

The Mosaic Company Potash Business Unit Belle Plaine, Saskatchewan

Measurement of Wellness and Off the Job Injuries

The Mosaic Company is striving for World Class Safety. We believe that one of the steps in achieving world class safety at work is working to reduce injuries off the job as well. This is done through education, sharing of information on off the job injuries, small incentives and contests for items such as home safety plans, home incident reports, etc.

With any initiative, it is important to be able to measure success. In this case however, our access to data is limited. Privacy laws prevent us from accessing health data from our employees for anything not involving incidents at work. Records of absenteeism are imperfect. We cannot always be certain if employees are absent due to sickness or injuries off the job. Until employees have missed at least 3 days, we do not know if they are sick or injured, so short term absenteeism is not trackable at this point. This makes it difficult for us to measure the success of our off the job safety initiative. The challenge to the Industrial Problem Solving group is to identify an indirect means of measuring success with limited data, or perhaps using data we do not presently obtain.