



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?

Employer Fined \$115,000 After Worker Suffers Crushing Injury

LONDON, ON - A company providing sales and service of tractors and other equipment used in the construction industry pleaded guilty and has been fined \$115,000 after a worker suffered injuries from a falling piece of equipment.

On August 21, 2015, a worker at Toromont Industries Ltd. workplace at 50 Enterprise Drive in London, Ontario, was injured when one hand became trapped between the concrete floor and a 4,900-pound drive assembly (axle) that had fallen from its support stands in the company's heavy equipment maintenance shop.

The device had been placed on three support stands and tested to see if it was safely balanced on the support stands; however, the test was done while it was still attached to an overhead crane, and it was not solidly secured after part of the drive unit was removed. The weight distribution of the remaining axle assembly changed, resulting in the axle assembly becoming unstable and falling off the support stands. As a result of the incident, the worker suffered serious injuries.

Retrieved from: [Worker Suffers Crushing Injury](#)

Beamsville Company Fined \$275,000 After Worker Killed By Tractor-Trailer

MISSISSAUGA, ON - On October 25, 2012, a tractor-trailer being driven by a worker for G & R Inc. was backing up to a loading dock at Parmalat Canada Inc.'s facility at 16 Shaftsbury Lane in Brampton. Parked next to it was a mobile sales truck that was at the location to sell safety equipment. A Parmalat worker emerged from the mobile safety truck and was struck by the reversing tractor trailer; the stricken worker succumbed to the injuries.

On January 14, 2015 Parmalat pleaded guilty to failing as an employer to ensure that the measures and procedures prescribed by the regulation were carried out and was fined \$290,000 in Brampton court. G & R Inc. was a sub-contractor to Parmalat Canada and used shunt drivers on the worksite.

On May 3, 2016 G & R Inc. was convicted under the Ontario Regulation 851 - the Industrial Establishments Regulation - of failing to use barriers, warning signs or other safeguards for the protection of all workers in an area where vehicle or pedestrian traffic may endanger the safety of any worker.

The company was also convicted of failing to operate a vehicle without use of a signaler who is in full view of the vehicle operator and who has a full view of the intended path of travel of the vehicle, as required by law.

Retrieved from: [Worker Killed By Tractor-Trailer](#)

Personal Protective Equipment: PREVENT HIGH COST OF HEARING



LOSS IN THE WORKPLACE

A Work-related hearing loss is a critical health and safety issue that affects about 25% of the workforce, who are exposed to hazardous noise on the job. The good news is that occupational noise-induced hearing loss (ONHL) is 100 per cent preventable when proper preventative measures are implemented as part of a workplace safety program. In addition to the personal consequences of hearing loss, good hearing is vital to many aspects of worker safety and performance. It helps workers avoid accidents and reduces the likelihood of serious injury. Workers in high-noise environments typically lose more time from accidents and are less productive than those exposed to lower noise levels, according to studies cited by the American Industrial Hygiene Association.

ONHL can result from one-time impulsive noise exposure or continuous, long-term exposure to sounds at or above 85 decibels.

A person's hearing can be protected by increasing awareness of decibel exposure in the workplace - the distance from the sound source and the duration of noise exposure. The U.S. Occupational Safety and Health Administration (OSHA) mandates that employers implement an ongoing hearing-conservation program whenever employee noise exposures equal or exceed an eight-hour, time-weighted average sound level of 85 decibels.

As part of workplace hearing-conservation programs, OSHA requires that employers first try to diminish noise in the workplace by implementing engineering or administrative controls to reduce employee exposures. If these controls aren't effective, employees must also use hearing-protection devices to reduce exposure to safe levels.

Hearing-Protection Products and Selection

Hearing protectors must adequately reduce the noise level for each employee's work environment, according to OSHA. Most employers use the Noise Reduction Rating that represents the hearing protector's ability to reduce noise under ideal laboratory conditions.

There are three common classifications of hearing protectors: earplugs, ear bands and earmuffs. All are designed to reduce the amount of sound before it enters the delicate regions of the inner ear where hearing damage can occur.

Earplugs fit in the outer ear canal and, when inserted properly, block sound from further entering the ear canal with an airtight seal. An earplug must be snugly fitted so that it seals the entire circumference of the ear canal and is available in a variety of materials, shapes, colours and duration of use (single use versus reusable). An improperly fitted, dirty or worn-out plug will not seal and can irritate the ear canal. Ear bands also fit in the outer ear canal, but are held in place with the tension of its band. In contrast, earmuffs fit over the entire outer ear and are typically held in place by an adjustable headband. Wearing earmuffs can sometimes be a challenge with other personal

Cont'd page 2



protection equipment (PPE), such as safety glasses or hard hats. Some of the newer hearing protection products, however, can be independently secured to the ear without these high-pressure bands and provide a comfortable secure fit.

When properly used, hearing-protection devices reduce noise to safer levels. These devices should be selected with a goal of reducing the environmental noise to safe levels as directed by OSHA and not to eliminate all sound entirely. This type of "overprotection" would be impractical as well as dangerous, because employees must be able to hear sounds to perform their jobs safely and effectively.

Comfort: a crucial component

Hearing protection is effective only when employers and employees understand how to appropriately select, wear and care for these items. According to the U.S. National Hearing Conservation Association, the most important factor in hearing-protector selection is finding a comfortable device that an employee will wear correctly 100% of the time that he or she is exposed to harmful noise.

As with other forms of PPE, hearing-protection devices are continually evolving, as user comfort and ease of use take on greater importance. Some innovations include designs that block sound without intruding into the sensitive ear canal and are two-part systems consisting of a reusable ear clip chassis and removable foam ear pad. Many newer options are designed with an eye towards how they will work with other forms of head protection, such as safety eyewear, respirators, hard hats and hooded apparel.

Select hearing-protection products that are/will:

- Designed for easy insertion and removal;
- Flexible and conforming to the ear canal opening;
- Provide hygienic fit and seal inside the ear canal;
- Lightweight;
- Stay securely in place without relying upon placing pressure inside the ear canal; and
- Innovative, with reliable features for shift-long comfort.

Other important characteristics to consider include:

- Hygienic storage solutions for when devices are not in use;
- Hearing-protection options that are available with and without cords, to fit individual worker preferences; and
- Whether the hearing protection can be used in conjunction with other head-protection PPE.

Hearing is that unique sensory gift that allows us to appreciate the sounds that matter to us, whether in our personal lives or as we perform safely and effectively on the job. Successful occupational hearing conservation is defined by the cooperation between employers and employees, leadership support and broad acceptance across the workforce. A first step to facilitate endorsement and increase compliance is to make sure the hearing-protection products that are used are comfortable, easy to insert and remove and integrated with other forms of PPE.

Retrieved from: [READ ARTICLE HERE](#)

2007, c. 8, s. 87 (2).

Under the O. Reg. 79/10: GENERAL legislation, healthcare facilities have specific regulations that they must follow and include when developing their emergency plans. They must plan for all of the "hazards and risks that may give rise to an emergency impacting the home are identified and assessed, whether the hazards and risks arise within the home or in the surrounding vicinity or community" O. Reg. 79/10, s. 230 (3). As with any type of emergency plan there are many different aspects that the plan needs to address. Healthcare organizations are required to create a plan that deals with:

- i. fires,
- ii. community disasters,
- iii. violent outbursts,
- iv. bomb threats,
- v. medical emergencies
- vii. situations involving a missing resident, and
- viii. loss of one or more essential services.

2.) Evacuation of the home, including a system in the home to account for the whereabouts of all residents in the event that it is necessary to evacuate and relocate residents and evacuate staff and others in case of an emergency.

3.) Resources, supplies and equipment vital for the emergency response being set aside and readily available at the home.

4.) Identification of the community agencies, partner facilities and resources that will be involved in responding to the emergency" O. Reg. 79/10, s. 230 (4).

Along with establishing a communication plan, lines of authority, plan activation and identifying specific roles and responsibilities for everyone involved, this plan needs to be tested annually to guarantee that it is still viable and reliable for all participants. This plan needs to be tested annually to guarantee that it is still viable and reliable for all participants. All healthcare facilities are critical operations for their communities, and because of that they should be protected and prepared.

Should you know of any healthcare organizations that are not prepared and would like to ensure that their facility and the people that they serve are not at risk of any emergency, please contact **Raising the Standard Consulting Inc.** at: ssbrown@rtsconsulting.com.

EMERGENCY MANAGEMENT - INTERVIEW

For the topic of the importance of prepared healthcare facilities I spoke to Peter Hirai, who is an emergency management professional and a Community Emergency Manager (CEM) for Honolulu, Hawaii. He also has a large role to play in the Emergency Management Professionals of Hawaii organization.

Healthcare facilities are the cornerstone for our communities. Many people rely on them for long-term care, counselling, treatment and emergencies. They become an even more vital part of the community in the event of a disaster. Peter points out that "Post-disaster, one of the first priorities of recovery will be the healthcare sector due to this criticality of providing continuing/initial care to the community. Comprehensive emergency planning increases a facility's resiliency and its ability to continue its community services." Due to the amount of influx and responsibility that healthcare facilities have in responding and recovering from disasters, the importance of the facility, staff, medical equipment and response phases must be prepared for all potential emergencies. Unfortunately many healthcare centres are not prepared and have not adopted an all-hazards approach to emergency planning because they "lack staff expertise" explains Peter, "without a dedicated emergency manager or business continuity person, they will lack a good plan and a good planning process." This leaves the patients, staff, and healthcare centres vulnerable to secondary hazards, separate from the initial disaster. When creating an emergency plan healthcare centres need to take an all-hazards approach while incorporating all 5 phases of emergency management – mitigation, prevention, preparedness, response and recovery. Peter pointed out that beyond that, they should also have a continuity of operations (COOP) plan to ensure that they could handle the impacts of a disaster. During the process of developing their emergency plans, Peter mentioned major elements that healthcare facilities should be focusing on: "during its risk assessment the facility should determine what kinds of emergencies will overwhelm it, and also determine its interdependencies and external requirements. The key is to be as self-sufficient as possible during and after the disaster." If healthcare facilities took this approach to emergency planning they would be a much more valuable asset to the impacted communities when responding and recovering from disasters.

Disaster & Emergency MANAGEMENT

The importance of Prepared Healthcare Facilities

Many people do not realize the importance of healthcare institutions having their own designated emergency plans. For healthcare facilities, such as long-term care, assisted living, retirement homes, etc. it is a vital component to protecting the patients, staff and the institution itself. According to the Long-Term Care Homes Act of Ontario Section 87.

- 1.) Every licensee of a long-term care home shall ensure that there are emergency plans in place for the home that comply with the regulations, including,
 - (a) measures for dealing with emergencies; and
 - (b) procedures for evacuating and relocating the residents, and evacuating staff and others in case of an emergency. 2007, c. 8, s. 87 (1).

Along with creating and implementing emergency plans " (2) Every licensee of a long-term care home shall ensure that the emergency plans are tested, evaluated, updated and reviewed with the staff of the home as provided for in the regulations"

2017 Course Calendar



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.

Joint Health and Safety Committee (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 3 day JHSC Certification Part 1 course, which has been approved by MOL & provides participants with the basic knowledge and skills necessary to become certified JHSC members.

Cost: Public (3 days) \$450 + HST (Lunch & materials included)

Location: Brampton

Schedule: May 9-11 | June 6-8 | Aug. 1-3 | Oct. 17-19 | Dec. 12-14

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: Public (2 days) \$350.00 + HST

Location: Brampton

Schedule: May 23-24 | June 20-21 | Aug. 29-30 | Oct. 25-26 | Dec. 18-19

CRSP Examination Preparation Workshop

The objective of the RTS Consulting CRSP Examination Preparation Workshop is to cover the exam Competency Categories to help you determine which areas of the exam require more in-depth study or attention. Our instructors our experienced and have developed tools and methods to assist you in identifying areas of opportunities to assist you in meeting your goal of passing the exam. Stanford Brown has attained not only the CRSP designation but the internationally recognized Certified Safety Professional (CSP) designation. Past clients have stated that *"His in-depth understanding, practical examples and memory aids used are exemplary."* His advanced understanding of the Competent Categories of the exam will ensure you are adequately prepared to study for the exam.

Cost: Public (2 days) \$600 + HST (lunch & materials included)

Globally Harmonized System (GHS) Training (New WHMIS)

The mandatory GHS training must include information to help employees understand how to read new GHS chemical labels (including pictograms) and what chemical safety information is included on new chemical safety data sheets (SDS). Training must be in a format that employees can easily understand, and employers must document their training efforts to demonstrate proof of compliance if inspected.

Who Needs It

Any business that uses or stores hazardous chemicals must comply with the GHS training requirement. Most work environments (doctor's offices, dental offices, restaurants, manufacturing, construction, auto repair shops, etc) have at least one chemical present that may be covered by MOL's standard. Common chemicals include paints, oils, inks, fuels, industrial-strength cleaning supplies, medicines, etc.

Cost: Public (1 hour) \$40 + HST

Supervisor Health and Safety Awareness Training - 4hr 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. This 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, & joint health & safety committees
- Roles of the Ministry of Labour and Workplace Safety and Insurance Board
- Recognition, assessment, control and evaluation of hazards and getting the help you need

Cost: Public \$125 + HST

Worker Health and Safety Awareness Training- 4hr 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
- The right to refuse unsafe work and getting the help you need

Cost: \$125 + HST

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.

Worker/Supervisor Health & Safety Awareness Train the Trainer- 8hr training

Do you have a large number of employees/employees in multiple locations? Let us train some of your employees as trainers so they can go back to their various workplaces and do the training for your company.

Cost: \$250 + HST

RTS Consulting Inc. can also conduct this training at your workplace for all your staff. Please contact us for more information.