



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?

Worker's Death Results in \$100,000 Fine for Campbellford Company

CAMPBELLFORD, ON - On January 16, 2017, a young worker was using a propane torch to melt and clear frozen ground around the landing gear legs of a transport trailer, whose landing gear was stuck in the frozen ground. Landing gear legs support the trailer when it is not attached to a tractor unit. In this case, it was intended that the trailer be moved but it could not be moved because the legs were stuck in ice. After commencing the work, the worker was left alone to complete the task. At some point during the work the worker moved from the driver side to the passenger side leg of the landing gear. This placed the worker in a relatively narrow area between the trailer being worked on and another full trailer. The trailer the worker was working on fell forward and toward the passenger side where the worker was located. The trailer fell when the legs which had been supported by the ice collapsed upon being released from the ice. The worker was fatally injured as a result of being pinned between the two trailers.

Retrieved from: [Article](#)

Worker Killed in Fall, Restoration Company Fined \$125,000

ONTARIO - The company had been hired to repair damaged brickwork on the exterior walls, window painting and flashing of the building. A company-owned power elevated work platform known as a Genie Boom was brought to the project to allow workers to reach the upper levels of the building. The boom has a worker platform, containing operational controls and can be elevated to 60 feet by a hydraulically powered jib and primary and secondary booms. The booms are attached to the body of the equipment which moves at ground level on four wheels. On August 19, 2016, the equipment was positioned on sheets of plywood on the grass surface on a slight slope. While elevating the platform to a height of between 50 to 60 feet, the equipment lost stability and was out of control, then tipped over. The worker was ejected from the platform and landed on a concrete driveway, suffering fatal injuries.

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EMPLOYEES and cell phones



A recent decision of the Ontario Court of Justice should serve as a reminder to workers that failing to obey rules against the use of cellphones in the workplace can be costly.

Warning for Employers & Employees

In Ontario (Ministry of Labour) v. Nault, two employees at a Coca-Cola bottling operation in Brampton, Ontario were charged with operating equipment in a manner that may endanger themselves or another worker under section 28(2)(b) of the Occupational Health and Safety Act (the 'OHSA'). The issue arose when a co-worker in the plant refused to continue working in the warehouse area because he perceived that he was in danger from forklifts being operated by individuals who were using cellphones while driving. The worker identified the two accused as the individuals whom he had seen holding cellphones while they sat on their forklifts, which were stationary at the time. When the employer was unable to resolve the worker's safety concerns to his satisfaction, he followed the work refusal process and contacted the Ministry of Labour, who sent out an Inspector to investigate.

The employer had robust health and safety policies, including a complete prohibition on the use of cellphones in the warehouse. Signage was posted in several locations clearly stating that cellphones were not permitted. Despite these measures, the evidence of the worker who had refused to work was that both of the forklift operators were openly holding and/or using their cellphones while they had care and control of a forklift. The two employees did not deny having their phones with them, but argued that they were not "operating equipment" at the time that they were seen with their phones, and therefore their actions did not endanger anyone. If convicted, the two employees faced a fine up to \$25,000 or up to 12 months' imprisonment.

The Court heard evidence that the complaining worker had previously contacted the Ministry regarding the same issue. In response, an Inspector had come out to the plant and convened a meeting with the Joint Occupational Health and Safety Committee to review the company's policies on cellphone use and a workplace accident that the parties had addressed. It was only a short time later that the work refusal came in...

In the result, both employees were convicted. They have yet to be sentenced.

For employers, the decision highlights the importance of maintaining clear policies and workplace rules designed to protect employees. Moreover, ensuring that those rules are well communicated (as in this case, through signage in multiple locations) will help establish that the employer should not be held responsible for non-compliance by particular employees. For employees, the message is clear: if it's unsafe to operate a motor vehicle while using a cellphone, similar rules will likely apply when using motorized equipment in the workplace.

From [HERE](#)

Disaster & Emergency MANAGEMENT

Recovering from Orlando: The Role of a Critical Incident Stress Team

Critical Incident Stress Management

Critical incident stress management (CISM) is a short-term, psychological first-aid intervention strategy that can help mitigate long-term mental health issues for first responders. CISM interventions encourage individuals to emote the impact of the cognitive, emotional, and psychological symptoms that manifest as a direct result of exposure to traumatic stress, especially repetitive traumatic stress. CISM aims to return those involved to a pre-event 'normal' status quicker than if left to their own devices and deter PTSD.

The June 12 massacre inside an Orlando nightclub left 49 people dead and 53 wounded. After police killed the gunman, officers, firefighters and medical professionals entered the building to provide aid to the wounded. **According to news reports**, the scene inside was absolute carnage with bodies scattered across the dance floor and in the restrooms. The trauma of the event affected not only those who were in the nightclub that night, but also those who responded.

The Role of a Critical Incident Stress Team

American Military University's criminal justice program director, **Dr. Chuck Russo**, lives in Central Florida and was a founding member of his agency's Critical Incident Stress Team (CIST). He is also the team leader for Florida's Regional Disaster Behavioral Health Assessment Team. In that role, he oversees psychologists, psychiatrists and social workers, as well as specially trained volunteers, who provide services to first responders following a traumatic incident. Russo was on call for several days following the Orlando incident, ready to provide support to the police officers, firefighters, medical personnel and other first responders who assisted with the gruesome scene. While Russo's team was not deployed to assist in Orlando, he has spoken with several colleagues who were involved. "Most people hadn't seen anything like it before – the only ones who had seen anything similar had been in war," he said. There's no level of training as intense as actually **responding to a mass casualty incident**. "If you're a police officer long enough, you're going to come across bodies and the results of violence. Most officers can deal with a certain level of blood and gore, but this exceeded everyone's normal," he said.

CIST Members Help Officers Return to 'Normal'

Immediately after responding to an incident, Critical Incident Stress Team members start discussions with first responders about what to expect, both physically and mentally. Reactions can vary widely. For example, many people will have physical reactions like nightmares, difficulty sleeping, flashbacks, mood swings, sexual dysfunction, extreme changes in appetite, and visual or auditory distortions.

There is often a psychological reaction as well. Some individuals may become emotionally numb while others exhibit extreme aggressiveness. Often officers have a hard time remembering certain aspects of the incident. Others fixate on the event, playing it through their mind repeatedly. **"Many officers end up playing the 'what if' game and questioning their actions,"** said Russo. Some feel guilty about not being able to help more people or convincing themselves they could've done more to try to change the outcome. All of these responses can add to the stress a responder is feeling, so it's important for them to be prepared to experience an array of emotions.

"CIST members help responders understand that they are having a normal reaction to an abnormal event," said Russo.

As a general rule, Russo said about 80 percent of first responders will return to normal without external assistance. However, as many as 20 percent of responders may have a difficult time returning to normal because of what they did, saw, heard and smelled. For those, Critical Incident Stress Team members do a preliminary assessment and refer responders to appropriate professionals, whether they are psychologists, licensed mental health practitioners or licensed clinical social workers.

In addition to educating responders, it's also important to offer support to families. Spouses need to know what to expect when their loved one experiences trauma. **"Spouses are the ones who will pick up on changes in a person's personality and change in sleeping, eating or mood,"** said Russo. **"They need to know what is a normal reaction and what is beyond normal or what is self-destructive so they know when to seek help for that person."**

Some people will have reactions immediately after an incident, while others may not respond until days, weeks, or even months later. Regardless of the timing, it's important for the person - and their family members - to continually assess a person's behavior to ensure that it's not impeding their ability to function and seek help when needed.

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2018 Course Calendar

 **RTSC is an approved MOL provider for JHSC Part 1 & 2 – Training**
Dates below!

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: Sept 11-13 | Nov 6-8

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: Aug 21-22 | Sept 26-27 | Nov 20-21

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 workplace 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:

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.

- 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

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.