



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.

Bill 168 Are You Ready?

Written by Janice Wooster, JM Wooster Inc.

If you're like most busy Business Owners or Managers in Ontario, you're probably working on your company's program to respond to Bill 168, an amendment to the Occupational Health and Safety Act that comes into effect on June 15. New or amended legislation always brings a sense of uncertainty in terms of what will be deemed sufficient to address the requirements. In addition to reading the legislation itself, there are many information sessions, templates and legal opinions being offered to workplaces on *what* needs to be done, but very little about *how* to do it. But first, let's look at the very important *why* behind the legislation ...

It is said that workplace violence and harassment is responsible for more lost productivity in the workplace than any other cause. The Ministry of Labour has introduced this amendment to address what has clearly become a very serious human and economic issue, as evidenced in the statistics below.

17% of all self-reported incidents of violent victimization, including sexual assault, robbery and physical assault, took place in the workplace. This represents over **356,000** violent workplace incidents in Canada (StatsCan, 2007). In a five-month period in 2008, Ontario Ministry of Labour inspectors made **198** field visits and issued **185** orders related to violence in the workplace (MOL, 2009).

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UPDATES

Toronto, ON - Sobeys Capital Incorporated was fined \$80,000 on April 28 for a violation under the Occupational Health and Safety Act (OHSA) after a worker was injured at its store at 197 Front St. in Toronto.

On October 10, 2008, a worker was using a small forklift to unload skids of ice cream from a truck trailer that was parked at the store's loading dock. The worker used a dock bridge; a metal plate attached to the dock floor, to span the gap between the dock and the trailer. When the worker drove the forklift across the dock bridge, it bounced and came to rest 15 cm above the trailer bed. The worker picked up a skid of ice cream with the forklift. While reversing out of the trailer, the worker's leg became jammed between the forklift and raised dock plate and was broken.

A Ministry of Labour investigation found that the dock bridge had not been installed according to the manufacturer's instructions or properly maintained.

Sobeys Capital Incorporated pleaded guilty to failing to ensure that its dock bridge was maintained in good condition.

Pembroke, ON - Sandvik Canada Inc. was fined \$115,000 on April 26 for a violation under the Occupational Health and Safety Act (OHSA) after a worker was injured at its plant in Arnprior.

On May 14, 2008, a Sandvik worker was changing a die on a machine used to shape stainless steel tubes. During the changeover, the worker's hand became caught in a pinch point between the machine's rack-and-pinion gears, causing a serious hand injury.

A Ministry of Labour investigation found that the machine was not locked out.

Sandvik Canada Inc. pleaded guilty to failing to ensure that the machine's moving parts were stopped and blocked during the changeover.

RAISING THE STANDARD CONSULTING INC.

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Bill 168

In brief, as a workplace in Ontario that employs five or more people on a regular basis, you are required to:

- Develop Violence and Harassment policies
- Develop Programs and Response measures to support policies
- Put in place Emergency Response to Violent Incidents
- Complete a Risk Assessment of Violence in the Workplace annually
- Develop Procedures to deal with Reports and Incidents
- Develop Investigation Procedures
- Provide Training on Violence and Harassment in the Workplace

That's the *what* ... but the *how* is the real challenge and most employers have been left to figure that one out for themselves.

That's where RTS can help. Developed by a multi-disciplinary team of experts at Workright Solutions/ BizAssessments, RTS clients are now able to access a comprehensive and affordable solution to meet Bill 168 requirements. The Heart™ Program (Harassment Education Advisory Response Team) is effective in any industry and is scalable to any size organization.

To find out more, please contact RTS Consulting Inc..

Let's put an end to

Workplace
Violence
for good.

Inspection Blitz To Focus On Young & New Worker Safety

In May 2010, the Ontario government will begin a four-month enforcement blitz of industrial, construction and health care workplaces where young and new workers are working part-time or will soon begin summer jobs.

The blitz is part of the province's [Safe At Work Ontario](#) strategy, launched in June 2008.

Between May and August 2010, Ministry of Labour inspectors will focus on the safety of young and new workers. The goal will be to prevent injuries and deaths.

It is the 3rd year in a row a young & new worker blitz will be held. As in previous years, inspectors will take a "zero tolerance" approach to any contraventions involving minimum age requirements, guarding issues or personal protective equipment under the [Occupational Health and Safety Act](#) and its regulations.

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BACKGROUND

Young and new workers in Ontario are four times more likely to be injured during the first month of employment than at any other time.

Between 2004 and 2009, 27 young workers aged 15 to 24 died in work-related incidents. Another 466 received critical injuries.

The fatalities were mainly due to motor vehicle incidents, falls and incidents caused by machinery, according to statistics at the Workplace Safety and Insurance Board

More than 46% of lost-time injury claims occurred in the service sector, followed by the manufacturing sector (13.6%), transportation (7.2%) and municipal government (6%).

Many of the injured young workers were employed as salespeople, transport/equipment operators and labourers in processing, manufacturing and utilities.



The most common work-related injuries included sprains/strains, cuts/lacerations/punctures and bruises/contusions.

More than 100,000 new businesses are started each year in Ontario. About 16% are started by young people under the age of 25.

BLITZ FOCUS

The blitz will focus on:

- Young and new workers aged 14 to 24 years.
- New workers 25 and older who have been on the job less than six months or who have been reassigned to a new job.

New workers include:

- Any new hire, either permanent or temporary, including supervisors, with or without experience in the industry where they are working.
- Current workers who are assigned new jobs.
- Student workers, co-op placements or apprentices.
- Contractors and/or subcontractors.

Ministry inspectors will place special emphasis on the safety of young and new workers in locations such as construction sites, health care establishments, retail stores, wholesalers, restaurants, vehicle sales and service and enterprises involving tourism, farming operations and municipalities.

Inspectors will also check workplaces such as golf courses, camps, temporary amusement parks and locations where workers are engaged in activities such as landscaping.

Ministry inspectors will target workplaces:

- With high incidence of lost-time injuries among new & young workers.
- Identified as a high-priority.
- Known to have highly hazardous processes and equipment.
- Where complaints have been received and there is a poor overall compliance history.
- Where young and new workers are often employed, including regular and seasonal employment.
- Not previously visited.

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PRIORITIES

Inspectors will focus on the following key priorities:

Orientation, training and supervision: Inspectors will check to ensure young and new workers are being given the proper orientation and training when starting a job and are receiving appropriate supervision. Young and new workers should have knowledge of the Workplace Hazardous Materials Information System (WHMIS). They should also be aware of their rights and responsibilities, including their right to refuse work that could endanger themselves or others.

Minimum age requirements: Inspectors will ensure workers meet minimum age requirements under the *Occupational Health and Safety Act*. Workers must be at least:

- 14 to work in industrial establishments such as offices, stores, arenas and restaurant serving areas;
- 15 to work in most factories, including restaurant kitchens, automotive service garages, produce and meat preparation, and shipping and receiving areas in grocery stores, laundries and warehouses; and
- 16 to work in logging operations.

Safety measures: Inspectors will ensure safety measures are in place to prevent injuries. This may include safe practices for materials handling and mechanical device usage to prevent ergonomics and musculoskeletal injuries, procedures for specific equipment such as using guarding devices on and the safe use of lifting devices, ladders and personal protective equipment to prevent falls. In addition, inspectors will check to ensure employers are meeting new requirements that come into effect on June 15, 2010 for protecting workers from workplace violence and harassment.

SAFE AT WORK ONTARIO

Sector and hazard-specific inspection blitzes are an important feature of the [Safe At Work Ontario](#) strategy. There is no acceptable rate of injury in Ontario workplaces.

Safe at Work Ontario is the Ministry of Labour's workplace health and safety strategy focusing on:

Enforcement - Compliance - Partnership

Since being launched in June 2008, the province's team of more than 400 safety inspectors has made in excess of 68,000 field visits, issued more than 200,000 compliance orders and conducted 18 proactive [inspection blitzes](#).

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)

\$350.00 +GST - 2 day course
June 1-2, July 6-7, Aug. 3-4

JHSC Certification Part 2 Training (length depends on industry)

Service Sector (office, hotels/restaurants, retail, etc.)
\$245.00 +GST - 1 day course
May 18, June 15, July 20

Healthcare, Warehouse/Distribution, Manufacturing
\$350.00 +GST - 2 day course
May 18-19, June 15-16, July 20-21

Construction (including 1 day fall Protection)
\$475.00 +GST - 3 days:
May 18-20, June 15-17, July 20-22

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.



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