



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.

MINISTRY OF LABOUR UPDATES

James Dick Construction Fined \$50,000 After Worker Injured

November 1, 2012 3:50 pm

Guelph, ON - James Dick Construction Limited, operating as Guelph Limestone, the operator of a Guelph quarry, was fined \$50,000 for a violation of the Occupational Health and Safety Act after a worker was injured.

On February 10, 2011, a worker at the quarry was in a rock truck waiting to deposit a load into a hopper. A second worker parked another rock truck behind this one and left the truck to talk to a third worker who had parked another vehicle in front of the first worker's truck. The second worker was standing between the first rock truck and the vehicle in front of it when the driver of the first rock truck moved forward. The driver had not seen the third vehicle or the worker on foot due to visibility limitations inside the rock truck. The worker on foot was pinned between the two vehicles.



2012/2013 INSPECTION BLITZ SCHEDULE

DESCRIPTION	SECTOR	DATES
Manufacturing (Machine Guarding, MSD, Workplace Violence)	Industrial Sector	Oct. - Nov. 2012
Infection Prevention & Control	Health Care Sector	Oct. - Nov. 2012
Underground Mining (Hazards associated with ore pass & loading pocket systems)	Mining Sector	Nov. - Dec. 2012
Underground Mining (Ventilation hazards)	Mining Sector	Jan. - Feb. 2013
Slips, Trips & Falls (Ladder safety and fall protection hazards)	Industrial Sector	Feb. - Mar. 2013
Workplace Violence	Health Care Sector	Feb. - Mar. 2013

RAISING THE STANDARD CONSULTING INC.

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A Ministry of Labour investigation found that none of the workers had received traffic control training and a traffic control plan was not in effect.

James Dick Construction Limited, operating as Guelph Limestone, pleaded guilty to failing to ensure that a worker was adequately trained in traffic control.

The fine was imposed by Her Worship Justice of the Peace Ann Johnson. 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.

Maple Leaf Foods Inc. Fined \$200,000 After Workers Injured

October 29, 2012 3:00 pm

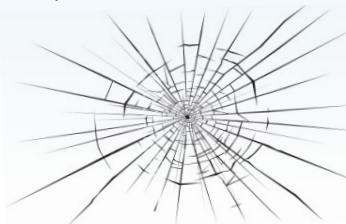
Kitchener, ON - Maple Leaf Foods Inc., a Toronto producer of frozen and prepared foods, was fined \$200,000 for two violations of the Occupational Health and Safety Act after workers were injured in two separate incidents.

On July 26, 2010, a worker at the company's Kitchener factory was operating a machine that folds and glues cardboard into boxes. The machine jammed and the worker opened its gate and reached in to remove the jam. Once the jam was cleared, the machine activated and crushed the worker's arm.

An investigation found the machine's moving parts had not been stopped and blocked prior to the worker removing the jam.

Maple Leaf Foods Inc. was fined \$100,000 for failing to ensure that the jam was removed only when motion that could endanger the worker was stopped and the machine's moving parts were blocked.

On December 29, 2010, at the Kitchener factory, a worker was checking a machine to make sure sanitary standards were met before work began for the day. The worker saw a piece of plastic wrap stuck in the machine's conveyor system. The worker reached in to remove the plastic wrap and the conveyor activated when the debris was dislodged. The worker's glove got caught in the conveyor and the worker's hand was pulled into the equipment.



**Negligence
Shatters LIVES!**

The worker had not been instructed on the proper procedures for removing debris from the machine. The worker was also not taught how to effectively lock out power to the machine.

Maple Leaf Foods Inc. was fined \$100,000 for failing to ensure that the worker was provided information, instruction and supervision on the safe procedures for cleaning and locking out the machine.

The fines were imposed by Justice of the Peace Michael Cuthbertson. In addition to the fines, 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.

RTS Consulting is an approved provider of JHSC Certification Training. We also provide training in Due Diligence, WHMIS, Personal Protective Equipment, Workplace Inspections, and Job Hazard Analysis. For details call RTS Consulting (905) 840-1918.

AN UPDATE FROM CHIEF PREVENTION OFFICER

George Gritziotis

Fall/winter 2012 promises to be busy for the Prevention Office. Since my last update we have been moving forward on a number of fronts. The three branches that make up Prevention Office are responsible for the following major functions:

STRATEGY AND INTEGRATION BRANCH WILL:

- Develop an integrated occupational health and safety strategy
- Integrated planning amongst the system partners
- Oversight of key system partners, including the six designated provincial Health and Safety Associations
- Administration of occupational health and safety research funding
- Develop performance metrics for the occupational health and safety system
- Develop a common database that can be accessed by all system partners

TRAINING AND SAFETY PROGRAMS BRANCH WILL:

- Develop training standards
- Develop and implement an accreditation program
- Develop safety standards and implement safety programs
- Auditing framework to ensure compliance with various standards (e.g. training, accreditation, programs)
- Programs to address the OHS system transformation
- Establish certification requirements, including those for service providers
- Administration of certification programs
- Lead the implementation of strategic initiatives

STAKEHOLDER AND PARTNER RELATIONS BRANCH WILL:

- Develop a stakeholder engagement strategy
- Develop a Communications Plan
- Administer/facilitate outreach and consultations
- Support the Prevention Council
- Primary contact for key stakeholders
- Develop a unified system-wide vision and approach to knowledge management

The Ministry of Labour and the Workplace Safety and Insurance Board (WSIB) continue to work together on a number of fronts, including the migration of Joint Health and Safety Committee (JHSC) Certification Training Program administration responsibilities to the Prevention Office and a review of prevention-based programs throughout 2013 (e.g. non-incentive or incentive).

expected to be released late fall/early winter. The supervisor materials will be piloted in the coming months with final release expected in early 2013. The feedback from our pilot participants on both products has been positive.

In addition to these awareness products, our third product, the "Health and Safety at Work/Prevention Starts Here" poster became mandatory on October 1st. The poster, highlighting worker and employer rights and responsibilities for health and safety in the workplace, is available in English, French and 15 other languages. The poster must be displayed in English and the majority language of the workplace.

The Prevention Council held its first meeting September 28th. Council members agreed to focus on providing strategic level advice to best realize the key recommendations in the report from the Expert Advisory Panel on Occupational Health and Safety. These include, but are not limited to, vulnerable workers, supports for small business, the underground economy and "high hazard" sectors. Initial discussions focused on reaching out to these and other mainstream sectors of the economy. The overall goal is to move beyond existing relationships to develop new networks within these communities.

Work is to begin soon with the Prevention Council on the development of an integrated occupational health and safety strategy for Ontario workplaces. You can expect an announcement in the coming months.

We are also developing a Stakeholder Engagement Plan with the objective of expanding existing relationships, developing a broader partnership base, and building a stronger network of interconnect relationships. The three key themes of the plan will be: enhanced assistance to vulnerable workers, improved penetration with small business and an integrated service delivery model encompassing the entire OH+S system. Stakeholders will be widely consulted on this initiative.

Work is also nearing completion on fulfilling Expert Panel Report recommendations 29 and 36 with the creation of consultation task groups to provide advice to address matters related to the occupational health and safety of vulnerable workers and to represent the needs and interests of employers and workers in small businesses. You can expect an announcement in the near future.

George Gritziotis

CHIEF PREVENTION OFFICER

Ministry of Labour



wsib
cspaat
ONTARIO

Workplace Safety
& Insurance Board

Commission de la sécurité
professionnelle et de l'assurance
contre les accidents du travail

During this past spring and summer, two awareness products were prepared and posted on the ministry web-site for public consultation - the "Worker Health and Safety Awareness in 4 Steps Workbook and Employer Guide" and the "Supervisor Awareness in 5 Steps Workbook and Employer Guide."

The worker materials have been piloted and are now being edited based on the feedback we received from stakeholders. The final version is

BUSINESS RESULTS THRU HEALTH & SAFETY

➤ Surprised? The average lost time workers compensation claim cost is over \$11,771, & other costs can add up more quickly than most people realize. Property damage, lost production, manager and supervisor time due to an accident and with the injured person, costs to comply with Ministry of Labour orders, and the employee's lower productivity while on light duty; the source of additional costs is extensive.

➤ How many injuries did your company have in the last year? The last 3 years? What did they cost your organization? How many sales dollars are required to offset the cost of your accidents and injuries? If your profit margin is 10%, it requires \$590,000 in sales to produce \$59,000 of profit. A reduction of a lost time injury costing \$59,000 has the equivalent profit effect as increasing sales by \$590,000 at a 10% profit margin.

➤ The fact is: Workplace accidents and injuries can be prevented. Businesses who have taken the initiative to prevent accidents have one quarter or lower injury rates than competitors who have not. These organizations have implemented effective safety management systems not just because of concern for their employees, or for legal compliance, but because they understand that superior health & safety results leads to...

- lower costs;
- improved employee relations and employee trust;
- improved reliability and productivity;
- improved protection from business interruption;
- increased public trust and improved public image; and,
- increased organizational capability

All organizations can operate more safely. Some organizations consistently operate more safely than their competitors. Usually, these are organizations who are intentionally managing health & safety to produce highly successful results. Safe operation is not left to chance. They produce superior safety results because they have implemented pro-active safety management processes that reduce losses, injuries and illnesses. They have learned that health & safety can be managed and that occupational injuries and illnesses can be prevented. Many of these organizations also have superior business results – they are more profitable, more innovative, lead the competition in the marketplace. These businesses have made an investment in systems and processes for safe operation – and the investment is paying off.

Safe operation is a critical component in optimizing the success of your organization. Preventing injuries, illnesses and operational losses is good business. To be successful, requires senior management (president, CEO, plant manager etc) vision, leadership and commitment to prevention.

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Call **RTS Consulting** to learn more about our **Guardian Protection System (GPS)** --- we can lead the way 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 your monthly inspections, accident investigation and reporting. GPS will keep you from getting off track and minimize the risk of injuries in your workplace.

GPS
GUARDIAN PROTECTION SYSTEM

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 a brief listing of the training courses we offer. For a full list, please contact us.

JHSC Certification Part 1 Training

Dec. 4 & 6, 2012
\$365.00 +HST - 2 days

JHSC Certification Part 2 Training

Dec. 17 & 18, 2012
\$310.00 +HST - 2 days

CRSP Preparation Course

Jan. 23 & 24 or Jan. 26 & 27, 2013
\$600.00 +HST - 2 days

Please contact us for registration details.

Watch our January Newsletter for exciting new course offerings!

Sign-up Now!