

Health & Safety Anywhere

March 2016

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

[Quick Links](#)

[Ontario Ministry of Labour](#)

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firstrespondersfirst.ca
is now launched!

With the introduction of Bill 163 an Act to amend the Workplace Safety and Insurance Act, 1997 and the Ministry of Labour Act with respect to posttraumatic stress disorder, the Minister of Labour the Hon. Kevin Flynn announced a four-part strategy to accompany the legislation. The strategy included an anti-stigma campaign, increased support for PTSD related research, an annual Summit for First Responders and a Tool Kit for employers and first responders.

PSHSA has been working with the Ministry of Labour and Mental Health Professionals to develop and launch: www.firstrespondersfirst.ca.

This website offers resources for the First Responder community to understand the various steps of a PTSD program from managing a crisis through to implementing best practices into an existing program. Over the next 5 months we

will continue to add resources to the site. The legislation will require employers to complete a PTSD plan and the goal of the website is to simplify the process especially for smaller services across the province.

Joint Health and Safety Committee Training



As a Thank You to our valued clients for choosing PSHSA for your JHSC Training we are donating \$20,000 to **Threads of Life** and **Parachute!**

From March 1 - June 30, PSHSA will donate **\$20** per person enrolled in Certification 1 and will donate **\$20** per person enrolled in Certification Part 2 JHSC Training to these same 2 charities!



Take advantage of our bundled offer of \$700, for both Certification 1 & 2 together PSHSA will donate **\$40**.

To Register: www.pshsa.ca/jhsc.

Ontario Construction Report writes about our donation message [here](#).

WSIB Update

WSIB is wrapping up the technical consultation phase of its Rate Framework Modernization initiative, for approval of the Rate Framework from its Board of Directors.



WSIB will implement a three-step process to classify employers, set premium rates at the class level, and adjust premium rates at the employer level.

What does this mean for Ontario's Schedule 1 organizations? An individual employers premiums will gradually shift towards their own claims experience, and **its health and safety performance will factor into determining the rate they will pay.**

Prevention of occupational illnesses and injuries is critical to preparing for the change. Targeted implementation of the Reforms will be no earlier than 2019; this 3-year window presents opportunity for health and safety improvements to influence your organizations future premium rate, and PSHSA can help!

Whether you need a strategic assessment, planning support or help with tactical implementation, our consultants deliver tailored, cost-effective health and safety solutions. Find a consultant [here](#).

WSIB's Rate Framework Modernization initiative can be found [here](#).

Areas of Priority

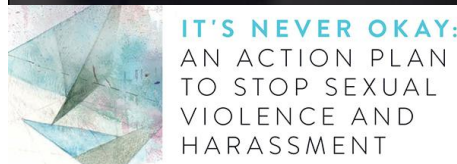
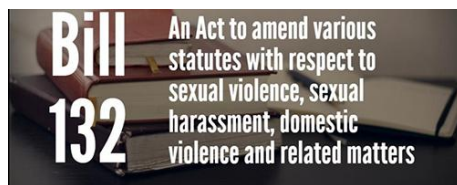
Reminder: Workplace-Specific Hazard Training Confirmation form submission



If you have not already done so, remember to submit your completed Workplace-Specific Hazard Training Confirmation **form** to the Ministry of Labour (MOL). There will be a 2-month transition period from March 1 - April 30 for employers and training providers to submit final 1996 JHSC Part 1 Learner tests and Part 2 Workplace Hazard-Specific Training Confirmation forms to the MOL.

After April 30, 2016 the MOL will not accept submissions for certifications under the 1996 Certification Training Standard. For more information [email the MOL](#), or call 1-877-202-0008.

On March 8 the Government passed Bill 132, an Act to amend various statutes with respect to sexual violence, sexual harassment, domestic violence and related matters as a response to the Government's *It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment* policy statement announced earlier this year.



Bill 132 will amend existing statutes with respect to sexual violence, sexual harassment, and domestic violence. For employers, important changes will stem from Bill 132's proposed amendments to the Occupational Health and Safety Act (the "OHSA"), which include modifying the current definition of "workplace harassment" and imposing additional obligations on employers concerning their workplace harassment policies, programs and investigations. Employer compliance is required by September 8, 2016.

Read the [Press Release](#).

Read [Bill 132](#).

Industrial Inspection Blitzes

Awareness Campaigns Target Working At Heights

**STOP
FALLS!**

Falls continue to be the leading cause of critical injuries and fatalities in construction. In response, the Ministry of Labour is launching a digital and radio awareness campaign about the new training requirements for working at heights.

[Learn More](#) about the New Training Requirements.

Radon Guideline

Workers may be exposed to elevated levels of radon gas in indoor environments. Radon can accumulate to high concentrations indoors in confined or poorly ventilated spaces, as well as in confined subterranean spaces. Learn about the hazards and precautions that can be taken to protect workers.



[Read More](#) about the hazards.

[Learn More](#) about upcoming blitzes.

Events

FIGHTING FOR BREATH 2016

May 6 & 7, 2016 in Toronto

Fighting for Breath: Severe Asthma Conference

May 6-7

Toronto

The Asthma Society of Canada invites you to register for this unique event that will examine the complex health, social and economic issues related to Severe Asthma and issue a call-to-action for decision makers.

[PSHSA Asthma Fast Fact](#).

Visit: fightingforbreath.ca.



Steps For Life

Every spring, people of all ages take part in the Steps for Life five-kilometre walk to raise funds to support Canadians affected by workplace tragedy. Register now for early-bird savings!

[Learn More.](#)



OLTCA and ORCA - Annual Convention and Tradeshow: "Together We Care"

April 6
Toronto

PSHSA will present as part of a panel discussion on Workplace Violence and Harassment as well as have presence at our booth.

[Learn More.](#)



OANHSS Annual Meeting and Convention

April 25-27
Toronto

PSHSA Regional Consultant Carolyn Cuthbertson will be speaking on Assessing and Controlling Workplace Violence Risk by previewing PSHSA's Organizational Risk Assessment tool. This session provides an opportunity to revisit the topic of workplace violence prevention, with a look at a workplace violence risk assessment tool to be used within the long-term care sector.

[Learn More.](#)

Hospice and Palliative Care Ontario Conference

April 17-19
Richmond Hill

PSHSA Regional Consultant Carolyn Cuthbertson will cover Medical Marijuana in the Workplace. This session provides information relevant legislation, publications and guidelines related to cannabis, recent industry changes, and practical ways to ensure the health and safety of workers and volunteers in hospice and palliative care settings.



ANNUAL CONFERENCE
APRIL 17-19, 2016

PUTTING THE PIECES TOGETHER
Collaborating for Quality Hospice Palliative Care in Ontario



[Learn More.](#)

See the [PSHSA Medical Marijuana Fast Fact](#).

Partners in Prevention 2016 Health and Safety Conference and Trade Show

New Frontiers in Health & Safety

April 26 - 27

The International Centre Mississauga

PSHSA Speaker Line-up:

"There's an App for That!"

Tuesday April 26

Join PSHSA Regional Consultant and Ergonomist Tanya Morose at the Partners in Prevention show as she speaks about new apps replacing traditional measuring tools including: levels, noise and light meters, whole body vibration and even ergonomic apps.



The Fundamentals of Fatigue

Tuesday April 27 - 9:45 - 10:45am

Join Monica Szabo, PSHSA Executive Director Government, Municipal and Public Safety as she takes a look at how to best address workplace fatigue. Learn about fatigue and its causes, the importance of sleep and simple steps workers can take to manage fatigue.

[Read More](#) on PSHSA's work on Fatigue .

Establishing a Workplace Violence Prevention Program

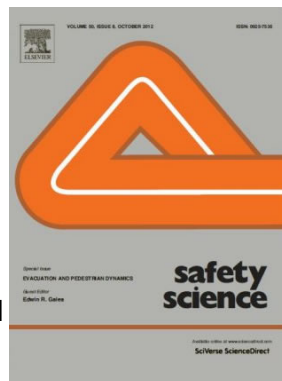
Tuesday April 27

Dr. Benjamin C. Amick III with PSHSAs Henrietta Van Hulle PSHSA Executive Director Health and Community Service outline how to develop and improve an effective workplace violence prevention program.

Innovations

External influences motivate firms to make large OHS improvements

When workplaces make large improvements in occupational health and safety (OHS), it seems some type of external influence helps bring three internal factors into play: an organizational motivation to take action, the introduction of new OHS knowledge, and an engaged health and safety champion who integrates that knowledge. This is one of the conclusions of an *Institute for Work & Health* (IWH) study recently published by the journal *Safety Science* (doi 10.1016/j.ssci.2016.02.023). The exploratory, case-study-based research examined workplaces



that made substantial improvements in OHS performance to identify the factors contributing to their "breakthrough change."

[Read more.](#)

Health and Safety Spotlight

Need Health & Safety Support?



Ontario Agencies Supporting Individuals with Special Needs (OASIS) and PSHSA have partnered to develop eLearning content for the developmental services community. Workers will have 24/7 access to health and safety information. Five eLearning modules (see links below) cover high priority topics and will empower learners to acquire the skills and knowledge they need to safely and efficiently serve persons supported across Ontario. *Funding for this project has been provided by the Ontario Ministry of Community & Social Services.*

- [Driving](#)
- [Slips, Trips and Falls](#)
- [Musculoskeletal Disorders](#)
- [Infection Prevention and Control](#)
- [Workplace Violence](#)

Education & Culture

Summer Interns - Understand Your Obligations

Now that the spring/summer season will soon be upon us, you may be hiring part-time seasonal workers. Employers are required to provide supervision, information and instruction to all workers, including new and young workers, on how to protect their workplace health and safety.

Employers need to provide Mandatory Worker Awareness Training as well as Job Specific Health & Safety Training. If fulfilling the role of supervisor as defined in the Occupational Health & Safety Act, Supervisor Awareness Training is required.

[Learn More:](#) Mandatory Worker Awareness Training eLearning

[Learn More:](#) Supervisor Health and Safety Awareness

[Learn More](#) about internships in Ontario

Government, Municipal & Public Safety

Working with Municipal Stakeholders to Optimize Health and Safety Provincially

PSHSA believes that by engaging stakeholders we can improve our understanding of what factors indicate compliance risk and where to focus our energies in product and service development. Stakeholders also contribute to strengthening the customer perspective and how we can tailor the end product to best address employers and workers health and safety needs.

[Read More.](#)

Ladder Safety - Back to Basics

As seasons change its a good idea to re-visit the basics of ladder safety to reduce incidents. All too often we hear or read about another workplace injury resulting from an incident involving a ladder. Over the years one might think that these ladder incidents would disappear with the increased focus on proper ladder use during Ministry of Labour enforcement blitzes and implementing controls realized through our own internal accident investigations. However the misuse, lack of maintenance and improper storage of this often used equipment still occurs.

[Read More](#) on Page 7 in Ontario Building Officials Association Journal.

OFMEM Training to Enhance Fire Safety in Occupancies Housing Vulnerable Ontarians

Deadline to take mandatory course for free is December 31, 2016.

In order to alleviate the financial burden that the mandatory training may present, between April 2014 and December 31, 2016, the OFMEM will cover the course fee for one chief fire official per fire department and one owner/operator per facility housing vulnerable Ontarians. For any other person, the cost will be \$125.00 per person for online learning, and \$150.00 per person for traditional classroom learning.

Access PSHSA [eLearning](#).

Health & Community Services

Today, healthcare workers have 1.5 times the number of lost-work days than the average Canadian worker. In the changing workplace Executive Director Henrietta Van Hulle and her team explore and address Workplace Violence in healthcare, with a focus on managing aggressive responsive behaviours.

Henrietta recently spoke in Regina at the *Saskatchewan Association for Safe Workplaces in Health Conference and Annual General Meeting* on Violence Prevention in Healthcare.

Henrietta has led the development of the PSHSA toolkit for preventing Violence and Responsive Behaviours that will soon be available. She also participates on the joint MOL/ MOHLTC Leadership Table on Workplace Violence prevention in healthcare.

Stay current with our efforts in 2016 as we work to continually add resources for the Health and Community Services Sector. [Read 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.](#)

Convenient, Free & On-Demand Health & Safety Support

With PSHSA's eConsulting, you get direct access to health & safety resources and expertise via live chat, email or phone. Connect with one of our eConsultants by visiting www.pshsa.ca/econsulting

Free access to health and safety expertise is here.
Chat live with our eConsultants now.
pshsa.ca/econsulting

