

THE TURNING POINT

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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).

MANAGING HEALTH AND SAFETY IN SMALL BUSINESS – PROFIT, PEOPLE AND PUBLIC TRUST

Injury or illness to a worker, owner or customer can have serious effects on a small business. It can hurt a firm's reputation and put future earnings at risk.*

What Are The Costs Of Workplace Injuries And Illnesses?

- Being without valued employees because of work related injuries?
- Being responsible for a lost life?
- Consoling a devastated family after the loss of a loved one because of your negligence?
- Reinstating your company's image after a fatality?
- Workers' Compensation fines of \$500,000.00 for having inadequate health, and safety programs?

Profit - A small company with 100 employees and annual sales of \$26 million with a profit margin of 5% has average profits of \$1.3 million. If they were average in terms of lost

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MINISTRY OF LABOUR UPDATES

NEWMARKET, ON, Nov. 14 /CNW/ - Ganz, a company that distributes stuffed novelties for carnivals and the toy industry, pleaded guilty today and was fined \$250,000 after the death of a worker in its warehouse located at 51 Vinyl Court in Woodbridge, Ontario.

On September 22, 2007, a temporary worker provided by a Toronto temporary employment agency to Ganz was stacking boxes on a racking system. The worker, standing on wooden skids 3.9 metres above the warehouse floor, fell and died of resulting injuries.

Justice of the Peace K. Walker fined S.H. Ganz Holdings Inc. and 816877 Ontario Limited, together operating a partnership known as Ganz, \$250,000 for failing to ensure that a worker exposed to the hazard of falling more than three metres was wearing a safety belt or harness as required by section 85 of Ontario Regulation 851. This was in violation of section 25(1)(c) of the Occupational Health and Safety Act.

On September 19, 2008, the owner of A+ Staffing pleaded guilty and was fined \$20,000 in the Ontario Court of Justice in Newmarket in connection with the death of the same worker. Young Hee Chae, carrying on business as A+ Staffing, pleaded guilty to failing, as an employer, to provide information, instruction and supervision to a worker to protect the worker's health and safety, specifically relating to safe material handling and stacking procedures including how to safely place and remove material from the racks. This was contrary to section 25(2)(a) of the Occupational Health and Safety Act.

NEWMARKET, ON, Nov. 14 /CNW/ - Con-Drain Company (1983) Limited was fined \$250,000 after being convicted of one charge relating to the death of a worker.

Justice S. Armstrong heard that on March 2, 2005, an employee of Con-Drain working on the installation of sewer lines in a new residential subdivision was killed by a crawler crane. The crane, weighing 54.4 metric tons, was being used to transfer and lay pipe in a trench. The victim was standing behind the crane, talking to another worker, when it was reversed by the operator. The worker was run over by the track of the crane and was pronounced dead at the scene.

Con-Drain Company (1983) Limited was convicted of failing, as an employer, to ensure that signs were posted at the project in conspicuous places warning workers of the danger posed by reversing vehicles.

RAISING THE STANDARD CONSULTING INC.

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time accidents, their costs would be approximately \$265,000 per year. **They would have to sell an additional 20 percent or \$5.2 million to offset these losses.** A huge cost saving opportunity lies in the fact that a 1/3 reduction in lost time would increase profits by 6.2 percent. There is also tremendous cost in terms of energy, time and business disruption when health and safety issues cause labour / management conflicts.

People - Besides the compensation costs, people are the first and most important factor in any company – small or large. Successful enterprises invest heavily in attracting and retaining quality people. With the highest turnover rates in Canada in retail trade, hotels, restaurants, hospitals and long term care facilities, **reducing turnover** is a particularly relevant topic. Studies have shown that it can cost up to 18 months' salary to lose and replace a manager or professional and up to six months' salary to lose and replace an hourly worker. People are also entitled to the preservation of their lives and limbs. This is accomplished by providing a health and safe workplace. The impact on the worker and family, downtime for other workers, lower employee morale and productivity and time spent finding and training replacement workers is a critical factor in business success.

Public Trust – the reputation and integrity of the company, its products and its corporate citizenship. Companies grow on their reputation and that of their products and services. Health and safety affects public trust both directly and indirectly. Case in point, the recent story of Maple Leaf Foods, a leading global food processing company now struggling to stay in business after a listeriosis outbreak that resulted in illness and loss of life. Obviously consumers are concerned and may make an alternate purchasing decision because the reputation of the brand was questioned. A serious workplace accident would have the same result – loosing public trust.

How To Manage Health And Safety

RTS Consulting Inc. can play a key role by assisting you to develop and manage your company's health and safety program, and save you money. RTS Consulting Inc. will raise the standard of environment, health and safety in your organization through the development of new and innovative strategies and programs driven by your individual needs.

For your business to survive and compete effectively in today's economy using a professional health and safety consultant to maintain your safety culture or address special projects makes good business sense. Although the initial costs of a consultant may seem expensive, there are no costs of in house benefit packages, no pensions or commitment, no payment for holidays or sick time. Also, the cost is fixed, purely for the term of the contract.

Stanford R. Brown, B.Sc., SET, CRSP, CSP, CHSC, and his associates have a proven record of excellence in providing cost-

effective solutions in a spectrum of environmental, health and safety issues. They have attained excellence in various industries including amusement parks, the food industry, retail product distribution, construction, dry chemical, mining, steel manufacturing, health care and the education field.

It starts with **management commitment**. Put it in writing and tell everyone in the workplace what you expect. RTS Consulting can assist you in writing a health and safety policy for your company.

Know about all the **hazards** in the workplace and how to control them. RTS Consulting can conduct workplace specific safety hazard assessments, and then write Safe Operating Procedures for these hazards.

Train your workers. Training programs reinforce safe practices and procedures. RTS Consulting can train your workers on how to do their jobs properly and in a safe way. We can regularly evaluate the program to ensure it is effective.

Make people responsible and accountable for health and safety. Get employees involved. The people doing the jobs can give valuable information about potential hazards. A Joint Health and Safety Committee can keep people involved by encouraging communications in your organization. RTS Consulting offers JHSC Certification Training either at your site or ours. We can assist you to get your Joint Health and Safety Committee up and running and keep it running effectively by attending quarterly meetings.

Have regular workplace inspections. Inspecting for hazards is an effective way to keep workplaces healthy and safe. Prepare an inspection checklist and train supervisors to do inspections. RTS Consulting offers workplace inspection supervisor training as well as accident investigation training. We can assist you in identifying hazards, reviewing the way hazardous materials are handled, inspecting new equipment and reviewing safe work procedures.

Build and evaluate the program. These programs will help create a safe workplace. RTS Consulting is the only company that can provide you with a health and safety maintenance program that is proven effective. We will ensure your health and safety program is working well and assess what needs improving. We do this by providing monthly site visits, monthly written updates and immediate response to your health and safety concerns, as well as mentoring and assistance for your Joint Health and Safety Committee, supervisors and senior management. We will also provide an annual training needs analysis, and an annual review of your health and safety program.

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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, Powered 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)

\$349.00 +GST - 2-day Course

Dec. 2-3, Jan. 13-14, Feb. 3-4

JHSC Certification Part 2 Training (length depends on industry)

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

\$245.00 +GST – 1 day:

Dec. 16, Jan. 27, Feb. 17

Healthcare, Warehouse/Distribution, Manufacturing

\$350.00 +GST – 2 days:

Dec. 16-17, Jan. 27-28, Feb. 17-18

Construction (including 1 day fall Protection)

\$475.00 +GST – 3 days:

Dec. 16-18, Jan. 27-29, Feb. 17-19

CAREER OPPORTUNITIES

We are currently seeking senior consultants. We require a formal education in the field of occupational health and safety with a good knowledge of the Occupational Health and Safety Act and Workwell Audit Compliance. We also require skill in program development and conducting public training sessions. We also require five years' experience working in the occupational health and safety field. If interested, please forward your resume.

MERRY CHRISTMAS

RTS Consulting Inc. would like to wish you a very Merry Christmas. May you and your family be filled with the Joy and Peace that this season represents because of the birth of Jesus.

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