



## Health & Safety Anywhere

October 2015

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 - 2016 Premiums Rates Maintained

The WSIB is well positioned to continue providing premium rate stability. 2016 premium rates will be maintained at current levels for all employers. The WSIB Maximum Insurable Earnings Ceiling for 2016 is \$88,000. This is an increase of 3.3% from \$85,200 in 2015. Changes to the Maximum Insurable Earnings Ceiling are directly linked to changes in average earnings in Ontario as measured by Statistics Canada, and provisions under the Workplace Safety and Insurance Act.



Learn more [here](#).

**Download** the *2015 Sufficiency Plan - Annual Update*, which discusses the Unfunded Liability and Sufficiency Ratio projections based on strong 2014 operating results.

## WSIB Rate Framework Modernization Consultation - October 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. The WSIB is committed to working with stakeholders on improving the way the system is funded and

### [Quick Links](#)

[Ontario Ministry of Labour](#)

[Workers Health and Safety Centre](#)

[WSIB](#)

[JHSC Training](#)

[Ergo Month](#)

[Healthy Workplace Month](#)

[WHMIS 2015](#)

[Working at Heights](#)

[Workplace Violence](#)

will make further announcements on the long-term outlook for funding and premium rates in the fall of 2015.

The deadline for submissions for the Rate Framework Modernization Consultation was October 2, 2015. Since the launch of the consultation, two technical sessions and over 60 working group sessions were held. WSIB is to review submissions and assess stakeholder input on implications of the proposed preliminary Rate Framework, and will hold a "What We've Heard" session with key stakeholders/participants in fall 2015. Access the September Consultation Update [here](#).

## NEW

### Joint Health and Safety Committee (JHSC) Certification Training Standards will come into effect March 1, 2016.

#### The JHSC standard is changing!

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

<b>CERT 1</b> 3 Day Training	Regional <del>\$375</del>	Onsite <del>\$350</del>	<b>Now Just \$299!</b>
<b>CERT 2</b> 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

The new JHSC Certification Training Program Standard along with the new JHSC Certification Training Provider Standard will result in a number of changes to the certification process.

#### What has not changed?

The requirement to have one worker and one management JHSC member certified. Learn about JHSC requirements here: <http://bit.ly/1Ogogrc>.

**Part 1 training requirement** generic to all workplaces required for both employer and worker certified members, regardless of workplace sector. Including health and safety legislation and general duties of JHSC members and certified members.

**Part 1 training delivered** by an approved provider.

**Part 2 training on the hazards** relevant to their own workplaces covering the concepts of hazard recognition, assessment, and control, and evaluation of hazard controls.

#### What is New?

- The certification process will take five days with the minimum duration of the training programs being set in the standard:
  - Part 1 Training - 3 days or 19.5 hours
  - Part 2 Training - 2 days or 13 hours
- The standard now requires a Refresher every three (3) years to maintain your certification status. This refresher must be 1 day or 6.5 hours.

- JHSC members will be required to complete JHSC Part 1 and 2 Training within a 6 month period.
- Part 2 training will be formalized; requiring the training program to be approved as well as the training provider. There is a requirement of a minimum of 6 hazards to be included in the Part 2 training.

A list of all CPO-approved JHSC certification training providers will be posted to the Ministry of Labour (MOL) website in winter 2016 as they are approved.

- There is now a requirement of a minimum of 6 participants in a class to a maximum of 25 participants.

PSHSA will be offering JHSC Certification Part 1 & Part 2 training meeting the new standard starting March 1st, 2016 when the Ministry of Labour approvals granted come into effect.

See PSHSA's [\*\*discounted rates\*\*](#) for Cert 1 and 2.

The 1996 JHSC training standards remain in effect until the new training standards come into force. The requirements for the new JHSC training standards will not be applicable to anyone who received their certification under the current 1996 training standard.

**Be sure to register for Part 1 AND 2 because BOTH must be completed by February 29th, 2016** (under the current 1996 training standard) to qualify for certification and be exempt from completing the refresher every 3 years.

## Mandatory Awareness Training

As of July 1, 2014, every employer must ensure their workers and supervisors complete a basic occupational health and safety awareness training program.



PSHSA offers both Supervisor and Worker Health & Safety Awareness training via eLearning and classroom courses. The training will enhance general awareness of legislated health and safety responsibilities, including the Internal Responsibility System, worker rights as well as the supervisor's role in workplace management.

Upon completion of the training, participants will understand the requirements of Regulation 297/13 and will be informed on how to recognize, assess and control workplace hazards and how to evaluate such controls. These courses are applicable across all sectors, and will provide certificates upon completion.

If you are considering adding to your workforce in preparation for the holiday season, this training is also required for those new workers.

### Supervisor Training

## Areas of Priority

### October is Global Ergonomics Month

**Work  
shouldn't  
hurt**

Ontario will take part in **Global Ergonomics Month**, held every October to raise awareness of musculoskeletal disorder (MSD) hazards in all workplaces, and to promote ergonomic solutions. For more information on events and resources **visit** the Ministry of Labour's MSD page.

During October we'll be participating with the MOL with an Ergonomics Month campaign. Follow us on Twitter [@PSHSaca](#) and at [#workshouldnthurt](#) for all our updates during the month of October. Also **visit** our Ergonomic tools and resources page.

### October is Healthy Workplace Month



We have launched our resource page for workplace psychosocial hazards. Our resources span research supporting the Emergency Services sector through to general **tools and resources** that can be used to support your current workplace health and safety program.

Throughout October we'll be providing links to our tools and new information from our various partners.

## Industrial Inspection Blitzes



**Safe At Work Ontario**

Workplace injuries and fatalities can usually be traced to a few root causes that may vary by sector. The Ministry of Labour's proactive inspection blitzes on sector-specific hazards are designed to raise awareness and increase compliance with

health and safety legislation.

**Material Handling:** September 14 - October 23

**Heavy Equipment Construction:** October - November

**Modular Training Mining:** October - November

For more information on inspection blitzes

visit: [www.labour.gov.on.ca](http://www.labour.gov.on.ca)

## Events

### Ontario Cooperative Education Association Fall Symposium Co-op:

*A Pathway to Success*

October 25 and 26

[www.ocea.on.ca/](http://www.ocea.on.ca/)



### R.A.C.E. Against Workplace Bullying

October 29

<http://bit.ly/1JGzoqP>



### Trillium Health Partners Annual Healthy Workplace Month Health and Wellness Expo

Credit Valley Hospital October 14

Queensway Health Centre October 21

<http://bit.ly/1FKPaWA>



### Ontario Museum Association Conference -

*Health and Safety Impacts of Using  
Contractors in Museums and Protecting Volunteers and  
Student Workers at Museums*

November 4-6

<http://bit.ly/1YRk3Py>



### Science Teachers' Association of Ontario Conference

November 12-14

<http://bit.ly/1N4YFmf>



# HEALTH & SAFETY REQUIREMENTS FOR SMALL BUSINESS



## Health and Safety Requirements for Small Business - FREE Workshops

PSHSA with the *Thunder Bay & District Entrepreneur Center*, *Community Futures Development Corporation* and the *Marathon Economic Development Corporation* invite you to learn about the Occupational Health & Safety Act and how it affects small business. The FREE workshops will provide attendees with:

- 3 hour class
- Certificate upon completion
- Networking opportunities

The workshops are being facilitated by PSHSA Regional Consultant Kamil Rivzi.

Learn more [here](#)

## Innovations

### Our eLearning on your Learning Management System

Did you know that any courses currently available in our **eLearning Library** can also be uploaded to your internal Learning Management System (LMS).

Examples include:

- WHMIS 2015
- Worker/Supervisor Health and Safety Awareness
- Health and Safety for Board of Directors
- Asbestos Awareness

And more!

If you would like to learn more about implementing our health and safety eLearning modules on your LMS contact [elearning@pshsa.ca](mailto:elearning@pshsa.ca)



## Health and Safety Spotlight



**Since October is Global Ergonomics Month what better time to consider an Ergonomic Assessment for your workplace as part of an effective health and safety program.**



Musculoskeletal disorders (MSD) are injuries or disorders of the musculoskeletal system involving muscles, tendons, ligaments, joints or nerves and account for 50% of all lost-time injuries in Ontario. An effective approach to MSD prevention reduces the demands of the job to the abilities of the employee through proper design of workstations, tools, environment, work schedules, policies and procedures. Employers are legally required to take every reasonable precaution to protect workers from hazards including MSD injuries. The MSD prevention guideline, announced in February 2007 outlines employers' obligations including elements of a MSD prevention program. As well the Occupational Health and Safety Act (OHSA) and regulations relate to MSD prevention and ergonomics.

In an effort to help you reduce MSD-type injuries, PSHSA offers a variety of ergonomic services, including:

- **Ergonomic Assessments** - To identify ergonomics risk factors, determine the level of risk present in a job and provide suggestions to minimize the risk of injury
- **Physical Demands Descriptions (PDD's)** - An in-depth description of the physical demands and environmental conditions associated with job performance

To request a specialized Ergonomic assessment or to ask your ergonomic questions use our [live chat](#) to contact a PSHSA consultant in your region.

## eLearning - This Month's Feature

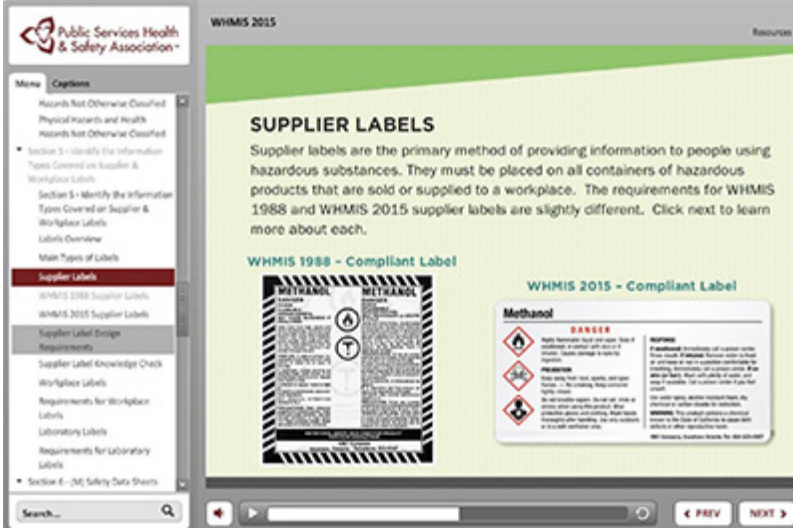
### WHMIS 2015

#### **Workplace Hazardous Materials Information System (WHMIS) Update**

With the new standard for protecting workers from workplace hazardous materials, **PSHSA has now launched our new eLearning WHMIS 2015 module.** By completing this course Ontario workers and supervisors will be able to:

- Describe what WHMIS is and why its important
- Describe what GHS is and how it affects WHMIS 2015-10-01
- Describe the WHMIS 2015 hazard classes and symbols
- Identify the types of information covered on supplier and workplace labels
- Describe the purpose, content and function of a Safety Data Sheet (SDS)
- Describe the hazards associated with controlled products
- Describe the legal rights and duties under WHMIS 2015

Access eLearning [here](#).

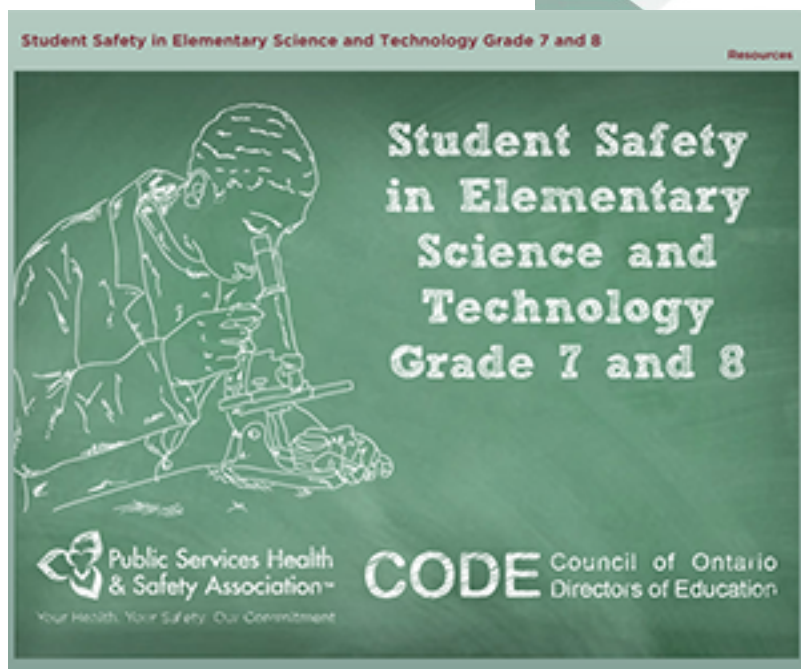
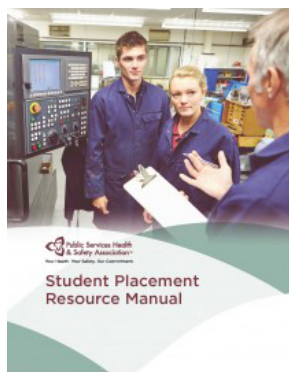


## Education & Culture

The Ministry of Labour has posted an [online resource](#) that houses health and safety tools for Ontario teachers.

See PSHSA education resources for teachers that will also be included on the MOL page in the days to come: [PSHSA Student Placement Resource Book](#).

[FREE PSHSA eLearning module](#) outlining Student Safety in Elementary Science and Technology - Grades 7 and 8.



## It's Your Job... to enter the 2016 Student Video Contest!

The Ministry of Labour is accepting entries to the 2015/16 *It's Your Job* video contest. All Ontario secondary school students are eligible. Get your creative students ready to develop an original video that can be used in social media to illustrate the importance of working safely on the job.



Students and their schools can win cash prizes and provincial and national recognition. This year first place national contest winner will get the chance to attend the North American Occupational Safety and Health (NAOSH) Week Launch ceremony May 2, 2016, in Ottawa, where their video will be shown.

Video Submission Deadline: **March 11, 2016**. Learn more [contest and prizes](#).

See, share and show the videos to your students! Check out [2014/15 winners](#) for inspiration.

## Government, Municipal & Public Safety

### Working at Heights Training Program Update - Making New Requirements Easy

Last month we informed you of our 3 training methods ranging from full day practical session, blended class and eLearning to an "Own The Program" option that you can submit as your own brand for your trainers. As a next step our program has come back from desk assessment and we are now planning the on site assessment. We are aiming to be approved and ready to deliver training in November. In the meantime if you have an immediate need you can reach out to our experts at: [workingatheights@pshsa.ca](mailto:workingatheights@pshsa.ca) while we await the approval of the PSHSA program.

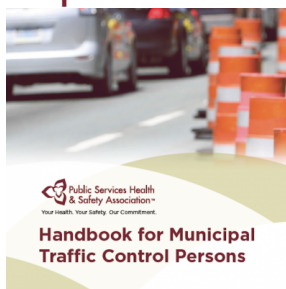


### Contract Work - Ask the Right Questions

Monica and Patricia spoke at the Ontario Public Buyers Conference at the Nottawasaga Inn on October 1. Randy Cooper, Ministry of Labour Regional Program Coordinator presented with PSHSA on the roles and responsibilities of buyers in the public sector. We also discussed how important it is to ask the right questions of potential contractors and knowing the hazards related to work that is being contracted out.

### Traffic Control Video Update

The new and improved PSHSA Traffic Control video is in production and is planned for release in late fall/early winter 2015. The shoot dates are set for October 19-21 and will be filmed at the Garry Morden Centre in Mississauga. The video will be updated to include the changes to Book 7 and will have a scenario of unplanned events added which will demonstrate the use of emergency response vehicles.



## Workplace Violence Prevention



**Ontario Taking Action to Better Protect Health Care Workers**  
Ontario is establishing a Workplace Violence Prevention in Health Care Leadership Table to better protect health care professionals on the job. Members will bring together stakeholders and experts, including patient advocates to provide advice on how to reduce and prevent workplace violence for health care professionals. An implementation plan will work to protect the health and safety of health care professionals as part of the government's four-part plan to build Ontario up by investing in people's talents and skills. PSHSA is proud to be included at the leadership table as outlined in the recent [\*\*Press Release\*\*](#)

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\*\*](http://www.pshsa.ca/econsulting)

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

