

MASH

Manitoba Association for Safety in Healthcare

Annual Report

October 2022 - December 2023



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OUR MISSION IS:

EMPOWER, SUPPORT

AND ENABLE THOSE

WORKING WITHIN

THE HEALTHCARE

SECTOR TO

CREATE SAFER

ENVIRONMENTS TO

REDUCE

PREVENTABLE HARM



Message from Board Chair and the Executive Director



Message from our Board Chair

Mike Nader | Chair of the Board

As Chair of the Board, I'm proud to share our 2023/2024 annual report. It's been a year of positive strides in our mission to improve safety for those working in the healthcare sector through our collaboration with partners.

First, I would like to thank our Board of Directors for their invaluable contributions. Their insights have been crucial as we've shaped our organization's mission, vision, and values. This year, we said goodbye to some key Board members including Barb Wasilewski, David Driedger, Beth Beaupre, and Jamie Hall. Their expertise and guidance have been instrumental in setting the direction of our organization, and we're grateful for their service. At the same time, we welcomed Alissa Ramrattan, Micheline St. Hilaire, Conne Newman, and David Kramer to the Board. Their fresh perspectives and vast experience will be vital as we continue to strive to achieve our vision.

Our collaboration with health system partners has been very encouraging. Many are eager to work with MASH to reduce workplace injuries, which really underscores

the importance of the work that we're doing.

This year, we achieved several milestones, including training 336 participants, offering 31 courses, awarding three Safe Work Certifications, and publishing four resources.

We're still focused on tackling physical and psychological harm, including workplace violence, across healthcare. We know that workers and employers face tough challenges - from capacity issues to high turnover. But despite this, the resilience in the healthcare system is remarkable and highlights why MASH's work is so crucial.

It's encouraging to see real progress happening in various areas. We're particularly proud of the organizations that have embraced our safety initiatives and made significant strides in creating safer work environments. Their efforts not only protect healthcare workers but also enhance the quality of care provided to our communities across Manitoba. These successes, big and small, remind us that positive change is possible when we work together towards a common goal.

Looking ahead to 2024/2025, I'm excited about MASH's work and the enthusiasm from all our stakeholders. We're all working towards the same goal: the safest possible environment for healthcare workers.

Lastly, and on behalf of the Board, I want to extend our deepest gratitude to the exceptional MASH management team. Their tireless efforts have been crucial in establishing our organization, delivering high-quality services, and implementing comprehensive safety programs with our partners. Their dedication to worker safety has truly begun to set a new standard of excellence in our industry. Their leadership has not only launched our operations successfully but has also fostered a culture of safety needed in the healthcare sector.

Mike Nader



Message from our Executive Director

Ron Van Denakker | Executive Director of MASH

As the Executive Director of the Manitoba Association for Safety in Healthcare (MASH), I am delighted to present our 2023 Annual Report.

It is incredible to reflect on how much MASH has accomplished in such a short time. On June 22, 2022, healthcare leaders across Manitoba came together in unanimous support for establishing a healthcare-specific Industry-Based Safety Program (IBSP). Just over a month later, on July 25, 2022, MASH was officially formed and incorporated as a registered not-for-profit organization, complete with its own Board of Directors and bylaws.

In the preliminary stages of our journey, we built a solid foundation by hiring key leaders. On October 31, 2022, Pam McCallum joined as our Director of Operations, and Tonya Nelson came on board as the Director of Safety Programs on February 1, 2023. Since then, we have expanded our team with seven additional talented staff members, including administrative support, safety advisors, and associates.

2023 was a year of tremendous progress for MASH. One of our major achievements was the development of our first Strategic and Operational Plans, which focused on establishing MASH as a data-driven organization. This approach allowed us to create an initial provincial certification implementation schedule, prioritizing organizations based on injury data, readiness, and interest.

Thanks to this carefully planned schedule, we celebrated the success of several early adopter organizations in achieving their Safe Work Certification in 2023. I want to extend my heartfelt congratulations to the teams at Actionmarguerite's Saint-Boniface, St. Vital, and St. Joseph sites, as well as the Interlake-Eastern Regional Health Authority and St. Boniface Hospital. Their dedication to workplace safety is truly commendable. Healthcare workers deserve a safe and healthy work environment so they can focus on what they do best by caring for all of us when we need them most.

2023 also marked considerable progress in our data analytics efforts. Collaborating with industry partners, including EHS Analytics,

the Workers Compensation Board, Safe Work Manitoba, and the healthcare sector, we made great strides in identifying and integrating data sources. This will ultimately help us develop programs that better respond to the nature of injuries and how to ultimately prevent them.

While 2023 laid down a solid foundation, 2024 promises to be even more exciting. Our approved 2024 Operational Plan and budget outline substantial resources for expanding training, consultation, and certification efforts. We will also be establishing a comprehensive performance measurement system and related dashboards to further enhance our oversight and response.

I want to express my deepest gratitude to the MASH Board, our dedicated MASH staff, our industry partners, and everyone who has supported our mission to prevent injuries among our valued healthcare workers.

Ron



Vision, Mission, and Values



Mission

To deliver physically and psychologically safer environments for everyone working in the healthcare sector.



Vision

Empower, support, and enable those working within the healthcare sector to create safer environments to reduce preventable harm.



Values

Collaboration: An engaging, diverse, and inclusive environment where people share a broad range of perspectives to support the common goal of achieving the highest level of safety and quality care.

Excellence: A trusted source of high standards and professionalism where innovation and best practices nurture a culture of continuous improvement.

Accountability: Delivering value to the healthcare sector through measurable reduction of preventable harm.

Transparency: Ensuring a culture of openness where people have the confidence to report concerns, seek improvements, and receive quick responses to safety needs at all levels.



Who We Are

Manitoba Association for Safety in Healthcare (MASH) is a specialized safety program dedicated to the healthcare industry in Manitoba.

We offer a comprehensive range of safety training, consulting services, and Safe Work certification to support all healthcare workers.

Our primary goal is to collaborate with our members, providing the necessary safety and health resources to establish a secure work environment for their employees.

We are deeply committed to ensuring the well-being of healthcare professionals and promoting a culture of safety within the healthcare sector.



Team

MASH Team

- Deanne Mullen - Safety Advisor
- Devan Humphrey - Executive Assistant
- Jessica Selby - Safety Advisor
- Pamela McCallum - Director of Operations
- Ron Van Denakker - Executive Director
- Tonya Nelson - Director of Safety Programs

Board of Directors

- Barb Wasilewski - Manitoba Health, Senior's and Long-Term Care (2022-2024)
- Ben Fry - Shared Health (2022-current)
- Beth Beaupre - Shared Health (2022-2023)
- Conne Newman - Shared Health (2023-current)
- Dan McGregor - Prairie Mountain Health (2022-current)
- Darlene Jackson - Manitoba Nurses Union (2022-current)
- David Driedger - Haven Group (2022-2023)
- Dave Kramer - Safe Work Manitoba (ex-officio) (2023-current)
- Gina McKay - Canadian Union of Public Employees (2022-current)
- Jamie Hall - Safe Work Manitoba (ex-officio) (2022-2023)
- Jason Linklater - Manitoba Association of Health Care Professionals (2022-current)
- Kyle Ross - Manitoba Government and General Employees' Union (2022-current)
- Mike Nader (chairperson) - Winnipeg Regional Health Authority (2022-current)
- Theresa Oswald - Doctors Manitoba (2022-current)



Key Activities, Achievements, and Metrics

2023 Key Activities and Achievements

Three new staff joined our team; one safety advisor and two safety associates.

Three organizations (WCB accounts) achieved Safe Work Certification.

Received two Safe Work Certification applications.

Three organizations (WCB accounts) maintained their certification status.

MASH offered 31 training sessions.

336 participants trained.

Our most popular training sessions in 2023 were Workplace Safety and Health Committee and Workplace Safety and Health Representative.





2023 Key Metrics

Essential metrics at a glance

Training and Certifications

- » Number of participants trained – 336
- » Number of courses offered – 31
- » In-person trainings - 18 (4 private)
- » Virtual trainings - 13 (1 private)
- » Number of consulting engagements - 35
- » Number of Safe Work Certifications – 3
- » Number of resources published – 4

Website (Apr 16, 2023 - Dec 31, 2023)

- » 1.6K Users
- » 5.4K Pageviews
- » 54 Form submissions



Feedback

Overall satisfaction with the workshop comments

I really enjoyed the instructor. Very enthusiastic and informative she was great with the information, and I learned new information in the training.

Excellent training, great presentation - kept us engaged, very informative, learned about the program.

Well presented, easy to understand, interactive. Presenters were friendly, knowledgeable, engaging, and encouraging.

Rate facilitators knowledge of material/ subject matter

Presenters had very good knowledge of the material and were very informative and eager to teach us!

Great & insightful facilitators. Engaging, warm, interesting stories.

Please rate pacing of the workshop

Very motivating, good pace, not rushing, gave each guest a chance to speak and was comfortable to ask questions.

Thorough explanation of the process and procedures of workplace safety.

What parts of the workshop were most interesting/valuable to you

I enjoyed understanding the types of risks and hearing other people's examples of risks they had encountered.

I really liked the amount of application exercises for each module to test gained knowledge.

I was familiar with the concepts, but I appreciated hearing the feedback from others and talking through some of the common issues

How do you plan to use the knowledge that you acquired today in your activities at work?

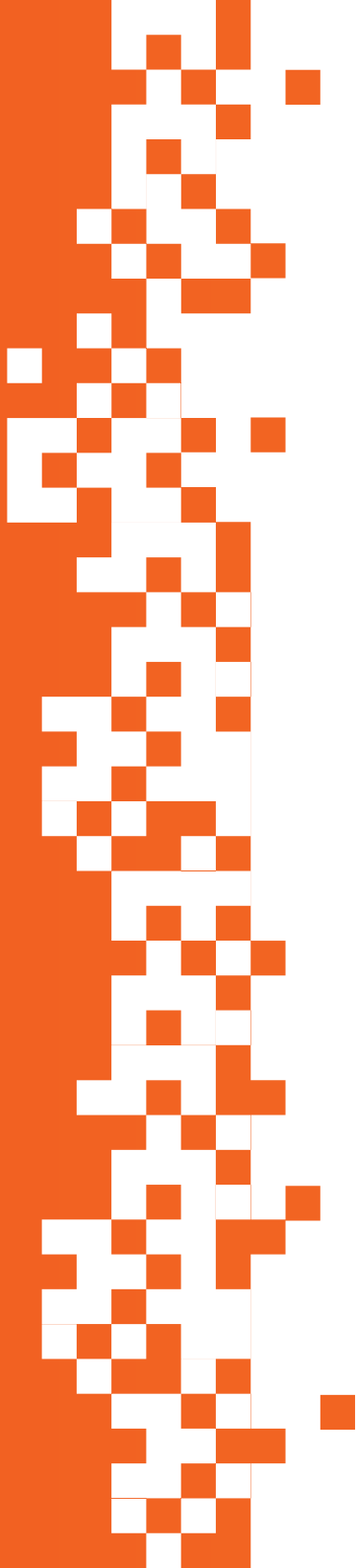
Help strengthen current policies and procedures and ensure all workplace safety and health regulations are being followed.

Having the mindset of watching for risks and preventing accidents in my work environment and using the tools to keep everyone safe.

The learning will make me a better trainer when I provide similar information to staff, focus more on making sure employees feel they can come to me with any issues.

This training will be greatly beneficial to my future as an OH&S officer and helps me better understand both parties' duties for the committee.

Being mindful of my safety, especially regarding my body mechanics. I plan to keep a closer eye on everyday actions to prevent injuries.



Financial Statements



Independent Auditor's Report

To the Members of Manitoba Association for Safety in Healthcare Inc.

OPINION

We have audited the financial statements of Manitoba Association for Safety in Healthcare Inc. (the "Association"), which comprise the statement of financial position as at December 31, 2023, and the statement of operations and changes in net assets, and statement of cash flows for the 18-month period 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 Association as at December 31, 2023, and its results of operations and its cash flows for the 18-month period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 Association in accordance with the 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 these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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 Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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



Independent Auditor's Report

To the Members of Manitoba Association for Safety in Healthcare Inc.

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:

- ◆ 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 Association'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 Association'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 Association 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.

Chartered Professional Accountants

Winnipeg, Manitoba
2024



Manitoba Association for Safety In Healthcare Inc.

Statement of Financial Position

As at December 31, 2023

Assets

Current Assets

Cash and bank	\$ 889,731
Accounts receivable	3,970
Prepays	374
	<u>894,075</u>

Capital assets (Note 3)	<u>20,682</u>
	<u>\$ 914,757</u>

Liabilities and Net Assets

Current Liabilities

Accounts payable and accrued liabilities (Note 4)	\$ 66,135
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Deferred contribution related to capital assets (Note 5)	<u>20,682</u>
	<u>86,817</u>

Commitment (Note 7)

Net Assets

Unrestricted	<u>827,940</u>
	<u>\$ 914,757</u>



Manitoba Association for Safety In Healthcare Inc.

Statement of Operations and Changes in Net Assets

For the 18-month period ended December 31, 2023

Revenue

Grants

Workers Compensation Board	\$ 691,395
Shared Health	974,147
Training fees and other	5,263
Amortization of deferred contribution related to capital assets (Note 5)	5,171

1,675,976

Expenses

Amortization	5,171
Communications	33,868
Consultant and professional fees	286,008
Governance	13,227
Information technology	38,327
Insurance	7,076
Interest and bank charges	2,440
Occupancy	39,879
Office and other	6,466
Program development and supplies	8,100
Salaries and benefits	398,835
Staff development	4,675
Travel and meals	3,964

848,036

Excess of revenue over expenses for the period **827,940**

Net assets, beginning of period **-**

Net assets, end of period **\$ 827,940**



Manitoba Association for Safety In Healthcare Inc.

Statement of Cash Flows

For the 18 month period ended December 31, 2023

Cash Flows from Operating Activities

Excess of revenue over expenses for the period	\$ 827,940
Adjustments for items not affecting cash	
Amortization of deferred contribution related to capital assets	(5,171)
Amortization of capital assets	5,171
	<u>827,940</u>
Changes in non-cash operating working capital balances	
Accounts receivable	(3,970)
Prepays	(374)
Accounts payable and accrued liabilities	66,135
	<u>889,731</u>

Cash Flows from Investing Activities

Acquisition of capital assets	<u>(25,853)</u>
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Cash Flows from Financing Activities

Contributions related to capital assets acquisition	<u>25,853</u>
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Net increase in cash and bank during the period 889,731

Cash and bank, beginning of period -

Cash and bank, end of period \$ 889,731



Manitoba Association for Safety in Healthcare

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