

# THE TURNING POINT

Volume 1, Issue 10

October 2001

## The Vision 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. (RTSC).

### Want To Pass Your First Workwell Audit? Be Proactive

The WS&IB's Workwell Program is designed to promote health and safety in Ontario workplaces. Workwell focuses on employers that have poor accident cost and frequency experience and/or sub-standard compliance with the Occupational Health and Safety Act.

The WS&IB's Workwell statistics indicate that from September 1998 to December 1998 72% of companies failed their first audit and 20% failed their second audit. From September 1999 to December 1999 however, **80% of companies failed their first audit and 20% failed their second.**

*continued on page 2*

## INSIDE THIS ISSUE

- 1 Workwell Program
- 1 Ministry of Labour Update
- 2 Workwell Program Con't
- 2 Workplace Specific Training



RAISING THE STANDARD CONSULTING INC.

## Past Newsletters

Please feel free to pass our newsletter to anyone you feel may benefit from the information.

Also, if you are receiving *The Turning Point* for the first time, you may be interested in our last newsletters on Machine Guarding Safety and Legislative Changes in WSIB Policy, Construction Safety Regulations and Workwell, Ergonomics, Emergency Response Plans or JHSC Certification Part 2. Please contact us for a copy.

### MINISTRY OF LABOUR UPDATE

#### Non-Compliance Spurs OH&S Fines

**Hamilton, ON** – An Ontario numbered company operating as Camel Pizza, a business director and a supervisor received fines totalling \$110,000 after being found guilty of 12 violations of the *Occupational Health and Safety Act* (OHSA). An inspection by a Ministry of Labour (MOL) officer in early June 2000 resulted in two oh&s orders requiring the company to install a guarding device on a dough mixer and to ensure the machine was locked out whenever start-up might pose a danger to a worker. The inspector returned a few weeks later to find that the company was not in compliance, says a statement from the MOL. A stop-work order was applied to the mixer and, on a subsequent visit in September 2000, the inspector found the machine was being used despite that order. Following a one day trial, 1322519 Ontario Ltd. was found guilty of failing to ensure the mixer had a guard; ensure the mixer's control switches were locked out when starting may endanger worker safety; comply with an order to lock out the mixer's control mechanism; and comply with a stop-work order on the mixer. The company was fined \$10,000 on each of the first four counts and A\$20,000 on the fifth.

The company director, for his part, was found guilty of five breaches of the OHSA and fined \$30,000. The director failed to take reasonable care to ensure the requirements specified in the charges against the company were carried out. Lastly, a company supervisor was found guilty of failing to ensure the mixer had a guard and failing to ensure the machine's control switches were locked out. Fines of \$10,000 each were ordered on the two counts.

*continued on page 2*

These statistics indicate that there has been an increase in the number of companies failing their first audit.

As Health and Safety Consultant's, we are typically contacted after a company has gone through their first audit, failed to achieve the required 75% and need assistance in passing their 2<sup>nd</sup> audit. In my experience, many companies jeopardize their chances of success by waiting until a few months or weeks before their 2<sup>nd</sup> audit to contact us for assistance in this endeavor. However, this article will discuss one bright, shining example of a proactive company that decided to take action even before they had received a call about a Workwell audit. Their pro-activity led to an astonishing passing grade of 82% on their first audit this past June 2001. This is definitely a company to learn from.

I was first introduced to Bruce Allen (Plant Manager) of Industrial Commutator Company Ltd. (ICC) in August 2000. ICC is located in Barrie, ON and is a manufacturer of commutators for various applications and industries. At that time they had developed an excellent relationship with their local IAPA Consultant (Mark Coulter) and had been encouraged by him to begin development work on their health and safety program before they received a call for a Workwell audit. With so many companies on the "radar screen" for future Workwell audits in this area, Mark recommended that they hire a professional Health and Safety Consultant such as RTS Consulting to aid them in this endeavour.

Between November 2000 and April 2001 I had several meetings with Bruce Allen (Plant Manager), David Simpson (President) and other members of ICC's JHSC to discuss what actions should be taken, in what order and when. By the beginning of May 2001 their new Health and Safety Policies and Procedures Manual had been customized, reviewed and published in their

continued on page 3

### **Workplace Specific Hazard Training (Certification Part 2)**

Certification is a two-part training process: Basic and Workplace Specific Hazard Training. Both are required for designated members of JHSC to become certified members. Both parts of the certification process must be completed by December 31,2001.

Workplace Specific Hazard Training is directed to the individual workplace and its specific hazards. Each workplace must determine its own training needs based on the results of a Workplace Hazards Assessment. This assessment must be conducted by the employer. However, employers are encouraged to conduct this Assessment in consultation with their JHSC.

This type of assessment will identify the hazards in the workplace that may affect any worker's health and safety. Based on the results of the assessment, employers are then required to determine what training is required and ensure adequate training is provided in relation to the specific hazards.

Should you require assistance in Workplace Hazard Assessment or Workplace Specific Hazard Training, RTS Consulting Inc. would be pleased to assist you in these areas. For further details, call 905-840-1918.



**RAISING THE STANDARD CONSULTING INC.**

facility. Our next step as a team was to ensure that all staff had been appropriately trained in their H&S responsibilities and that the new policies and procedures had been communicated. I conducted the various training sessions with the senior management, supervisors, JHSC members and the workers in the middle of May 2001. After these sessions, the management noticed that the staff really jumped on board and started fully implementing all aspects of the new program.

ICC's first Workwell audit was conducted on June 26, 2001 and they received an **outstanding score of 82%**. As mentioned previously, in 1999 only 20% of companies passed their first Workwell audit and out of those, how many received such an outstanding score of 82%!

I asked David Simpson (ICC President) what suggestions he would give to companies who are currently in a position similar to the one that ICC found themselves in last year and he felt that there were **three keys to their success**:

1. The first was that **“the Health and Safety program has to be supported quite seriously from the top down”**. Senior management commitment is a must in the implementation of any new program and this is especially true for new and improved health and safety programs.
2. The second was that companies need to **act “on a proactive basis** and don't wait until there is a serious health and safety situation. An ounce of prevention is worth a pound of cure”.
3. And finally, **“companies need to set aside the appropriate funding and financial commitment and get a professional consulting firm such as RTS Consulting** to set out the guidelines, instruct management and set a proper vision”.

What an excellent example this company has been in showing that taking proactive measures ensures outstanding success. Please feel free to contact RTS Consulting at (905) 840-1918 if you need any assistance in improving your current health and safety program or preparing for a Workwell audit.

**Written by Andrea Pitts, RTSC Health & Safety Specialist**

The President of RTSC, Stanford Brown, has a B.Sc. from the State University of New York - Empire State College, a Diploma in Safety Engineering Technology and a Certificate of Occupational Hygiene and Safety from Humber College of Applied Arts and Technology. He is also one of the only safety professionals in Canada that holds the Canadian Registered Safety Professional designation (CRSP), the Certified Health and Safety Consultant designation (CHSC) and the international Certified Safety Professional designation (CSP) from the Board of Certified Safety Professionals in Savoy, Illinois.

Raising the Standard Consulting Inc. has a proven record of excellence in providing cost-effective solutions in a spectrum of EH&S issues through the development of exceptional policies and programs. We have attained excellence in various industries including retail product distribution, food industry, construction, dry chemical manufacturing and, mining and steel manufacturing over the last 10 years. We have managed over TWENTY Workwell audit compliance projects in the last year. We have maintained a 100% pass rate in businesses ranging from educational institutions to steel manufacturing plants.

We have received recognition from various businesses such as: The Document Company Xerox, Ingram Micro, Canpar, Industrial Accident Prevention Association, Kaneff Group of Companies and Ford.

We would be honored to assist you in “raising the standard” of the EH&S systems in your organization.

**For assistance in ‘raising the standard’ of environment, health and safety in your organization contact us at our new location at (905) 840-1918.**

Stanford R. Brown, B.Sc., CRSP, CSP, CHSC  
President  
Raising the Standard Consulting Inc.  
Environment, Health & Safety Specialists