AgSafe

Goals and Objectives

April 2018 to March 2021

The AgSafe Goals and objectives were developed in four areas of focus:

A. Support our people
B. Stakeholder engagement
C. Process and effectiveness
D. Organizational capacity

A. Support our people

Goal 1: Support staff in their defined roles to ensure consistent service delivery	
	Objective
1	Schedule meeting with consultants, document highlights, greatest challenges and how they overcame them and submit report to Board. (Ensure Board of Directors is invited to the meeting)
2	Achieve 100% use of standard templates for meetings with employers by consultants and advisors
3	Focus on training supervisors and managers to promote a train the trainer approach for all education and consultation

Goal 2: Make sure staff feel valued, empowered and supported	
	Objective
1	Foster work life balance including having a flexible office workplace and a family first philosophy; communicate to team members
2	Focus on having a bully and harassment free workplace, and ensure all new staff members are aware of the existing policy and procedure
3	Offer professional development for staff on a fair and equitable basis within established budget
4	Make sure that staff total rewards packages are competitive with similar associations in the lower mainland
5	Develop and implement compensation and benefits policy

B. Stakeholder Engagement

Goal 1: Develop and implement a comprehensive outreach and engagement strategy	
	Objective
1	Identify 100 employers with high injury claim costs and contact them to offer services.
2	Build solid partnerships with two organizations and develop joint initiatives to address safety issues
3	Develop and implement a targeted communications strategy to reach employers who are unaware of AgSafe

Goal 2: Engage agricultural youth	
	Objective
1	Partner with WorkSafe BC to create and implement a strategy to engage with youth (such as 4-H, young farmers/ranchers' groups)
2	In conjunction with 4-H explore opportunities to bring progressive agriculture safety days program to BC; report back to Board

Goal 3: Develop and implement a strategy to address health and safety for migrant workers	
	Objective
1	Connect with BCAC and consulates to learn where migrant workers are employed; contact employers and offer services
2	Using list of community resources for migrant workers, make sure they are aware of AgSafe services to communicate to employers and prospective workers
3	Approach current members who employ migrant workers and document leading practices for ensuring health and safety of migrant workers; communicate availability of this resource to all members

C. Process and Effectiveness

Goal 1: Develop and implement a strategy to effectively deploy resources to achieve a balance between proactive and reactive work	
	Objective
1	With WorkSafe, develop and implement an approach to documenting orders that encourages employers to contact AgSafe within a specified timeline to receive assistance.
2	Document and communicate the AgSafe train the trainer model so that employer expectations are managed.
3	Revisit assignments of employers to advisors taking into account geography and advisor skills and experience; revise assignments as required.

Goal 2: Build employers' capacity to provide effective training and orientation for workers	
	Objective
1	Focus on training and educating supervisors and managers to deliver safety education; deliver 25 programs
2	Evaluate the impact of train the trainer program by the number of training packages requested compared to prior period and decrease in requests for repeat training from employers

Goal 3: Develop and implement an injury management strategy	
	Objective
1	Obtain scatterplot from WorkSafe that shows experience ratings for employers by geography and payroll; share at commodity level
2	Work with commodity associations and identify employers within each commodity group whose injury costs are high
3	Approach employers with the information they need to implement an injury management program
4	Implement injury management program in three large employers

Goal 4: Develop and implement a standard project management approach including appropriate measurements	
	Objective
1	For all projects, incorporate a PM approach including deliverables, timelines and KPI

Goal 5: Assess the effectiveness of what we do as an organization	
	Objective
1	Develop an evaluation framework including surveys, focus groups and appropriate metrics
2	Prepare a business case to implement and submit to Board for approval
3	Following approval; submit request for funding to WorkSafe
4	Implement approved framework

Goal 6: Develop and implement internal and external communication strategies	
	Objective
1	Board members to report agreed information to constituencies after each Board meeting
2	Review internal communications protocols; make recommendations for change as required; implement approved changes
3	Consult with Board of Directors to determine changes they would like to see in communications between Board and staff; implement changes

D. Organizational Capacity

Goal 1: Develop and implement a staff succession plan		
	Objective	
1	Document work processes to make sure there is knowledge transfer, opportunities for cross training and risk management.	
2	Develop and implement a succession plan for the role of superintendent.	
3	Document the knowledge, skills and experience required for key roles in the organization.	

Goal 2: Introduce a mentoring program for key staff roles in the organization	
	Objective
1	Document onboarding program for new consultants and staff
2	Document completion of onboarding for all new staff
3	Obtain a mentor, document approach, roll out to key staff.

Goal 3: define and deliver a Board development program to become a more effective and knowledgeable Board of Directors	
	Objective
1	Engage an advisor to develop and deliver a governance workshop including responsibilities of being a director
2	Identify and arrange site visit to one agriculture organization
3	As part of one board meeting each year, identify a learning topic and invite relevant speaker(s) to present up to a half-day session