



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?

Thunder Bay, ON Bombardier Transportation Canada Inc., a global corporation that manufactures rail transportation systems, has been convicted in two separate cases involving injuries to workers and fined a combined total of \$280,000. Bombardier pleaded guilty for failing as an employer to ensure that the worker used the protective equipment prescribed by law. The company was fined \$140,000 as well as the 25% victim fine surcharge required by the Provincial Offences Act. (from: www.news.ontario.ca)

Sarnia, ON Unitec Inc. and 629728 Ontario Limited, in a partnership carrying on business as Entropex Limited, a Sarnia plastics company, were fined \$410,000 total for violations of the Occupational Health and Safety Act after a worker was injured.

On September 14, 2010, a worker operated a baling machine that compacted and strapped plastic at 1271 Lougar Avenue in Sarnia. A second worker walked in front of the machine as compacted plastic was being ejected. The plastic struck the second worker and pinned that worker against a nearby forklift, causing injuries.

The court found that the baler was not guarded to prevent worker access, not maintained in good condition, and that maintenance was performed on the baler while it was in motion. The court also found that Entropex had failed, as an employer, to provide information, instruction, and supervision to protect workers around the baler. (from: www.news.ontario.ca)

Whitby, ON An employer who failed to properly supervise a worker who was permanently injured when a tire exploded has pleaded guilty in court and fined \$60,000.

Langille's Scrap & Cores pleaded guilty to failing as an employer to provide information, instruction and supervision to a worker to protect the health and safety of the worker contrary to the Occupational Health and Safety Act. A fine of \$60,000 was imposed by Justice of the Peace Ronald Prestage. In addition to the fine, the court imposed a 25% victim fine surcharge as required by the Provincial Offences Act. (from: www.news.ontario.ca)

EMERGENCY preparedness

Ontario workplaces are encouraged to include occupational health and safety in their emergency plans. Protective measures must be in place and available during disasters. Occupational Health and Safety Act compliance is required at all times. Advance planning can reduce disaster losses and keep workers and workplaces safe by identifying and mitigating hazards. (© Queen's Printer for Ontario.

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Contact **RTS Consulting Inc.** for assistance and guidance with your emergency preparedness plan.



COURT OF APPEAL DISTINGUISHES BETWEEN H&S AND CRIMINAL OFFENCES

IN the case of R v. Metron Construction Corporation the court stated that health and safety legislation is "designed to establish and enforce standards of health & safety in the workplace" whereas corporate criminal liability for criminal negligence "is intended to provide additional deterrence for morally blameworthy conduct that amounts to a wanton & reckless disregard for the lives & safety of others".

Prosecutors had appealed the C\$200,000 fine Metron received on July 13, 2012, after the company pleaded guilty to a charge of criminal negligence causing death. The Court rejected the lower penalty and increased the fine to \$750,000.

The decision is of interest to ALL Canadian employers because, besides the Court of Appeal nearly quadrupling the Criminal Code fine, it held that courts can essentially fine a company into bankruptcy for a Criminal Code conviction.



MANDATORY Health & Safety Training for SUPERVISORS AND WORKERS

Starting January 1, 2014, the Ministry of Labour (MOL) will be enforcing new legislation that requires Ontario's employers to provide occupational health and safety awareness training for workers and supervisors. This new law is based on the recommendations brought forth by the Expert Advisory Panel in 2010 to help foster a safe work environment by reducing accidents, injuries and illnesses.

To demonstrate due diligence, employers must provide basic health and safety to all supervisors and workers which should include awareness about their duties; the OHS Act and its regulation; hazard identification and control; and workers' health and safety rights. This means that new workers must receive health & safety orientation before they start working; new supervisors must be aware and knowledgeable about their health and safety roles and responsibilities prior to assuming their duties; and, documentation (i.e. training records) must be maintained to illustrate compliance.

RTS Consulting provides both general and specific health and safety training across every industry. Our programs are of the highest quality standards, effective & fun for everyone. Please contact us and we will help you develop customized programs that are exciting, dynamic and meets compliance standards.

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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 timelines 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: Feb. 4 & 5, 2014
COST: \$600.00 +hst TIME: 9:00-4:30 (Lunch provided 12:00-12:30)



MOL Blitz Results

Health Care Blitz Focuses on Musculoskeletal Disorders Ontario will inspect health care facilities during a province-wide blitz this fall checking for hazards that can lead to musculoskeletal disorders (MSDs) to help keep health care workers in our hospitals and long-term care facilities safe.

In September and October, Ministry of Labour inspectors will visit long-term care homes, health and community care services, retirement homes and other health care workplaces. They will ensure that proper procedures are in place for client handling and manual materials handling to prevent MSD injuries among staff.

MSDs are injuries and disorders of the muscles, tendons, nerves, joints and spinal discs. They can develop as a result of repetitive work, forceful exertions such as heavy lifting and awkward postures.

The blitz will focus on:

- » Client handling, including lifting, transferring & repositioning of clients
- » Manual materials handling, including lifting, lowering, pushing, pulling and carrying of objects
- » Use and maintenance of carts in housekeeping and other support service areas

The blitz is part of the province's Safe At Work Ontario enforcement initiative to ensure compliance with the Occupational Health and Safety Act and its regulations.

FOCUS/PROGRAM	SECTOR	DATES
Retail Services Employment Standards	Gas stations, Retail chains Other retail/grocery	Oct - Dec 2013
Ground Control Health and Safety	Mining	Oct 2013
Recycling & Waste Management Health and Safety	Industrial Health Care	Nov - Dec 2013
Lock & Tagging in Mine Hoisting Plants Health and Safety	Mining	Jan - Feb 2014
Construction in Active Workplaces Health and Safety	Industrial Construction	Jan 2014
Warehousing Health and Safety	Industrial	Feb - Mar 2014



Although the **Certificate of Recognition (COR)** program has existed for more than 20 years, it has been in the last two years that the accreditation standard has made its way to Ontario. It is a nationally recognized program in Canada that provides employers credence regarding their health and safety management systems. And, it is becoming a requirement if you want to do business with other companies that are committed to creating healthy and safe work environments.

If you will recall, during the 90s quality systems (i.e. ISO 9000 family of standards and Quality Management Systems) existed and if you wanted to conduct business with other companies (such as those in the automotive industry), you had to - as they were - also be "registered" or "certified" in a quality management program. The principle of alignment allowed you to market your services and products as an "approved provider" by the top global companies. Hence, you stood out from the rest.

Similarly, the **COR** could make your company more distinguishable to potential clients. It sends the message that your organization is dutiful, pro-active and engaged in cultivating a safe work environment. In Western Canada, the **COR** is very strong and even those employers with less than five employees are participating the process to achieve their accreditation. Since its inception here in Ontario, it is estimated that over 200 companies are enrolled in the program while approximately 50 have successfully achieved the **Certificate of Recognition**.

It should be noted that the majority of employers who are seeking **COR** status are construction firms. However, the trend is shifting whereby retail, manufacturing and even healthcare companies are considering **COR** certification. For those employers participating in the WSIB's (Workplace Safety and Insurance Board) Safety Group program, the **COR** is seen as the next step in health & safety continuous improvement.



The **COR** presents a framework that would enable your company to incorporate health and safety into its everyday business activities. There are 19 elements that your organization must be able to demonstrate competencies in. Once your health and safety management system is in place, your company must pass an internal audit and then an external third-party audit before you can obtain the **COR**. Upon successful completion, one of Ontario's health and safety associations will issue the **Certificate of Recognition**.

For more information on the **COR** accreditation program, please contact **RTS Consulting Inc.** If you are interested in achieving the **COR** status for your company, RTS Consulting can assist and advise your organization through the process, from cradle-to-success.

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: 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: 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: 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.