

Health & Safety Anywhere

July 2017

Health and Safety Anywhere is your resource for legislative updates, current trends and everything you need to know within the Health and Community Services, Education and Culture as well as Government, Municipal & Public Safety and First Nations sectors. We are your trusted authority on recent events to stay in the know to keep your employees engaged and current on Health and Safety in the workplace.

What's New in Standards, Legislation & Guidelines

#FirstRespondersFirst

PSHSA has made several updates to FirstRespondersFirst.ca, including a new Prevention page, updates to Intervention, Recovery & Return to Work, and updated documents under Build Your Plan.



PTSD Bill C-211 has passed, and seeks to implement a federal framework to address post-traumatic stress disorder in Canadians. PSHSA will provide updates as Bill C-211 progresses.

Medical marijuana has officially become a treatment for PTSD and is in the process of becoming legalized in Canada by the Federal Government. PSHSA are actively partnering to educate and build awareness around Medical Marijuana use in Ontario workplaces. According to Health Canada, the number of Canadians authorized to use medical marijuana is increasing and is expected to reach approximately 1% of the Canadian population by 2024. Under the Ontario Human Rights Code (OHRC), employers are required to accommodate workers who are deemed to have a disability to the point of undue hardship. PSHSA offers a [Medical Marijuana Fast Fact](#), as well as [Dispelling the Myths webinar](#) and [Accommodating Medical Marijuana in the Workplace webinar](#).

Quick Links

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[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

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Taking Your JHSC To The Next Level

An effective joint health and safety committee (JHSC) ensures that an organization's health and safety system is effective internally with respect to the internal responsibility system (IRS). PSHSA offers JHSC Certification Part 1 as both an in-class course and as Blended Learning. PSHSA additionally offers various JHSC Certification Part 2 courses across our sectors.



PSHSA also offers an [Effective Joint Health & Safety Committees course](#) as well as customized [Seminars](#) for organizations looking to take their JHSC to the next level.

Contact your [Regional Consultant](#) if you are interested in additional JHSC assistance.

Coming Soon: Health & Safety for Managers and Supervisors Blended Learning

This fall, PSHSA will be launching Health & Safety for Managers and Supervisors as a Blended Learning course. Blended Learning combines traditional classroom environment with the ease of eLearning. The course will focus on leadership and during the course, participants will have the chance to work with one of PSHSA's consultants to build a Occupational Health & Safety program.

PSHSA currently offers Health & Safety for Supervisors and Managers as an in-class program. [Click here](#) to view the course.

Coping With Loss Workshop from talkandgrow.ca

Loss of any kind is a traumatic experience for many. Talk and Grow can give you the tools and techniques to help cope, let go and grow into your new normal.



This workshop developed by doctors, health care professionals, and complementary practitioners is delivered by compassionate and experienced facilitators, with more than 75 years combined experience. 'Coping with Loss' is designed to help people move through grief, recover from loss, and is geared to

preventing PTSD and depression as a result of a traumatic experience.

Saturday, September 16th in North York

Register at talkandgrow.ca

Bill 127 Chronic Mental Stress

Bill 127 was passed on May 17, 2017 for effect January 1, 2018. This new legislation allows compensation for work related chronic mental stress. The WSIB is undergoing consultation on the new Traumatic Mental Stress Policies which proposes the following entitlement criteria: 1) Diagnostic Requirements - there must be a diagnosis under the Diagnostic and Statistical manual of Mental Disorders by an appropriate regulated health professional; 2) Entitlement may be granted for chronic mental stress caused by a substantial work-related stressor including workplace bullying or harassment and the stressor must be excessive in comparison to normal pressures/tensions experienced by workers in similar circumstances; and 3) The substantial work-related stressor must have significantly contributed to the chronic mental stress for there to be an entitlement.

Read the Chronic Mental Stress Consultation Response submitted by PSHSA [here](#).

PSHSA will be running additional webinars in Fall 2017 and early 2018. PSHSA will share the details of these webinars as they become available.

Ministry of Labour and PSHSA Collaborative Actions

Safe and Fair Workplaces 2017

The Ministry of Labour will be working with small businesses to increase awareness about safety in the workplace, employment standards rights and responsibilities, and to improve resources that will assist with compliance with the law.



[Learn more](#)

Ministry of Labour and Ministry of Education Initiative on Workplace Violence

For the 2017-2018 school year, the Ministry of Labour (MOL)

will be conducting an enhanced initiative on workplace violence in schools. All district schools in Ontario will be visited by an enforcement team that may include a manager, regional program coordinator and an inspector to review school boards' obligation under the Occupational Health and Safety Act (OHSA).

To better inform inspectors and workplace parties on compliance with the OHSA as it relates to workplace violence, the MOL will be issuing guidance documents in collaboration with the Educational Provincial Working Group. The development of a guidance document will be supported by a secretariat led by the MOL and by the Public Services Health & Safety Association. PSHSA is looking forward to supporting this issue with tools and resources in the coming months.

Ministry of Education and Ministry of Labour Announcement [here](#).

Areas of Priority

Apply Now - PSHSA's Youth Advisory Council

PSHSA is now accepting applications for our Youth Advisory Council across the Public Services sectors that we serve. The Youth Advisory Council aims to educate, inform and guide PSHSA in communications and product development efforts in building awareness with vulnerable workers. The Youth Advisory Council will consist of representatives who are recent post-secondary graduates working in Healthcare, Education, Government and Emergency Services.

Application Due Date: September 15, 2017
Submit to: Réanne Belisle: rbelisle@pshsa.ca

WSIB Rate Reform Update

The most recent update indicates that the Schedule for implementation of Rate Reform has been pushed back to 2020 essentially giving employers another year. The WSIB are working on a number of Q and A's and PSHSA will share once we have the information available. We have been working to assist Employers and Associations prepare for rate reform. The new innovative rate setting process is intended to increase the transparency of the premium rate setting process to better align employer premium rates with actual costs of the system. Discussions with employers have been typically focused on Model Components, Industry Implications and Implementation.



If you have questions about Rate Reform and how this will

impact your organization please contact:

Monica Szabo, *Executive Director, Government, Municipal & Public Safety*: MSzabo@pshsa.ca

Kim Litchfield, *Executive Director, Education & Culture*:
KLitchfield@pshsa.ca

Henrietta Van hulle, *Executive Director, Health & Community Services*: hvanhulle@pshsa.ca

Events

Ontario Medical Group Management Association (OMGMA) - 49th Conference

Hunstville

Deerhurst Resort

September 13-15



[Learn More](#)

Ontario Municipal Human Resources Association (OMHRA) Conference

Blue Mountain

Blue Mountain Resort - Village Conference Centre

September 13-15



[Learn More](#)

Ontario East Municipal (OEMC) Conference 2017

Kingston

Ambassador Hotel & Conference Centre

September 13-15



[Learn More](#)

37th Annual Conference of the Canadian Healthcare Engineering Society

Niagara Falls, ON

Scotiabank Convention Centre

September 17-19



[Learn More](#)

Manual Materials Handling and Prevention of Musculoskeletal Disorders: Making it Work!

Toronto

October 2

[Learn More](#)

Innovations

Violence in Mental Health Care Hackathon

On June 26, PSHSA and the Ministry of Labour held an event to initiate creative problem solving with the mental health sector by bringing subject matter experts from forensic psychiatric hospitals across Ontario together to address the issue of violence in their respective workplaces - specifically to examine the imbalance between worker safety and patient safety, leading to worker injuries. The one-day session was conducted in a "Hackathon" format where the participants focused intensively on identifying problems, sharing best practices and producing practical solutions that reduce incidences of violence and increase compliance with the Occupational Health and Safety Act. The attendees were divided into working groups, led by a PSHSA or Ministry of Labour facilitator, to work through key tasks. They were provided with tools and techniques developed by PSHSA to refine the table discussion and feedback into easy-to implement solutions.

The session was a great success, and demonstrated the dedication and commitment for the health and safety of workers in Mental Health Care.

Research

Sun Safety at Work

Get Ready for Summer!

Developed through a Ryerson University Research project with partners such as the Canadian Dermatology Association, Canadian Cancer Society, SunSafe Nova Scotia, CREOD, Occupational Cancer Research



Centre, Occupational Health Nurses Association of Nova Scotia, WorkSafe BC, CAREX Canada and Alberta Health Services, this comprehensive website provides detailed information about sun safety for Canadian Workplaces. The purpose of the site is to raise awareness about the importance of sun safety and to help workplaces implement a sun safety program within their occupational health and safety management system.

Sun Safety at Work Canada is funded through financial support from Health Canada through the Canadian Partnership against Cancer as a Coalition Linking Action and Science for Prevention (CLASP).

[Learn more](#)

IWH Study: Conceal or Reveal?

Communication, Support and Privacy Needs in the Workplace for Workers with Episodic Health Conditions

Dr. Monique Gignac of the Institute for Work & Health is leading a study of the issues faced by workplaces related to supporting employees with episodic conditions (e.g. arthritis, diabetes, depression, anxiety). They would like to interview managers who have experience in accommodating employees with health conditions or are responsible for disability management policies. The project is called, "Conceal or Reveal? Communication, support and privacy needs in the workplace for workers with episodic health conditions." The interview takes 30 minutes to 1 hour, over the phone, and would include questions about your workplace's experience in balancing support and privacy needs for workers with health conditions. Participation will contribute to an evidence-based toolkit on implementing workplace communications and supports that help employees remain working and productive. To learn more about the study and to arrange an interview, contact Julie Bowring: 1-855-884-1416 or jbowring@iwh.on.ca.



IWH Conducting Survey For Depression in the Workplace

Two Institute for Work & Health (IWH) researchers, Dr. Dwayne Van Eerd and Dr. Kimberley Cullen, are collaborating with a stakeholder advisory group (made up of key OHS knowledge users with differing perspectives: i.e., Employers, Organized Labour, Workers, Clinicians, and Disability Management Professionals) to create easy-to-use free resources for workplaces that detail how to manage depression in the workplace. To help develop this guide, they are going to draw on the published research as well as employer and worker experiences through surveys, interviews, and focus groups. They will be asking respondents about the practices workplaces use to support employees who have/had experience with depression. Their short survey (10 minutes) can be taken anonymously [here](#).

If you have any questions about the survey, please contact Morgane Lepouesard, project coordinator:
morgane.lepouesard@iwh.on.ca

Health and Safety Spotlight

#PSHSA150 Winners Announced

PSHSA would like to thank all those who participated in our #PSHSA150 campaign! Congratulations to our winners, who have received a special Canada 150 flag. Congratulations to Julie Blake, Devin Brown, Don Meikle, Tricia Rennick, and Steve Yurkiw!

Participants were asked to share how health & safety had changed in their workplaces, and we received great submissions from across all sectors. PSHSA continues to look to the future as we strive to make Ontario workplaces healthier and safer for all workers.



Visit pshsa.ca/150
and enter to
WIN 1 of 5 Canada 150 flags!

The Better Workplace Conference 2017

The Better Workplace Conference will be taking place October 24 - October 26 at the Beanfield Centre at Exhibition Place in Toronto. The conference invites participants to share experiences and learn from thought leaders and employers who are committed to making better workplaces.

[Register here](#)

Partnership with Nokiiwin Tribal Council

PSHSA is happy to announce its newest health and safety partnership with the Nokiiwin Tribal Council. Emphasis will be placed on mental health in First Nations workplaces.

[Click here](#) to learn more.

PSHSA Wins OAFC President's Award

PSHSA was the proud recipient of the 2017 President's Award from the OAFC at the OAFC Annual Awards Dinner and Reception held on May 8th at the Toronto Congress Center. The award was presented by the Huntsville Fire Chief and President of the Ontario Association of Fire Chiefs Steve Hernan. In attendance at the Annual Awards Dinner and Reception was Richard Boyes Executive Director of the OAFC, Minister of Labour Kevin Flynn, Acting Fire Marshal Ross Nichols and Minister of Community Safety and Correctional Services Marie-France Lalonde.

PSHSA would like to extend congratulations to Andy Kostiuk, for receiving the Alf Stone Award for his many years of commitment and dedication to improving the health and safety of Firefighters and for his work on the Section 21 Committee. Andy was also an active member of PSHSA's Municipal Advisory Council.



Education & Culture

Violence in Education

In addition to supporting the Ministry of Labour and Ministry of Education Working Group in the development of a guidance document, PSHSA is in the process of creating Violence in Education resources for educators. The resources will include

- **Reporting/Risk Assessment Tool:** to assist schools and workers in reporting risk factors and threats associated with violence in a school setting.
- **Safety Plan Guidance:** to provide comprehensive guidance and instructions explaining when and how to develop and complete a safety plan required to protect education staff.
- **Workplace Violence Prevention Guide:** to assist and inform school leadership about preventing and reducing workplace violence within schools.

- **Student Transfer Checklist Resource:** a list of high-level student information that transfers with a student for those workers involved with the student.

Kim Litchfield, PSHSA's Executive Director, Education, Culture and Training, will be speaking about *Workplace Violence - The Unique Challenges in a School Setting* at the Schedule 2 Employers' Group Conference, taking place in Toronto October 18-19.

For details, [click here](#).

Government, Municipal & Public Safety

NFPA Curriculum Training

PSHSA launched NFPA 2013 Chapter 5 - Technical Rescuer Fundamentals. Technical Rescuer Fundamentals is a foundation course that ensures you understand the basics of technical rescue operations. To preview of the Instructor Manual and the Participant Workbook, [click here](#).

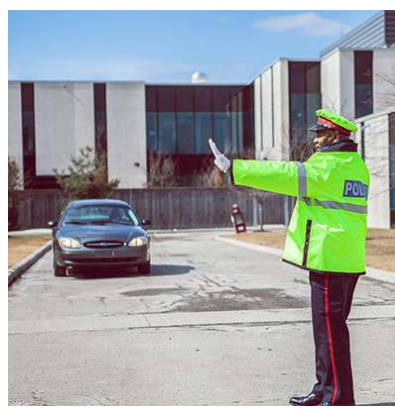


Course materials are now available for ordering if you are a Regional Training Site partner with PSHSA and have signed a Memorandum of Understanding (MOU). If you would like to become a Regional Training Site Partner and sign a MOU, contact Monica Szabo: MSzabo@pshsa.ca

PSHSA was in attendance at the Gary Kendall and Adam Brunt Coroner's Inquest, which highlighted the need for standardized curriculum for NFPA training. The inquest findings generated recommendations to help improve public safety and prevent deaths in similar circumstances. PSHSA will be working in collaboration with stakeholders to take all recommendations and outcomes of the Inquest into consideration. By observing and contributing to the changes needed, PSHSA will work to model the core values of the fire service such as integrity, compassion, courage, teamwork, service and accountability.

Updates to Traffic Protection Emergency Services Course

PSHSA has updated the Traffic Protection Emergency Services course. The program covers the hazards of working close to vehicles and equipment, the legislation that applies and how workers can protect themselves from these hazards. Upon completion of this program the participant will be able to list traffic hazards that may be found in their workplace,



describe the legislation related to these hazards and be familiar with the newest edition to Ontario Traffic Manual Book 7 - Unplanned events.

Applicable for the Emergency sector, this training is designed for workers whom are exposed to traffic hazards and work on or near roadways for emergency response purposes. Unplanned events are covered, this course is specifically designed for the Emergency services sector - there is a separate module for municipal sector clients.

[Learn more](#)

New and Improved Ergonomics Guideline & Rollout Plan

The CRE-MSD has been tasked with revising the MSD Guideline. The Ontario MSD Prevention Guideline and Toolkits were developed by the Ontario Health and Safety System in 2007, and are recognized as a key resource for MSD prevention. There will be a two-year project led by CRE-MSD to review and update the MSD Prevention Guideline for Ontario. The CRE-MSD has engaged and will continue to engage with a range of stakeholders during the process such as employers and employer groups, workers and workers' representatives, sectoral industrial and business associations.

A new framework is currently in development for the 1st quarter 2017-2018. Specific content for the new guideline is expected in 2nd quarter 2017-2018. Overall rollout is expected for September of 2018. PSHSA will share the draft when it becomes available.

Health & Community Services

Reducing and Preventing Workplace Violence in Healthcare Professionals

In response to the complex issue of workplace violence in healthcare, there have been two initiatives that have contributed to solutions. The PSHSA has developed 5 Violence Aggression

& Responsive Behaviour (VARB) toolkits, and the Ministry of Labour and Ministry of Health and Long Term Care initiated a violence in prevention in healthcare leadership table. Both projects were successful due to the willingness of stakeholders to work collaboratively to tackle one of the most pressing issues in healthcare.

The evidence informed and consensus-based tools were supported by the Ministry of Labour Prevention Office. All of these tools and Leadership Table products will be available soon in an integrated framework online. This will provide healthcare workplaces with a consistent scalable approach to building or enhancing their workplace violence program.

View the [toolkits](#)

View the Ministry of Labour [Report](#)



Occupational Health & Safety Act: Reporting Obligations

Henrietta Van hulle, Executive Director, Healthcare and Community Service Sector will be presenting: Occupational Health & Safety Act: Reporting Obligations - OMGMA Annual Conference September 13-15.



The Occupational Health & Safety Act prescribes mandatory internal and/or external reporting obligations of the Internal Responsibility System for Workplace Violence, Workplace Harassment, Death/Critical Injuries, Occupational Injuries and Occupational Illnesses. All participants will be provided with a sample Incident/Accident Reporting Prevention Program.

[Click here](#) for more information and to register.

Health and Community Care OHS

Networking Event

On September 28, PSHSA will be hosting the Health and Community Care OHS Networking Group Meeting in Kitchener. Laura McShane, Coordinator, Mental Health Promotion and Education from CMHA - Waterloo Wellington Branch will be presenting about Compassionate Fatigue.

PSHSA Regional Consultant Derek Morgan will also be providing updates on PSHSA initiatives affecting the health and community care sector.

RSVP to Derek Morgan: dmorgan@pshsa.ca

OFMEM Vulnerable Occupancy e-Learning

PSHSA offers several eLearning courses for those who are seeking OFMEM Vulnerable Occupancy training. PSHSA's courses include:

1. [Improving Fire Safety for Vulnerable Ontarians: Training for Owners/Operators of Care Occupancies, Care/Treatment Occupancies and Retirement Homes](#)
2. [Improving Fire Safety for Vulnerable Ontarians: Training for Chief Fire Officials](#)
3. [Improving Fire Safety for Vulnerable Ontarians: Training for Supervisory Staff of Care Occupancies, Care and Treatment Occupancies and Retirement Homes](#)

[Learn more](#)

PSHSA subject matter expert consultants are available to discuss a range of topics related to health and safety in Ontario. Our highly experienced regional directors oversee larger provincial issues in our community and healthcare, education and culture, and municipal and provincial government sectors across Ontario.

[Find a PSHSA consultant near you.](#)

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