

2022 ANNUAL REPORT



**The Newfoundland and Labrador
Fish Harvesting Safety Association**



www.nlfhsa.com

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ABOUT THE NL-FHSA

ABOUT THE NL-FHSA

The Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) Incorporated is a not-for-profit organization without capital share. The association was incorporated in 2011 and became operational in 2012 to address workplace injuries, illnesses, and fatalities in one of the world's most dangerous occupations—commercial fishing. It is industry-driven, leading the promotion of safety education and awareness initiatives in the fish harvesting industry in Newfoundland and Labrador. The overall goal of the NL-FHSA is to improve the health and safety of fish harvesters and to save lives at sea. There is nothing more important to fish harvesters than returning home safely to their loved ones, their friends, and their communities.

MANDATE

To help reach the goal of reducing the human and financial costs of workplace incidents, injuries, and fatalities in the fish harvesting industry, the NL-FHSA has a mandate to:

- Lead the fish harvesting sector in the promotion and development of a positive industry-wide safety culture
- Create added value for harvesters through the identification and coordination of timely, accessible, affordable, and relevant safety education and resources
- Promote best practices for safety on board fishing vessels through education and awareness initiatives
- Support and promote research on fishing industry safety
- Provide advice to the provincial and federal levels of government on health and safety issues in the fishing industry

PRIMARY CLIENTS

The NL-FHSA engages primarily with approximately 10,500 fish harvesters and industry stakeholders including researchers, as well as federal and provincial regulatory bodies, in facilitating regulatory compliance and industry-wide safety improvements. Collaboration with over 3,200 enterprises (vessel owners/operators), crew members, and other key industry stakeholders, is inherent in the day-to-day operations of the association. This practice ensures the collective expertise and experience is reflected in all safety association initiatives.

VISION

The vision of the NL-FHSA is a fish harvesting industry in which the necessary skills, knowledge, technology, commitment, and support, enable professional fish harvesters to work and return home safely and successfully without injury, illness, or fatality.

MISSION

The NL-FHSA leads the fish harvesting sector in the promotion and development of a positive industry-wide safety culture and creates added value for members through the certification and coordination of relevant, accessible, timely, and cost-effective safety education and resources.

VALUES

The values of the NL-FHSA are **SAFE** fundamental beliefs in:

STEWARDSHIP...

sustaining the fish harvesting sector through accountability and fiscal responsibility

ACCESSIBILITY...

ensuring meaningful participation and engagement

FAIRNESS...

clear and transparent communication, honouring commitments with respect and commitment

EXCELLENCE...

efficient and service focused, keeping ourselves and others safe

MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS

On behalf of the Board of Directors of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA), I am pleased to present stakeholders in the fish harvesting industry with the 2022 Annual Performance Report.

It was 10 years ago that the NL-FHSA was officially set up as a safety sector association with an Executive Director, Board of Directors, and an Advisory Committee. This is an important milestone as the fish harvesting industry needed an association that had no other responsibilities. Health and safety would be the only important issue that the NL-FHSA would have to deal with.

What is amazing is the variety of stakeholders who came together from across each section of the industry as well as various government departments and agencies, to be part of the NL-FHSA and focus solely on safety. This diversity has brought a lot of energy to the table and over the past 10 years much has been accomplished. Today the NL-FHSA is recognized as a valuable asset to the fish harvesting industry as it advocates and helps harvesters with issues related to safety in the industry.

Throughout 2022, the NL-FHSA continued to work with fish harvesters and industry stakeholders to improve the industry and make it a safer place to work. These are outlined in the strategic priorities of this report. One example I will highlight here is the collaborative work that was carried out with industry stakeholders to improve timely and reliable distress signalling as the critical first step in activating the search and rescue response system.

This is illustrated through the undertaking of the Coalition of the NL-FHSA, Fish Harvesters' Resource Centre (FRC), Professional Fish Harvesters Certification Board (PFHCB), and the Fish Food and Allied Workers Union (FFAW-Unifor) to offer Personal Locator Beacons (PLBs) to 2,500 fishing enterprises at a cost subsidy. It is further supported by the commitment of the Coalition to collectively work with the Labrador Fishermen's Union Shrimp Company Limited (LFUSCL) as part of their living memorial project to provide Emergency Position-Indicating Radio Beacons (EPIRBs) to 100 commercial fishing enterprises in southern Labrador between L'Anse au Clair and Cartwright.

The fish harvesting industry has always experienced challenges and likely it always will. But despite the challenges, the industry continues to evolve and reinvent itself. The work of the NL-FHSA remains critical in keeping safety at the forefront of this evolution. Together we must work collectively to influence change in the right direction, where harvesters *always* return home.

As we begin Year Three of the plan, it is my pleasure to take this opportunity, on behalf of the board members, to thank our partners and stakeholders for their continued commitment and for remaining steadfast in our obligations to advance safety in the fish harvesting industry.



David Decker
NL-FHSA Board Chair

GOVERNANCE STRUCTURE

The business model for the fish harvesting industry is characterized by complex employer-employee relationships. The NL-FHSA Board of Directors is comprised of individuals representing the fish harvesting industry; owner/operators; and crew members in all three fleet sectors. Advisory support is provided to the NL-FHSA by stakeholders who are informed about the fish harvesting industry and have the depth of knowledge and the experience required to improve safety and save lives at sea.

BOARD OF DIRECTORS

The NL-FHSA consists of 15 board members whose appointments are recommended by their stakeholder groups. Four members of the board are ex-officio members. In 2021, two board member positions were vacant.



CHAIRPERSON

David Decker
Fish Food and Allied Workers Union/Unifor (FFAW/Unifor)



VICE CHAIR

Mark Dolomount
Professional Fish Harvesters Certification Board (PFHCB)



OWNER/OPERATOR REPRESENTATIVE

Wade Short
65' Vessels and Above



CREW MEMBER REPRESENTATIVE

Vacant
65' Vessels and Above



OWNER/OPERATOR REPRESENTATIVE

Ivan Lear
Vessels Over 40' and Under 65'



CREW MEMBER REPRESENTATIVE

Mike Noonan
Vessels Over 40' and Under 65'



OWNER/OPERATOR REPRESENTATIVE

Jack Greenham
Vessels Under 40'



CREW MEMBER REPRESENTATIVE

Nancy Bowers
Vessels Under 40'



PROCESSING SECTOR

Karen Decker (1)
Fogo Island Cooperative Limited



INDIGENOUS FISHERS

Brian Dicks
Qalipu First Nation



Vacant (2)



EX OFFICIO MEMBERS

Charles Coady
WorkplaceNL



Derrick Lockyer
Department of Fisheries, Forestry, and Agriculture



Bill Hynd
Sector Advisor, Newfoundland and Labrador Federation of Labour



Andrew Pike
Sector Advisor, Newfoundland and Labrador Employers' Council

ADVISORY COMMITTEE

In addition to the Board of Directors, the NL-FHSA is supported by an Advisory Committee whose members represent a number of government agencies at the federal and provincial levels, as well as non-governmental stakeholders. The Advisory Committee plays an important role in the governance of fishing safety as its members provide observations and feedback about health and safety issues in the industry as well as recommendations for the promotion of best practices regarding safety on board fishing vessels. The Chair of the Advisory Committee is the NL-FHSA's Executive Director. In 2021, there were two vacancies on the committee.

FISH, FOOD, AND ALLIED WORKERS

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD

TRANSPORT CANADA

CANADIAN COAST GUARD

OCCUPATIONAL HEALTH & SAFETY DIVISION, DEPARTMENT OF DIGITAL GOVERNMENT & SERVICE NL

SAFETYNET

WORKPLACENL

TRANSPORTATION SAFETY BOARD OF CANADA

NEWFOUNDLAND AND LABRADOR EMPLOYERS' COUNCIL

NEWFOUNDLAND AND LABRADOR FEDERATION OF LABOUR

MEMORIAL UNIVERSITY - MARINE INSTITUTE

DEPARTMENT OF FISHERIES AND OCEANS (CANADA)

MESSAGE FROM THE EXECUTIVE DIRECTOR

A few years ago, I met Linda Woodford, a fish harvester from Herring Neck who asked the question, "where does safety start and where does it end?" Her words have echoed in my mind ever since, and were especially poignant throughout 2022.

In 2022, the Newfoundland and Labrador Fish Harvesting Industry (NL-FHSA) began delivery of Year 2 of the five-year strategic plan. Although the plan is multi-faceted, the primary focus was two-fold. Attention was given to closing the existing gaps in emergency distress signalling by making life-saving technology more accessible to enterprise owners and their crew. Development of the remaining ten modules of the Fishing Vessel Safety Designate (FVSD) training also began in earnest. Both involved engaging with fish harvesters and industry stakeholders in a proactive approach to address the challenges arising from hazards and risks of working at sea, as well as sharing of relevant information and the lessons learned based on their vast experiences.

The personal accounts we heard from fish harvesters across Newfoundland and Labrador throughout 2022 were about exposure to hard work, challenging working conditions, pride in their communities, and the importance of family. We also heard some accounts that were chilling. Fish harvesters are 13 times more likely to be injured at work than any other occupation. The pain and suffering of living without a loved one because he or she was killed while working or lost at sea is inconceivable for most people, yet this is the reality for many families and communities associated with the fish harvesting industry. It was also made clear that tragedies at sea are no longer acceptable to fish harvesters, nor their families.

As we met with fish harvesters and their families in their communities and aboard their vessels, the question *Where does safety start and where does it end?* was posed to them. What was reinforced over and over again by the leaders in the industry is that learning how to be safe and having good judgement is a nurturing process based on knowledge that expands and evolves over time with exposure to information and life experiences. Learning how to be safe begins at home and continues throughout the school years. Being safe is a necessary, fundamental life value if we are to live our best life. In the workplace, it requires having a complete understanding of the work to be carried out, and all the steps required for critical thinking, decision-making, and judgement. Mistakes can be costly. These were the 'pearls of wisdom' that we strived to capture and portray in the development and promotion of the emergency distress-signalling campaigns and the FVSD training.

The issues facing fish harvesters will continue to be complex and often difficult to solve. A dynamic community of stakeholders having expertise in the fish harvesting industry is critical in order to identify, prioritize and resolve challenges in a timely manner. As we move into Year 3 of the five-year strategic plan, effective engagement with stakeholders will continue to create opportunities for knowledge transfer through provision of relevant information, feedback and sharing of lessons learned. Because, regardless of the nature of the work, or the hazards and the risks involved, everyone has the right to return home safely at the end of the day!



Brenda Greenslade
NL-FHSA Executive Director

INDUSTRY HIGHLIGHTS



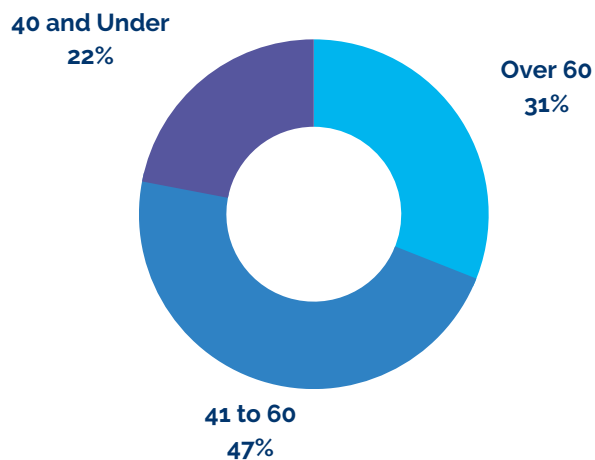
10,105 professional fish harvesters
spread throughout 17,542 miles of coastline



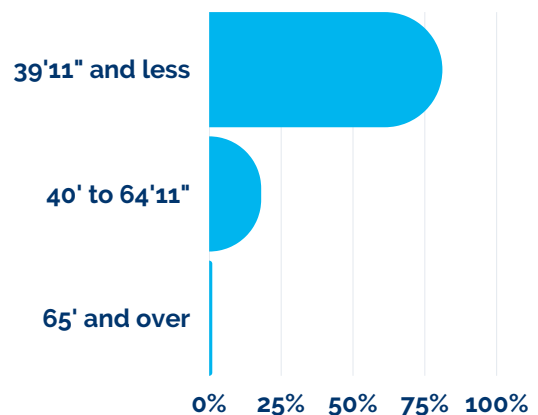
75.4% men

| 24.6% women

YEARS OF AGE OF FISH HARVESTERS



FLEET SECTOR BREAKDOWN (3,194 ENTERPRISES)



EMPLOYMENT DATA

In 2022, while employment in the fishery and aquaculture sectors were significant for Newfoundland and Labrador, each sector did see a slight decrease compared to the year previous. On 3,194 fishing enterprises, approximately 10,105 registered fish harvesters were involved with the commercial fishery. The seafood industry employed a total of 16,980 people. This is according to data from the *Seafood Guide* provided by the Department of Fisheries, Forestry, and Agriculture (FFA), and the Professional Fish Harvesters Certification Board (PFHCB).

SEAFOOD INDUSTRY EMPLOYMENT

INDUSTRY SECTOR	2021	2022	CHANGE %
Aquaculture	579	529	-8.6
Harvesting (Wild Fisheries)	10,432	10,105	-3.1
Processing (Aquaculture & Wild Fisheries)	6,511	6,350	-2.5
TOTAL	17,522	16,980	-3.0

Source: FFA and PFHCB

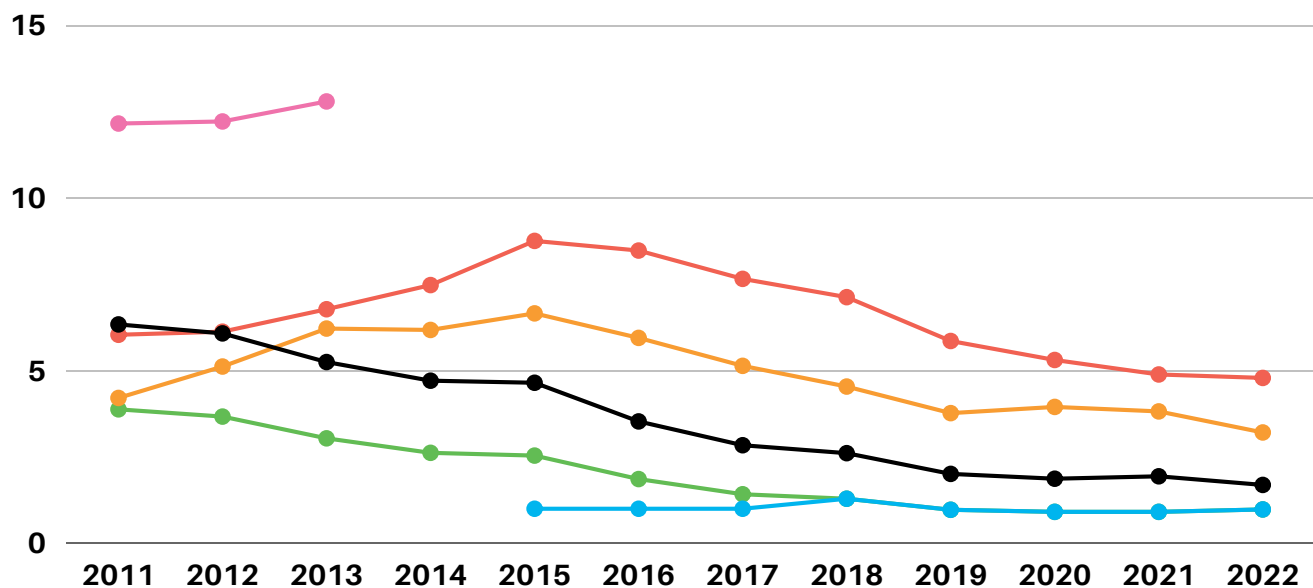
In 2022, the fish and seafood industry employed 16,980 individuals throughout Newfoundland and Labrador, including 529 aquaculture workers, 6,350 fish processing employees and 10,105 registered fish harvesters.

ASSESSMENT RATES

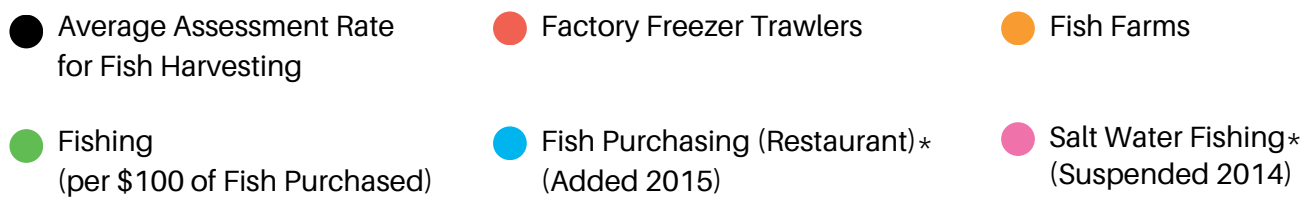
The average assessment rate for the fish harvesting industry in 2022 was \$1.82 per \$100 of assessable payroll which is a decrease from the average assessment rate of \$1.94 in 2021. This is a significant decrease from \$6.34 per \$100 of assessable payroll in 2011.

Of the components which make up the fish harvesting industry, in 2022 the highest rate, which was \$4.79 per \$100 of assessable payroll, was paid by factory freezer trawlers. This is a decrease from \$4.89 in 2021. Fish farms followed with a rate of \$3.21 per \$100 of assessable payroll, a decrease from \$3.82 in 2021. The industry classification for Fishing (per \$100 of fish purchased) and Fish Purchasing (Restaurant) had the lowest assessment rates at \$0.98, which is an increase from \$0.91 in 2021.

Figure 1. Assessment Rates by Fish Harvesting Industry 2011-2022
(SOURCE: WorkplaceNL)



*Industry groups are reviewed and modified periodically



INJURY RATES

Commercial fishing is ranked one of the most dangerous occupations, however, discrepancies exist in injury rates and fatality data recorded for the Newfoundland and Labrador fishing industry by federal and provincial agencies. These variations are due to the different mandates and methods of data collection employed. Industry highlights from WorkplaceNL for the fish harvesting industry captures the inshore and offshore harvesting of sea species, including aquaculture. The source of annual average employment is Statistics Canada-employment released January 2022. Consequently, using much of the data produced as indicators for assessing and improving effectiveness in the industry is unreliable. The data found to be the most reliable by the NL-FHSA pertains to assessment rates

INJURIES

The NL-FHSA utilizes the annual injury data pertaining to fatality, healthcare-only, and lost-time injury data, published by WorkplaceNL. Fatality claims are the total number of fatalities that were accepted in the fishing industry in the calendar year. Healthcare only claims are claims that do not involve lost time from work and include the number of new claims reported, accepted, and paid up to March 31st of the following calendar year. Short-term duration claims (lost-time) is defined as the number of days from which temporary earnings loss benefits are paid for injuries occurring in the same reference year. Claims costs include current year payments plus expected future payments for all injuries occurring and accepted in the year, excluding actuarial adjustments.

Figure 2. Lost-Time Injuries, Health Care Only Injuries, and Fatalities in the Fish Harvesting Industry 2011-2022 (SOURCE: WorkplaceNL)

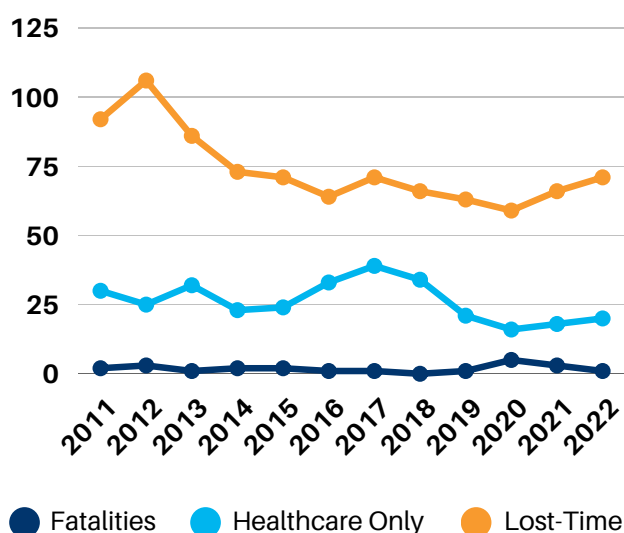
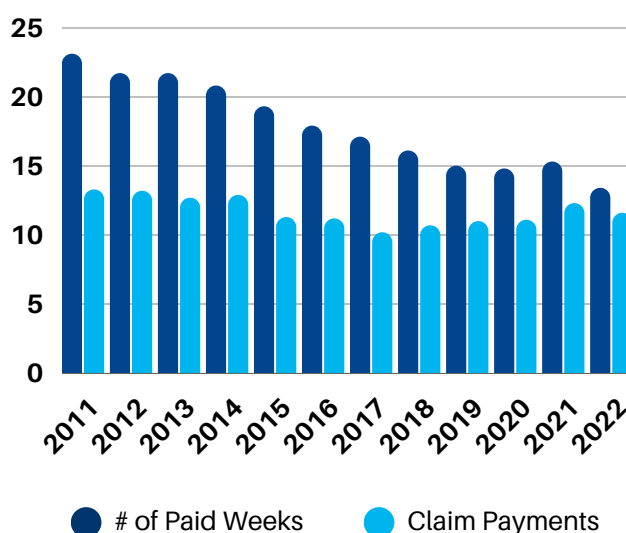


Figure 3. Numbers of Paid Weeks (000'S) in Lost Time Claims Versus Total Claim Payments in the Fish Harvesting Industry 2011-2022 (SOURCE: WorkplaceNL)



YEAR TWO OF THE FIVE YEAR STRATEGIC PLAN

Year Two of the Five Year Strategic Plan serves as a course guiding the NL-FHSA's activities in 2022. This Annual Report outlines the NL-FHSA's progress and effectiveness of the priorities, goals, strategic objectives, and actions which steered the way forward in 2022. The outcomes noted here serve as a means to evaluate the progress and effectiveness of its implementation. Reports were provided to the Board of Directors and WorkplaceNL on a quarterly basis.

PRIORITY 1 - FOCUSED EFFORT

Goal: Advance stability in the operation of the NL-FHSA and its ability to be nimble and innovative when responding to opportunities and challenges.

Objective 1.1 Secure long-term funding ensuring efficient service delivery in response to strategic and operational priorities and demands.

The NL-FHSA has a five-year funding agreement (2021-2025) with WorkplaceNL which is critically important to the Association's stability, and ability to plan, focus on strategic operational priorities and demands, as well as enable the delivery of meaningful work. In accordance with the funding agreement, throughout 2022, quarterly status and financial reports, the annual work plan and operational budget, and the 2021 year-end annual report with audited financial statements were submitted to WorkplaceNL. The Association's 2021 Annual Report—which can be found on the NL-FHSA website—received approval from the Board of Directors on June 28, 2022.

In 2022, the strategic planning process was followed, ensuring priorities arising out of current trends and emerging issues were addressed. Throughout the year, the primary focus was on emergency distress signalling, and the Fishing Vessel Safety Designate (FVSD) development.

Emergency Distress Signalling

In response to the safety gap on reliable distress signalling in critical situations that currently exists in the industry, a coalition was formed made up of the NL-FHSA, Fish Harvesters Resource Centre (FRC), Professional Fish Harvesters Certification Board (PFHCB) and Fish Food and Allied Workers Union (FFAW-Unifor). The principle aim of the Coalition is to save lives and bring fish harvesters safely home by promoting usage of emergency distress signalling devices to owner/operators in all three fleet sectors through an education, awareness and cost-sharing campaign.

In February 2022, the Coalition launched a Personal Locator Beacon (PLB) campaign. The first shipment of PLBs arrived in May 2022 and by year-end, over 950 PLBs had been distributed to fishing enterprise owners/operators.

The Coalition also partnered with the Labrador Fishermen's Union Shrimp Company (LFUSC) to bring 100 EPIRBs to fish harvesters in Labrador from L'Anse au Clair to Cartwright. This project which was launched in May 2022, was dedicated by the LFUSC as a living memorial to two young harvesters who lost their lives while fishing on September 17, 2021. The two harvesters failed to return home and were never found.

Further to their collaborative efforts on emergency distress signalling, the members of the Coalition committed to partnering with the Marine Institute and the Canadian Centre for Fisheries Innovation on research focusing on PLB and personal flotation device (PFD) usage in the NL fish harvesting industry. Through this partnership, potential funding opportunities for program development from federal and provincial agencies are being explored.

Fishing Vessel Safety Designate (FVSD)

Throughout 2022, work continued on the program development and delivery of the FVSD online training program. On December 9, 2022, the final draft of the curriculum was submitted to WorkplaceNL for review to determine training compliance with the *Occupational Health & Safety (OH&S) Committee/Worker Health & Safety (WH&S) Representative and Workplace Health & Safety Designate Certification Training Standard*.



Objective 1.2 Incorporate a refined organizational structure with a professional, flexible, engaged workforce that is capable of working efficiently and able to adapt to environmental change.

The NL-FHSA maintained within budget, a human resource complement having the expertise and skill set to address complex issues as well as develop resources to meet demands in 2022.

Objective 1.3 Maintain good governance with strong board of directors and advisory committee representation and expertise with transparent decision-making and performance information.

Good governance is critical to how successful the NL-FHSA is in meeting its mandate. In 2022, there were a total of seven governance meetings involving members of the Executive and Board of Directors. These meetings were held both virtually and in person. The Board of Directors met four times in 2022 with one meeting held jointly with the Advisory Committee. On December 19, 2022, the Board of Directors approved the NL-FHSA's 2023 Annual Plan and Budget. Also in 2022, the minutes of the Board of Directors meetings which follow standard criteria were reviewed as part of the scope of the external financial audit, to ensure the business of the organization remains transparent.

Objective 1.4 Foster engagement with fish harvesters in a culture where working safely is valued.

Throughout 2022, the NL-FHSA regularly engaged with fish harvesters representing all three fleet sectors, on an individual basis and at group events. On-site wharf visits were carried out in Labrador as well as the east and west coasts of Newfoundland where key issues were discussed with harvesters related to emergency distress signalling, specifically PLBs and EPIRBs, vessel registration, stability issues, and FVSD training development. There was also formal engagement with fish harvesters during the Canadian Council Professional Fish Harvesters (CCPFH) NL Regional Labour Force Renewal Workshop, as well as at the NL-FHSA's annual safety symposium.

Objective 1.5 Invest in learning and development where learning is enhanced in the day-to-day activities of fishing.

There is continuous monitoring of the external environment by the NL-FHSA to ensure current information is available to fish harvesters. Learning activities are incorporated into the NL-FHSA website so that owner/operators, crew members, FVSDs and OHS Committees can avail of real-time information to assist them in knowledge transfer of safe work practices. In 2022, there was ongoing attention to the website with uploads of information related to the PLB Campaign: the application process, use, care, and maintenance of PLBs, as well as a PLB video with key messages from the leaders of the coalition. A PLB demo was also developed and uploaded to the NL-FHSA, FRC, PFHCB, and FFAW-Unifor websites.

Objective 1.6 Map out a digital technology transition approach to improve and enable service delivery with efficient processes and systems.

The NL-FHSA uses digital technology platforms such as email, websites, Twitter, and LinkedIn in the support of increased awareness and knowledge transfer amongst fish harvesters. The FVSD online learning program has been designed to be accessible to fish harvesters via the WorkplaceNL Certification Training Registry.

Objective 1.7 Uphold exemplary standards of workplace health and safety in the fish harvesting industry.

In 2022, the NL-FHSA seized opportunities to recognize exemplary practice standards in the fish harvesting industry by recognizing fish harvesters who are leaders in health and safety. Jim Chidley, Mike Noonan, and Jack Greenham were recognized at the inaugural *Anchor Awards*—which were launched at the Safety Symposium Awards gala on November 2nd, 2022—for their contributions in promoting risk assessment as well as the development of the FVSD online learning.



PRIORITY 2 - KNOWLEDGEABLE AND SKILLED PEOPLE

Goal: Expand the knowledge of professional fish harvesters in occupational health and safety as fishing vessel designates.

Objective 2.1 Explore the current and emerging risks in the fishing industry as well as the opportunities to support resource development and knowledge transfer.

In an effort to ensure harvesters are knowledgeable about health and safety developments within their industry, the NL-FHSA continuously monitors, on a daily basis, the current and emerging risks in the fishing industry and engages with multi-stakeholders, especially those involved in data gathering, analysis and occurrence investigation. The Association is utilizing a proactive, methodological approach where at the right cost, the right people are in their right role, and have access to the right information, at the right time, by the right means. Consequently, collaboration with both owner/operators and crew members as well as government, industry stakeholders and interested parties is essential in the day-to-day operation of the Association.

A common concern in the fish harvesting industry is life safety and the need for efficient and effective use of emergency distress signalling when there is immediate danger to life and health. In 2022, following collaboration with the NL-FHSA's Advisory Committee members, the Coalition launched a PLB Campaign, followed closely by an EPIRB campaign on the south coast of Labrador which was carried out in partnership with the Labrador Fishermen's Union Shrimp Company Ltd. The Canadian Coast Guard was involved in providing key messages and fish harvesters also participated in the delivery of motivational safety messages and media interviews on the importance of PLBs as a form of emergency distress signalling. Information on the campaign was presented to participants at the April meeting of the Canadian Marine Advisory Committee's Fishing Vessel Safety Standing Committee.

The Association was also involved in discussions with stakeholders at a collaborative workshop hosted by the CCPFH on NL Regional Labour Force Renewal. In attendance were fish harvesters, FFAW/Unifor, PFHCB, Department of Fisheries, Forestry and Agriculture, Department of Immigration, Population Growth and Skills, Department of Fisheries and Oceans Canada (DFO), Atlantic Canada Opportunities Agency (ACOA), Canadian Business Development Corporation (CBDC), and BDO Canada. The discussion focused on labour force issues and provided insight into current safety concerns.

Objective 2.2 Shape the workplace culture by fostering an environment that is supportive of learning, knowledge transfer, and behavioural change.

In the fish harvesting industry, building and sustaining a strong safety culture is required where fish harvesters themselves act to mitigate risks if further loss is to be prevented.

Issues facing fish harvesters are complex and often difficult to solve therefore a dynamic community of stakeholders having expertise in the fish harvesting industry is critical as a proactive approach to identifying, prioritizing, and resolving challenges in a timely manner. Effective engagement with stakeholders creates opportunities for knowledge transfer through the provision of relevant information and feedback, and sharing of lessons learned. When engagement is effective, it also avoids and minimizes duplication of key messages, and builds partnerships founded on respect and trust.

Interacting with fish harvesters in a variety of settings provides opportunities to identify and consult with industry leaders. Communication with harvesters, either one-on-one or in group settings has enabled the recruitment of health and safety leaders who can be relied upon for consultation, speaking engagements, and expert industry advice. When these leaders speak up or tell their stories, fish harvesters listen. When developing the Fishing Vessel Safety Designate online training program, it was critically important to seek out fish harvesters in all three fleet sectors, working in the many fishing communities around the province who are role models in the industry and who speak frankly on matters relating to health and safety. Throughout 2022, the NL-FHSA engaged with numerous fish harvesters as wharf visits were conducted throughout Newfoundland and Labrador to gather material for the FVSD training.

Objective 2.3 Avail of technology that delivers learning experiences anytime, anyplace, and by any means.

The NL-FHSA develops "teachable moments" on current and emerging issues through "what if" scenarios, safety moments, toolbox talks, ads and advertorials, and general discussion for promotion via print, social media including Facebook and Twitter, media releases, and safety meetings at formal events or during preparations for fishing. In 2022, the NL-FHSA utilized technology in varying formats to increase safety awareness of health and safety information, some of which included reliable forms of emergency distress signalling that take the "search" out of search and rescue such as sail plans, responsibility for fishing vessel safety, care and use of automatic external defibrillators, the importance of taking care of your mental health and well-being, COVID fatigue, and marine weather.

Objective 2.4 Explore means of promoting and rewarding learning undertaken by fish harvesters.

In 2022, the NL-FHSA participated in consultation sessions offered by WorkplaceNL on their new prevention strategy and sector council review.

Objective 2.5 Develop a competency-based model for fishing vessel safety designates working on each of the three fleet sectors that enhances their knowledge about occupational health and safety and avoids widespread duplication of any aspects of fish harvesting-related training delivered by other agencies.

The focus of the FVSD training is on helping to build and maintain a strong workplace safety culture where all workplace parties are continuously focused on monitoring health and safety issues and concerns. It draws on real-life experiences in the fish harvesting industry where participants can immediately apply new knowledge familiar to real-life situations and problems. To keep each other safe everyone must participate by doing their part.

In the fish harvesting industry, the NL-FHSA recognizes that OH&S Committees, WH&S Representatives, and WH&S Designates are essential to the success of the OH&S System. However in order to be effective, the training available to OH&S Committees, WH&S Representatives, and WH&S Designates has to be relevant to fish harvesters working in the industry. It has to be applicable to their work environment and pertinent to the hazards to which they are exposed and the risks they face. After thorough consultation with fish harvesters and stakeholders in the industry, the NL-FHSA collaborated with WorkplaceNL to develop FVSD training to meet the certification training standard for OH&S Committees, WH&S Representatives, and WH&S Designates and to also address the federal legislative requirements relevant to safe-manning and marine requirements.

Throughout 2022, fish harvesters were engaged in numerous communities throughout Newfoundland and Labrador and material was gathered to fulfill the required learning objectives and outcomes. The instructional design mirrors the specific workplace where knowledge transfer can be immediate given the focus on the relevant situations and problems that exist in the specific industry and the roles and responsibilities for health and safety of owners/operators and crewmembers have been clearly outlined. The FVSD competency-based model as well as a test of the digital design template of the first training module received favourable response from WorkplaceNL and the work continued on the remaining 10 modules until all of the modules were completed. In November, eleven modules of the FVSD training were completed and delivered to WorkplaceNL for their review and approval.

Preliminary work has started on the establishment of a marketing approach for completion in 2023.



PRIORITY 3 - MANAGING RISKS

Goal: Raise understanding through a predictive, integrated awareness campaign, that incidents contributing to loss are preventable.

Objective 3.1 Identify significant health and safety risks that impact safety in the fish harvesting industry.

To successfully manage risk in the fishing industry, the NL-FHSA continued to identify significant health and safety risks impacting fish harvesters throughout 2022. This involved interaction with industry leaders, monitoring of media advisories, investigative reports, watchlists, news reports, as well as reviewing regulatory updates and ship safety bulletins. This collaborative approach involved maintaining good working relationships with industry stakeholders and constant communication with fish harvesters throughout 2022.

Objective 3.2 Analyze composite factors contributing to the loss of vessels and fish harvesters at sea.

In 2022, the NL-FHSA closely monitored federal and provincial marine accident investigation reports to determine key findings and corrective measures. In 2022, there were no fatalities reported in the Newfoundland and Labrador fish harvesting industry.

Objective 3.3 Develop a collaborative approach with regulatory advisory committee members as well as the Transportation Safety Board to promote effective messaging targeting fish harvesters about the contributing factors leading to the loss of fish harvesters and fishing vessels at sea.

The NL-FHSA is uniquely positioned to engage and partner, in both formal and informal settings, with fish harvesters, industry, research initiatives, and regulatory bodies, in facilitating best practices, regulatory compliance, and industry-wide safety improvements. The NL-FHSA maintained a continuous partnership with federal and provincial regulatory agencies including the TSB and the Canadian Coast Guard throughout 2022. All stakeholders were well-represented at the NL-FHSA's Annual Safety Symposium on November 2, 2022 and gave presentations relevant to their mandates. The focus of the presentations were on increasing the safety knowledge of fish harvesters, understanding their responsibilities for safe practices while carrying out the business of fishing, subject matter relating to the promotion of regulatory findings, and deficiencies related to loss in the fish harvesting industry.

In 2022, there were also numerous key areas of engagement by the NL-FHSA with industry stakeholders. These involved the PLB and EPIRB campaigns, PLB Research, Marine Institute and Canadian Centre for Fisheries Innovation, the PFD International Working Group, WorkplaceNL consultations on Sector Council Review, Prevention Strategy 2023–2028, Small Fishing Vessel Design with the Department Ocean and Navigational Architectural Engineering and the Professional Engineers and Geoscientists (PEGNL), Labour Market Partnerships and retention in fish harvesting industry with the Canadian Council of Professional Fish Harvesters, as well as Fishing Vessel Safety Designate training. On November 9, 2022, the NL-FHSA participated in the Newfoundland and Labrador Construction Safety Association Annual Conference (25 years).

The NL-FHSA also regularly engaged with industry stakeholders and fish harvesters through the regular publication of ads and advertorials in the *Navigator* and *Union Forum* magazines as well as social marketing platforms on relevant knowledge transfer opportunities.

PRIORITY 4 - ENGAGING STAKEHOLDERS

Goal: Strengthen collaboration and consultation with stakeholders.

Objective 4.1 Continue to engage with advisory committee members and stakeholders in the fish harvesting industry to support delivery of strategies that address common areas of concern and evolving needs of fish harvesters.

The NL-FHSA recognizes that everyone can make a difference with their words and their commitments and when everyone has a shared sense of purpose, the possibilities are endless. It doesn't matter if a fish harvester is an enterprise owner/operator, or a crew member, everyone matters. Consequently, there has to be commitment by all workplace parties to managing and controlling workplace risks, in order for workplace cultures to flourish. It is a tall order and there is no magic formula.

The NL-FHSA is committed to improving the workplace culture in the fish harvesting industry by fostering an environment that is supportive of learning, knowledge transfer and behavioural change. The NL-FHSA is also continuing to improve data integrity and access to leading and trailing performance indicators. Ensuring the safety of the fishing enterprise where all hands return home to their families requires careful planning, attention to detail, continuous monitoring and involvement of all hands aboard fishing vessels.

The NL-FHSA delivered presentations at meetings with the federal government in 2022. This included two presentations to participants at each of the Canadian Marine Advisory Committee meetings on the PLB Campaign and the progressive development of the Fishing Vessel Safety Designate training. In the Fall of 2022, the NL-FHSA also attended the Small Craft Harbours Authority Seminar and participated as an exhibitor. As well, the NL-FHSA also collaborated with officials from Transport Canada, the Transportation Safety Board of Canada, the Canadian Coast Guard, the Occupational Health and Safety Division, Digital and Government ServicesNL, and WorkplaceNL on the delivery of presentations to fish harvesters at the annual safety symposium held in November 2022.

Following the launch of the PLB Campaign in February 2022, the NL-FHSA, in consultation with the Coalition partners (the FRC, PFHCB, and FFAW-Unifor), engaged with researchers at the Marine Institute of Memorial University of Newfoundland, Safety Net Centre for OHS Research, and the Canadian Council on Fisheries and Innovation, on the development of a research proposal to explore PLB incentives/interventions and their effectiveness in getting people to buy and use PFDs and PLBs. At the end of 2022, the collaborative research funding proposal was under the review of WorkplaceNL's Research Initiatives Program.

PRIORITY 5 - UNDERSTANDING THE RESULTS

Goal: Understand why results occur and what value programs and services add.

Objective 5.1 Work to improve data integrity and access to leading and trailing performance indicators.

Throughout 2022, the NL-FHSA participated in consultation with stakeholders having regulatory search and rescue, as well as research mandates, to enhance communication on the capture of data and trend analysis of the risks, incidents, and deficiencies contributing to loss of life on board fishing vessels. By having open dialogue and reviewing analytics captured by federal and provincial regulators, WorkplaceNL, Occupational Health & Safety Division Digital Government and Service NL, the Canadian Coast Guard, Transportation Safety Board, and SafetyNet, the NL-FHSA works to improve data integrity and access to leading and trailing performance indicators.

In 2022, the findings reveal there continues to be a critical need for robust health and safety measures and enhancements on board fishing vessels in the areas of emergency response distress signalling. Specifically, this includes the selection, care and use of EPIRBs and PLBs, as well as documented sail plans and timely notification of overdue vessels. The findings also demonstrate a need for greater knowledge of regulatory requirements and best practices that will bring about more desirable outcomes in situations where there is immediate danger to life and health.

The Fishing Vessel Safety Designate training which is currently under development by the NL-FHSA highlights the occupational health and safety issues commonly encountered in the commercial fish harvesting industry using a risk assessment approach. In order to build a safer and more collaborative, aligned and informed workforce, the training has been designed using a knowledge-to-action approach, whereby critical knowledge is captured from successful leaders in safety in the fish harvesting industry and transferred to individual harvesters who partake of the training. Current information on regulatory requirements and best practices are also promoted on the NL-FHSA website and digital platforms available for information sharing.

2022

Financial Audit



**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

Financial Statements

Year Ended December 31, 2022

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

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Year Ended December 31, 2022**

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INDEPENDENT AUDITOR'S REPORT

To the Members of Newfoundland and Labrador Fish Harvesting Safety Association Incorporated

Opinion

We have audited the financial statements of Newfoundland and Labrador Fish Harvesting Safety Association Incorporated (the organization), which comprise the statement of financial position as at December 31, 2022, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at December 31, 2022, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

(continues)

Independent Auditor's Report to the To the Members of Newfoundland and Labrador Fish Harvesting
Safety Association Incorporated(*continued*)

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

St. John's, Newfoundland and Labrador

CHARTERED PROFESSIONAL ACCOUNTANTS

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

Statement of Financial Position

December 31, 2022

	2022	2021
ASSETS		
Current		
Cash	\$ 223,118	\$ 329,104
Prepaid expenses	1,035	-
	\$ 224,153	\$ 329,104
LIABILITIES AND NET ASSETS		
Current		
Accounts payable	\$ 14,822	\$ 13,755
Net Assets		
General fund	201,684	315,349
Liabilities and Net Assets	\$ 216,506	\$ 329,104

ON BEHALF OF THE BOARD

----- Director

----- Director

----- See notes to financial statements

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

**Statement of Revenues and Expenditures
Year Ended December 31, 2022**

	2022	2021
Revenues		
Workplace NL funding	\$ 350,000	\$ 350,000
Service Canada funding	3,914	3,929
Symposium sponsorship	15,765	-
	369,679	353,929
Expenses		
Accounting & HR services	25,000	25,000
Board governance	1,137	386
Harvester engagement	-	5,804
Human resources	200,707	194,954
Media outreach	20,909	17,136
Miscellaneous	3,026	3,056
OHS learning resources	4,337	3,993
OHS program	181,531	14,585
Office space	26,255	31,382
PFD campaign	106	-
Safety promotion	-	1,607
Safety symposium	16,203	7,104
Safety video	309	-
Special project funding	3,824	-
	483,344	305,007
Excess (deficiency) of revenues over expenses	\$ (113,665)	\$ 48,922

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

**Statement of Changes in Net Assets
Year Ended December 31, 2022**

	2022	2021
Net assets - beginning of year	\$ 315,349	\$ 266,427
Deficiency of revenues over expenses	(113,665)	48,922
Net assets - end of year	\$ 201,684	\$ 315,349

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

**Statement of Cash Flows
Year Ended December 31, 2022**

	2022	2021
Operating activities		
Excess (deficiency) of revenues over expenses	\$ (113,665)	\$ 48,922
Changes in non-cash working capital	32	(9,435)
Increase (decrease) in cash	(113,633)	39,487
flow Cash - beginning of year	329,104	289,618
Cash - end of year	\$ 215,471	\$ 329,105

See notes to financial statements

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

**Notes to Financial Statements
Year Ended December 31, 2022**

1. PURPOSE OF THE ORGANIZATION

The Newfoundland and Labrador Fish Harvesting Safety Association Incorporated is a not-for-profit organization without share capital which is incorporated under the Corporations Act of Newfoundland and Labrador. The Association was established to promote and improve all aspects of occupational health and safety, and where appropriate, return-to-work in the Newfoundland and Labrador fish harvesting sector. The company is exempt from income taxes in accordance with Section 149(1) of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Cash and cash equivalents

Cash and cash equivalents are defined as cash and short-term investments with maturity dates of less than three months.

Revenue recognition

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Property, plant and equipment

Property, plant and equipment are not capitalized by the association. Under the ASNPO policies that are in place, it is up to the association as to whether or not they want to capitalize their assets as long as they do not exceed a revenue threshold. The threshold is not exceeded at year end.

**NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION
INCORPORATED**

**Notes to Financial Statements
Year Ended December 31, 2022**

3. DUE TO RELATED PARTIES

The following is a summary of the organization's related party transactions:

	2022	2021
<u>Related party transactions</u>		
Professional Fish Harvesters Certification Board (Overlapping directors)		
Administrative assistance	\$ 25,000	\$ 25,000
Office space	0	0
	20,000	20,000
	45,000	45,000
	\$ 45,000	\$ 45,000

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

4. PROPERTY, PLANT AND EQUIPMENT

The Newfoundland and Labrador Fish Harvesting Safety Association expenses capital assets when acquired. In the current year,

5. ECONOMIC DEPENDENCE

The organization receives 100% of its primary funding from Workplace NL. Should this relationship substantially change its dealings with the organization, management is of the opinion that continued viable operations would be doubtful.

6. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of December 31, 2022.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from customers. In order to reduce its credit risk, the organization reviews a new customer's credit history before extending credit and conducts regular reviews of its existing customers' credit performance. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The organization has a significant number of customers which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its customers and other related sources, long-term debt, obligations under capital leases, contributions to the pension plan, and accounts payable.

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant other price risks arising from these financial instruments.



The Newfoundland and Labrador Fish Harvesting Safety Association



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