



Public Services Health  
& Safety Association™

## Health & Safety Anywhere

January 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

### WSIB Rate Framework Modernization Consultation - Update



The WSIB's ongoing Rate Framework Modernization consultations with stakeholders are looking at changes to the premium rate setting process to improve fairness in the way the system is funded. They received over 55 submissions in October 2015 as part of their preliminary proposal, and in December the WSIB shared some of the perspectives and updates to their proposed Rate Framework which incorporates suggestions and recommendations provided by stakeholders.

Recently, the WSIB has updated various analyses which reflect the amendments to the proposed Rate Framework, and the relevant data has been updated to reflect the revisions as though implemented in 2016. These include: Updated Class-Level Premium Rates, Updated Rate Group Analysis, and Updated Risk Disparity Analysis. To view the analyses, other updated and detailed information on the Rate Framework Modernization Initiative on the Consultation website, visit [here](#).

### 2016 Workplace Posting Requirements

With the arrival of 2016 we've been receiving questions around what needs to be posted in the workplace. To ensure that workers are aware of their rights, employers are required, by law, to post certain documents. See posting requirements [here](#).

#### Quick Links

[Ontario Ministry of Labour](#)

[Workers Health and Safety Centre](#)

[WSIB](#)

[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

[Working at Heights](#)

[Workplace Violence](#)

## Joint Health & Safety Committee (JHSC) Training Standard Update

PSHSA are pleased to announce we have received MOL approval for our new JHSC certification training Part 1 and JHSC Certification Part 2!

The new Ministry of Labour (MOL) training standards for Joint Health and Safety Committee (JHSC) Certification training will take effect on March 1, 2016 and Ontario companies with 20 or more employees will be impacted.

PSHSA have been approved by the Ministry of Labour (MOL) to provide Part One and Part Two JHSC Certification Training under the new standards. In the meantime leading up to March 1 if you register and **Train before March 1, 2016 for JHSC Training get 20% off! Plus be certified for life before the new standard changes.**

### The JHSC standard is changing!

Register **NOW** for Cert 1 & 2 and Get Certified for Life.

CERT 1	Regional	Onsite	Now Just
3 Day Training	<del>\$375</del>	<del>\$350</del>	<b>\$299!</b>
CERT 2			
2 Day Training	<del>\$295</del>	<del>\$260</del>	<b>\$229!</b>
1 Day Training	<del>\$165</del>	<del>\$150</del>	<b>\$129!</b>

Register for both  
Cert 1 & 2 and get  
our Bundled Offer:

5 day\*  
\$427/person  
4 day\*  
\$350/person

Every business in Ontario with 20 or more workers is required to have a Joint Health & Safety Committee. The members of all JHSC Committees must be trained in common workplace hazards found in their particular place of work. In order to ensure the training standards maintain a high level of quality and consistency, the Ministry of Labour will be implementing a new training standard on March 1, 2016.

### Impact on Your Training Budget

Training now means you have the flexibility to upgrade your skills on your own time and that you can save budget for your organization. The advantage of training before March 1, 2016 means you do not need to take refresher training every 3 years to maintain your certification status. Certification under the new standard will require a full 5 days of training. [Learn more](#) about our 20% discount and to see what JHSC courses are available in your region.

## Areas of Priority

### February 29 is International RSI Awareness Day

Repetitive strain injuries (RSIs), also known as musculoskeletal disorders (MSD), are among the most common types of worker injuries.

**Work  
shouldn't  
hurt**

Each year on the last day of February, workplaces mark RSI

Awareness Day to promote avoidance of these injuries to improve the well-being of workers.

The goal of the day - now in its 17th year - is to raise awareness of the debilitating nature of repetitive strain injuries to tendons, muscles, nerves and joints in the neck, back, chest, shoulders, arms and hands - and how to prevent them.

Click to [here](#) for more information on RSI Awareness Day.

## Noise Regulation to Apply to All Ontario Workplaces

Ontario has extended noise protection requirements to all workplaces in the province under the Occupational Health and Safety Act. The new regulation comes into force July 1, 2016.



Worker exposure to noise from machinery, processes and other sources that is not properly controlled or eliminated may cause permanent hearing loss. Over the last five years, the average annual costs for noise-induced hearing loss (NIHL) claims for all sectors in Ontario exceeded \$50 million a year, according to Workplace Safety and Insurance Board statistics.

[Learn More](#)

## Industrial Inspection Blitzes



This year, the Ministry of Labour is coordinating the proactive enforcement blitz and initiative schedules for the Occupational Health and Safety Program and the Employment Standards Program. Coordinating the schedules highlights the importance the ministry places on protecting workers' rights under both the [Occupational Health and Safety Act](#) (OHSA) and the [Employment Standards Act](#) (ESA), and enhancing employers' awareness of their responsibilities. The Ministry will be conducting "Provincial Blitzes" which are province-wide, sector-specific enforcement initiatives, as well as Regional "Initiatives" which are smaller-scale enforcement initiatives.

[Learn More](#)

## Events

### February 1-4:

OPFFA (Ontario Professional Fire Fighters Association) 2016 Annual Convention.



[Learn More](#)

**February 16-18:**

RNAO (Registered Nurses' Association of Ontario) Ontario First Nations Nursing



Featuring PSHSA Regional Consultant Olena Chapovalov who will be speaking at this event.

**March 22:**

Workplace Violence  
PSHSA Executive Director  
Henrietta Van hulle will be  
speaking in Regina, Saskatchewan.



[Learn More](#)

## Innovations

Distinct types of  
OHS vulnerability  
seen in young,  
temporary, small business employees



Young workers, temporary workers and small business employees are often called vulnerable workers, but a new study from the Institute for Work & Health (IWH) has found that they are not all vulnerable to work injury and illness in the same ways. [Read More](#) about a tool developed by IWH that measures three types of vulnerability to workplace health and safety risk.

**It's that Time of  
Year: Skin Health  
at Work Toolbox**



The *Skin Health at Work Toolbox* is part of a multi-year initiative by CREOD to address the significant lack of awareness and prevention activities regarding occupational skin health. The initiative began with research to identify the needs of front-line occupational health and safety professionals regarding occupational disease. [Read More](#)



## Innovations for Prevention

The Occupational Science and Occupational Therapy team at University of Toronto and The Toronto Rehabilitation Institute

are running an acquired brain injury research lab.

The purpose of this research is to better understand the nature and cause of work-related brain injuries, especially from the perspective of men and women who are injured. They are interested in working with employers of workers that had a brain injury to gain further perspective on these injuries and how to prevent them.

This study will help understand how work-related brain injury occurs in Ontario, and how it can be prevented. Click to [participate](#).

## Health and Safety Spotlight

### Medical Marijuana in the Workplace

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.



[Register Now](#) for our Webinar "Dispelling the Myths" February 2, 2016.

See our Fast Fact [here](#).

## Education & Culture

### New Health and Safety checklist

See our new Health and Safety checklist for cooperative teachers/educators [here](#).

A detailed 'Experiential Learning - Health and Safety Placement Assessment Checklist' form with multiple sections for evaluation.

## Video Contest!



The Ministry of Labour's "It's Your Job" video contest for Ontario's secondary school students is well underway to help raise awareness of workplace health and safety. Just a reminder that the deadline for entries is March 11, 2016.

[Win cash prizes](#) along with provincial and national recognition!

## Government, Municipal



## Regional Training Center Update

Last month we told you about receiving multi-year funding from the Ministry of Labour to support the development of the regional training center network. **Our Press Release** describes how we will be working with the OAFC on an implementation strategy in the days ahead: [Read Here](#).

**PSHSA Regional Consultant Jeff Pajot** writes about "Health and Safety in Municipalities: Emerging Issues and Trends" in the January Edition of Municipal World. [Read More](#).



## Health & Community Services

### Creating a Culture of Safety and Respect: Toronto



### East General and Ontario Nurses Association Partner

To address the growing concern of work-related aggression and violence in the health sector Toronto East General Hospital (TEGH) and the Ontario Nurses Association (ONA) have partnered to share knowledge and best practices in a joint effort to tackle the issue of workplace violence and create a culture of safety and respect. [Read More](#) on this featured success story.

[Read More](#) on our recent article in the **January Edition of Hospital News** on "Dealing with Workplace Fatigue".



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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Free access to health and safety expertise is here.  
Chat live with our eConsultants now.  
[pshsa.ca/econsulting](http://pshsa.ca/econsulting)



