

## Health & Safety Anywhere

June 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.

### Quick Links

[Ontario Ministry of Labour](#)

[WSIB](#)

[JHSC Training](#)

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[WHMIS 2015](#)

[Working at Heights](#)

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## What's New in Standards, Legislation & Guidelines

### PTSD Awareness Month

June is PTSD Awareness Month, which aims to bring greater awareness to post-traumatic stress disorder. First Responders are twice as likely to suffer from PTSD.



[Firstrespondersfirst.ca](http://firstrespondersfirst.ca) offers valuable information and resources for the first responder community. PSHSA will be adding new content firstrespondersfirst.ca throughout June.

The draft of the Z1003.1 standard, *Paramedic Psychological Health and Safety in the Workplace*, has been posted on the CSA Public Review website, and is available for comment until August 16th. [Click here](#) to learn more.

PSHSA would like to thank all of our clients and stakeholders who took part in the PTSD Awareness and Anti-Stigma Awareness needs assessment survey. 127 clients participated in the survey representing the fire, police, EMS, corrections, dispatch, health and community care, education and municipal sectors. 55% of respondents identified that they had a regional dispersed workforce and 76% of the respondents identified that eLearning would be a valuable training method that would meet the organizations awareness training needs regarding these topics. PSHSA is further analyzing the results and will start development of these training modules. We look forward to helping you implement your PTSD Prevention Plan elements.

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## PTSD and Chronic Mental Stress Webinar Series

PSHSA will be offering a series of webinars to help workplaces implement their PTSD Prevention Plan elements and promote prevention activities in your workplace.

Our first webinar will be [July 12 at 12:00 noon](#). We invite you to join Dr. Ash Bender as he discusses the intersection between mental stress, illness and resilience and provides some specific actions workplaces can take to build resiliency in our webinar called: *Chronic Mental Stress and Resilience - Key Concepts for Employers*.

We know that exposure to chronic mental stress is known to have negative effects on employee health and behaviours. Understanding factors associated with job stress provides opportunities for intervention by changing work practices and prevention by building resilience. Resilience generally describes characteristics or capacities enabling individuals and organizations to recover from adversity and use available resources adaptively...the ability to "bounce back". Learn specific actions workplaces can take to build resilience.

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## Coping With Loss Workshop

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, July 16th in Guelph  
Saturday, September 16th in North York

Register at [talkandgrow.ca](http://talkandgrow.ca)

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## Mission Butterfly's Pure Enrichment Renewal Camp

Mission Butterfly is a not-for-profit organization that offers PTSD

programs, awareness and advocacy. Mission Butterfly has started a new female only program called Pure Enrichment Renewal Camp (PERC). The camp strives to provide youth, adolescents, mothers and daughters, and women of all ages with strategies for dealing with the impact of PTSD. PERC will offer tools, techniques, coping skills and anger management will be taught to lessen the impact of or actually prevent PTSD. Campers are invited to participate in fun, educational and interactive programs designed to build self-esteem, enhance confidence, individuality, inner awareness and balance. Space at PERC is limited.

**Healing Invisible Wounds**  
PTSD Programs, Awareness & Advocacy



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

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## WSIB Small Business Leadership Awards

The WSIB is inviting small businesses to apply for the Small Business Health and Safety Leadership Awards. These awards will recognize outstanding achievement in establishing health and safety programs in businesses with fewer than 50 employees.



Nominations are due June 30.

[Learn more](#)

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## Coming Soon: JHSC Certification Refresher

PSHSA will soon be offering Joint Health and Safety Committee Certification Refresher. To become fully certified JHSC members, participants successfully complete both the JHSC Certification Part 1 Training Program and JHSC Certification Part 2 (Sector-Specific or Workplace-Specific hazard training).



To support ongoing learning for certified members, the new Program Standard has introduced Refresher Training. Those certified by the CPO under the new training and other requirements established on October 1, 2015 are required to take Refresher Training every three years to maintain certification. Completion of the JHSC Refresher program will renew an individual's certification status and maintain the certification under guidelines established and enforced by the Ministry of Labour.

Appropriate for all sectors, this program is intended as a

refresher to the Certification Part 1 and Certification Part 2 training programs.

Visit [pshsa.ca](http://pshsa.ca) for the official launch of this new course.

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## Working at Heights Training Program

When new regulations and requirements come into effect it can feel overwhelming. The changing and increasingly complex work environment means that employees need to be trained continuously to stay current and stay competitive. PSHSA makes the process of meeting these requirements easier with our Blended Learning training, which sets us apart from



other methods of learning. PSHSA's Working at Heights program covers both theory and practical requirements outlined in the standard, and are offered as classroom and blended learning. PSHSA's Working at Heights facilitators hold extensive practical experience in such industries as Hydro and Construction.

Blended Learning combines the ease of eLearning with the focused practical application of a traditional classroom environment.

View upcoming Working at Heights [Blended Learning dates](#).

Learn more about PSHSA's [Working at Heights program](#).

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## Bill 127 Chronic Mental Stress

Bill 127 was passed by the government on May 17, 2017 to come into 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. PSHSA is preparing a WSIB consultation response. [Click here](#) to participate in our survey.

PSHSA is offering two focus groups that will discuss the policy and allow participants the opportunity to provide feedback:

[June 30 from 9:00am - 10:00am](#)

## Occupational Health and Safety Training Standard Z1001

The Canadian Standards Association is currently conducting a consultation on the Occupational Health and Safety Training Standard Z1001. Public Review comments will be accepted until July 30, 2017.

[Click here](#) to review draft and participate in consultation.

## Ministry of Labour and PSHSA Collaborative Actions

### Ministry of Labour New and Young Worker Inspection Blitzes

As the school year ends and summer break begins, students and young workers will be seeking employment.



The Ministry of Labour has launched inspection blitzes to ensure Ontario's new and young workers are safe on the job and know their rights at work.

[Learn more](#)

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### Ministry of Labour Hours of Work Blitz

Throughout summer 2017, the Ministry of Labour will be conducting inspections of employers who have, or applied for, excess hours or overtime averaging approvals (HOW agreements) with the Ministry. Officers will be ensuring employers are complying with their HOW agreements and with the Employment Standards Act, 2000.

[Learn more](#)

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### Ministry of Labour's It's Your Job Video Contest

The Ministry of Labour has announced the winners of the 2017 It's Your Job video contest. The contest was open to Ontario's secondary school students to submit a video on any topic related to workplace health and safety.

[Watch](#) the winning videos.





## Areas of Priority

### Mohawk College Mental Health and Disability Management Program Students Seeking Field Placements

Students in the Mental Health and Disability Management program at Mohawk College are currently seeking field placement opportunities for Spring 2018 to fulfill their program requirements. The field placement requires students to complete 336 unpaid hours.

If you are interested in taking on a student to help fulfill their field placement, contact Anne-Marie DePape: [anne-marie.depape@mohawkcollege.ca](mailto:anne-marie.depape@mohawkcollege.ca)

Click here to view the [Program Website](#) for more information.

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### Applications Open for the Youth Advisory Council

PSHSA is now accepting applications for the Youth Advisory Council in the Public Services sectors. 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.

Applications are due September 15, 2017, and can be submitted to Réanne Belisle: [rbelisle@pshsa.ca](mailto:rbelisle@pshsa.ca)

## Events

### 2017 LEOSH Conference

Regina, SK

**Delta Hotel**

June 21-23

[Learn More](#)



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**Ontario Association of School Business Officials**

[Learn More](#)

## Innovations

### PSHSA are now on Snapchat

Follow PSHSA on Snapchat for tips, information and a behind the scenes look at our head office!

Follow PSHSA on [Twitter](#), [Instagram](#) and [LinkedIn](#).

Username: **PSHSA**



## Research



### New Research Video From IWH sums up what makes workplace-based RTW programs effective

What makes workplace programs most effective in helping workers with musculoskeletal disorders recover and return to work? You can find out in a new one-minute video short from the Institute for Work & Health, which conveys the key messages from a recent systematic review that looked at this question. You can watch the video [here](#) .

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### 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](#)

## Health and Safety Spotlight

### #PSHSA150

Occupational health & safety in the workplace has come a long way throughout Canadian history. PSHSA is proud to commemorate 150 years of health & safety in Ontario. We are celebrating Ontario's significant achievements, and looking to the future as we strive to make Ontario workplaces healthier and safer. In 300 words or less, tell us how health & safety has changed in your workplaces for a chance to win 1 of 5 Canada 150 flags!

Learn more: [pshsa.ca/150](http://pshsa.ca/150)



Visit [pshsa.ca/150](http://pshsa.ca/150)  
and enter to  
**WIN 1 of 5 Canada 150 flags!**

**#PSHSA150**

**Canada Life Building  
Steel Worker**

City of Toronto Archives,  
Globe and Mail fonds,  
Fonds 1266,  
Item 20991



## PSHSA Presentation at Mayday, Mayday Event

Kim Slade, PSHSA's Director, Research & Product Development, hosted a workshop at the Mayday, Mayday event hosted by OHCOW. The presentation, Building an Understanding Nomenclature, discusses mental health in the workplace.

[Click here](#) to view the presentation.



## Ministry of Labour and Ministry of Education Initiative on Workplace Violence

For the 2017-18 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 co-ordinator 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, MOL will be issuing guidance documents in collaboration with the Education Provincial Working Group. The development of a guidance documents will be supported by a secretariat led by MOL and by the Public Service Health and Safety Association.

Read the announcement from the Ministry of Education and Ministry of Labour [here](#).

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## The Public Services Health & Safety Association Award with the University of Toronto

PSHSA is happy to announce our partnership with the Dalla Lana School of Public Health at the University of Toronto, and the creation of the Public Service Health and Safety Association Award.

This is a one-time award available in 2017-18 to an incoming MPH Occupational & Environmental Health student (professional option) at the Dalla Lana School of Public Health. The award will be given on the basis of academic excellence in their first year in the program.

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## PSHSA Wellness at Work Project Partnership with Enactus Canada

PSHSA would like to congratulate the University of Ottawa Enactus team for winning the 2017 PSHSA Wellness at Work Project Partnership Best Project award.

The winning project, titled Sanahiit, aimed at helping under-educated and unemployed youth in Iqaluit. The award presentation took place in



[Learn more](#)

## Government, Municipal & Public Safety

### Monica Szabo Appointed to Board of Canadian Registered Safety Professionals Board of Directors

PSHSA would like to congratulate Monica Szabo, Executive Director, Government, Municipal and Public Safety, on her appointment to the Board of Canadian Registered Safety Professionals (BCRSP) Board of Directors.



With over 26 years of experience in environmental health and safety, Monica Szabo is a senior leader who has built a reputation for developing progressive and results-oriented health and safety solutions for the broader public sector. Monica is a Registered Occupational Hygienist (ROH), Canadian Registered Safety Professional (CRSP) and ABIH/BCSP Certified Occupational Health and Safety Technologist (OHST). She completed the Queen's Operations Leadership Program in 2006.

In her current role as Executive Director, Government, Education and Public Safety (A), Monica is responsible for ensuring the quality and effectiveness of product and service delivery with a focus on the broad strategic goals and objectives. Monica works collaboratively with staff, senior executives, councils, boards and unions and looks forward to continuing her work to significantly improve results for clients in the public sector.

Contact Monica at [MSzabo@pshsa.ca](mailto:MSzabo@pshsa.ca).

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### NFPA Training Curriculum Update

PSHSA are launching NFPA 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

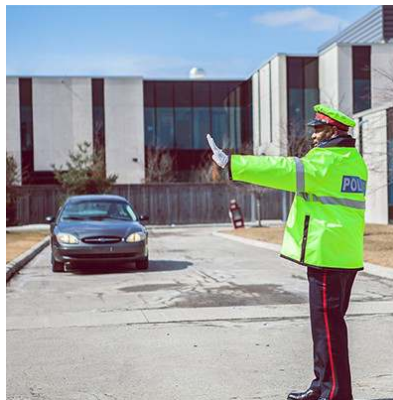
Regional Training Site partner with PSHSA and have signed a Memorandum of Understanding (MOU). If you would like to become a Regional Training Site Partner and sign a MOU, contact Monica Szabo: [MSzabo@pshsa.ca](mailto:MSzabo@pshsa.ca)

PSHSA was in attendance at the 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.

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## Traffic Protection Emergency Services Classroom

PSHSA is updating the Traffic Protection for Emergency Services course. This course is designed for Emergency Services workers who are exposed to traffic hazards and work on or near roadways for emergency response purposes. This program covers the hazards of working close to vehicles and equipment, the legislation that applies to specific situations and how emergency services workers can protect themselves from these hazards. This program covers the application of the Ontario Traffic Manual Book 7 including guidance for dealing with unplanned events specific to Emergency Services.



[Learn more](#)

## Health & Community Services

### Reducing and Preventing Workplace Violence in Healthcare Professionals

PSHSA has been spearheading a provincial initiative funded by the Ontario Ministry of Labour to develop solutions for users to implement evidence-based recommendations or meet evidence-based specific practice standards. The toolkit provides consensus based and validated solutions to help reduce incidents of violence within hospitals and nursing homes.

Access the toolkit [here](#)

Read the [Press Release](#)



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## Public Review of CSA Z8000

The draft new edition of CSA Z8000 Canadian Healthcare Facilities is now at the Public Review stage. Since it was first released in 2011, this standard has been used in Canadian healthcare facility planning, design, and construction. The current draft reflects the best efforts of the committees that developed it, attempting to target the main infection control section and IPAC throughout the document. The 60-day Public Review process is meant as a way to receive input from the broader healthcare community. To review the draft and post comments, visit [CSA Group Public Review](#).

Public Review comments will be accepted until June 20, 2017.

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## Occupational Health & Safety Act: Reporting Obligations with PSHSA Consultant Shelly Hurry

PSHSA consultant Shelly Hurry will be presenting Occupational Health & Safety Act: Reporting Obligations at the OMGMA Annual Conference from 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. Shelly will outline the who, what, where, when, why and how requirements of an Incident/Accident Reporting Program. All participants will be provided with a sample Incident/Accident Reporting Prevention Program.

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

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# Influenza and Outbreaks Webinar - Demystifying your Responsibilities

Respiratory tract infections (like influenza) are commonly diagnosed infections in long-term care homes and outbreaks of these illnesses are very disruptive to operations and normal "life" at affected organizations. They pose a health risk to both residents and staff. As a result of this dual risk, both the Ministry of Health & Long Term Care and Ministry of Labour have expectations that workplaces must follow. In this presentation, PSHSA and Public Health Ontario will "demystify" the reporting requirements to both Ministries and highlight the importance of early detection together with the timely implementation of outbreak control measures to minimize transmission of infection for the protection of staff and residents alike.

[Click here](#) for more information.

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

Please RSVP to Derek Morgan at [dmorgan@pshsa.ca](mailto:dmorgan@pshsa.ca).

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## The PSW Health & Safety Matters Survey Results

The PSW Health & Safety Matters survey was conducted to understand how to prevent illness and occupational health injuries for Ontario's Personal Support Workers (PSW's). To view the results of the study, [click here](#).

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.](#)

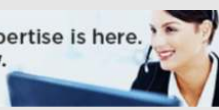
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