

Health & Safety Anywhere

September 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

JHSC Certification Refresher

To support ongoing learning after you have become a fully certified JHSC member, PSHSA is now offering JHSC Refresher Training. Appropriate for all sectors, this program is intended as a refresher to the Certification Part 1 and Certification Part 2 training programs. Completion of the Refresher program renews individual's certification status and maintains the certification under guidelines established and enforced by the Ministry of Labour. Refresher training is required every 3 years to maintain certification status. Alternatively, if Part Two is not completed within 6 months of completing Part One, the participant may take the refresher training or Part One again, prior to taking Part Two.



[Click here](#) to learn more about this new course.

Quick Links

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[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

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PTSD and #FirstRespondersFirst

PSHSA has created new PTSD Awareness information sheets, tailored to specific occupations: [Firefighters](#); [Prison Guards](#); [Police Officers](#); [Paramedics](#); [Nurses](#); [Children's Aid Workers](#); and [Teachers, Principals and Educational Assistants](#).



A new study has been added to the Research section on firstrespondersfirst.ca by the Canadian Psychiatric Association titled *Mental Disorder Symptoms Among Public Safety Personnel in Canada*. The study was designed to provide estimates of mental disorder symptom frequencies and severities for Canadian Public Safety Personnel. [Click here](#) to learn more.

PTSD among First Responders has been widely discussed by the media. [Click here](#) to read what's new!

Kim Slade, Director of Emerging Markets and Commercialization and Dr. Ash Bender will be speaking at the 2017 Schedule 2 Employers Group Conference on October 18-19. Join them to get an update on firstrespondersfirst.ca and to take part in an interactive session on overcoming barriers and challenges to implementing PTSD Prevention Plans.

"Healing Invisible Wounds - The Intensive"

Mission Butterfly, together with full support and funding from The Royal Canadian Legion Ontario Command, and The Ontario Trillium Foundation are now accepting applications to its pilot program "Healing Invisible Wounds - the Intensive", offered at no cost to veterans and military personnel of The Canadian Armed Forces. [Register here](#).

2018 Premium Rates from the WSIB

The WSIB has announced 2018 premium rates, and has approved a 3% reduction to the average premium rate for 2018, building on the 6.2% reduction to the average premium rate in 2017. Increases are required in certain rate groups as a result of expected costs of the legislated expansion of coverage to include work-related chronic mental stress.



Throughout November, the WSIB will be hosting technical sessions for interested employers and stakeholders to provide additional information on premium rates. For information about registration, and to learn about premium rates and how they are calculated, [click here](#).

WSIB Public Consultation Now Open

The WSIB has launched a public consultation on seven draft policies to support the implementation of the rate framework. To participate in this consultation, please review the information on the [Rate Framework Policy Consultation webpage](#) and provide feedback to the Consultation Secretariat by October 13, 2017.

Consultation_Secretariat@wsib.on.ca

Chronic Mental Stress and Bill 127

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

On November 1, 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. 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". [Click here](#) to register for this webinar.

Approaching Working at Heights Deadline

A final reminder that there is a two-year transition period for those who have been working at heights prior to April 1, 2015. To be eligible to take advantage of this transition period you need to have received training on working at heights that met the requirements of Section 26.2 of the Construction Regulation 213. If you did, then you have until

October 1, 2017 to complete an approved working at heights training program. [Learn more](#) about this transition period.



[Click here](#) to learn about PSHSA's Working at Heights

program.

If you have questions, contact us:

workingatheights@pshsa.ca

Ministry of Labour and PSHSA Collaborative Actions

PSHSA Mandate for Workplace Violence in Education

PSHSA is collaborating with the Education Sector to address the issue of Workplace Violence in the school community. As part of the Ministry of Labour's mandate to reduce and eliminate violence in the workplace, PSHSA is



spearheading the development and piloting of prioritized tools and solutions to assist in addressing violence, supporting vulnerable workers, as well as integrated service delivery. PSHSA has created a webpage on our website with information about this initiative.

Workplace Violence Tools are in the process of being developed, and will be released this Fall.

[Learn more](#)

Workplace Violence in Healthcare

PSHSA has added a new guide to workplace-violence.ca, which provides an overview of How to Use the Tools, including the Workplace Violence Risk Assessment Tool, the Individual Client Risk Assessment, Flagging, Security Gap Analysis and Personal Safety Response System.



[Click here](#) to learn more.

The Difference Between an Employee and Independent Contractor

If you are considered an "employee" under the Employment Standards Act, you may be entitled to employment rights such as minimum wage, overtime pay, public holidays and

vacation with pay. Learn the difference between an employee and an independent contractor [here](#).

Study of Leading Indicators

The Study of Leading Indicators for Occupational Health and Safety Management Systems in Healthcare is funded by The Ministry of Labour. The study examines a new approach to strengthening the occupational health and safety system in healthcare settings.

[Click here](#) to view the July 2017 update.

Areas of Priority

PSHSA Hosting Health & Safety Networking Forum

PSHSA will be hosting a FREE Health & Safety Networking Forum in Belleville on October 19. This is a great networking opportunity to meet like-minded health and safety professionals and learn about challenges and issues, and discuss potential solutions. This specialized networking session follows an interactive and guided approach where attendees can have inspiring conversation with presenters and other participants.

[Click here](#) to register for free.

Small Business Resource Manual

PSHSA has made updates to our Small Business Resource Manual. It is designed to make health and safety as easy as possible for your organization. PSHSA offers a simple step-by-step process, including an easy to follow action checklist to help you to set up and maintain a basic health and safety program.



[Click here](#) to download the manual for free.

Resources to Support Your Internal Health and Safety Responsibility System

All members of an organization are responsible for workplace health and safety, from members of senior management to

the workers. The Internal Responsibility System (IRS) is interrelated between every employee in an organization, and it's important to have open communication throughout all levels of the organization about health and safety in the workplace. Creating a strong IRS can seem daunting with the vast amount of information about regulations, legislation and requirements. PSHSA offers free resources to support and strengthen your organization's IRS, including Fast Facts, information sheets, checklists and posters.

[Click here](#) to access the free resources.

If you need support with your organization's IRS, contact one of PSHSA's [Regional Consultants](#), who will work with you to take your IRS to the next level.

Office of the Fire Marshal and Emergency Management (OFMEM) Vulnerable Occupancy eLearning Courses

Several eLearning courses are available from PSHSA for those that are seeking OFMEM Vulnerable Occupancy Training:

[Improving Fire Safety for Vulnerable Ontarians: Training for Chief Fire Officials](#)

[Improving Fire Safety for Vulnerable Ontarians: Training for Owners/Operators of Care Occupancies, Care/Treatment Occupancies and Retirement Homes](#)

[Improving Fire Safety for Vulnerable Ontarians: Training for Supervisory Staff of Care Occupancies, Care and Treatment Occupancies and Retirement Homes](#)

[Click here](#) to learn more.

Events

Ontario Association of Paramedic Chiefs (OAPC) Fall Conference and AGM

Ottawa

The Shaw Centre

September 26-28



ONTARIO ASSOCIATION
OF PARAMEDIC CHIEFS

[Learn More](#)

Ontario Building Officials Association (OBOA) Annual Meeting and Training Sessions

Huntsville

Deerhurst Resort

October 1-4

[Learn More](#)

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

Mississauga

Hilton Toronto Airport Hotel & Suites

October 2

[Learn More](#)

Ontario Museum Association (OMA) Annual Conference

Kingston

Four Points

October 11-13



[Learn More](#)

2017 Schedule 2 Employers' Group Conference

Toronto

Sheraton Parkway Toronto North Hotel

October 18-19

[Learn More](#)

Ontario Community Support Association (OSCA) Conference

Markham

Hilton Suites Toronto/Markham

Conference Centre

October 18-19



[Learn More](#)

The Better Workplace Conference 2017

Toronto

Beanfield Centre at Exhibition Place

October 24-26

[Learn More](#)

Student Life Expo

Toronto

Metro Toronto Convention Centre

October 28-29



[Learn More](#)

Ontario Non-Profit Housing Association Conference and

Trade Show

Niagara Falls

Scotiabank Convention Centre

November 3-5



ONTARIO NON-PROFIT
HOUSING ASSOCIATION

[Learn More](#)

Ontario School Counsellors' Association (OSCA) Conference

Toronto

International Plaza Hotel and
Conference Centre

November 5-7



OSCA / ACOSO

[Learn More](#)

Nonprofit Driven 2017

Toronto

Beanfield Centre

November 8-9

NONPROFIT
DRIVEN



[Learn More](#)

Forum North

Thunder Bay

Victoria Inn

November 7-8



Workplace Safety
& Prevention Services®

[Learn More](#)

Latornell Conservation Symposium

Alliston

Nottawasaga Inn Resort &
Conference Centre

November 21-23



LATORNELL
CONSERVATION SYMPOSIUM

[Learn More](#)

Higher Education Summit 2017

Toronto

Sheraton Centre Toronto Hotel

November 26-27

[Learn More](#)

Innovations

Mobile App to Support Mental Health Literacy in Healthcare Workplaces

PSHSA is joining McMaster University Researcher Sandra

Moll, Cossette Health, and Susan Jacobson to develop an app to support mental health literacy in healthcare workplaces. The Advisory Team meetings kick off this month and will also include representatives from the healthcare sector to provide expertise and guidance on the sector needs. This app will also act as an adjunct tool to Dr. Moll's Beyond Silence Mental Health Literacy program. This project was funded through CIHR Catalyst Grant: Work Stress and Wellbeing Hackathon, Congratulations to Sandra for successfully achieving funding to move forward with this project.

[Click here](#) to learn more about Dr. Moll's Beyond Silence program.

Aging Workforce... Decreasing the Impact Webinar

Is your organization prepared to address the impact that an aging workforce may have on occupational health? 42% of the Canadian Workforce currently is in the 45-64 age group and it is predicted to continue to rise. What strategies do you have in place to create an environment that supports a safe and healthy aging workforce? PSHSA will be hosting a webinar on October 23 from 1:00-2:30pm that will provide you with a better understanding of the definition of Aging vs Healthy Aging, and how Aging may or may not impact Musculoskeletal Injuries, as well as our Cognitive and Mental Health at work. This webinar will provide some practical suggestions to support the aging workforce.

[Register here](#)

Research

Ryerson University and PSHSA Partnering to Examine the Relationship Between Ergonomics Training and it's Application at Work - Join Us

Many office workers spend most time working at their computer station. Thus, proper ergonomic equipment and sitting postures; as well as proper lighting and background sound are essential for their health. There are diverse training methods available in teaching the correct use of these

workstations. Yet, their effectiveness may not be consistent. Ryerson University and Public Services Health & Safety Association have created this research project for collecting and analyzing data of office workers to examine the relationship between training and its application regarding the use of sitting computer workstations in offices; and to measure the background noise and illumination in offices.

We invite anyone who works at a computer workstation that is not shared with another co-worker and has not experienced shoulder or back pain in the last 6 months to participate in this online-based research project by completing this 30-45 survey online.

[Click here](#) to learn more and participate.



Prolonged standing on the job more likely to lead to heart attack than prolonged sitting: Study from IWH

Workers who stand on the job most of the time are at greater risk of heart disease than workers who predominantly sit. According to a study published last month in the American Journal of Epidemiology (doi [10.1093/aje/kwx298](https://doi.org/10.1093/aje/kwx298)), even after taking into account a wide range of personal, health and work factors, people who primarily stand on the job are twice as likely as people who primarily sit on the job to have a heart attack or congestive heart failure. "Workplaces have been hearing a lot lately about the health effects of prolonged sitting on the job," says Institute for Work & Health (IWH) Senior Scientist Dr. Peter Smith, who led a team of researchers from IWH and the Institute for Clinical Evaluative Sciences (ICES) to conduct this study. "Our results suggest that workplaces also need to pay attention to the health effects of prolonged standing, and target their prevention programs accordingly."

Read the [media release](#) to learn more about the study's findings.

CROSH Mobile Unit

PSHSA's research partner CROSH is bringing their mobile unit to a northern city near you, and you will have an opportunity to view mCROSH and provide community input into OHS issues for CROSH's strategic plan for the next 3 years. M-CROSH is the first mobile lab in Canada equipped to simultaneously perform workplace research in Occupational Health and Wellness, Human Factors and Ergonomics, and Occupational Physiology and Environment. To learn more about M-CROSH you can:

Review the [Twitter feed](#)
Visit the mCROSH [website](#)

PSHSA Submits Research Proposal with IWH

PSHSA recently submitted a research proposal with Dr. Peter Smith at the Institute for Work and Health and Ms. Nancy Carnide to CIHR Catalyst Grant Competition looking at Population Health Intervention Research on the Legalization and Regulation of Non-Medical Cannabis in Canada. In particular our research proposal will focus on understanding the patterns of use by workers, workers perceptions of use - recreationally or at work - and how that may impact health and safety at work. We look forward to working with Peter and Nancy should our funding grant be successful.

Health and Safety Spotlight

2nd Annual #StudentChallenge

2017 marks the launch of our 2nd annual #StudentChallenge campaign! Our 2016 winner has just finished her internship with PSHSA, where she had the opportunity to develop her winning idea to help reduce injuries and illness among Ontario's young workers. PSHSA is inviting Ontario post-secondary students to enter the 2017 #StudentChallenge. Their creative idea could win a paid full-time internship with PSHSA!

[Click here](#) for more information.

Follow #StudentChallenge on Twitter for updates throughout the campaign.



Health & Safety for Managers and Supervisors Blended Learning

PSHSA is now offering Health & Safety for Managers and Supervisors Blended Learning. This blended training program applies to the managers and supervisors in Ontario's Education, Emergency Services,



Government, and Healthcare sectors. The course is designed to provide a deeper understanding of occupational health and safety, and how it contributes to supervisory responsibilities, impact workers and enhances the health and safety culture in the workplace.

[Click here](#) to learn more about this new course.

AFHTO Joins PSHSA Affiliate Program

The Association of Family Health Teams of Ontario has joined PSHSA's Affiliate program, joining over 25 affiliate partners, delivering health and safety information to over 500,000 workers. The Affiliate Program enables organizations or associations to select relevant health and safety content from PSHSA's extensive library, which can then be easily published on your website or intranet for direct access by staff, members and your broader community. The content that you select is maintained centrally by PSHSA so you can be sure that you are always providing the most up-to-date resources. The library includes over 100 resources spanning legislation, standards, guidelines and workplace hazards. It includes checklists, webinars, posters, fact sheets and more.

[Learn more](#)

Global HSE in Mining Summit

Kim Slade, PSHSA's Director Emerging Markets and Commercialization and Glenn Cullen, Vice President Corporate Programs and Product Development are joining

Pat Byrne, founder of Fatigue Science and partner with Stanford Sleep Epidemiology Research Centre and Dr. Lora Cavuto from the University of Buffalo will be speaking as a panel at the Fleming 8th Annual Global HSE in Mining Summit November 1 -2. Their panel discussion will cover why fatigue is an emerging OHS issue, engaging partners to bring research to workplaces, use of technology to understand fatigue risk in the mining sector and linking physical and sleep-based fatigue measures to identify fatigue mitigating interventions.

[Click here](#) for more information.

A Helpful Webinar for 5 Steps to an Effective Occupational Health & Safety Program

Creating an effective workplace program can seem expensive and complex. Everyone plays an important role in health and safety in the workplace. This free 45 minute webinar provides a review of the Internal Responsibility System, discusses the roles and responsibilities of the workplace parties, and provides a review of the five steps to creating an effective workplace program. The webinar is delivered by one of PSHSA's health & safety consultants who has assisted many municipal organizations with navigating health and safety compliance, developing resources and finding tools to making your workplace healthy and safe. Join Jeff Pajot as he walks you through the important information you need in order to implement a successful Occupational Health & Safety program at your organization.

[Click here](#) to watch the free webinar.

Education & Culture

Violence in Education Presentation at Schedule 2 Conference

The unique challenges in a school environment will be presented at the upcoming 28th Annual Schedule 2 Employers Group Conference. The conference is being held in Toronto from October 18-19.

[Click here](#) to learn more.



Government, Municipal & Public Safety

Filing a Notice of Project

Many homeowners and contractors visit their municipality's websites to apply for building permits before starting construction, demolition, addition or renovation on their property. Often they are unaware that they may need to file a Notice of Project (NOP) with the Ministry of Labour to comply with Occupational Health and Safety Act regulations before work begins on a construction project. PSHSA, in partnership with the Ministry of Labour and the Ontario Building Official Association, are asking for your assistance to provide links from the building permit application pages on your municipality's website to the Ministry of Labour's Notice of Project page. The MOL has also developed a web-based application that allows municipal building inspectors to report unsafe work practices to the ministry for priority inspection.

Contact Monica Szabo MSzabo@pshsa.ca with questions or for information on how you can help increase compliance on construction projects in your municipality.

NFPA Technical Rescuer Fundamentals Training

PSHSA is now offering 2013 Chapter 5 Technical Rescuer Fundamentals, a foundation course that ensures participants understand the basics of technical rescue operations. [Click here](#) to preview both the Instructor Manual and the Participant workbook.



Course materials are available for ordering if you are a Regional Training Site partner with PSHSA and have signed a Memorandum of Understanding (MOU). Contact Monica

Health & Community Services

Upcoming Violence, Aggression & Responsive Behaviour (VARB) Webinars

On September 25, PSHSA will be offering *Security Program as Part of a Workplace Violence Prevention: A Security Toolkit for Community and Healthcare Organizations* webinar. This webinar will provide insight into security requirements and provide an overview of the newly developed Violence, Aggression and Responsive Behaviour (VARB) Project Security Toolkit that can help organizations, with or without designated security personnel establish an effective security program. [Register here](#).

PSHSA will also be hosting a webinar called *Establishing a Personal Safety Response System (PSRS): What Organizations Need to Know* on November 28 from 12:00pm to 2:00pm. This webinar will describe the PSRS, and explain how the PSRS is a component of existing programs, processes and frameworks within an organization. The webinar will also provide an overview of practical information regarding PSRS devices, procedures, training and implementation; and easy to use tools that can help establish a PSRS. [Click here](#) to register.

PSHSA Consultant Olivia Monk-Saigal

Olivia joined PSHSA in December 2016 as a Health and Safety Consultant in Product Development before joining the Health and Community Services team. Olivia holds an undergraduate degree in Chemistry from Mount Allison University in New Brunswick, as well as a Master's of Applied Science in Occupational Health from McGill University. Prior to PSHSA, Olivia worked at GE Healthcare Canada working in Environmental Health and Safety, where she led projects in all aspects of EHS including ergonomics, electrical safety, contractor management, and motor vehicle safety.



Contact Olivia at omonk-saigal@pshsa.ca

Workplace Violence in Healthcare Article in Canadian Occupational Safety

Canadian Occupational Safety
has released the
August/September issue,
discussing the prevalence of



workplace violence in healthcare. PSHSA and Henrietta Van hulle, PSHSA's Executive Director, Health & Community Services, were included throughout the article, as PSHSA is considered to be a leading subject-matter expert on workplace violence in healthcare.

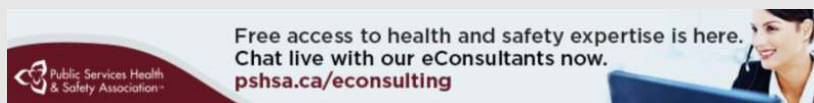
Read the article [here](#).

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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