



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?**

Death of Pedestrian Results in \$195,000 Fine to Sudbury Company

SUDBURY, ON - Gravel grading operations were underway on the site and a road grader was being operated in reverse at an intersection. The City of Greater Sudbury had a contract with the Greater Sudbury Police Service to provide paid-duty police officers at the project; on that day the city did not provide paid-duty officers to direct and protect motor vehicle and pedestrian traffic at the project. The operator's visibility was restricted due to a blind spot and the operator was not being assisted at that location by a signaller or a paid-duty police officer. A pedestrian proceeded into the intersection against a red traffic light and was struck by the reversing grader. The pedestrian suffered fatal injuries.

Retrieved from: [Article](#)

Company Fined \$90,000 After Worker Suffers Critical Injuries in Fall from Heights

ONTARIO - Santoro Construction Ltd. was the constructor of the project at 27 Fasken Drive and had contracted with GMJ Electric Inc. to carry out all the electrical installations. GMJ Electric Inc. employed the worker. The worker and a co-worker were tying in and labelling electrical wiring in the ceiling of a renovated office area. The worker was working on the top third rung of a 10-foot step ladder and reaching into an area above the grid of a drop ceiling. The worker fell from the ladder to the floor, suffering critical injuries. The defendant, Santoro Construction Inc., failed to provide a worker with the equipment appropriate for situations where work cannot be done on or from the ground without hazard to workers.

Retrieved from: [Article](#)

As long as one family's son or daughter fails to come home because of an incident at the workplace, we have more work to do. Workplaces should redouble their efforts to ensure that workers are safe, and that everyone understands their rights and responsibilities on the job. In 2015, Ontario introduced mandatory training for working at heights. Since then, about half a million workers have received the training. The Ministry of Labour is reminding employers and workers to continue to take this training seriously, and to apply it, and to take refresher courses as they could one day save a life.

Ontario's workplaces are among the safest in Canada, but tragedies like this remind us that everyone needs to take responsibility for workplace safety so that everyone can go home to their families at the end of the workday.

Employers should be vigilant when addressing workplace hazards, and must provide proper training. Workers should also be aware of their right to refuse unsafe work, use their equipment properly and to report any hazards they see.

The start of 2018, in both the construction sector and other sectors in Ontario, has been alarming. Employers, supervisors and workers should make it their highest priority to pause and review all work practices, especially those involving high risk activities like working at heights.

Only by working together, including the support of the employer, oversight of competent supervisors and properly trained workers using safety measures each and every time, will all workers return home safely.

Always remember to exercise caution, be vigilant and take care of each other in the workplace.

Let's get back to making Ontario the safest place to work.



WORKING AT HEIGHTS

The following statement was released by Minister of Labour Kevin Flynn, Chief Prevention Officer Ron Kelusky, and Infrastructure Health & Safety Association President and CEO Enzo Garritano.

In the past few months, there has been a spike in workplace fatalities involving falls from heights. The families of these workers have been needlessly devastated by the loss of their loved ones.



STAY ON TOP OF THE NEW **CHRONIC STRESS LEGISLATION**

New WSIB Policy Compensating Work-Related Chronic Mental Stress

A new Workplace Safety and Insurance Board (WSIB) policy compensating employees for work-related chronic mental stress sends a clear signal that mental injuries are just as real – and compensable – as physical injuries. Chronic mental stress is defined as a diagnosed mental disorder predominantly caused by a substantial work-related stressor or series of stressors. Excluded from the definition is chronic mental stress caused by employer decisions related to the worker's employment, such as changing the work to be performed, disciplining the worker, or terminating employment.

"Health and safety advocates have long held that employers have a responsibility to prevent mental harm," says Andrew Harkness, WSPS' Strategy Advisor, Organizational Health Initiatives. "The WSIB's new policy is just one more in a series of legislative measures across Canada confirming this position."

What you Need to Know About the WSIB's Chronic Mental Stress Policy

The policy defines what the WSIB would and wouldn't consider chronic mental stress. Here are two examples of situations that could lead to chronic mental stress:

- A housekeeping attendant is regularly subjected to inappropriate and harassing comments from several co-workers. Despite confronting them, the harassment increases. He develops a depression disorder.
- A supervisor is subjected to demeaning comments from her manager on a regular basis, often in front of colleagues. She develops an anxiety disorder.

Compensable injuries of any kind impose direct and indirect costs on injured workers and their employers. For workers, these costs may include reduced income and quality of life, temporarily or permanently. Employers may face medical costs, hiring or retraining costs, and legal fees.

6 Best Practices for Creating a Mentally Healthy Workplace

1. Inform yourself. Read the WSIB policy explore the 13 workplace factors that affect mental health, then check out free online tools and resources.
2. Assemble a business case that positions employee physical and mental well-being as a boardroom issue. Management support of a strategic, proactive approach is the first step in making changes.
3. Create a physically safe environment. An unsafe workplace can cause stress and anxiety. It can also distract workers, increasing the risk of physical injury and reducing productivity.
4. Create a psychologically safe environment. Build trust, honesty and fairness into everyday operations, reduce stigma, and provide opportunities for employees to grow. People who feel safe are more loyal, more effective, and happier going to work.
5. Promote civility and respect. Clearly defining goals, roles and responsibilities, establishing a code of behaviour, setting reasonable hours and deadlines, offering flexible working conditions, and encouraging open communications can reduce stress, boost well-being, and improve innovation.
6. Provide psychological and social support. Equip managers, supervisors and employees with the information and skills to maintain their own health and support others.

FROM: [here](#)



Disaster & Emergency MANAGEMENT

This Month all across Canada it is Emergency Preparedness Week 2018 from May 6-12!

Emergency Preparedness Week (EP Week) is an annual event that takes place the first full week of May. This national event is coordinated by Public Safety Canada, in close collaboration with the provinces, territories and partners. This year's theme is Be Emergency Ready. The campaign is aimed to help Canadians take action to protect themselves and their families during emergencies. Working together with community leaders, first responders, non-government organizations and all levels of government, we can build a more resilient and safer Canada.



What is in an Emergency Kit?

An emergency kit will help you and your family stay safe until emergency responders can reach you. Personalize your kit to suit the needs of you and your family. An emergency kit does not need to be built overnight. By taking small steps, you and your family can be prepared without overwhelming your schedule or your budget.

An emergency kit has all of the basic necessities that you and your family will need to stay safe for 72 hours. Make sure that you take into consideration location, family members, type of emergencies that are most likely to occur in your area and any pets that your family might have. If you, your family or your organization would like help with creating emergency preparedness kits please contact Shannelle Rozema at ssrozema@rtsconsulting.com

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: 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: 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.