



The Project

A large utility infrastructure project in Eastern Canada.

The Challenge

SureHire was chosen to implement a Fitness-to-Work program that ensured a worker's abilities matched the job demands in a remote and challenging environment. The overall goal was for workers to return home safely at the end of each work day, by reducing the risk of injury.

Definitions

First Aid. First aid is limited to a one-time treatment, with follow-up visit if needed for observation purposes only, of injuries such as minor cuts, scrapes, scratches, treatment of minor burns, removing splinters, etc., or other minor injuries which do not require medical treatment beyond the date of accident. This is not a recordable incident.

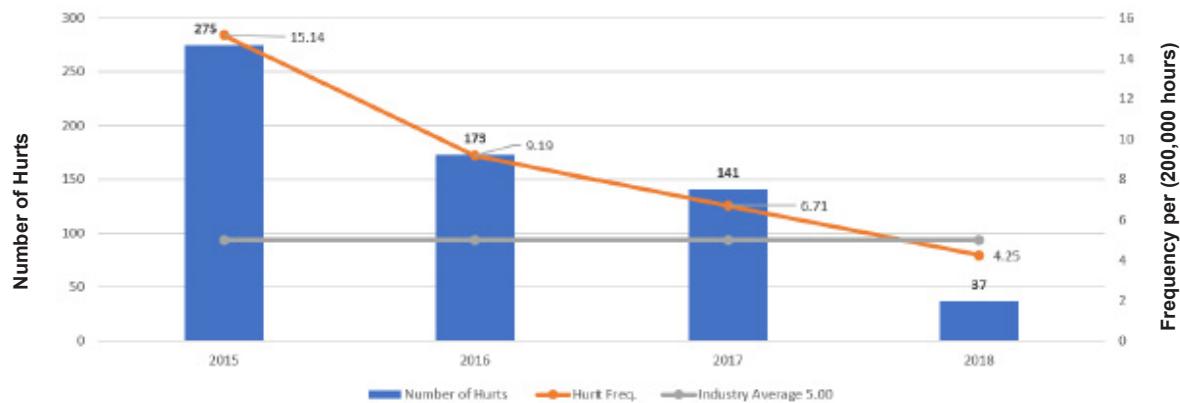
Medical Aid. Medical aid includes medical and other services provided by a person licensed to practice the healing arts in Alberta, and nursing, hospitalization, drugs, dressing, x-ray treatment, special treatment, appliances, apparatuses, transportation, and any other matters and things that the board authorizes or provides. This is a recordable incident.

Lost Time Injury. Considered lost time if the employee does not return for their next regularly scheduled shift. No lost time means that the injured worker does not miss work other than on the day of injury.

Total Hurts. Anything recorded as a first aid or a medical aid based on 200,000 man hours and industry standard of 5.0.

The Outcome: Injury Rates Pre & Post FTW Implementation

Total Number of Hurts & Hurt Frequency



Total First Aids

Year	Total	Frequency
2015	158	8.70
2016	82	4.36
2017	73	3.47
2018	20	2.30

Total Medical Aids

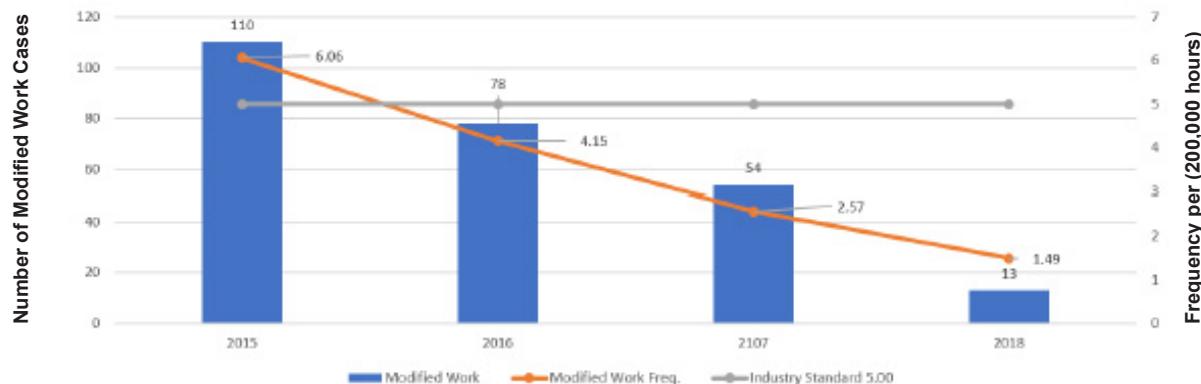
Year	Total	Frequency
2015	6	0.33
2016	7	0.37
2017	7	0.33
2018	3	0.37

Total Lost Time Injuries

Year	Total	Frequency
2015	2	0.11
2016	2	0.11
2017	3	0.14

* All 3 charts based on 200,000 hours worked.

Number & Frequency of Modified Work Cases



Impact on Productivity & Safety

In 2015 this large infrastructure project updated their site access requirements to include a SureHire Fitness-to-Work evaluation to ensure that a worker's medical, musculoskeletal and critical strength & mobility status meets the demands of the job that they will be working at. Workers who are able to meet the demands of the job will be more productive, and the chart below compares one productivity (concrete poured in cubic metres vs total hurt frequency) metric over a four year span.

Concrete Poured vs. Hurt Frequency

