learned into this new plan to ensure effective & efficient delivery of safety education, training & resources are made available to the industry.

The time is now. We need to act. Recently we were witness to the terrible tragedy & loss of the F/V Chief William Saulis and its 6 crew members along with the loss of the F/V Atlantic Destiny, luckily all crew was rescued that were aboard the Destiny.

We as stewards of this industry must work together to ensure tragedies like this never happen again. The Nova Scotia Seafood Industry has a bright future, however diligent work is needed to ensure our current and future workforce is healthy and safe.

This all can be accomplished with your support & advocacy. We call on all safety champions in the Nova Scotia Seafood Industry to speak up and take an active role in the Hooked on Safety action plan.



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