



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?

Roofing Co. Fined \$57,500 After Worker Falls Through Roof

WHITBY, ON - A Mississauga roofing company pleaded guilty and has been fined \$57,500 after a worker fell through a roof and was seriously injured.

The company, Paiva Roofing Ltd., was working on the roof of an industrial establishment at 850 McKay Road in Pickering on April 30, 2015. The day before, the work crew had removed heating, ventilation and air conditioning cones and other roofing material from the roof. On the morning of the incident, one of the workers went through an opening in the roof and fell 28 feet onto the concrete floor below, sustaining serious injuries.

The defendant failed to ensure that the worker was adequately protected by a guardrail system, in contravention of the Occupational Health and Safety Act and Ontario Regulation 213/91 (the Construction Projects Regulation).

The company pleaded guilty to failing, as an employer, to ensure that a worker worked in accordance with the measures and procedures prescribed by law.

The fine of \$57,500 was imposed by Justice of the Peace Robert G. Boychyn in Whitby court on March 1, 2017. Retrieved from: [Worker Fall Through Roof](#)

Konecranes Canada Fined \$125,000 After Worker Fatality

NEWMARKET, ON - Konecranes Canada Inc., a company that services industrial cranes and lifting devices, pleaded guilty and was fined \$125,000 after a worker was fatally injured by an electrical shock.

On July 16, 2015, a Konecranes worker arrived to repair a 20-ton overhead gantry crane at Van-Rob Inc., an auto parts manufacturer located at 25 Mural Street in Richmond Hill. The worker was later joined by a Konecranes manager who wanted to see the repairs.

The worker and manager used a scissor lift to reach the crane and the worker continued repairs. While in the scissor lift, the manager received an electrical shock; the power source to the crane is rated at 600 volts. The manager was taken to hospital but died from the injury.

A Ministry of Labour investigation determined that a Konecranes Canada Inc. worker did not follow the energy isolation and verification procedures set out in the Konecranes safety manual. That was contrary to section 25(2)(h) of the Occupational Health and Safety Act, which states that an employer shall take every precaution reasonable in the circumstances for the protection of a worker.

Retrieved from: [Worker Fatally Injured](#)

WORKING AT HEIGHTS TRAINING

Employers

As of April 1, 2015, employers must ensure that certain workers complete a working at heights training program that has been approved by the Chief Prevention Officer (CPO) and delivered by a CPO approved training provider before they can work at heights.

The training requirement is for workers on construction projects who use any of the following methods of fall protection: travel restraint systems, fall restricting systems, fall arrest systems, safety nets and work belts or safety belts.

There is a two-year transition period for workers who, prior to April 1, 2015, met the fall protection training requirements set out in subsection 26.2(1) of the [Construction Projects Regulation](#). These workers will have until April 1, 2017 to complete an approved working at heights training program.

This training requirement is in the [Occupational Health and Safety Awareness and Training Regulation](#), and is in addition to training requirements under the Construction Regulation.

Homeowners

Depending on the circumstances, homeowners [may be considered constructors](#) and subject to obligations under Occupational Health and Safety Act if they hire multiple contractors to work at the same time. It is in a homeowner's best interest to make sure workers at their home are safe. This can be as simple as asking contractors if their workers have been trained, and how they plan to keep workers safe on site, before signing a contract.

In the case of projects where workers will be at heights, such as [repairing a roof](#), homeowners should ask contractors if their workers have been trained to do the work safely.

Retrieved from: [Article](#)

Help Wanted!

Raising the Standard Consulting Inc. is currently seeking experienced full and part time safety consultants located in the GTA. We require a good working knowledge of the Occupational Health and Safety Act, Workwell Audits, Safety Audits, and Procedure Development. We also require someone who is comfortable and experienced in conducting training sessions and supervising construction sites.

Please forward your resume to Steve Rozema via e-mail at srozema@rtsconsulting.com or call (905) 840-1918.

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Disaster & Emergency MANAGEMENT

The Need for a Code of Ethics for Emergency Managers

By: David Etkin (Faculty, Disaster and Emergency Management Program at York University)

One does not have to look far to see a myriad of codes of ethics; they abound amongst almost all professions and many institutions, examples being physicians, nurses, accountants, the Red Cross, The Association of Professional Engineers of Ontario, and so on. Some codes are very prescriptive (such as the FEMA Code of Ethics), mainly consisting of 'do not's', while others are more aspirational, encouraging people to strive towards lofty goals. Both are important. Prescriptive codes (see Figure 1 for an example) emphasize rules of conduct, prohibitions, are enforceable, and address minimal standards. Aspirational codes (such as 'honour thy mother and father') incorporate goals that are less enforceable, but rather emphasize standards towards which one should strive.

The profession of emergency management (EM) is notable by the absence of a well-developed and universally accepted professional code of ethics. In fact, its absence makes it difficult for emergency management to be called a profession. The International Association of Emergency Managers has published a short code, but it is rather ad hoc and not well developed compared to many other codes; it is, though, a worthy beginning.

Codes of ethics help make sure we do the right thing, particularly with respect to:

- Behaviors
- Standards
- Benchmarks
- Occupational identity
- Consistency of policy and procedures

They also help:

- Avoidance of mission drift
- Minimize ad hoc decision-making
- Protect ethical decision-making

Developing a code of ethics is not straightforward. There are potential problems with them (Pettifor, 2007), such as:

- A lack of moral and philosophical foundation
- Specific cultural grounding can result in unintentional discrimination
- Multicultural issues are trivialized

In my opinion another serious issue that is a barrier to codes being effective is a lack of reciprocal obligations between individual professionals and the organizations within which they work. It is common for institutions to treat people as things instead of moral beings of worth (Etkin and Timmerman, 2013), and this can create serious ethical tensions for those who work within this kind of culture. If organizations do not have codes of ethics that they must adhere to, then it can be extremely difficult for individuals to be supported in ethical behaviors and decision making.

At the 2015 FEMA higher education conference I presented at a session where I argued for the need of a more comprehensive code of ethics for emergency managers. Since that time, myself and three American academics[1] have been working on a suite of 3 papers to push this agenda forward, and we are organizing another workshop session at the 2016 FEMA higher education conference this June. We hope to galvanize enough people who are interested in working on this issue, to make it a reality. The process to accomplish this must

be inclusive and can include input via surveys, discussion papers, workshops, focus groups and other forms of engagement. It is a process of striving for consensus. This is not an easy task, given the variation of opinions that is bound to occur. And there are risks – a political process of consensus building can result in regression to meaninglessness; and there is no point having a code of ethics that sounds nice but accomplishes little or nothing in a practical way. A successful process requires a champion, institutional support, and a professional culture that values it.

What would an EM Code of Ethics look like? There are many other codes out there, and a number of them provide useful examples. But I believe that an EM code can and should become more thorough and robust than most of the other codes, by explicitly discussing various ethical theories and their relevance, by stating professional values, by discussing ethical issues unique to EM, by providing templates for the resolution of ethical dilemmas, and by providing a set of case studies that show ethical decision making at work to be the relative of a dead victim and solicited money via Facebook and other sources.

An example of a discussion that needs to be had is with respect to the set of obligations emergency managers have to different individuals and groups of people. This includes obligations to self, the employer, the moral community we serve, clients, the institutions we work for, and partners. As well there may be groups for which there are special obligations or duty of care, such as wards of the state, the disabled, people who are especially vulnerable, and EM volunteers / workers. At times there are bound to be conflicts between obligations, and a code of ethics must provide a roadmap for their resolution.

One could sit down and write a code in a few days that would sound very good, but which would make little difference. Like the paper plan syndrome, a code of ethics is only useful when it is adopted, understood and practiced – when it becomes part of the professional and institutional culture. It is a long process that will take a lot of work. Hopefully that process is starting.

Retrieved from: <http://demsa.info.yorku.ca/2016/04/ethics/>



Emergency Management Interview

This month RTSC focused on the issue of ethics in emergency management. We contacted David Etkin who is well versed on the subject and has written many articles on exploring ethics within emergency management. He is currently the Graduate Program Director for Disaster and Emergency Management at York University in Toronto, Canada.

Ethics in emergency management is something that most people do not think about, which is shown by the lack of a code of ethics. *"There needs to be an established code of ethics that is a framework for emergency managers to be able to make decisions. This code of ethics needs to be a guideline for individuals and organizations."* David has expressed not only the need for a code of ethics but what should be included within this code of ethics. The code of ethics should include considerations in the area of utilitarian ethics, deontological ethics, virtue ethics and environmental ethics.



Some of the major factors are utilitarian ethics: careful consideration must be given to whose good is being evaluated and how it is measured. The good of victims will generally have priority over the good of non-victims (Etkin, 2016, p.2). Other factors include deontological ethics: they shall reflect the normative values of society (Etkin, 2016, p.2), with keeping in mind that all humans have rights and are valued. Still others include virtue ethics: the behavior of emergency managers and emergency management organizations shall reflect the following virtues: honesty, caring, compassion, generosity, empathy, impartiality, integrity (which refers to acting consistently according to one's stated values or principles), diligence, kindness, openness, reliability, resoluteness, respectfulness, sensitivity, tolerance, toughness, trustworthiness, and truthfulness (Etkin, 2016, p.3). Finally, environmental ethics must be considered: citizens have a right to a healthy natural environment, which also enhances sustainability and disaster resilience. Emergency management organizations shall endeavor to protect and nurture the natural environment, particularly where it mitigates disaster risk (Etkin, 2016, p.3).

SAVING LIVES IT'S WHAT WE DO

On top of all of these ethical considerations, one must recognize duty of care: governments and emergency management organizations owe a duty of care to vulnerable populations before, during and after a disaster occurs. *"The duty of care differs from the government to the emergency responder. They each have a completely different set of concerns when responding to a disaster."*

Another large gap within ethics and emergency management is the I-it and I-thou philosophy of relationships. "I-It" (referring to a relationship with a thing); while others are better described as 'I-Thou' (referring to a full relationship with another being)" (Etkin, Timmerman, 2013, p. 279). This occurs in emergency management when human's beings and the vulnerable populations lose their humanity and become objects that get in the way, becoming a problem instead of a person who needs help. When preparing, and responding to emergencies, as emergency managers we need to remember that our number one job is to save lives, and we do that best when we are focused on the value of the lives we are trying to protect.

Contact Shannelle Brown at ssbrown@rtsconsulting.com

Manage Your Entire Workplace's SAFETY PROGRAM



- » RTS Consulting can put your organization on the road to success with our Guardian Protection System by identifying, assessing and controlling risks to your workers.
- » We have partnered with hundreds of organizations over the last 20+ years and have identified the key elements which every organization must maintain to stay on the path to zero accidents.
- » Our Guardian Protection System (GPS) will direct you to your destination. You will always know where you are and we will ensure you are on the most cost efficient and direct route to zero accidents and improved health and safety.
- » We will identify your hazards, provide you with safe operating policies & procedures, workplace specific training.
- » We will assist you with your monthly inspections, accident investigation and reporting. GPS will keep you from getting off track and minimize the risk of injuries in your workplace.
- » We will monitor your progress towards your destination and ensure your goals are communicated to your employees.
- » We have the map to direct you. Not only that but with our Guardian Prevention System (GPS) we will constantly know where you are in relationship to where you are going to ensure the most efficient route. The ultimate GPS to reach your destination

Benefits of the GUARDIAN PROTECTION SYSTEM

- » Save dollars.
- » Reduced customer and employee injuries.
- » Reduced employee absenteeism.
- » Reduced training costs.
- » Establish & maintain 'Due Diligence'.
- » Assured Provincial and Federal legislation compliance.
- » Decrease employee turnover.
- » Increase employee morale RTS will provide you with a customized and comprehensive online health & safety program that is guaranteed to benefit your workplace environment.

GUARDIAN PROTECTION SYSTEM

RTS Consulting Inc. will provide you with a customized and comprehensive online health & safety program that is guaranteed to benefit your workplace environment.

2017 Course Calendar

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 are 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

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.

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.