

2021

ANNUAL REPORT



NEWFOUNDLAND AND LABRADOR
FISH HARVESTING SAFETY ASSOCIATION



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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.

ABOUT THE NL-FHSA

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 association through accountability and fiscal responsibility

ACCESSIBILITY — ensuring meaningful participation and engagement

FAIRNESS — clear and transparent communication, honouring commitments with respect and dignity

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 NL-FHSA, I am pleased to present stakeholders in the fish harvesting industry with the 2021 Annual Performance Report.

It was almost eleven years ago that Newfoundland and Labrador embarked on a new era in fishing industry safety, with the announcement that a provincial safety sector association would be established in collaboration with the fishing industry. Fast forward to today, the NL-FHSA is well-established with broad representation from fish harvesters, both enterprise owner/operators and crew members, industry associations, government agencies engaged in safety activities, and academic institutions involved in safety research and training.

Faced with living and working through another year of the COVID pandemic, and under siege by the current threat of the Omicron variant, the fish harvesting industry continued to "ride the viral storm", learning how to thrive in an environment where the way we live, work, socialize, and move about, has drastically changed.

This is evident through 2021 economic trends where the fish harvesting industry was able to generate considerable wealth and fish harvesters received significant incomes. Consequently, fish harvesters were able to not only help sustain their communities but also make greater investments in safety by improving their operations; refitting their vessels as well as upgrading and purchasing new equipment.

The NL-FHSA has also worked diligently in the interest of advancing health and safety in the fish harvesting industry even with the global pandemic. True to form, staff at the association continue to work with the Board of Directors and industry stakeholders to seek out and capture windows of opportunities to engage with fish harvesters; notwithstanding lockdowns and public health requirements for physical distancing and limitations for social gatherings.

Year one of the Five-Year Strategic Plan has been completed and much progress has been made. This report presents the highlights of the Priorities, Strategic Objectives, Actions, and Outcomes of Year One of the plan.

The global pandemic continues to play out and the challenges will continue. Nevertheless, the Board of Directors will continue to work with stakeholders to meet the needs of fish harvesters. As we begin Year Two of the plan, I 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)

OWNER/OPERATOR REPRESENTATIVE

Wade Short
65' Vessels and Above

OWNER/OPERATOR REPRESENTATIVE

Ivan Lear
Vessels Over 40' and Under 65'

OWNER/OPERATOR REPRESENTATIVE

Jack Greenham
Vessels Under 40'

PROCESSING SECTOR

Karen Decker (1)
Fogo Island Cooperative Limited
Vacant (2)

EX OFFICIO MEMBERS

Charles Coady
WorkplaceNL

Bill Hynd
Sector Advisor, Newfoundland and Labrador
Federation of Labour

VICE CHAIR

Mark Dolomount
Professional Fish Harvesters Certification Board
(PFHCB)

CREW MEMBER REPRESENTATIVE

Vacant
65' Vessels and Above

CREW MEMBER REPRESENTATIVE

Mike Noonan
Vessels Over 40' and Under 65'

CREW MEMBER REPRESENTATIVE

Nancy Bowers
Vessels Under 40'

INDIGENOUS FISHERS

Brian Dicks
Qalipu First Nation

Derrick Lockyer
Department of Fisheries, Forestry, and Agriculture

Andrew Pike
Sector Advisor, Newfoundland and Labrador
Employers' Council

GOVERNANCE STRUCTURE

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

David Decker

PROFESSIONAL FISH HARVESTERS CERTIFICATION BOARD

Mark Dolomount

TRANSPORT CANADA

Clement Murphy

CANADIAN COAST GUARD

Mark Gould

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

Denis Martin

SAFETYNET

Barb Neis

WORKPLACENL

Charles Coady

TRANSPORTATION SAFETY BOARD OF CANADA

Jason Melvin

NEWFOUNDLAND AND LABRADOR FEDERATION OF LABOUR

Bill Hynd

NEWFOUNDLAND AND LABRADOR EMPLOYERS' COUNCIL

Andrew Pike

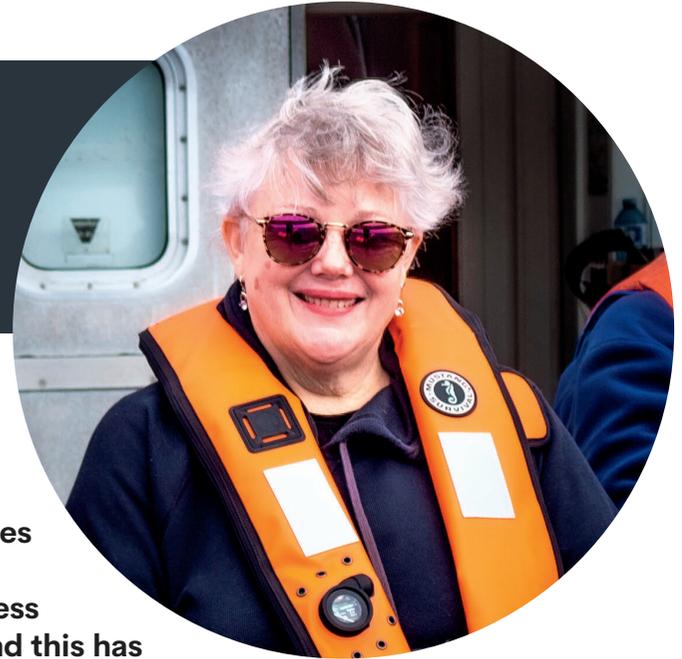
DEPARTMENT OF FISHERIES AND OCEANS (CANADA)

Vacant

MEMORIAL UNIVERSITY - MARINE INSTITUTE

Vacant

MESSAGE FROM THE EXECUTIVE DIRECTOR



In 2021, the NL-FHSA embarked on the first year of its five-year strategic plan. Developed during a pandemic, the plan was designed to be flexible enough to weather the uncertainties we faced, address the challenges as we knew them to be, and evolve to capture new issues arising over the long term. Progress through the plan was predicted to be an interesting journey and this has certainly held true throughout 2021.

During the course of 2021, managing the annual work plan activities involved modifying and prioritizing tasks as we responded to the ongoing uncertainties associated with the COVID pandemic and the disruptions that occurred over an eight-month period when the office building sustained extensive fire and water damage. Some activities were delayed but we were able to capitalize on opportunities as they arose, enabling the continuous progression of the important work of assisting fish harvesters to return safely home.

There have been many highlights in 2021 and a couple of these I would like to mention. Meaningful collaboration is critical to our work, and on two occasions, we were able to achieve face-to-face dialogue with the Board of Directors as well as members of the Advisory Committee. This enhanced our ability to connect and achieve effective participation and engagement. At our second combined Board and Advisory meeting, we were joined by representatives of the Transportation Safety Board, which is the newest addition to the Advisory Committee. In the fall of 2021, we were also able to host an in-person, modified version of our annual safety symposium and launch a pilot of a Fishing Vessel Safety Designate training module where we were able to have frank discussions with fish harvesters and stakeholders in the industry.

As we move into year two of the strategic plan, I look forward to the launch of the Fishing Vessel Safety Designate (FVSD) training, which is being made possible with the commitment and support of fish harvesters in the three fleet sectors. Without their involvement, the training could not be developed.

I am also grateful to the Board of Directors and our stakeholders for their continuing leadership in support of the NL-FHSA as we continue to honour our commitments by striving to bring efficient quality services to the fish harvesters of this province. Every individual makes a difference but together, the possibilities are endless.

Kindest regards,

BRENDA GREENSLADE

Executive Director

INDUSTRY HIGHLIGHTS



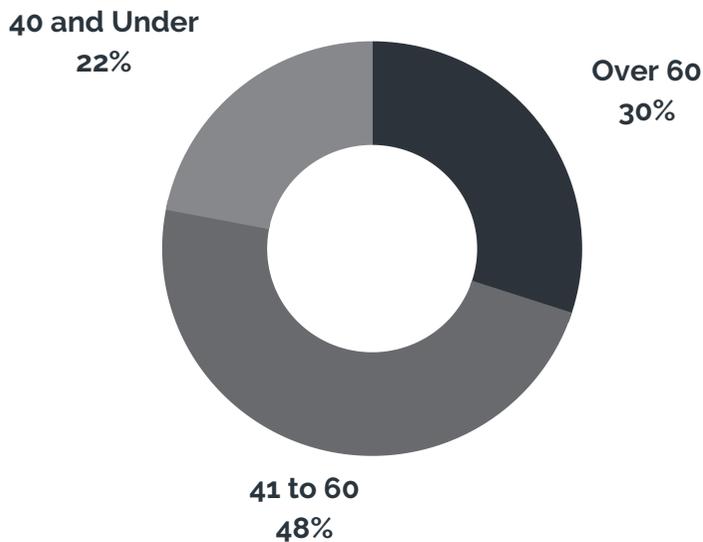
10,502 professional fish harvesters
spread throughout 17,542 miles of coastline



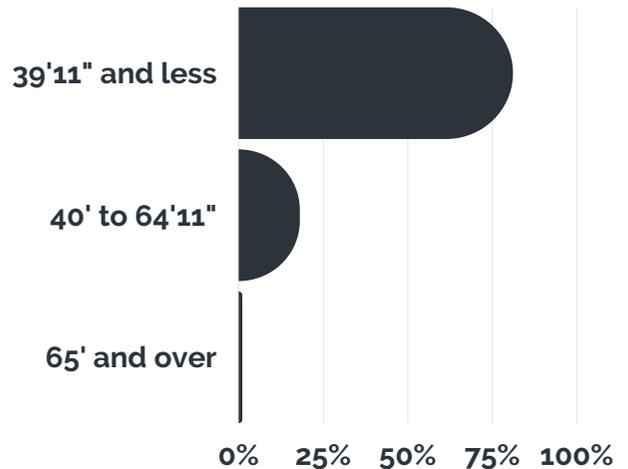
75.6% men

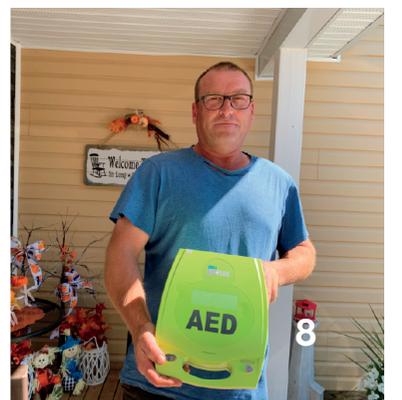
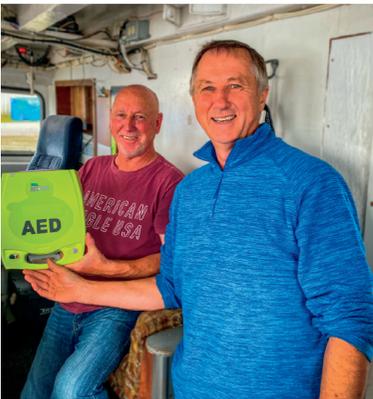
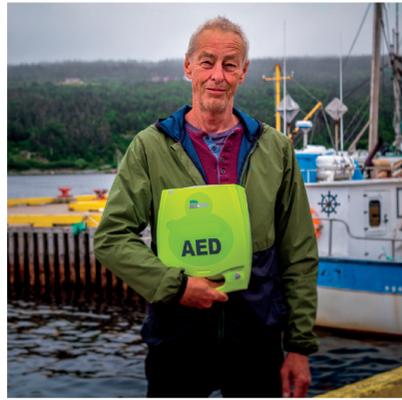
| 24.4% women

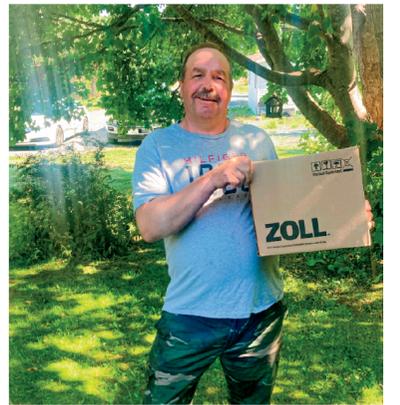
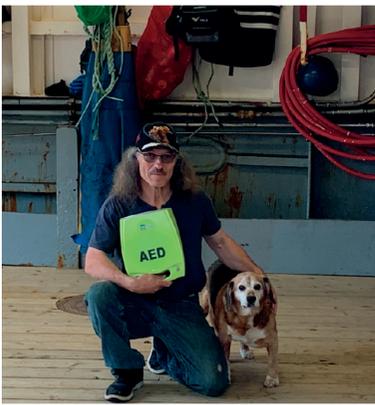
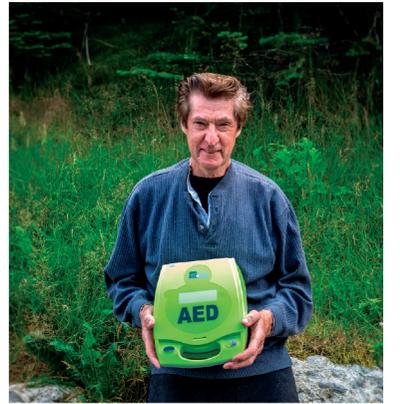
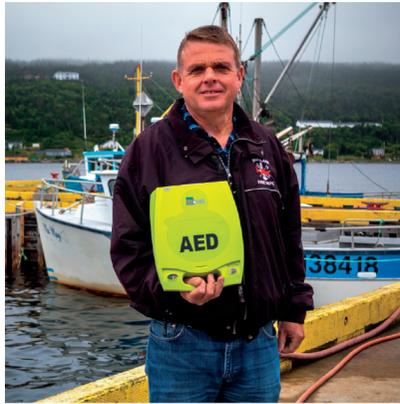
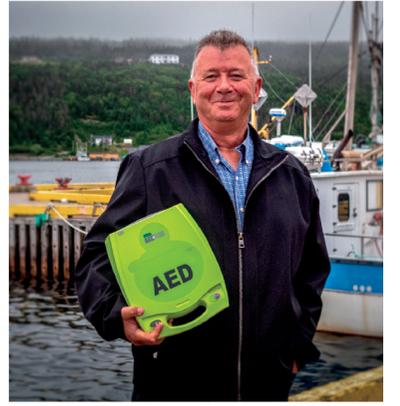
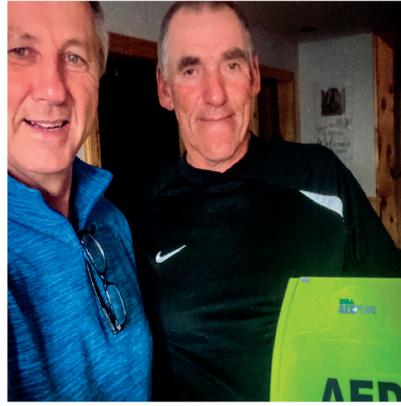
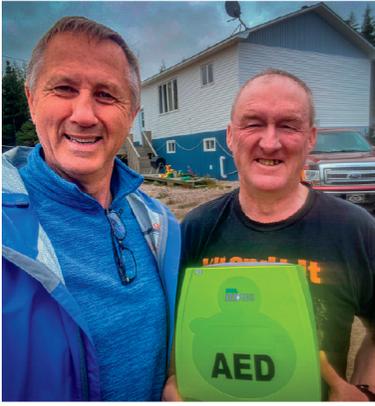
YEARS OF AGE OF FISH HARVESTERS



FLEET SECTOR COMPRISED OF 3,278 ENTERPRISES







INDUSTRY HIGHLIGHTS

EMPLOYMENT DATA

In 2021, the fishery and aquaculture sectors provided significant employment for Newfoundland and Labrador. On 3,278 fishing vessels, over 10,502 registered fish harvesters were involved with the commercial fishery, representing an increase of 1,701 registered professional fish harvesters in 2021 as compared to 2020. The seafood industry employed a total of 17,564 people overall, for an increase of 11.1% from 2020. Most notable was the 19.3% increase in employment in the harvesting sector, and the 34% decrease in numbers employed in the aquaculture sector. This is according to data from the *Seafood Industry Year in Review 2021* provided by the Department of Fisheries, Forestry, and Agriculture, as well as the PFHCB.

INDUSTRY SECTOR	2020	2021	CHANGE %
AQUACULTURE	844	551	-34.7
HARVESTING (WILD FISHERIES)	8,801	10,502	19.3
PROCESSING (AQUACULTURE & WILD FISHERIES)	6,159	6,511	5.7
TOTAL	15,804	17,564	11.1

Source: FFA & PFHCB

ASSESSMENT RATES

Assessment rates are premiums paid by employers to cover the cost of workplace injuries, return-to-work programs, prevention initiatives, the cost of administering the worker's compensation system, the Worker's Compensation Review Division, and the Occupational Health and Safety Branch, Department of Digital Government and Service NL.

For the purpose of assessments, employers are classified by the industry or industries in which they are operating, represented by Newfoundland Industrial Classification (NIC)

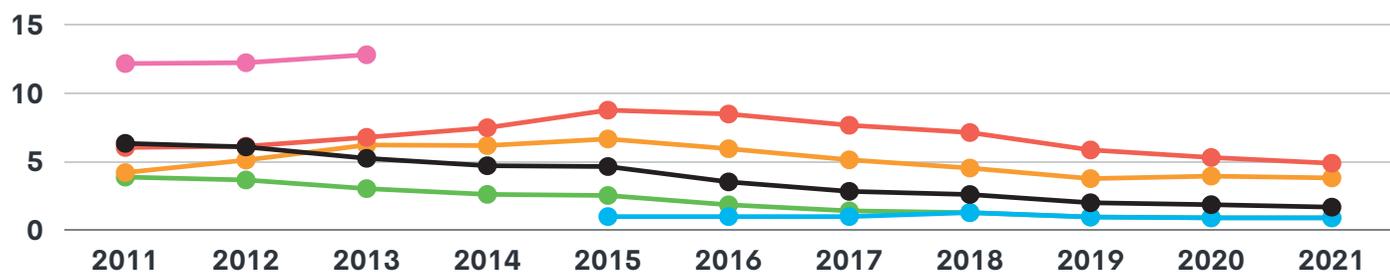
INDUSTRY HIGHLIGHTS

codes. Each industry group pays the cost of all injuries that arise within the industry group. The fish harvesting industry captures the inshore and offshore harvesting of sea species, including aquaculture. For the purpose of assessments, fish harvesting, fish buying, and fish processing are the three main industry components.

Fish harvesting refers to the commercial fisheries that are usually not required to register with WorkplaceNL as they are generally covered by the assessments paid by fish processing establishments, other buyers, vessel owners, or fishing enterprises. Fish buyers are required to register and pay assessments on the value of fish purchased from commercial fisheries. The standard unit of measure, in this case, is per \$100 of fish purchased. Employers operating a factory freezer trawler pay assessments in the same manner as other industries, determined by their assessment rate and assessable earnings.

The average assessment rate for the fish harvesting industry saw a decrease from \$1.87 per \$100 of assessable payroll in 2020 to \$1.69 per \$100 of assessable payroll in 2021. This is a significant decrease from \$6.34 per \$100 assessable payroll in 2011. Of the components which make up the fish harvesting industry, in 2021 the highest rate of \$4.89 per \$100 of assessable payroll was paid by factory freezer trawlers. Fish farms followed with a rate of \$3.82 per \$100 of assessable payroll. Fishing and Fish Purchase (Restaurants) had the lowest assessment rates, remaining constant at the 2020 rate of \$0.91 per \$100 fish purchased. Since 2015, the annual assessment rates for factory freezer trawlers, fishing (per \$100 of fish purchased), as well as the assessment rates for Fish Purchase (Restaurants) have been declining.

FIGURE 1. Assessment Rates by Fish Harvesting Industry 2011-2021 (SOURCE: WorkplaceNL)



*Industry groups are reviewed and modified periodically

- Salt Water Fishing* (Suspended 2014)
- Fish Farms
- Fish Purchasing (per \$100 of Fish Purchased)
- Factory Freezer Trawlers
- Average Assessment Rate for Fish Harvesting
- Fish Purchasing (Restaurant)* (Added 2015)

INDUSTRY HIGHLIGHTS

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 rebased January 2021. 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.

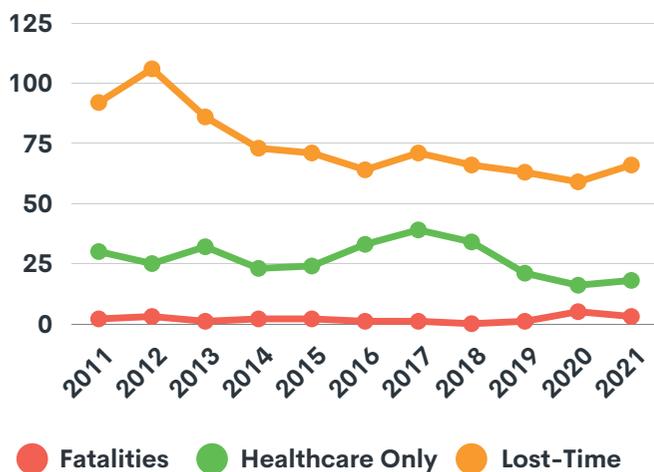


FIGURE 2. Lost-Time Injuries, Health Care Only Injuries, and Fatalities in the Fish Harvesting Industry 2011-2021 (SOURCE: WorkplaceNL)

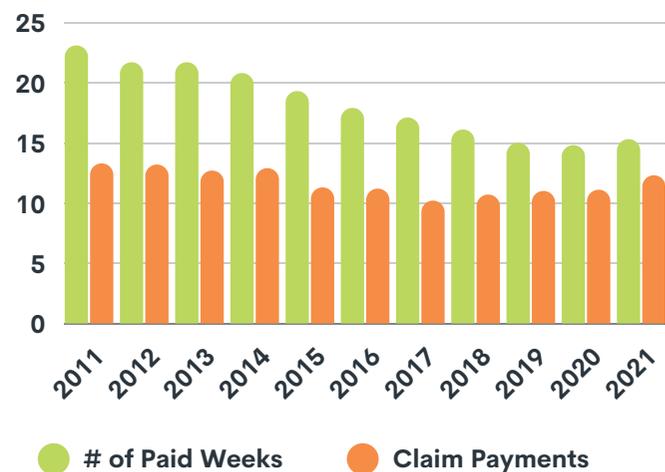


FIGURE 3. Numbers of Paid Weeks (000'S) in Lost Time Claims Versus Total Claim Payments in the Fish Harvesting Industry 2011-2021 (SOURCE: WorkplaceNL)

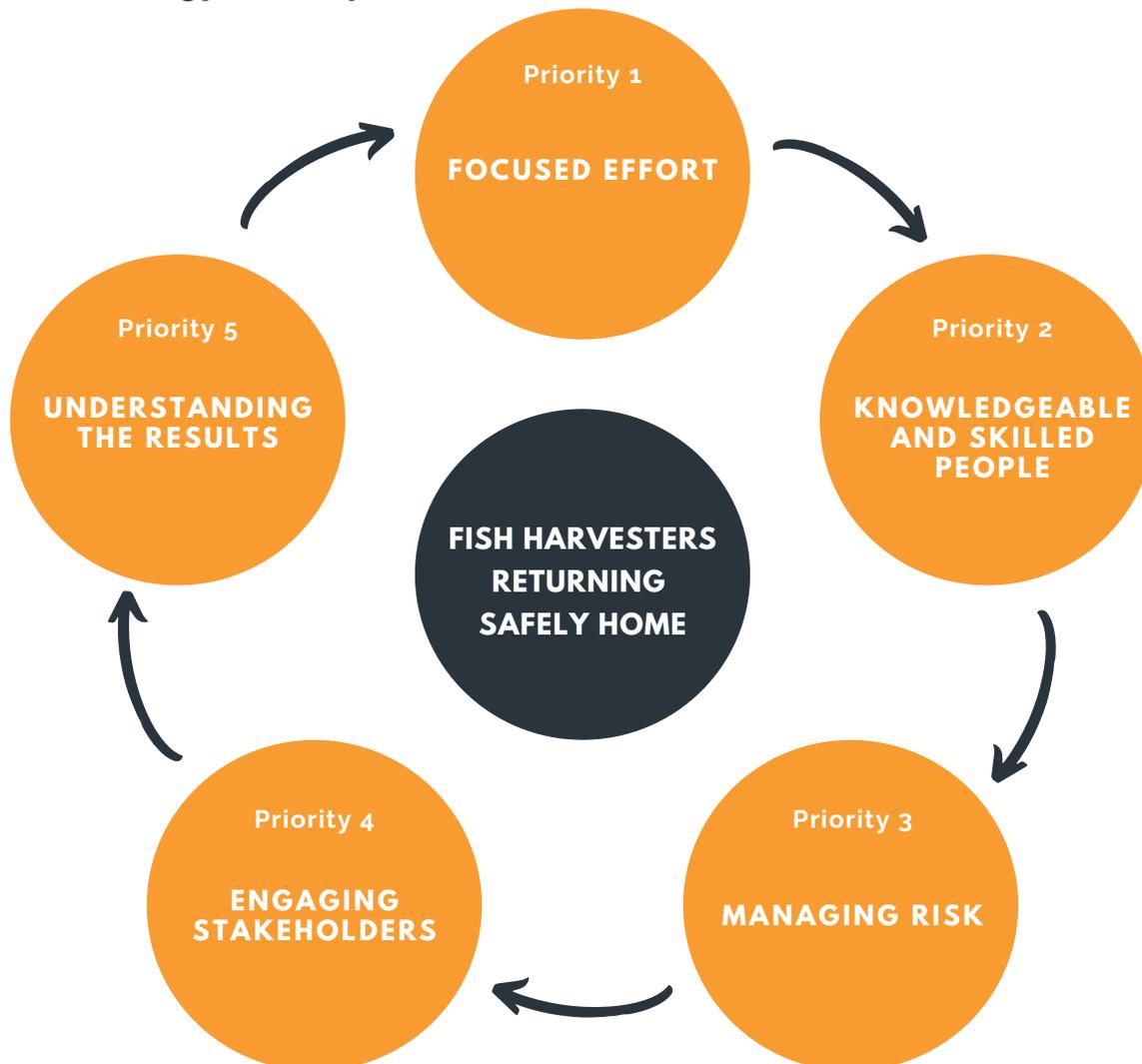
YEAR ONE OF THE FIVE YEAR STRATEGIC PLAN

The NL-FHSA's strategic plan serves as a roadmap to determine the direction of the NL-FHSA over the next five years. As a framework, it has been designed to focus the efforts of the association, along with those of the stakeholders having interests in the fish harvesting industry, in the support of fish harvesters returning safely home. The plan explores areas of strategic importance and is built on an examination of demographics in the industry, leading and trailing performance indicators, as well as current and emerging issues.

STRATEGIC PRIORITIES

The five priority areas of concentration are depicted in Figure 4. Strategy Development, and are discussed in detail in this next section of the annual report.

FIGURE 4. Strategy Development



PRIORITY 1 - FOCUSED EFFORT

The goal is to 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

Ensuring efficient service delivery of the NL-FHSA depends on long-term funding. On February 15th, 2021, WorkplaceNL and the NL-FHSA entered into a five-year funding agreement. This agreement gives the Association the ability to plan, focus on strategic operational priorities and demands, as well as enable the delivery of meaningful work, all while navigating uncertain times over the long term.

In accordance with the funding agreement, throughout 2021, quarterly status and financial reports, annual work plan, operational budget and the 2020 year-end annual report and audited financial statements were submitted to WorkplaceNL. The Association's 2020 Annual Report, which can be found on the NL-FHSA website, received approval from the Board of Directors on June 24, 2021.

Objective 1.2 Incorporate a refined organizational structure with an engaged workforce

In order to deliver on strategic goals and objectives, it is necessary for the NL-FHSA to have a qualified, engaged workforce. In addition to the Executive Director, two new staff members were added to the team in 2021, enhancing program delivery, particularly in the areas of the FVSD program development and graphic design. The challenges arising out of the COVID-19 pandemic persisted and were compounded when a fire and subsequent flooding damaged all of the offices in the Sir Richard Cashin Building in April, resulting in the relocation of staff to temporary workspaces. While disruptive, work was able to continue and in October, following extensive remediation, staff were able to transition back to their offices on Hamilton Avenue.



PRIORITY 1 - FOCUSED EFFORT

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

Good governance is highly regarded by NL-FHSA. Throughout 2021, the Board of Directors was actively engaged in Executive and Board Meetings held several times throughout the year, both virtually and in person. COVID-19 restrictions were followed during these gatherings as per recommended protocols. The Board of Directors met six times in 2021. Two of the Board meetings were held jointly with the Advisory Committee. In February 2021, Board Appointments and Re-appointments were approved and By-Laws were reviewed in preparation for the Annual Meeting. The minutes of the Board of Directors meetings which follow standard criteria were reviewed as part of the external financial audit, to ensure the business of the organization remains transparent.

A successful joint Board and Advisory Committee Meeting was held in person on October 19, 2021, which included representation of the Transportation Safety Board of Canada (TSB), the newest stakeholder invited to join the Advisory Committee. Additional guests in attendance at the meeting included representatives from the Occupational Health & Safety Division, Department of Digital and Government Services, and the Canadian Coast Guard Maritime Search and Rescue Sub-Centre (MSRC) – St. John's. This allowed for meaningful dialogue and discussion of key issues affecting the fish harvesting industry.



PRIORITY 1 - FOCUSED EFFORT

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

Constant engagement with fish harvesters is key to the success of NL-FHSA. Participation in industry events, in person and virtually has allowed the Association to grow as relationships are built and maintained with fish harvesters and a culture of working safely is promoted. The Automatic External Defibrillator (AED) project saw the personal delivery of 94 defibrillators to successful recipients in 2021. This provided opportunities to engage in meaningful interactions with each harvester and some of their crew members on issues relating to safety in the fishing industry as well as the development and delivery of FVSD training.

In October, due to COVID-19 outbreaks across the province, the NL-FHSA held a modified version of its annual safety symposium by hosting a Safety Forum and Roundtable in St. John's. This event provided a multitude of opportunities to engage with over 50 fish harvesters and industry stakeholders on safety practices and to gather important feedback on the FVSD online training pilot. The pilot garnered positive suggestions for improvements/additions as well as ideas for further development. Overall, fish harvesters and industry expressed value in this online training as a quality training tool, which will help strengthen the safety culture in the fish harvesting industry.

Participation in events with the FFAW/Unifor such as the *Journey Project – Strengthening Justice Supports for Survivors*, Inshore Council Meetings and the Triennial Convention and Trade Show also provided invaluable opportunities to interact and learn from industry representatives and harvesters and to strengthen those relationships.

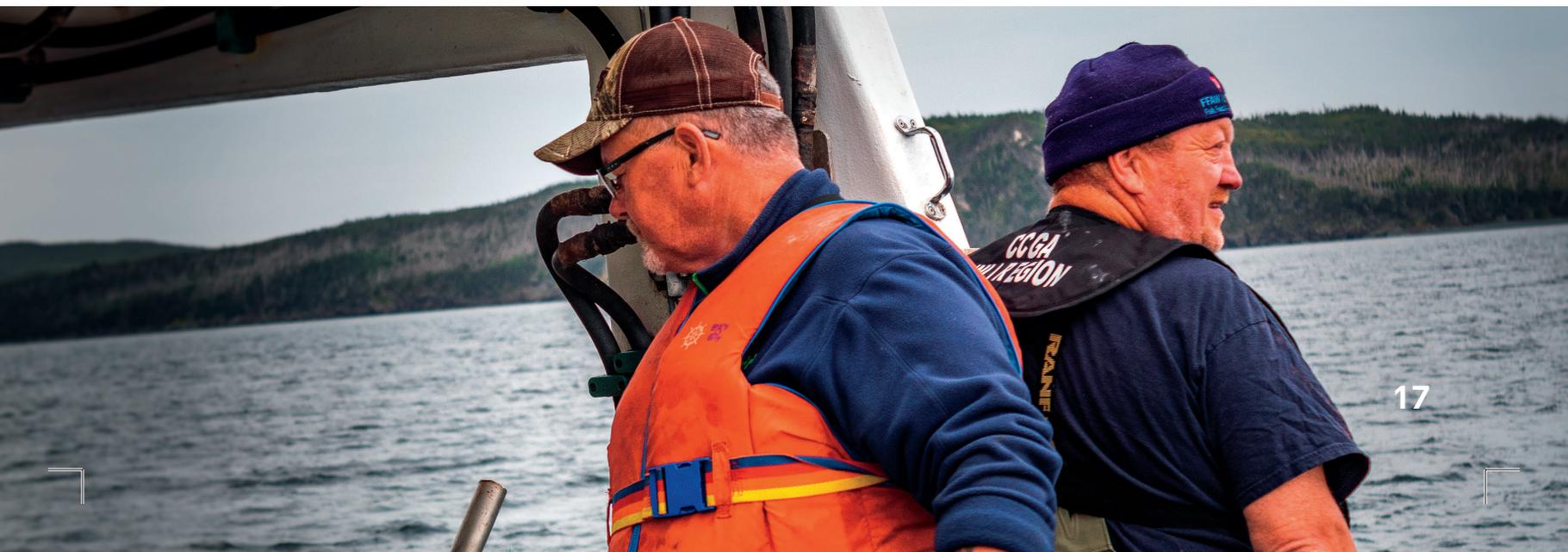


PRIORITY 1 - FOCUSED EFFORT

The *North Atlantic Fish & Workboat Show* held at the Mary Brown's Centre in November provided an opportunity for outreach with participants including harvesters, industry stakeholders and suppliers to further promote the NL-FHSA's mandate. In November, the NL-FHSA was on the agenda of the FFAW/Unifor Triennial Convention, as both a presenter and exhibitor. This event provided NL-FHSA staff with the opportunity to meet with fish harvesters (owners/operators and crewmembers) representing all three fleet sectors and various geographic areas of the province. During the event, a number of harvesters participated in video interviews where key messages were captured for inclusion in the FVSD training.

Objective 1.5 Map out a digital technology transition approach to improve and enable service delivery with efficient processes and systems

Using a variety of digital platforms has allowed the NL-FHSA to reach a broader audience, increasing awareness and promoting knowledge transfer tools. Social media has aided in reaching a larger audience with information about ongoing initiatives and relevant new technology. Work is continuing on the development of the online video FVSD training module which will be available on a variety of digital platforms. During a Round Table in-person gathering in St. John's in October the video training module was introduced to harvesters and stakeholders. The FVSD Training which includes a 25-30 minute interactive capacity for student engagement; utilizes multimedia development tools and is adaptable for different platforms such as cellphone, tablet, and desktop. The pilot provided fish harvesters with the opportunity to review the draft and provide valuable feedback and evaluation. Overall, the feedback was positive and suggestions have been incorporated as improvements to the training tool have been made. Project development and evaluation will continue.



PRIORITY 2 - KNOWLEDGEABLE AND SKILLED PEOPLE

The goal is to 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 safety, the Association continuously monitors current and emerging risks in the fishing industry. This is carried out through regular collaboration with multi-stakeholders, especially those involved in data gathering, analysis and occurrence investigation. Participation in working groups to focus on recruitment and retention in the fish harvesting industry as well as attendance at Canadian Marine Advisory Committee virtual meetings were ongoing throughout 2021. Active participation in such events provide opportunities to engage with fish harvesters and stakeholders to address current issues as well as support resource development and knowledge transfer.

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

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 training, speaking engagements and expert industry advice. When these leaders speak up at industry events or tell their stories, fish harvesters listen. The overall goal is to influence behavioural change and engaging with leaders in the industry affords occasions where this can be achieved effectively.

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

Technology offers tools and platforms which can be utilized to deliver teachable moments on current and relevant safety issues. In 2021, the NL-FHSA utilized technology in varying formats to deliver safety education via platforms such as the NL-FHSA website, as well as through the NL-FHSA's YouTube and Twitter accounts. These posts featured fish harvesters from across the province speaking about common safety topics relevant to the industry such as identifying and controlling noise exposure, why safety is necessary, risks in the industry and how to adapt to situations that change quickly, success stories, and emergency distress signalling equipment.

PRIORITY 2 - KNOWLEDGEABLE AND SKILLED PEOPLE

In addition, the use of ads, advertorials, and articles in the Union Forum and the Navigator, help reach a broad audience and further aid us in promoting the safety culture for our harvesters.

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

In 2021, NL-FHSA staff attended WorkplaceNL's virtual stakeholder consultation session on Labour Market Re-entry (LMR), Return to Work (RTW) and PRIME as a means to determine where harvesters can avail of incentives for developing and complying with safe work practices.

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 aspect of fish harvesting-related training delivered by other agencies

By consulting with fish harvesters and regulatory agencies, the NL-FHSA can work effectively to ensure the development of the fishing vessel safety designate competency-based model will be relevant and meet WorkplaceNL's certification requirements for worker health and safety. Early in 2021, a consultative process began with WorkplaceNL on the FVSD training development and approval was received in principle as meeting WorkplaceNL's Occupational Health and Safety Committee (OHSC), Workplace Health & Safety Representative and Designate certification. In addition, we worked with WorkplaceNL's instructional designer to explore the availability and cost of digital learning and instructional design.

A draft pilot of the FVSD training was introduced at the Annual Safety Symposium at the Holiday Inn, St. John's. Stakeholders and fish harvesters attended in person. In addition, a similar workshop was delivered to the fish harvesters attending the in-person Triennial FFAW/Unifor Convention also held in St. John's. At each session, the FVSD pilot was well-received by all participants. In 2021, the FVSD learning objectives, visuals, media, and scripts were completed and revisions were made where recommended, based on the feedback gathered during the evaluation process with fish harvesters and stakeholders. Work is continuing on the development of the FVSD pilot and the goal is to have the training available for delivery to each of the three fleet sectors in 2022.

PRIORITY 3 - MANAGING RISKS

The goal is to 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 that impact safety. Through our interaction with industry leaders, environmental scans were performed and industry happenings monitored. This collaborative approach—good working relationships and constant communication with fish harvesters—helps to identify significant health and safety risks. It also fosters engagement on current issues, as well as monitoring of media advisories, federal regulations impacting fish harvesters and ship safety bulletins.

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

Another tool in managing risks is to continuously analyze composite factors which contribute to the loss of vessels and fish harvesters at sea. One way this is done is through monitoring federal and provincial marine accident investigation reports to determine key findings and corrective measures. Monitoring of TSB Investigation reports, as well as reports of incidents, helps provide information on the contributing factors to the loss of vessels and lives at seas. In 2021, there were four fatalities in the fish harvesting industry. Reviewing the information surrounding these occurrences helps in the analysis of areas to focus on for safety training and education.



PRIORITY 3 - MANAGING RISKS

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

Throughout 2021, the NL-FHSA maintained a continuous partnership with federal and provincial regulatory agencies including the TSB and the Canadian Coast Guard. This collaboration is key to promoting effective messaging on factors contributing to the loss of fish harvesters and fishing vessels at sea. Important communications were released through various outlets in an effort to increase the safety knowledge of fish harvesters including NL-FHSA and industry forums, website, print, and media. The new Transport Canada requirement for lifesaving distress signalling equipment and how to call for help when the unexpected happens is but one example of the key messages promoted. Monitoring of Transport Canada Ship Safety Bulletins and consultation on new requirements for fish harvesters' also aids in knowledge transfer. The NL-FHSA published several ads and advertorials in the Navigator and Union Forum magazines as well as several tweets on relevant knowledge transfer opportunities. These are all important ways we engage with stakeholders and fish harvesters.

There were other key partnerships. In February of 2021, the NL-FHSA partnered with PFHCB, FFAW/Unifor and MUN enabling researchers to conduct an independent study on perceptions of occupational exposure of noise and its impact on fish harvester's health in our Province. The role of the NL-FHSA was to help facilitate the dissemination of an invitation to fish harvesters as participants in an online interview and/or survey to gather the information. During the spring of 2021, the NL-FHSA partnered again with PFHCB, FFAW/Unifor, Fish Safe Nova Scotia and researchers at MUN to facilitate access and involvement of fish harvesters in their participation of an online survey: *Harvester Perspectives on Fishing Safety and Health during COVID-19*.



PRIORITY 4 - ENGAGING STAKEHOLDERS

The goal is to 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 the delivery of strategies that address common areas of concern and evolving needs of fish harvesters

Continuous engagement with advisory committee members and stakeholders in the industry enables the NL-FHSA to deliver relevant and useful strategies to deal with emerging and current issues affecting fish harvesters. Areas of concern such as the COVID-19 pandemic, areas of poor compliance including wearing of personal flotation devices, emergency distress signalling, vessel registration, vessel inspections, research studies and surveys were some of the areas of concern raised.

Consultations with ExxonMobil and the Heart and Stroke Foundation resulted in the final approval of the Automatic External Defibrillator (AED) project in February. The NL-FHSA conducted a random draw and selected fish harvesters who expressed interest in receiving one of the 100 AEDs. Five AEDs were also provided to Ocean Choice International vessels. The Heart and Stroke Foundation sourced the AEDs and are responsible for providing education sessions on proper use to the recipients as per the agreement. Personal deliveries of the AEDs provided opportunities to engage with harvesters to promote education and awareness of emergency response planning.

Throughout 2021, the NL-FHSA participated in several industry undertakings through partnership. One such endeavour involved partnering with the Oceans Frontier Institute (OFI) special interest group to contribute to a Marine Policy special issue consisting of up to ten manuscripts with a focus on fishing safety and governance from Canada, the US, and Norway. The NL-FHSA was involved in a collaboration on COVID-19 risk, prevention, and governance in small-scale fisheries. Another undertaking involved a partnership with the PFHCB, FFAW/Unifor and MUN, which enabled researchers to conduct an online interview and survey to determine the effects of exposure to noise and the impact on the health of fish harvesters in our province.

Participation in government briefings and marine advisory committee meetings, as well as public meetings and events, continued. Transport Canada's Marine Inspectors continued to distribute *The Newfoundland & Labrador Fish Harvester Safety Logbook* to fish harvesters during on-site meetings and vessel inspections. In an effort to promote user-friendly guidelines on vessel stability designed to reduce unsafe practices, consultation was initiated with key stakeholders in the fish harvesting industry on this important topic.

PRIORITY 5 - UNDERSTANDING THE RESULTS

The goal is to 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

The NL-FHSA will continue to gauge the effectiveness of the programs and the tools given to fish harvesters. One means of doing this is through continuous consultation with stakeholders regarding regulatory and search and rescue mandates. Communication of areas where improvements are needed in emergency response including Emergency Positioning Indicating Radio Beacons (EPIRBs), Personal Locator Beacons (PLBs), sail plans, and overdue vessels, helps educate fish harvesters on health and safety measures. By having open dialogue and reviewing analytics captured from digital learning platforms including the website, Twitter, WorkplaceNL, etc., the NL-FHSA works to improve data integrity and access to leading and trailing performance indicators. While work on the FVSD training is continuing, regular monitoring and evaluation of the training design and development will continue.



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

Financial Statements

Year Ended December 31, 2021

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

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Year Ended December 31, 2021**

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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, 2021, 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, 2021, 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.

Quinlan Beland Barrett
CHARTERED PROFESSIONAL ACCOUNTANTS

St. John's, Newfoundland and Labrador
May 20, 2022

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

**Statement of Financial Position
December 31, 2021**

	2021	2020
ASSETS		
Current		
Cash	\$ 329,104	\$ 289,618
Prepaid expenses	-	563
	\$ 329,104	\$ 290,181
LIABILITIES AND NET ASSETS		
Current		
Accounts payable	\$ 13,756	\$ 23,754
Net Assets		
General fund	315,348	266,427
Liabilities and Net Assets	\$ 329,104	\$ 290,181

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, 2021**

	2021	2020
Revenues		
Workplace NL funding	\$ 350,000	\$ 350,000
Service Canada funding	3,929	3,696
	353,929	353,696
Expenses		
Accounting & HR services	25,000	25,000
Board governance	386	658
Harvester engagement	5,804	-
Human resources	194,954	121,109
Media outreach	17,136	13,398
Miscellaneous	3,057	3,077
OHS learning resources	3,993	29,228
OHS program	14,585	1,725
Office space	31,382	29,033
Safety promotion	1,607	-
Safety symposium	7,104	-
Transport Canada engagement	-	426
	305,008	223,654
Excess of revenues over expenses	\$ 48,921	\$ 130,042

See notes to financial statements

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

**Statement of Changes in Net Assets
Year Ended December 31, 2021**

	2021	2020
Net assets - beginning of year	\$ 266,427	\$ 136,385
Excess of revenues over expenses	48,921	130,042
Net assets - end of year	\$ 315,348	\$ 266,427

See notes to financial statements

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

**Statement of Cash Flows
Year Ended December 31, 2021**

	2021	2020
Operating activities		
Excess of revenues over expenses	\$ 48,921	\$ 130,042
Changes in non-cash working capital	(9,435)	20,051
Increase in cash flow	39,486	150,093
Cash - beginning of year	289,618	139,525
Cash - end of year	\$ 329,104	\$ 289,618

See notes to financial statements

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

**Notes to Financial Statements
Year Ended December 31, 2021**

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, 2021**

3. DUE TO RELATED PARTIES

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

	2021	2020
<u>Related party transactions</u>		
Professional Fish Harvesters Certification Board (Overlapping directors)		
Administrative assistance	\$ 25,000	\$ 25,000
Office space	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, the association purchased property plant and equipment in the amount of \$6,194.18 which included a MacBook for \$4,233.39.

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, 2021.

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.



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