



## 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.



RTS Consulting can show you how to manage your entire workplace safety program with our **GPS GUARDIAN PROTECTION SYSTEM**

RTS Consulting can put your organization on the road to success with our **Guardian Protection System** by identifying, assessing and controlling risks to your workers.

We have partnered with hundreds of organizations over the last 20+ years and have identified the key elements which every organization must maintain to stay on the path to zero accidents.

Our **Guardian Protection System (GPS)** will direct you to your destination. You will always know where you are and we will ensure you are on the most cost efficient and direct route to zero accidents and improved health and safety.

We will identify your hazards, provide you with safe operating policies and procedures, workplace specific training. We will assist you with monthly inspections, accident investigation & reporting.

**GPS** will keep you from getting off track and minimize the risk of injuries in your workplace. We will monitor your progress towards your destination and ensure your goals are communicated to your employees.

The **Guardian Protection System** is an affordable safety management solution that will guide you through the obstacles of time, emergencies, changing legislation, and assist you with keeping your employees motivated.

#### Benefits of the Guardian Protection System:

- ✓ Save Dollars
- ✓ Reduce Training Costs
- ✓ Reduce Employee Absenteeism
- ✓ Increased Employee Morale
- ✓ Assured Provincial/Federal Legislation Compliance
- ✓ Establish and Maintain Due Diligence
- ✓ Reduce Employee Injuries
- ✓ Decrease Employee Turnover

**RTS Consulting will provide you with a customized and comprehensive health and safety program that is guaranteed to benefit your workplace.**

Call us and we'll guide you on the road to zero accidents!

## MINISTRY OF LABOUR UPDATES

### Employer Fined Total of \$60,000 After Worker Seriously Injured

May 31, 2011 2:40 pm

**Newmarket, ON** - 614949 Ontario Limited, a Concord company that employs people who work at a concrete plant operated by Toronto Redi-Mix was fined \$60,000 for a violation of the Occupational Health and Safety Act after a worker was seriously injured.

On May 19, 2009, a worker employed by 614949 Ontario Limited was working at a Concord plant owned by Toronto Redi-Mix. The worker, who was removing debris from the frame of a conveyor, slipped and fell. The worker's hand and arm became entangled between the conveyor belt and a roller, which caused severe arm and shoulder injuries.

A Ministry of Labour investigation found that the conveyor had exposed moving parts, which were improperly guarded. Also, the worker had not locked out the conveyor before starting to work on it. The 614949 Ontario Limited was fined \$60,000 for failing to ensure that a conveyor was suitably guarded.

### Curtain Wall Assembler Fined \$50,000 After Worker Seriously Injured and For Safety Violations

May 19, 2011 3:50 pm

**Newmarket, ON** - Zimmcor (1993) Inc., a Concord, Ont., company that assembles curtain walls, was fined \$50,000 on May 16, 2011, after a worker was seriously injured and for violating the Occupational Health and Safety Act.

On January 23, 2009, workers were trying to move a cart holding 22-foot-long aluminum extrusions, which was wedged between other carts. A worker was positioned between the cart that they were trying to move and another cart. As the worker pushed on the load while others pulled, the cart tipped over. The load fell and fractured the worker's leg. A co-worker tried to remove adjacent bundles of extrusions with a forklift to access the tipped cart, but inadvertently touched the cart and further extrusions fell on the injured worker's leg. A Ministry of Labour investigation found the extrusions were not properly balanced or secured on the cart.

An inspector revisited the workplace on January 26, 2009, and observed that shields on a double-bladed chop saw were tied with metal holdbacks. This rendered the shields ineffective as a means of protecting workers from the hazards posed by the saw's moving blades. Zimmcor Inc. pleaded guilty, as an employer, to failing to ensure that the load being transported, placed or stored would not tip, collapse or fall, and to ensure that the load could be removed or withdrawn without endangering the worker. The employer also pleaded guilty to failing to take reasonable precaution of ensuring that the shields on a double-bladed chop saw were not rendered ineffective by metal holdbacks.

Zimmcor Inc. was fined \$45,000 for the first count and \$5,000 for the second. The fine was imposed by Justice of the Peace Malik Asad. In addition to the fine, the court imposed a 25% victim fine surcharge, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

## RAISING THE STANDARD CONSULTING INC.

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# SAFETY blitzzzzz

## ONTARIO WILL AIM FOR THE TOP

Ontario will aim for the top during a blitz of tower cranes in June, Labour Minister Charles Sousa announced today. Ministry of Labour inspectors will be climbing tower cranes at construction sites in the Greater Toronto and Niagara areas. The inspectors will check for compliance with the Occupational Health and Safety Act and its regulations. They will focus on:

- Safe access and fall prevention
- Maintenance and operational testing records
- Crane operator training and certification, and
- Various other safety hazards.

Protecting construction workers is part of the government's continued commitment to preventing workplace injuries through its Safe at Work Ontario strategy.

*"Tower cranes are an obvious sign that Ontario's economy has turned a corner and people are working. But we have to make sure those workers and the public are safe. For their sake and for their families, we're going to ensure that tower cranes are inspected and properly maintained."*

- Charles Sousa, Minister of Labour



## YOUNG WORKER SAFETY BLITZ

Ontario is launching a four-month safety blitz to help protect new and young workers who are often vulnerable to hazards on the job. Beginning May 1, health and safety inspectors will ensure employers are complying with regulations under the Occupational Health and

### Safety Act and that young workers are:

- Instructed, trained and supervised on jobs
- Using proper safety measures, equipment and procedures to prevent injuries
- Meeting minimum age requirements for the work they are doing.

Inspectors will focus on workplaces where many new and young workers are employed, including restaurants, landscaping sites, arenas, mills, nursing homes, low-rise construction projects and farming operations.

This is the fourth annual blitz focusing on new and young workers in Ontario. Protecting young people on the job is part of the government's continued commitment to preventing workplace injuries through its Safe at Work Ontario strategy.

Young workers (under 25) face a greater-than-average risk of injury. And so, too, do new workers of any age who have been on the job for less than six months or who have recently been reassigned.

## INDUSTRIAL

Two groups of workers were targeted during last year's industrial blitz: those under 25 years and new workers over 25 years of age.

Of the orders issued during the blitz of the industrial sector:

- Duties of employers, supervisors and workers under the Occupational Health and Safety Act (OHS) represented 27%.
- Orders related to health and safety representatives and committees under OHS sections 8 and 9 represented 16%.
- Violence and harassment prevention efforts under OHS section 32 accounted for 15% of orders. (Related amendments to OHS

came into effect on June 15 during the blitz.)

### The inspectors noted:

- lack of training, orientation and supervision
- lack of personal protective equipment, and
- shortcomings related to the Internal Responsibility System (IRS), as evidenced by the large percentage of orders written to correct contraventions relating to the functioning of the Joint Health and Safety Committee or Health and Safety Representative.

### Inspectors also focused on the workplace health and safety of new and young workers in:

- retirement homes
- group homes, and
- community health care services.

### Targeted hazards and key issues concerned:

- worker job orientation, training and supervision
- Joint Health and Safety Committees (JHSCs)
- WHMIS program
- workplace violence
- guarding
- fall hazards
- musculoskeletal disorder (MSD hazards arising from resident handling and other causes), and
- infection prevention and control (including enforcement of the OHS Needle Safety Regulation).

## WORKPLACE INSPECTION BLITZES

Inspection blitzes, part of the province's Safe At Work Ontario compliance strategy, are announced by the ministry in advance and results are posted on the ministry's website. The blitzes raise awareness of known workplace hazards and promote compliance with the Occupational Health and Safety Act and its safety regulations.

Inspectors' findings determine their subsequent level of engagement and frequency of inspections of individual workplaces. Inspectors refer employers to health and safety Associations for compliance assistance and training.

*RTS Consulting can assist you with New Employee Orientation Training, WHMIS Training, PPE, Workplace Violence, Ladder Safety and Joint Health and Safety Committee Training.*

# ARE YOU PREPARED?

## LIMITED TIME OFFER

Register for our First Aid/CPR Training within the next 3 weeks and receive a \$20 discount per person!

(\*for any training date in 2011)



## CAREER OPPORTUNITIES

We are currently seeking intermediate and senior consultants for the GTA. We require a formal education in the field of occupational health and safety with a good knowledge of the

Occupational Health and Safety Act.

We require skill in program development and experience conducting public safety training sessions. We also require 3-5 years experience working in the occupational health and safety field. If interested, please forward your resume.

# BILL 160

## Prepare for OHS Transformation as Ontario Passes Bill 160

The passing of Bill 160 will pave the way for a transformation of the structure and institutions governing and enforcing OHS, and of the bodies providing information, assistance and training on OHS to workplaces in Ontario. Bill 160, which amends the Ontario Occupational Health and Safety Act will come into force shortly.

We expect, in the short term, that most change experienced by employers will arise from changes in Ministry of Labour (MOL) inspection and enforcement strategies encouraged by the Dean Panel. One of the key factors in putting together the Dean Panel was the construction sector tragedy. The enforcement strategies targeting key issues for the construction sector and other sectors which specifically identified vulnerable workers (temporary staffing agencies, young workers, seasonal workers, and hospitality) can be expected. Hopefully incentive programs encouraging and supporting employers with strong safety programs will also follow. Employers can expect the addition of compulsory training for new workers and supervisors, and the need to evaluate existing training programs. In the short term, employers may experience an increase in recommendations from their Joint Health and Safety Committee (JHSC) co-chairs and increased reprisal complaints.

The MOL will appoint a Chief Prevention Officer (CPO) responsible for developing a written provincial occupational health and safety strategy that sets out specific goals and key performance indicators for measuring the achievement of the goals.

The CPO is also given a number of other specific responsibilities and powers, including:

- 1) Establishing standards for training programs required under the act, and collecting and maintaining information on individual worker training. This training will include standards for JHSC certification training, and new health and safety representative training.
- 2) Approving training providers for certification training and OHS training in Ontario generally.
- 3) Preparing an annual report to the MOL on occupational health and safety that measure achievements in OHS and,
- 4) Providing advice to the Minister on the funding and delivery of services for prevention of workplace injuries.

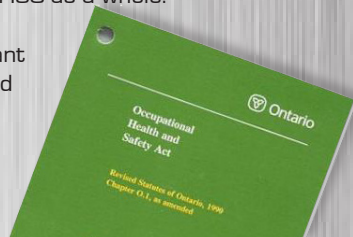
## Training for Health & Safety Representatives

Employers will be required under Bill 160 to ensure training of health and safety representatives. New subsection 8 (5.1) requires that those parties ensure that a health and safety representative receives training to enable him or her to effectively exercise the powers and perform the duties of a health and safety representative. The training shall meet requirements that are still to be prescribed by Regulation.

## Single JHSC Co-Chair May Make Recommendations

An amendment to section 9 of the OHSA will permit a single co-chair of a JHSC to submit written recommendations directly to the employer or constructor, triggering the obligation for the employer or constructor to respond in writing within 21 days. Previously, the power to make recommendations was given to the JHSC as a whole.

This is a brief overview of the significant changes, we will provide more detailed information as these changes take effect.



## 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, Power 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)

\$384.00 +HST - 2 days (includes buffet lunch)  
Sept 13 & 15, Dec 1-2, 2011 - April 10 & 12, June 5 & 7, 2012

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

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

\$212.00 +HST - 1 day (includes buffet lunch)  
Sept 27, Dec 13, 2011 - Apr 24, June 19, 2012

#### Healthcare, Warehouse/Distribution, Manufacturing

\$329.00 +HST - 2 days (includes lunch buffet)  
Sept 27 & 29, Dec 13 & 15, 2011 - Apr 24 & 26, June 19 & 21, 2012

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

\$421.00 +HST - 3 days  
Sept 27, 29-30, Dec 13, 15-16, 2011 - Apr 24, 26-27, June 19, 21-22

**Sign-up Now!**