

Learn More - Be Prepared Today for Tomorrow

2003-TRAINING SCHEDULE

Basic Certification Training

Jan 27-29, March 30-April 1,
April 20 - 22, June 1- 3

Health & Safety Supervisor Training

April 27 - 29

Managing Organizational Change

January 22

Heath Stress & Cold Stress

Emergency Preparedness

February 3

Working at Heights

WHMIS

February 4

Hiring A Contractor February 5

Confined Space

Lock-out of Machinery or Equipment

and Machine Safeguarding

February 17

Prevention of Musculoskeletal Injury

February 18

Slips, Trips & Falls

Violence in the Workplace

February 19

Noise Exposure in the Workplace

March 4

WHMIS

Supervisor Due Diligence for Summer

Students

May 18

Indoor Air Quality & Ventilation

Stress in the Workplace

May 19

WHMIS and Health & Safety Overview

(Student Training) May 20, July 5

Where is it on the Web?

www.healthandsafetyreport.com

Promotes a safe and healthy working environment by providing information and advice about health and safety.

www.canada.gc.ca

For more information on federal and provincial services.

www.hchsa.on.ca

Health Care Health & Safety Association of Ontario for information on a variety of health and safety topics and additional health and safety related links.

Please visit our website www.hspinc.ca

Health & Safety Professionals Inc. for more information on training and health and safety services offered.

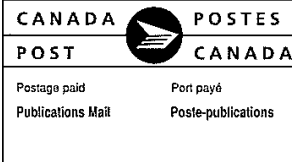


PUBLICATION INFORMATION
This triannual (Winter/Spring/Fall) newsletter is intended as an information overview of health and safety issues. While we strive to publish accurate information, the contents of this publication are not intended as legal or professional advice.

The information and recommendations contained in Safety In Action have been compiled from sources believed to be reliable. However, HSPI makes no guarantee as to, and assumes no responsibility for, the correctness, sufficiency or completeness of such information or recommendations. Other or additional safety measures may be required under particular circumstances.

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COMPANY INFORMATION
Health and Safety Professionals Inc. is a Northern Ontario consulting and training firm. We are a WSIB approved provider of Basic Certification training; as well, our Supervisor Training Program meets the Algoma Steel's requirements for Construction Supervision. We are committed to professionalism; excellence; timely and efficient service and customer satisfaction.



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The responsibility for a company to its contractors and subcontractors is a difficult and confusing issue, yet it is also one of the top ten subjects that the Ministry of Labour is concerned with in 2003. As the 'employer' you are morally and legally responsible for the health and safety of the employees of the company you hire to do work for you.

Is your company fully aware of its responsibility? Do you understand your rights and obligations as they are spelled out in the Occupational Health and Safety Act? Employers have been given increasingly expanded responsibility for not only their own employees but for contract workers and the employees of the companies they hire. There has been a dramatic increase in fines the past several years to the owners of companies who have had contractors injured in their workplaces. These fines are set to encourage other employers to improve their own workplace health and safety and to decrease on-the-job incidents.

Setting policies for hire, as well as prescreening (pre-qualifying) the companies you wish to work for you is the best start. Follow up with proper training of the workers as well as monitoring them as they work on your property and you will ensure your company's due diligence as it pertains to contracting out work. Complete the contract with a post-evaluation and you will come full circle and benefit from the outcomes of safe workers and a job well done.

CONTRACTOR SAFETY



Contractor Safety Course

Objectives:

1. Define contractor and contract worker.
2. Describe the duties of the constructor and define construction under OH&SA.
3. Define and describe the duties of an Employer and Supervisor under OH&SA.
4. Explain the terms competent and due diligence.
5. Discuss pre-qualification of contractors.
6. Describe the tendering process.
7. Discuss a proper orientation process and the specialized training required.
8. Analyze the need for supervising/monitoring.
9. Explain the need for a post contract evaluation.

WELLNESS/HEALTH TIP

Removing Stress from the Workplace

Ten stress relievers noted in the Charter for Mental Health, prepared by the Global Business and Economic Roundtable on Addiction and Mental Health at work include:

- 1 Having the time and space to do our work.
- 2 Being clear on what is expected of us at work.
- 3 Being appreciated.
- 4 Sharing success one unto the other.
- 5 Choosing to visit neighbours instead of sending them an email.
- 6 Managers who value their employees don't waste their time.
- 7 Having job fulfilment.
- 8 Being included.
- 9 Being trusted and being able to trust others.
- 10 Being allowed to balance our work and family lives.

(Excerpt from Summer/Fall issue of Safety Net volunteer newsletter by permission of Industrial Accident Prevention Association (IAPA))





Legislation Bill C-45 What you need to know to protect yourself.

Bill C-45 establishes criminal liability for corporations and individuals when they fail to take reasonable steps to prevent workplace accidents. These proposed changes do more than create added legal liability for directors, officers, and corporate decision-makers; they also extend individual legal liability for all persons directing work in the workplace.

"Everyone who undertakes, or has the authority to direct how another person does work or performs a task ... to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task."

Canadian Safety Experience

Canada has one of the worst safety records in the industrial world, the odds of being killed at work in Canada are greater than in any of the 16 member countries of the Organization for Economic Cooperation and Development. 2001 statistics of workplace fatalities confirm that for every 1000 workers there were seven fatalities in Canada while the United Kingdom had less than 1 fatality per 1000. (1)

Six Key Components (2)

1. A new legal duty, with a serious penalty - the proposed legal duty is similar to the general duty clauses currently found in all Canadian Occupational Health and Safety (OHS) statutes. It is also similar to the legal defence of due diligence, a primary defence to OHS charges across Canada. However, it elevates the stigma and the penalty to that of a crime with a permanent criminal record.
2. Applies to everyone - in addition to employers, Ontario has placed duties on "supervisors", workers", "suppliers" ... suffice to say Bill C-45 would apply to everyone who directs work, or has authority to direct work ... that could be anyone from a director and may likely include foremen, lead hands and even co-workers.
3. Includes all persons that may be affected by the work or task.
4. Bill C-45 substantially lowers the threshold for corporations to be charged and convicted of criminal negligence.
5. Tougher sentences - number of factors will be taken into account including:
 - any advantage realized by the organization as a result of the offence, whether the organization has attempted to conceal its assets or convert them, in order to show that it is not able to pay a fine or make restitution,
 - "the cost to the public authorities of the investigation and prosecution of the offence", and
 - "any measures that the organization has taken to reduce the likelihood of it committing a subsequent offence".
6. Probation conditions could include:
 - restitution,
 - publication,
 - establishment, communication and implementation of Ontario Health and Safety policies, standards and procedures to reduce the likelihood of the organization committing a subsequent offence, and
 - identification of the senior officer responsible for ensuring compliance.

****Bill C-45 received Royal Assent on the November 7, 2003 and it is likely to be effective January 1, 2004****

Sources:

1) Dr. Bill Promfret, MSc, FIOSH, RSP, President, Safety Products International Inc., 1-613-832-3939, Fax: 613-832-4148 pomfretb@spi5star.com

2) Yvonne O'Reilly, CRSP, Senior OHS Consultant and Norm Keith, B.A., LL.B., CRSP Gowling, Lafleur Henderson LLP 1-866-862-5787 Ext. 3580 (Yvonne) and Ext. 5699 (Norm) Fax: 416-863-3550 yvonne.oreilly@gowlings.com and norm.keith@gowlings.com www.gowlings.com/ohscourses

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Northern Ontario Corner



Join us
May 11 & 12, 2004
in Sault Ste. Marie

Superior Health & Safety Conference & Trade Show

Workers, Supervisors, H&S Coordinators,
Trainers and HR Professionals!

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latest trends, findings and standards!

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807-345-3003 • 1-800-267-4272 or email: superior@iapa.on.ca

FINES

Richmond Hill homeowner fined \$20,000 for health and safety violation.

NEWMARKET, Ont. --A homeowner, who was overseeing construction of a new family residence in Richmond Hill, Ont., was fined \$20,000 on June 20, 2003 for a violation of the Occupational Health and Safety Act that resulted in the death of a worker.

On April 1, 2002, a trim carpenter, who was hired to install door and window trim at a new two-storey home, fell about 3.2 meters (10.5 feet) through a stairwell opening on the first floor to the basement below. The worker was taken to Sunnybrook Health Science Centre, where the worker died the next day. A Ministry of Labour investigation found there were no guardrails at the sides of the stairwell opening. The incident occurred at a home being constructed on Tension Road in Richmond Hill.

The homeowner pleaded guilty, as a constructor, to failing to ensure a guardrail system was used where a worker had access to the perimeter or open side of a floor and was exposed to a fall of 2.4 meters (eight feet) or more. This was contrary to Section 23(1) (a) of the act.

The fine was imposed by Justice of the Peace Connie Hartt of the Ontario Court of Justice in Newmarket. In addition, the court imposed a 25-per-cent victim fine surcharge, as required by the Provincial Offences Act.

Common Ground

Have you ever stopped to consider what is of equal concern to those on the shop floor as it is to anyone in a health care setting? What causes the most injuries on a construction site as it does in an office setting? If you said slips, trips and falls (ST&F), you are correct. Falls from any height is also one of the main focuses of the Ministry of Labour Industrial Health and Safety Priorities of 2003.

According to the Canadian Centre of Occupational Health and Safety (CCOHS) Canadians suffer from some 60,000 injuries per year due to ST&F. That equals almost 15% of every lost time accident that was accepted by the Compensation Boards across Canada. Translate those numbers into economic loss, pain and suffering and you can begin to understand the growing concern with ST&F.

A trip and fall is when your foot strikes an object and stops; the body continues its motion and the upper body is thrown forward. Common causes of this are obstructed views, wrinkled carpeting, trailing power cords or uneven walking surfaces.

A slip and fall is when there is too little friction or traction between your foot and the walking surface. Common causes of this are snow and ice brought in on boots, oily surfaces and loose unanchored mats.

Prevention is easy, if you include a concerted effort by ALL employees: 1) understand how ST&F happen, 2) identify all the problem areas, and 3) eliminate or reduce hazards. Good housekeeping will include cleaning up spills as soon as they happen, mopping up snow and ice, moving or taping down power cords; replacing burnt out light bulbs immediately; securing mats and rugs to the floor and keeping work surfaces clear of oil and debris. Also, employees should wear proper footwear and adjust walking stride to accommodate various types of floor surfaces.

Taking the time to prevent Slips Trips & Falls will greatly reduce the pain and suffering to your employees and the economic loss to your company. Remember, prevention or reduction of Slip, Trip and Fall hazards in the workplace is every worker's business!

Call HSPI to register for the next session on Slip, Trips, & Falls.