

# THE TURNING POINT

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## The Vision of the Turning Point

This newsletter is to inform you of recent changes and trends regarding health and safety. The Turning Point is a monthly newsletter covering topics from various industries and sectors. The Turning Point will respond to your inquiries and inform you of current services and updates regarding Raising the Standard Consulting Inc. (RTSC).

### Accreditation for Ontario Workplaces: Accreditation Reward

Well it is finally here; an incentive program recognizing organizations with an exemplary health and safety program. WSIB is initiating an Accreditation Program for Ontario Workplaces which is expected to come into effect in 2009. It will be a voluntary program that sets a specific standard for recognition of superior health and safety management systems and will recognize employers who meet that standard. Accreditation will motivate good workplace programs and practices and embed health and safety "recognition" as a prerequisite for doing business in Ontario. A few of the benefits of the program are: public recognition of a workplace's commitment to health and safety which attracts business and customers and the competitive advantage of reduced premiums and becoming a preferred bidder for contracts. Most of all, your workplace will see a reduction in injuries and illnesses as you maintain your management system for accreditation.

All workplaces operating in Ontario can participate in the

*Continued on Page 2*

## INSIDE THIS ISSUE

- 1 Accreditation for Ontario Workplace; Accreditation Reward
- 1 Ministry of Labour Updates
- 3 Career Opportunities
- 3 Web-Based Training
- 3 Public Training Courses

## MINISTRY OF LABOUR UPDATES

Aug. 29 /CNW/ - An Orangeville maintenance company, pleaded guilty and was fined \$115,000 in connection with the death of a worker in Guelph on May 1, 2006.

Justice of the Peace Michael A. Cuthbertson heard the plea on August 27 in the Ontario Court of Justice in Guelph from 1337001 Ontario Limited, carrying on business as Jerrico Industrial Maintenance.

On April 30-May 1, 2006, at Linamar Holdings Inc.'s 148 Arrow Rd., Guelph, factory, Jerrico was contracted to provide maintenance workers to maintain industrial equipment. A Linamar worker was electrocuted when he took hold of an electrically charged chain attached to a crane. Electric cranes are used in the workplace to move auto parts. One crane had been electrically faulty and was unplugged at a shift's end by a Jerrico worker. Another Jerrico worker on the next shift plugged it back in, noticed no trouble, and put it back into service. The deceased was electrocuted by taking hold of a chain attached to this electrically charged and faulty crane while holding onto the chain of another crane that acted as a grounding structure.

Jerrico pleaded guilty to failing, as an employer, to take every precaution reasonable in the circumstances for the protection of a worker, specifically, ensuring there was communication concerning maintenance work or concerns relating to the crane between workers on the changing of the shift. This was contrary to section 25(2)(h) of the Occupational Health and Safety Act.

Co-accused, Linamar Holdings Inc., carrying on business as Camtac Manufacturing, pleaded guilty July 30, 2008, to failing, as an employer, to ensure that the crane was maintained in good condition, contrary to section 25(1)(b) of the Occupational Health and Safety Act. Linamar was fined \$225,000.00



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voluntary program if they are:

- Provincially or federally regulated
- Are registered with the WSIB as a Schedule 1 or schedule 2 firm

For an organization to be accredited the workplace must be operating in Ontario, meet all accreditation program requirements, have a health & safety management system in place for a minimum of 12 months, have not had any traumatic fatalities in the previous 3 years in the firm or any of their contractors while under their care and control, have a good record with WSIB, MOL/HRSDC and not have any Workwell interventions completed at least 12 months prior to the application.

The accreditation process is as follows

1. Preparation
2. Audit Application (audit must be completed within 12 months from the date of the application)
3. Accreditation Audit (if the criteria is not met then you will need to create & implement an action plan to improve the program. They will then re-audit failed elements within 6 months or the whole program after 6 months)
4. Accreditation Granted (if you pass)
5. Annual Reviews
6. Renew Accreditation (36 months after accreditation)

Passing the audit however does not ensure accreditation rewards. You must first meet the qualification standards (under review), pass the audit and then show superior performance to receive accreditation rewards.

All Accredited Firms (ones that pass the audit) receive recognition including:

- Certificate for display
- Approval to use WSIB Accreditation logo on company letter head
- Notation on clearance certificates indicating Accreditation Status
- Approval to post a banner/flag
- Name posted on WSIB website

Accredited firms with superior performance also receive financial rewards.

To be eligible to receive a financial reward an organization must have:

- Achieved Accreditation Status (pass the audit)
- Achieved Superior Performance (not defined yet)
- Schedule 1 employer
- No traumatic fatalities (last 3 years)
- No traumatic fatalities for firm's contractors while under their control and care (last 3 years)
- Active payroll for 2 prior years

You may be wondering what the financial reward is going to look like? To date the proposed accreditation reward will be (if approved) a 5% premium reduction applied to your account. The purpose of the premium reduction is to reward exemplary employers that invest in health and safety for prevention of injuries and illnesses and provide incentive to employers to invest in health and safety by offsetting the cost of implementing the accreditation standard. 5% was chosen because it is consistent with other WSIB incentive programs: Safety Group & SCIP and is consistent with other jurisdictions i.e., Alberta and British Columbia.

Since it is superior performance that makes you eligible for the accreditation reward, you may be wondering what determines superior performance. The WSIB is proposing that firms at the top of their rate group should be eligible for financial reward. Currently the WSIB has proposed the 15th percentile.

This program is not to be confused with Workwell, SCIP or Safety Groups. This program is focused on recognizing advanced safety programs and organizations that have a holistic approach to managing health and safety. I believe this is a step in the right direction. Rather than focusing solely on "low performers", "high risk" or "targeted intervention firm" or whatever term WSIB wants to call companies that are not controlling hazards in the workplace, they are recognizing and rewarding organizations that are managing health and safety.

This is great news for organizations that have worked with RTS Consulting Inc. in the past. The programs we have established will put you in the perfect position to attain accreditation. Please allow us to assist you in receiving the recognition you deserve for the health and safety management systems you have partnered with us to develop in your organization.

Everything in the accreditation program is in draft stage and subject to change but it is a process that the WSIB is committed to completing. For more information please contact us at RTS Consulting Inc. at (905) 840-1918 or e-mail us at [rtsc@rtsconsulting.com](mailto:rtsc@rtsconsulting.com).

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The above information was attained from the WSIB Accreditation for Ontario Workplaces: Accreditation Reward Stakeholder Session, August, 2008.

### **WEB BASED TRAINING**

Raise the safety, health, and productivity of your employees to the top of your agenda and provide training solutions that deliver real results. We provide web-based training programs for the convenience of your organization. Please visit our web-site to register.

#### **Hand Tools and Automotive Lifts**

Identify the Hazards and Controls Regarding: Hand Tools, Hoists, Fixed, Power, Electrical and Pneumatic Tools, Guarding, Powered Lifting Equipment, Automotive Lifts.

#### **Joint Health and Safety Committee**

Participants will be able to: know the legislative requirements for establishing a JHSC, describe the powers, functions and duties of JHSCs and their members, describe the activities of an effective JHSC, etc.

#### **Machine Safety and Lockout / Tagout Procedure**

Learn about Workplace Responsibilities, Machine Guarding and the Law, Understanding Machine Related Hazards Lockout / Tagout, Applicable Legislation, Hazard Identification, Lockout Procedures.

#### **Health, Safety and The Law**

Provide participants with a working knowledge of the Occupational Health and Safety Act and related legislation and more.

#### **Manager and Supervisor Safety Orientation**

Learn about Management Responsibilities, Right to Refuse, JHSC, Hazard Recognition, Workplace Accidents, Emergency Procedures, New Employee Orientation, Transfer and Promotion, etc.

#### **Material Handling**

This course is designed to teach workers about proper material handling techniques. Upon completion of this course, workers should be able to: describe what factors contribute to back injuries, explain proper lifting techniques, etc.

#### **Accident Investigation**

The goal of this module is to ensure you will be able to: recognize the need for an investigation, investigate the scene of the accident, interview victims & witnesses, determine root causes, compile data and prepare reports, make recommendations, etc.

#### **Health Hazards: Recognition, Assessment and Control**

The goal of this module is to ensure you will be able to: understand the law pertaining to health and safety hazards, define occupational injury and illness, understand the four types of workplace health hazards, etc.

#### **Workplace Inspection**

Provide participants with an understanding of their legal rights and responsibilities with regard to workplace inspections and to prepare them for carrying out effective workplace inspections.

### **Slips, Trips and Falls**

Objective of this training is to: understand the causes and effects of falls in the workplace, to understand legislation relating to slip, trip and fall hazards, to be able to identify potential slip, trip and fall hazards, etc.

#### **WHMIS**

Explain how WHMIS is implemented in law, explain how the law defines a controlled product, explain how the law defines hazardous ingredients, identify the exclusions, etc. Register to access the complete training material.

#### **Worker Safety Orientation**

Worker Responsibilities, Right to Refuse, Joint Health and Safety Committee, Hazard Recognition, First Aid, Workplace Accidents and more.

### **PUBLIC TRAINING COURSES**

The following is an example of a few of the training courses we offer. For a full list, please contact us.

#### **JHSC Certification Part 1 Training (2-day course)**

\$349.00 +GST - 2-day Course

**Oct. 7-8, Nov. 4-5, Dec. 2-3**

#### **JHSC Certification Part 2 Training (length depends on industry)**

**Service Sector (office, hotels/restaurants, retail, etc.)**

\$245.00 +GST – 1 day:

Oct. 21, Nov. 18, Dec. 16

#### **Healthcare, Warehouse/Distribution, Manufacturing**

\$350.00 +GST – 2 days:

Oct. 21-22, Nov. 18-19, Dec. 16-17

#### **Construction (including 1 day fall Protection)**

\$475.00 +GST – 3 days:

Oct. 21-23, Nov. 18-20, Dec. 16-18

### **CAREER OPPORTUNITIES**

We are currently seeking intermediate and senior consultants. We require a formal education in the field of occupational health and safety with a good knowledge of the Occupational Health and Safety Act and Workwell Audit Compliance. We also require skill in program development and conducting public training sessions. We also require 3-5 years' experience working in the occupational health and safety field. If interested, please forward your resume.