

# THE TURNING POINT

Volume 9 Issue 8

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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).

### EMERGENCY PLANNING FOR SWINE FLU (Influenza A H1N1 Virus) – Are you Prepared?

Public health experts are advising that the HINI flu that emerged in April is poised to hit with a vengeance much earlier than the regular seasonal flu – possibly as soon as the end of this month, when many of our schools reopen.

The World Health Organization (WHO) maintains a Global Epidemic and Pandemic Alert and Response (ERP) System to which they have identified our current state as a level 6 – indicating we are in a state of global pandemic. It is advised to pay close attention to what public health officials are saying and take it seriously – if they recommend social distancing we must do that in order to get the virus under control.

#### What does this mean for you?

Without a plan in place, you may jeopardize the ability for your business to continue operations or even to exist at all. Your organization could be faced with very high

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## MINISTRY OF LABOUR UPDATES

**Brampton, Ont. - CHEP Canada Inc.**, a Mississauga maker and repairer of wooden pallets, was fined \$75,000 on August 11, 2009, for a violation under the Occupational Health and Safety Act (OHSA) after a worker was injured.

On February 22, 2008, at the company's Brampton facility, a bi-fold table, with two sides that can be raised to support a pallet standing on its edge, was stuck in the upright position. A maintenance worker, asked to repair it, tried to hold the table's side up when it started to come down on its own. The worker was pushed to the ground and suffered wrist injuries.

A Ministry of Labour investigation found that locking pins had been placed to support the table in its upright position. But, they had been removed some time before the worker's repairs were finished. Also, the company had not instructed or informed the worker of its lockout procedures for this bi-fold table.

CHEP Canada Inc. pleaded guilty, under the OHSA, to failing to provide information, instruction and supervision on lockout procedures for the bi-fold tables to all workers who use or repair them.

**Toronto, Ont. - Tuong Phat Supermarket**, of Toronto, was fined \$90,000 on August 6, 2009, for a violation under the Occupational Health and Safety Act (OHSA) after a worker was killed.

On December 27, 2007, a worker at the Finch Ave. W. store was using a lifting device to move a shopping cart from the main floor to the basement storage area. The device's forks tipped backwards, causing the machine to fall, fatally crushing the worker.

A Ministry of Labour investigation found that there were no written instructions for the safe operation of the lifting device. Verbal instruction did not cover all elements of a comprehensive safety training program.

Tuong Phat Supermarket pleaded guilty, under the OHSA, to failing to ensure the worker was given information and instruction regarding the safe use of a lift truck.

RAISING THE STANDARD CONSULTING INC.

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absenteeism rates during a pandemic influenza. Up to 50 percent or more of your workforce could be affected by the H1N1 through illness themselves or family members they need to care of.

**Do you have the capacity to maintain service delivery during that time?**

**Can you afford to close your doors for a period of two to four weeks or more?**

Response plans are necessary to ensure business continuity is maintained during a pandemic influenza. For this reason, your business should be planning ahead to ensure you have the capacity to maintain service delivery during that time.

As stated by the WHO, the H1N1 virus is the world's first pandemic in over 40 years and Canadian organizations must act quickly to prepare themselves for the next waves of the virus. While not everything is known about the H1N1 virus, it is expected that as time passes, the virus will spread with greater speed and virulence.

Amid reports of H1N1 virus outbreaks at summer camps and the prospect things could get worse this fall, more companies are being warned they need to prepare for a possible pandemic. The H1N1 virus is behaving differently than organizations expected. Even though the summer months are not usually hospitable to the influenza virus, H1N1 continues to spread quickly," said Trefor Munn-Venn, Director, National Security and Public Safety. "Hope is not an option for organizations – they should begin responding now. Those organizations that don't already have a plan need to recognize just how serious the pandemic is expected to be and start preparing both their staff and their businesses."

To reiterate what Munn-Venn stated above, the current situation means **organizations should start to plan** for this threat escalating in order to ensure, as far as is practicable, that **business operations can continue**. The exact impact of swine flu cannot be predicted accurately, making it essential that businesses plan in advance, rather than waiting until the outbreak escalates to the point where there will be very little time to take mitigating actions if time for any. None of us want to be in a position especially having come through the economic times of the past year to find we have to **close our doors** because we were **not prepared** for business continuity. Successful planning goes well beyond ensuring your employees wash their hands properly. **It's imperative to have a strategy from the boardroom to the shop floor that safeguards all operations of your business.**

**Beyond Rewards Inc.** in partnership with **RTS Consulting Inc.** are ready to assist you in preparation of your pandemic plans, contingency plans and training of your staff now in preparation for the second wave of the H1N1 flu virus that is eminent in the coming months.

Beyond Rewards Inc. staff excel in Human Resources and Corporate Planning, having the staff on board that brought clients to win the 2009 Guelph and District Human Resources Award of Excellence for Best in HR Practices in the industry both first and second place winners.

RTS Consulting Inc. has been a leader in providing environmental infection prevention and control in Ontario. During the SARS outbreak RTS provided respiratory fit testing (qualitative and quantitative) and respirator protection programs to several Ontario hospitals and industries.

Pandemic Planning and Corporate Contingency Planning along with training of your staff to ensure they are prepared and your business is prepared for the second wave of the pandemic that is inevitable, is high on our priority list – why not make it high on yours. Ensure that you will be in business tomorrow by planning your strategies on what to do when up to half your workforce or more are off work due to the virus – how will you survive!

Don't get caught unprepared – call today to arrange a consultation to discuss how we can assist you in preparing your **"Pandemic Contingency Plan"** and **"Training your Staff"** and to **order our Pandemic Planning Toolkit!** Take action today before it is too late!

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#### **PUBLIC TRAINING COURSES**

The following is an example of a few of the training courses we offer. For a full list, please contact us.

#### **CRSP Preparation Training Course**

\$600.00 +GST – 2-day course

Feb. 9-10, 2010

#### **JHSC Certification Part 1 Training (2-day course)**

\$349.00 +GST - 2-day Course

Sept. 2-3, October 5-6, Nov. 3-4

#### **JHSC Certification Part 2 Training (length depends on industry)**

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

\$245.00 +GST – 1 day:

Sept. 15, Oct. 20, Nov. 17

**Healthcare, Warehouse/Distribution, Manufacturing**

\$350.00 +GST – 2 days:

Sept. 15-16, Oct. 20-21, Nov. 17-18

**Construction (including 1 day fall Protection)**

\$475.00 +GST – 3 days:

Sept. 15-17, Oct. 20-22, Nov. 17-10

## **WEB BASED TRAINING**

### **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.

## **Worker Safety Orientation**

Worker Responsibilities, Right to Refuse, Joint Health and Safety Committee, Hazard Recognition, First Aid, Workplace Accidents and more.

## **FIRMS GET READY FOR WORKPLACE VIOLENCE BILL**

The domestic violence-related provision under [Bill 168](#) is already stirring up a debate among OHS managers. The question was raised at a recent workshop on the new [workplace violence legislation](#), as attendees looked for legal expert advice on putting in place domestic violence protection policies while protecting the privacy of the worker involved. The workshop was entitled, Understanding and Preparing for Bill 168: The New Workplace Violence and Harassment Prevention Initiative.

Under Bill 168, if employers “become aware or ought reasonably to be aware that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker.”

While there is no specific duty on the employer to report domestic violence issues, employers should build domestic violence into their health and safety policies, said Goldie Bassi, a lawyer at Gowlings who was one of the speakers at the seminar. By building it into the policy, employers and employees will have guidance on how to handle domestic violence that could endanger the workers, she added. “The best way is to approach and speak to the person privately.”

Then there’s the question of when to involve the police and outside authorities, which Bassi said should be at the discretion of the employer. “If you believe it’s serious enough – if that person and other workers are in danger – then calling the authorities is your discretion,” she said.

Another controversial requirement under Bill 168 is the additional duty on the employer to provide information if an employee is at risk of violence from a person that has a history of violence. The employer’s duty is to tell only that other worker who is at risk because of his co-worker’s violent history, Bassi noted.

Once Bill 168 is passed, employers will need to revisit their health and safety policy and ensure that provisions for workplace violence protection are included in the policy, said David Marchione, an OHS consultant with Gowlings.

“Now (workplace violence protection) is no longer a ‘nice-to-have’, it’s a ‘has-to-have’. And you don’t have to have two separate policies; workplace violence can be included in the health and safety policy,” Marchione said.