



This newsletter is to inform you of recent changes & 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.

could this happen AT YOUR WORKPLACE?

Toronto, ON PCO Industries Co. Ltd., a manufacturer and distributor of oils, greases, rust preventatives and lubricants, was fined \$100,000 after a worker was killed. The employee tripped on the flashing of a skylight and fell through it to the concrete floor below.

The City of Ottawa has been fined \$80,000 when an employee suffered serious injuries from a fall. The city was guilty of not taking every reasonable precaution to protect its workers.

Brampton, ON 1736665 Ontario Inc., a manufacturer of aerosols, has been fined \$55,000 for a violation of the Occupational Health and Safety Act after a worker was injured. As an employer, they were responsible to ensure that barriers, warning signs, or other safeguards were used in areas where vehicle or pedestrian traffic may endanger the safety of workers.

Toronto, ON Paramount Structures Ltd. was fined \$55,000 because equipment fell from a condominium that was under construction. They were found guilty of not supporting and bracing every part of their construction project.

Leavoy Rowe Beef Co. has a specialty meat cutter in Brampton, ON, was fined \$50,000 when a worker was seriously injured and lost fingers. It was determined that the existing guard was not adequate to protect the worker from the potential hazard.

Network Site Services Inc., a sub-contracting company hired to erect street lighting in Kitchener, ON, was fined along with its owner for a total of \$48,000 its owner, Donald Medeiros of Cambridge, have been fined a total of \$48,000 for violations of the Occupational Health and Safety Act. Its workers were exposed to overhead power lines because no written procedure was in place for the work being done.



SAFETYblitzzzzz

This New and young workers in Ontario are four times more likely to be injured during their first month of employment than at any other time. From May 1 to August 31, 2012, Ministry of Labour (MOL) inspectors conducted a workplace inspection blitz in the industrial, construction and health care sectors focusing on:

- New and young workers age 14 to 24 years
- New workers age 25 and older who were on the job for less than six months or reassigned to a new job

Inspectors checked on compliance with the Occupational Health and Safety Act (OHSA) and its regulations. The goal of the blitz was to:

- Raise awareness of hazards involving new and young workers
- Encourage employers to identify and control hazards
- Address and remedy non-compliance with the OHSA and its regulations
- Deter non-compliant employers
- Enhance health and safety partnerships and
- Promote improved health and safety for new and young workers

CRSP Examination PREPARATION WORKSHOP

About the Workshop

The CRSP exam has a failure rate of 40%. This is because candidates are overwhelmed with the volume of information from which the exam questions are drawn. The objective of **RTS Consulting** CRSP Examination Preparation Workshop is to help you prepare your personal study plan and focus on the competencies that you need to master before the exam.

2- Day Workshop Outline

- Discussion on the registration process, the application, the interview, what to expect on exam day, the time-lines for obtaining the designation, and the mandatory maintenance requirements to retain the designation.
- A skill and knowledge evaluation of the eleven subject matter domains: Ergonomics; Environment Practices; Fire Prevention & Protection; Safety Techniques & Technology; Accident Theory; Occupational Health Safety & Environmental Systems; Risk Management; Occupational Hygiene; Health Promotion; Laws & Ethics; HSE Auditing.
- Exam preparation strategies - study sessions, study groups, texts & timing.
- Domain discussions - marking guidelines.
- Evaluation of your current knowledge level, practice exams, sample questions.
- Great group discussions & networking opportunities with your peers in the profession.
- A copy of the BCRSP Guide to Registration (ordered separately from the course)

LOCATION: Brampton **DATE:** TBD
COST: \$600.00 +hst **TIME:** 9:00-4:30 (Lunch provided 12:00-12:30)

Workplace incidents continue to kill and critically injure new and young Ontario workers. Between 2006 and 2010, 34 young workers aged 15 to 24 died in work-related incidents, according to Workplace Safety and Insurance Board (WSIB) statistics. During the same period, more than 46,000 young workers received injuries resulting in lost time at work, according to WSIB claims statistics. This is from the Annual Statistical Report on the WSIB website.

From May to August 2012, MOL inspectors conducted 5,452 visits to 4,614 workplaces and issued 14,498 orders under the OHSA and its regulations, including 553 stop work orders. Some of the workplaces were visited several times.

During the blitz, inspectors focused on workplaces where many new and young workers were employed, including:

- Construction sector
 - Service sector
 - Transportation
 - Municipalities (for example, parks and recreation)
 - Logging
 - Farming operations and
 - Long-term care homes, retirement homes, nursing homes and intensive support residences / supported group living residences (also known as "group homes")
- Construction

Inspectors made 1,878 visits to 1,713 construction workplaces and issued 4,399 orders under the OHSA and its regulations, including 302 stop work orders. On average, two orders were issued per visit.

The top 10 most frequently issued orders involved:

- Employer's failure to ensure workers wear protective headwear and footwear while working on a project
- Constructors' failure to complete an approved project notification form and provide it to the Ministry of Labour
- Failure to install guardrails, as required
- Constructors' failure to ensure each employer at a project provides a completed approved registration form

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- Constructors' failure to establish and post written emergency procedures
 - Employer's failure to ensure workers wear fall protection, where required
- Industrial Inspectors made 3,255 visits to 2,645 workplaces and issued 9,289 orders under the OHS Act and its regulations, including 241 stop work orders. On average, three orders were issued per visit.

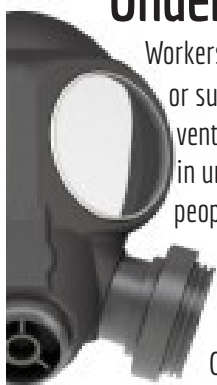
The top 10 most frequently issued OHS Act orders involved a failure to:

- Take reasonable precautions to protect the health and safety of workers
- Maintain equipment in good condition, as required by the OHS Act
- Post a copy of the OHS Act in the workplace
- Prepare and review at least annually a health and safety policy and develop a program to implement the policy
- Provide information, instruction & supervision to protect workers' health and safety
- Ensure selection of a health and safety representative
- Enable health and safety representative or Joint Health and Safety Committee member to conduct workplace inspections
- Assess the risks of workplace violence that may arise in the workplace
- Have a workplace violence and harassment policy in place
- Ensure that a lifting device is examined by a competent person to ensure that it can support the maximum load as rated

The blitz found the service sector had the most violations of any sector visited.

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Ventilation Hazards in Underground Mines



Workers are at risk of developing occupational disease or suffering respiratory-related death caused by ventilation hazards and exposure to diesel emissions in underground mines. In Ontario, about 18,000 people work in about 40 active underground mines.

Employers are responsible for controlling hazards in the workplace. Employers, supervisors and workers have a number of duties under the Occupational Health and Safety Act (OHS Act) and the Regulations for Mines and Mining Plants. (© Queen's

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ALERT: Asbestos Hazard in Vehicle Brake Repair

Asbestos in aftermarket replacement brake pads poses an increased risk of asbestos-related disease for auto brake mechanics. For many years the use of asbestos-containing friction products was mostly considered to be phased out in Ontario's automotive industry.

This, however, has changed with recent reports of aftermarket brake pads containing asbestos being imported into Canada. According to Statistics Canada reports, more than \$2.6 million worth of brake pads containing asbestos entered Canada in 2011, with more than half imported into Ontario. The Ministry of Labour (MOL) considers all potential worker exposures to asbestos to be a serious workplace hazard.

As a general workplace practice, MOL encourages the substitution of hazardous products by those that are less hazardous whenever possible. (© Queen's Printer for Ontario. Reproduced with permission, 2013.)

Please contact **RTS Consulting** today for an assessment of your workplace hazards.

UNDERSTANDING asbestos

Asbestos is derived from the Greek language and means indestructible or inflammable; hence its commercial use over the last century as an insulator and thermal protector on construction beams, hot water and steam pipes, and as a durable fibre to strengthen plastics and concrete.

Asbestos covers six mineralogical ores which have in common the ability to fall apart into fibres when crushed – as distinct from other ores which crumble into stone or dust. This unique property is what gave its usefulness. A point to note is that it is a natural ore, not man-made, and hence burying **asbestos** waste in landfill is the most appropriate disposal method.

Unfortunately, since the fibres can eventually become microscopic when ground fine enough, they are easily inhaled and lodge in the lung. Since they are indestructible, they stay there for a long time and can cause the lung to develop

cancer. Although other **asbestos** diseases are possible, they are almost unheard of anymore due to the tight restrictions on **asbestos** use, first developed in the 1960s. An important point to note is that it is the airborne **asbestos** fibres that pose the risk – intact or encapsulated **asbestos** poses no risk to health.

Due to the recognized danger, **asbestos** is regulated under Ontario's Occupational Health & Safety Act by two regulations. One deals with the use of **asbestos** in industry but the impact of that regulation has all but stopped any industrial use of **asbestos** in Ontario. The second regulation has undergone two revisions since its inception in 1985 and is loosely called the **Asbestos in Buildings Regulation**. It refers to the continuing risk where **asbestos** had already been installed in industrial, commercial and residential buildings built or modified before 1980. It is usually found as pipe lagging, a protective covering on structural beams, and mixed with other materials for added strength such as vinyl flooring, concrete wall surfaces (commonly called transite) and even in the drywall or gypsum sealer used to cover the seams between sheets of drywall.

Since the already-installed asbestos poses a risk to trades-people, maintenance staff and others, this regulation demands that suspicious **asbestos**-containing-material (ACM) be analyzed for **asbestos** content and that a log be kept of ACM sites. Note that no one can tell by eye whether or not any material contains **asbestos** – this can only be confirmed by lab analysis. The regulation also requires that any ACM be inspected yearly for any signs of deterioration. Once damaged, commonly called friable, the **asbestos** can be released into the air and pose risks. So damaged, ACM must be dealt with by specially trained people following regulated procedures to patch up the damaged area. Any removal of **asbestos** falls into regulated categories and once again extreme measures must be taken to prevent the escape of fibers into the air. Any building owner must, by regulation provide a contractor with specific information on the presence of **asbestos**.

Failure to inspect for ACM, to keep a log, to inspect annually, to keep ACM in a state of good repair, to advise occupants and contractors of the mere presence of ACM and to follow the procedures for repair/removal of ACM are all infractions of the regulation.

Contributed by Mark Nazar – PhD, PEng, CIH, ROH
Consultant, Occupational & Environmental Health Services



2013 Course Calendar



Workplace Safety and Insurance Board Certification Training Program Courses

The Joint Health and Safety Committee Member Certification program is a 2-part process requiring completion of (Basic) Part 1 and (Workplace-Specific) Part 2. Employers of participants seeking Part 2 Certification are expected to conduct a hazard assessment to determine the hazards present in their workplace. Upon completion of the training, participants must submit a completed copy of the Workplace-Specific Hazard Training Confirmation (Form 3189A) to WSIB in order to receive their final certification. (The RTS safety consultant will assist with completion of this form during the Part 2 training).

Joint Health and Safety Committee Part 1 (Basic) Training

The Occupational Health and Safety Act requires an employer to establish a Joint Health and Safety Committee (JHSC) at a workplace with 20 or more workers. If you are required to have a JHSC, you are also required, by law, to have at least two "certified members": one representing workers and the other management.

RTS offers a two-day JHSC Certification Part 1 course, which has been approved by WSIB and provides participants with the basic knowledge and skills necessary to become certified JHSC members.

Cost: Public \$395 + HST | In-House \$350 + HST

Schedule: Sept. 11 & 12 | Dec. 3 & 5

Joint Health and Safety Committee Part 2 Training

This course has been designed to provide participants with an understanding of the hazards commonly found in offices, restaurants, hotel, retail, warehouse/distribution, manufacturing, healthcare, and construction workplaces.

Cost: Service Sector (1 day) \$195 + HST
Healthcare, Warehouse/Distribution, Manufacturing (2 days) - \$295 + HST
Construction (3 days) * Including Fall Protection - \$590 + HST

Schedule: Sept. 24,26,27 | Dec. 17,18,20

JHSC Refresher Training

This half day JHSC Refresher Training is designed for JHSC certified members who would like to refresh their certification training and revitalize their committee. This training is also valuable for non-certified JHSC members who would like to obtain basic knowledge regarding committee duties.

The training focuses on the following:

- Occupational Health and Safety Act and duties of the JHSC.
- Conducting effective workplace inspections and accident investigations.
- Roles and responsibilities of the JHSC
- How to influence change within your organization

Cost: Public \$275 + HST

Schedule: Sept. 18 | Nov. 13

Supervisor Health and Safety Awareness Training

When a person is hired or promoted to the position of a supervisor, it usually means a pay raise. But it also means more responsibilities, including legal responsibilities relating to the health and safety of the workers under your supervision. As a supervisor, you are a crucial part of your workplace's Internal Responsibility System. This is a very important concept for workplace health and safety and you will learn more about this throughout this one day of training.

The training will focus on:

- How the Occupational Health and Safety Act works
- Rights and responsibilities of workers and supervisors under the OHSA
- Roles of workplaces parties, health & safety representatives, and joint health & safety committees
- Roles of the Ministry of Labour and Workplace Safety and Insurance Board
- Recognition, assessment, control and evaluation of hazards
- Getting the help you need

Cost: \$295 + HST

Schedule: Oct. 10 | Nov. 21

Worker Health and Safety Awareness Training

Everyone in the workplace, from the employer to the newest worker, has different but important duties to keep the workplace safe. This one day of training will explain your rights and responsibilities on the job, and help you understand so that you can be safe at work every day.

This training will focus on:

- How the Occupational Health and Safety Act works
- Rights and responsibilities of workers and supervisors under the OHSA
- Common workplace hazards and protecting you from hazards
- How you can get involved in safety
- Getting the help you need
- The right to refuse unsafe work and getting the help you need

Cost: \$195 + HST

Schedule: Oct. 24 | Nov. 28

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.