

Employee**Safe** Case Study

EmployeeSafe helped the division identify and rectify the weaknesses in its safety and risk management program to further promote a culture of school safety.

Continuous Improvement of a Risk Management Program Chinook’s Edge School Division No. 73

The Challenge

Chinook’s Edge School Division No. 73 in Alberta, Canada, puts enormous effort toward its annual safety audit. In 2010, a successful audit allowed the division to apply for Alberta’s prestigious Certificate of Recognition (COR). The COR distinction, funded by the Office of Alberta Employment and Immigration, earned Chinook’s Edge a financial incentive through Alberta’s Workers’ Compensation Board (WCB) Partnerships in Injury Reduction (PIR) program.

Despite achieving the COR distinction, Chinook’s Edge is still required to conduct annual audits. The Alberta Safety Council, Alberta Human Resources and Employment, Alberta Association for Safety Partnerships (AASPA) and a third-party consultant group all contribute their expertise to evaluate the division’s school safety program.

The results from its 2012 audit showed an increase in staff incidents. The audit also scored the division’s Ongoing Inspections strategy at a 65 percent, a low score for the award-winning division, citing that the division needed to:

“ensure employees responsible for conducting inspections are aware of their responsibilities for completed or arranging for corrective actions to be completed in a timely manner,” and “ensure that all deficiencies identified in the inspections are corrected and are followed-up on to ensure that the correction actions are appropriate.”

Chinook’s Edge turned to PublicSchoolWORKS to effectively reverse these trends.

The Solution

To see why there was an increase in staff accidents, Lonsberry turned to PublicSchoolWORKS’ Staff Accident Reporting System to see if there were trends in accidents. After accessing a trend report, Lonsberry found that the increase in accidents involved slick surfaces during winter months.

In regards to the Ongoing Investigation score, Lonsberry knew it was going to be more effective to train individual sites to handle inspections instead of traveling to each site and completing it himself due to the mere size of the division and a lack of authorized division staff.

The division was able to utilize the EmployeeSafe Suite to solve both issues.

Division Overview

Schools: 45
Employees: 1,200
Students: 13,000

“PublicSchoolWORKS is the only program that satisfies our requirements for a school safety program. We received accolades from safety auditors for the reporting and training provided by PublicSchoolWORKS, plus it saved hours of time.”

*Linden Lonsberry,
Safety Manager,*

*Chinook’s Edge School Division
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The Benefits

The following features of the EmployeeSafe Suite allowed Chinook's Edge to address the issues highlighted in their annual audit:

- **Trend Reporting** - Because all staff accidents are reported to the same system, Lonsberry was able to view all the staff accident data to see when and where accidents were occurring to determine a cause.
- **Customization** - PublicSchoolWORKS' completely-customizable system allowed the division to implement programs specific to its individual needs. Chinook's Edge developed a Safe Winter Walking Program and implemented it via PublicSchoolWORKS' Staff Training System. A specialized compliance task was developed and scheduled to automatically notify key individuals at each site to complete the inspection. A follow-up task was created and scheduled to ensure that the deficiencies observed during the inspection are dealt with in a proper and timely manner.
- **Auto-notification** - Any time a task or training needs to be completed or a staff member submits a report, the EmployeeSafe Suite auto-notifies the appropriate staff member. If a task is not completed, the system then auto-notifies the designated administrator with a non-compliance report. This ensures that only those administrators authorized to view the information have access, eliminating liability issues.

The Results

Chinook's Edge saw a decrease in staff accidents involving slick services and received high marks for Ongoing Inspections in their COR audit!

After implementing the winter weather training and tasks, Chinook's Edge experienced terrific results from the 2013 COR audit:

1. The Winter Walking Safety Program via the Staff Training System, Chinook's Edge saw a reduction to only one staff incident involving slick surfaces.
2. The specialized compliance task and reminder for the individual site's inspection requirement helped the division receive high marks in the Ongoing Inspections category. During this year's post-audit meeting, a health and safety consultant from the third party firm listed the division's ongoing inspections strategy as a strength in its safety program. She stated that switching to the new strategy was, "a great improvement" and "seems to be well-received."

Using annual audit reports as feedback is essential to evolving a school safety program. By identifying weaknesses, Chinook's Edge improved its school safety program and further promoted a culture of school safety.

For more information: 1.877.77WORKS or sales@publicschoolworks.com