



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.

WSIB ROLLING OUT NEW RATE FRAMEWORK

New program expected to be simpler, more transparent

After lengthy consultations & negotiations, the Workplace Safety & Insurance Board (WSIB) in Ontario is catching up to other provinces in rolling out a new rate framework that's set to debut in 2020.

The impetus behind the change was to create a very transparent way of setting rates, and to make it easier and simpler for employers to understand, according to Sean Baird, vice-president of employer services at the WSIB.

"Under the old model, there were different experience programs, depending upon how big of an employer you were or what industry you were in. Under the new program, everybody follows the same model, so the rules are the same for everybody. The variables are the same for everyone."

The rates under the new model will also be much more reflective of the risk individual employers and industries actually bring to the system, he said. The classification structure is also being simplified as the WSIB moves from the Standard Industrial Classification (SIC) to one based on the North American Industry Classification Structure (NAICS) system.

This new system is a welcomed change since employers are already using the NAICS code, said David Marchione, an occupational health and safety specialist at Fasken Martineau in Toronto.

"For consistency purposes for employers, especially who operate across different provinces, that will help as far as their classification. It does allow for a more standardized type of system."

Employers will be assigned to a predominant class, which is generally based on the class that represents their largest percentage of insurable earnings. WSIB's current 155 rate groups will drop down to 34 classes or subclasses. The "class projected premium rate" will represent the collective experience of all of the employers within that class or subclass.

Classes will have a premium rate themselves, so a hospital, for example, will have an industry rate and then an employer rate. If the number of claims and cost of claims for hospitals spike over a few years, the base rate for that class is going to go up, and if the experience rating goes down, the base rate should go down, Marchione said.

The new rate framework also takes a prospective rate setting approach with "projected premium rates." In addition to annual rates, employers will be given the future direction their premium rate is going (up or down) and the changes will be capped so they are spread over time.

Having projected rates in advance of the actual rate is meant to help mitigate future risk early on, said the WSIB. Risk bands are an element of the system, putting employers into a series of categories, Baird said. The central band is the midpoint for a particular industry, with employers moving up or down the bands depending on their claims experience.

"We built some stability measures into the model," said Baird. "One area of concern we've had in the past from employers is it's not always easy to predict when they're going to get a rebate or a surcharge, or how much that's going to be. Whereas under the new model, we're limiting the amount that an employer's rate can move year over year - they're only allowed to move up to three risk bands per year. So I think it helps in providing a bit of stability to employers and predictability about where their rates are going to be in the coming years."

Currently, the WSIB uses three experience rating programs: the new experimental experience rating program (NEER), the merit adjusted premium (MAP) program for smaller employers and the CAD-7 (council amendment to draft number 7) for construction employers. With the new changes, all three programs will disappear, which is going to be hard for many employers to wrap their heads around, said Anna Aceto-Guerin, president and owner of Clear Path Employer Services in Cambridge, Ont.

"If you've finally figured out NEER, it's now going to go, which is unfortunate for a lot of employers." Employers will need to understand the triggers under the new system, and return to work is a big one, she said.

"The less time off someone has, so that reduced severity of accidents, is going to be really important for employers. That length of time someone's off, that's really what (the WSIB is) focusing on with this new system."

As part of the changes, the experience rating window used to set premium rates will be six years, instead of three or four. *"We wanted it to be long enough that it showed a sustained improvement over time," said Baird. "You don't want an employer to have one good year, one bad year and have that dramatically reflect their rate going forward. If an employer is outperforming their peers, we want them to show us that that is sustained and they can maintain that over the long-term."*

FROM: <http://www.cos-mag.com/ohs-laws-regulations/36026-wsib-rolling-out-new-rate-framework>

could this happen

AT YOUR WORKPLACE?

Company Fined \$125,000 for Death of Worker Struck by Falling Conveyor Frame

ONTARIO - A worker was assigned to do touch-up work on a "conveyor skid." The skid was essentially the steel frame or base for a conveyor; it was 33.5 inches wide and 22 feet, 9 inches long, weighing 1,228 pounds. The worker used an overhead five-ton crane to lift one skid from a pile and placed it on its side on a support structure. A second skid was similarly positioned. The overhead crane was then detached from the skids. The skids were not clamped to the support structure or otherwise secured when the crane was detached. As the worker was securing one of the skids to the support structure with clamps, it tipped toward the worker, knocking the worker backward and pinning the worker to the concrete floor. The worker was killed in the incident. There was no witness, but it was captured on a security surveillance video. The Ministry of Labour investigation found no evidence that the worker had been instructed not to disconnect the conveyor skid from the overhead crane until the skid was secured to the support structure.

Retrieved from: [Article](#)

URGENT

VOLUNTARY PRODUCT RECALL OF EYESALINE EYEWASH & FIRST AID KITS

Reason for Recall:

We have learned of potential for leaks affecting a limited number of lots of Eyesaline eyewash bottles. While these products are filled aseptically, the potential for a leak results in a low risk of contamination of the eyewash solution and possible damage to surrounding materials when used in First Aid Kits. The root cause has been addressed on the manufacturing production process and we are confident that the issue has been resolved. Safety is our priority, so we are initiating a voluntary recall of affected products you may have in inventory, as well as those sold to your customers and end-users.

Although we have not received and are not aware of any reports of adverse health events related to this issue, exposure to infectious agents due to a compromised container barrier could result in infection and may require treatment with antibiotics.

Instructions to Customers:

Please take the following actions to help remove these items from usage:

1. Identify if the product in your possession is affected by locating the lot number on the eyewash bottles or first aid kits and cross-referencing with the list of affected lots. Reference images 1 through 6 for assistance in locating the lot number.
2. Immediately segregate and stop sales and usage of any affected products.
3. If you have further distributed this product, please notify your customers of this recall at once. You can copy this notice for that purpose and post it in your branch outlining the requested customer action.
4. Contact 855.215.5028 to obtain a prepaid return label and Return Response Form.
5. A copy of the completed Return Response Form must be included with your return.
6. Follow steps 4 and 5 and Honeywell will issue replacement product directly to you.
7. Email list of customers you notified to Honeywe113787@stericycle.com. This information will be used strictly to track responses.
8. Please retain any undelivered notices for future reference.

Recall in cooperation with Health Canada and the U.S. Food and Drug Administration.

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Disaster & Emergency MANAGEMENT

Diversity in Emergency Management

For this month's emergency management topic we are focusing on Diversity in Emergency Management. For this we talked to Thomas Henkey. Thomas Henkey served for six years as Senior Emergency Management Coordinator for the City of Chicago, where he was responsible for disaster planning and response, as well as special events, physical-security, infrastructure, transportation, and antiterrorism analysis. Mr. Henkey also has nearly 15 years of experience in a range of private-sector and nonprofit safety and security management roles. In 2017, international science publisher Elsevier released his text *Urban Emergency Management*. He is currently the Director of Emergency Management for Titan Security Group, and an adjunct instructor at DePaul University's School of Public Service.

Mr. Henkey is a Certified Emergency Manager (CEM), a Certified Institutional Protection Manager (CIPM II), and a member of the International Association of Emergency Managers, the ASIS Cultural Properties Council, the International Foundation for Cultural Property Protection, the Illinois Security Professionals Association, and the Chicago Council on Global Affairs. He is the vice-chair of the Chicago Cultural Properties Security Group, vice-chair of the BOMA Chicago Preparedness Committee, and the former chairman of the ASIS International Museum Committee. Mr. Henkey holds undergraduate degrees from St. Louis University, and a Master's Degree in Emergency and Disaster Management from American Military University.

Below are some questions and answers from Thomas Henkey.

Diversity is a major theme in many different fields including business, academic and even athletic. Why do you think diversity is an important goal for the field of Emergency Management in particular? What does Emergency Management lose when the field lacks diversity?

Emergency managers are going to be required to address concerns whenever and wherever they occur. From planning and preparedness to response and recovery, we have to be thinking about the big picture at all times. This means that the field has to expect a wide range of environments and participants.

Emergencies occur in rural areas and urban areas. They occur in wealthy communities and in poor communities. Having local and cultural knowledge heading into any and all phases of emergency management is going to be crucial. Ultimately, this makes the response phase more efficient and the recovery phase shorter.

Over the past few decades Emergency Management hasn't been known for being particularly diverse. In the history of the field, what factors contribute to the lack of diversity compared to other fields?

It is also important to remember that emergency management really accelerated following the attacks on September 11, 2001. I think what we are seeing is a wave of public-safety professionals that flooded into the rapidly expanding field of emergency management (and homeland security) at that time. Those professionals in turn came from the highly homogeneous fields of law enforcement and fire service. They were simply overwhelmingly male and white as a group — much more so than the general population.

Looking ahead, what do you think the future of Emergency Management will look like in terms of diversity?

As a relatively young profession, emergency management has a unique opportunity to invent itself in whatever form we wish it to take. The wave of professionals who moved into emergency management immediately following the terrorist attacks in 2001 are retiring now. The profession is truly in the midst of a massive generational shift. The future is younger and more diverse — and that is a good thing overall. We've made some progress with attracting young women into the field, but we are still seriously lacking when it comes to people of color and the LGBTQ community. The sports analogy I often use is that we cannot afford to leave qualified players on the bench — we've got to get them onto the field.

How have you implemented diversity changes to improve your own workplace, and how can the broader community improve? How can both public and private sectors reduce the barrier to entry for diverse workers?

When I was in the public sector here in Chicago, my team was small but very diverse. In my new primary role in the private sector, I'm pretty much a one-man show. Where I can really make an impact is in my "second job" as an emergency management instructor at DePaul University. It is there that I can wield a little more influence to encourage all genders, ethnicities, and sexual orientations to get into this field and make it better.

Emergency management absolutely needs to do a better job as a profession to offer clear routes of entry for young professionals. In law enforcement or the fire service, you go to the academy, and

then you are put in uniform and out there in your community. The path for new emergency managers is far less defined, and we urgently need to address that as a community of professionals. The rapidly expanding array of accredited degree courses in emergency management is a very positive sign, but it is not the sole solution.

With your Emergency Management expertise and experience, why do you think that younger generations are more interested in the non-profit sector of Emergency Management instead of the private or public sector?

I believe there are multiple reasons for this shift in focus. The first is the aforementioned lack of a clear path to entry into "traditional" public sector emergency management roles. We still desperately need highly qualified young talent entering this arena, and we are making it harder than it needs to be.

The second primary reason I would cite is an expanded recognition of the fields of emergency management and disaster science by the whole community. No longer are these roles solely in the public sphere — corporations and nonprofits are recognizing the importance of the skillsets represented by an emergency management professional. I've literally worked in all three sectors over the past decade, and I foresee ever-increasing competition for truly talented candidates with the combined skills of a generalist and a subject-matter expert. In ten years, there will be more emergency managers than there are now, not fewer.

Diversity Must be the Future

Something has been bothering me about the fields of emergency management and disaster science for quite some time. Over the past few weeks, that shortcoming has crystallized: there are too many people in this profession who look just like me.

I am a mid-career, white male. As emergency management (and homeland security) rapidly evolved into true career fields at the beginning of this century, the vast majority of us came from other interrelated professions such as fire services or law enforcement. This meant we were overwhelmingly older, whiter, and more male than the overall population. I don't think this was intentional, nor do I think it is necessarily a bad thing in the short term. But it is not sustainable as a long-term model.

Those early emergency managers and homeland security professionals brought with them a range and depth of experience that was simply not available outside of public-sector emergency services. As a cohort, they have stood up a profession virtually from scratch, and their dedication and insights have been invaluable. And yet, as any of us in the "old guard" will tell you — if we are honest — there is a seismic generational shift taking place. The passing of the torch from this first wave of emergency management professionals is well underway, and it is accelerating as folks with just a few more years on the job than me begin to reach their retirement age.

Multiple studies have shown that due to various risk factors, minority communities suffer disproportionately large losses during major disasters. And if our profession is to effectively represent the communities it serves, it must get younger, more ethnically diverse, and more female. The importance of cultural knowledge and experience is especially crucial during such times of crisis.

Dr. Lori Peek, an author, and researcher with the University of Colorado-Boulder made this exact point in the introduction to her speech at last month's conference of the International Association of Emergency Managers (IAEM). Dr. Peek made the same observation I have made: that our profession was indeed rapidly adding young women to its ranks, but that it remained overwhelmingly white regarding race/ethnicity. In recent years, we've made admirable if unfinished progress concerning gender, yet our recruiting is undeniably failing to attract young professionals from underrepresented minority groups.

Thankfully, this effort is already underway. As an example, the William Averette Anderson Fund is a nonprofit organization dedicated to solving this imbalance by advocating for minority students and young professionals within the field. Named in memoriam of risk management and hazards professional William "Bill" Anderson, the group sponsors scholarships, fellowships, and professional events to encourage precisely this audience to join our field. Their informative website can be located at <http://billandersonfund.org/>

As emergency management and disaster sciences practitioners, it is vital to ask ourselves daily: what have I done to make my profession better and more sustainable? So as we emerge from an incredibly difficult year, the first thing on our minds might not be the diversity of our peers. In the long run, we will all benefit from a rejuvenated profession that reflects the communities it serves regarding experience, skillset, age, race, and gender. Those whom we serve and protect deserve nothing less.

2017 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: May 1-3 | June 5-7 | Aug 7-9 | 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: May 22-23 | June 19-20 | 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.