

SAFETY 4.0, DATA ETHICS, AND THE NEW DUTY OF CARE

Key insights and audience perspectives from a BCRSP 50th Anniversary Conference keynote

“Just because organizations can collect more data, should they?”



Board of Canadian Registered Safety Professionals
Conseil Canadien Des Professionnels En Sécurité Agréés

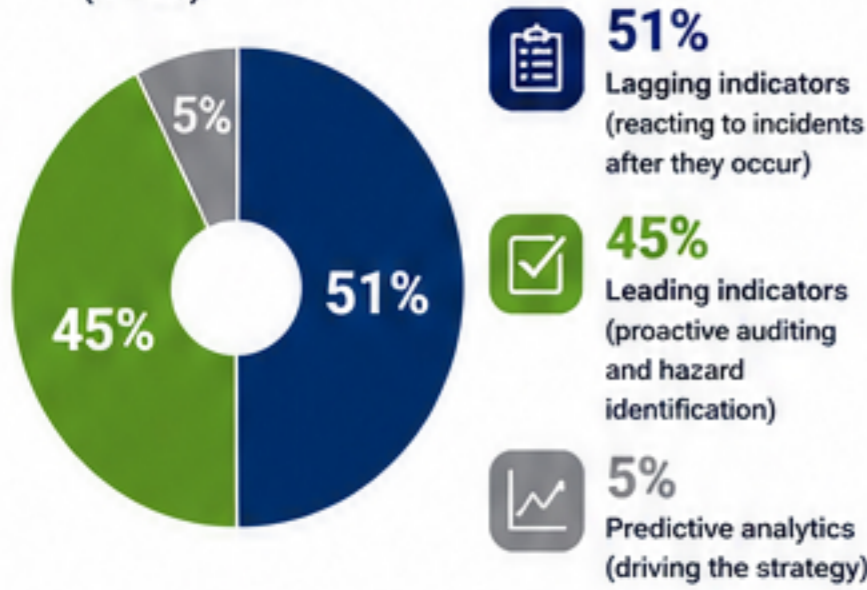
50 YEARS EST. 1976

Board of Canadian Registered Safety Professionals
Conseil Canadien Des Professionnels En Sécurité Agréés

THE PLANNING GROUP

1. OHS DATA STRATEGY DRIVERS

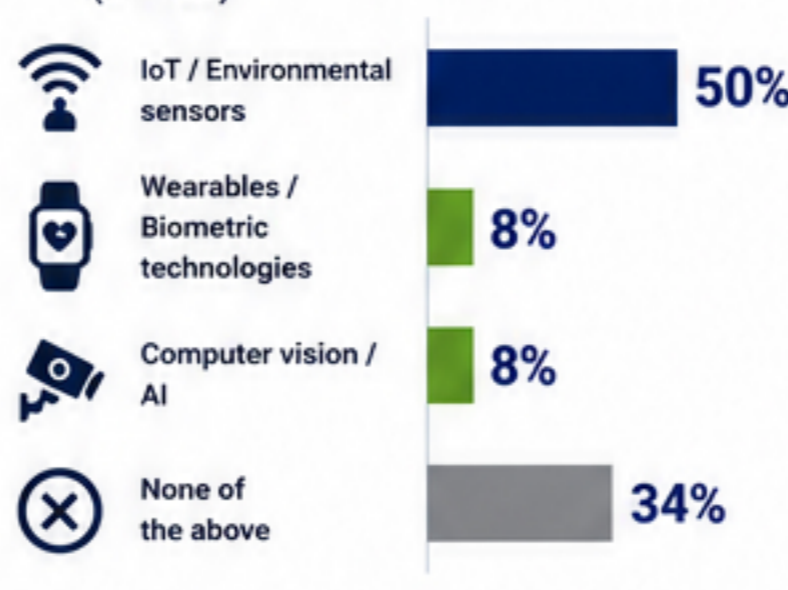
What is the primary driver of your organization's OHS data strategy? (n = 65)



Most organizations remain anchored in traditional safety measurement.

2. SAFETY 4.0 TECHNOLOGIES IN USE

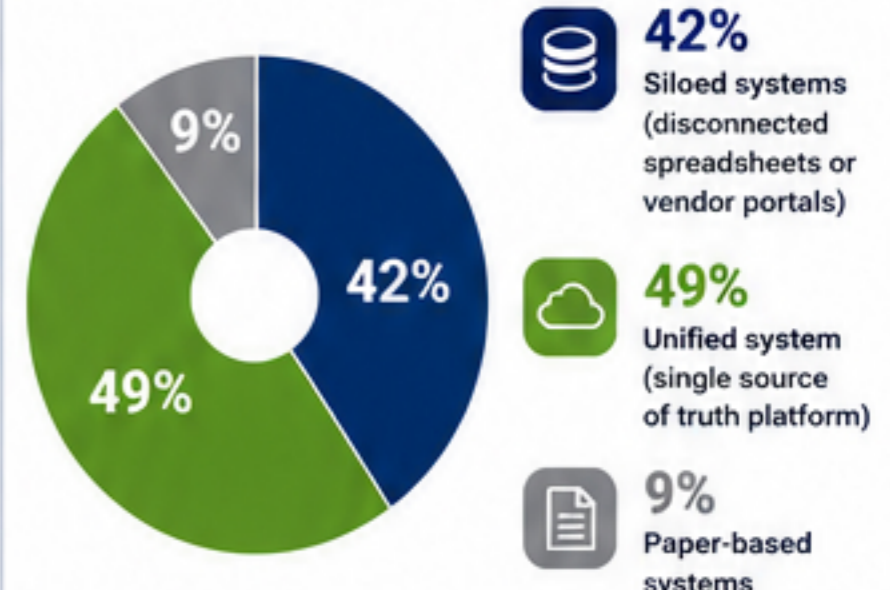
Which Safety 4.0 technologies is your organization actively using? (n = 120)



Adoption remains uneven across organizations.

3. HOW OHS DATA IS STORED

How is your OHS data primarily stored? (n = 98)

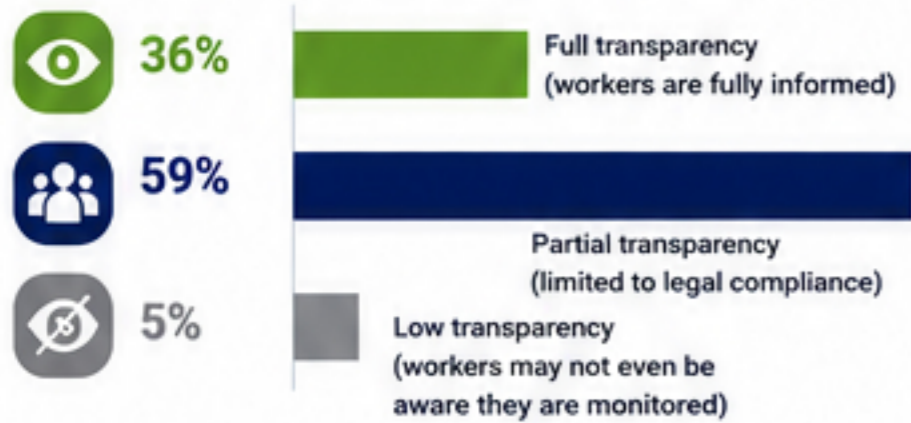


Data fragmentation continues to limit predictive insight and progress.

4. TRUST AND TRANSPARENCY: THE CLEAR GAP

ORGANIZATIONAL TRANSPARENCY

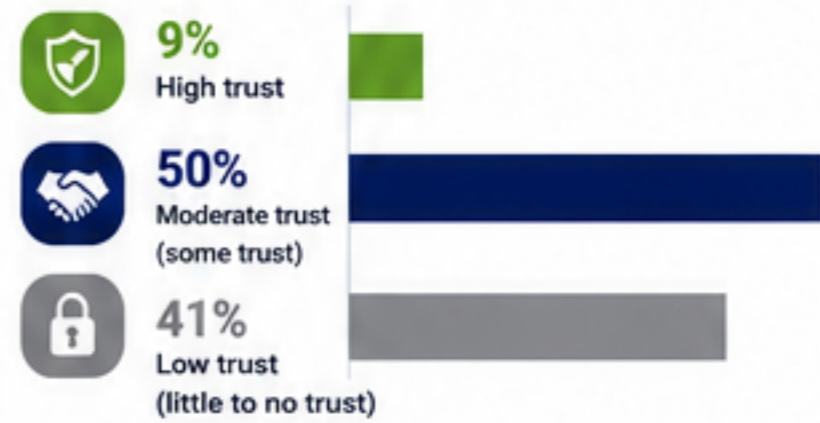
How would you describe your organization's transparency around worker data collection? (n = 88)



Transparency is the foundation of trust.

EMPLOYEE TRUST IN HANDLING OF INTIMATE DATA

How much do employees trust your organization to handle intimate health or behavioral data? (n = 80)



Only 9% of respondents reported high trust. 41% reported low trust, indicating significant resistance to monitoring and surveillance practices.

5. ETHICAL BOUNDARIES: STRONG CONSENSUS ON RED LINES

OFF-DUTY DATA MONITORING

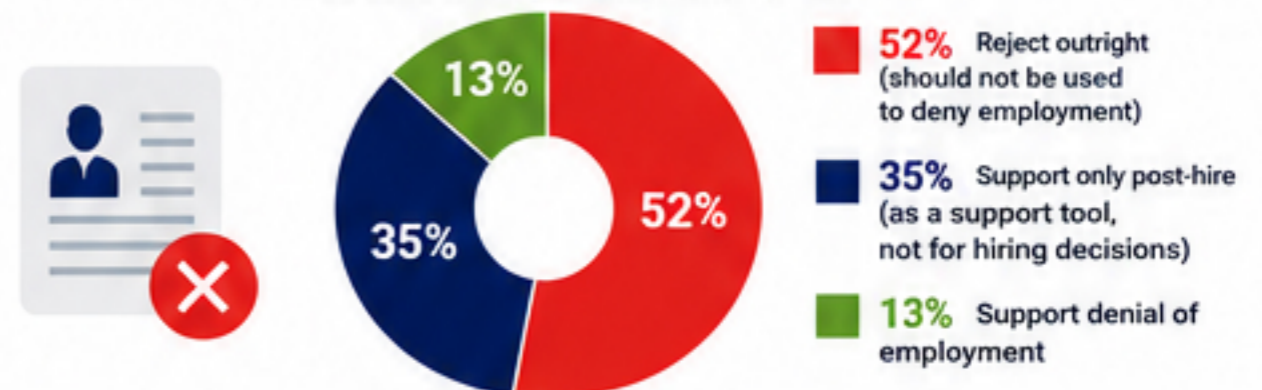
Should off-duty data (e.g., social media, benefit claims) be appended to safety dashboards to prevent serious injury or fatality events? (n = 79)



Overwhelming opposition to using off-duty personal data for safety monitoring.

AI PREDICTING "ACCIDENT-PRONE" WORKERS

Should an AI model predicting "accident-prone" workers be used to deny employment? (n = 88)



Most reject using AI predictions to deny employment. Conditional support exists only for post-hire use as a support tool.

6. DUTY OF CARE SCENARIOS: CONDITIONAL ACCEPTANCE

Questions involving GPS tracking, business travel, and safety "lifelines" revealed conditional acceptance rather than enthusiasm.



These factors were repeatedly identified as deciding factors.

7. THE CALL TO ACTION

As Safety 4.0 expands the power to predict and intervene, the role of the safety professional must evolve from hazard reducer to ethical arbiter.



A reciprocal "duty of loyalty" aligns technological capability with workforce trust and professional ethics.