

Health & Safety Anywhere

March 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

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What's New in Standards, Legislation & Guidelines

What is Blended Learning? Try JHSC eLearning for FREE!

During the month of February, PSHSA launched a Blended Learning Campaign that allows learners to take the eLearning component of our Blended JHSC Certification Part 1 course for free. You may have seen PSHSA's Blended Learning campaign in various publications such as

Municipal World, Hospital World, OHS Magazine, and more. In early February, PSHSA attended the Human Resources Professionals Association (HRPA) Trade Show to talk about blended learning and our JHSC program. Due to interest, we have extended the free eLearning trial as we continue to speak about the benefits of blended learning. Be sure not to miss this opportunity to try our eLearning for **FREE!**



Blended Learning is a combination of eLearning and classroom training. The advantage of blended training is the eLearning component allows you to complete modules at your own time and at your own location. **You also save \$100 in addition to one day of training in the classroom.**

What are people saying about our JHSC Certification Part 1 Blended Learning?

"I really enjoyed the group discussions."

"The development of establishing procedures for inspections was very valuable to learn. Great information on how to start."

"I really enjoyed the process of learning about health and safety!"

"I learned a lot of information in my human resources program in my post-grad. This course would be very helpful for students taking occupational health and safety courses at school!"

"Overall, I enjoyed the case scenarios, the studies and the group discussions."

[Click here](#) to learn about the free trial.

Working at Heights Reminder

Reminder: By April 1, 2017, all workers who work at heights in construction must be trained to do so using an approved training program.



PSHSA is approved by the Ontario Chief Prevention Officer as meeting the Working at Heights training program and provider standards. Our program covers both the theory and practical requirements outlined in the standard. We offer both traditional classroom training as well as blended training. Our Working at Heights training programs would be ideal for those working in a municipality, and the work is required to have certified Working at Heights training under the Construction Regulation.

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

Building PTSD Prevention Plan Workshops

Join us for a one-day workshop where you will be able to work with a PSHSA expert to develop a basic PTSD Prevention Plan.

Organizations within the first responder community are being asked to submit their PTSD Prevention Plans to the Minister of Labour by April 23, 2017. This workshop will help you establish your organizational goals, roles and responsibilities. It will help you identify the mechanisms you will use to recognize exposures, understand intervention options and establish crisis intervention management process. At the end of the session, you will have draft policies and procedures,



as well as key messages for communications plan. This workshop is applicable to Emergency Services, and is \$150/per organization.

Upcoming Dates:

Niagara-on-the-Lake: [March 28](#)

Fort Frances: [March 28](#)

For help with developing the plans, go to firstrespondersfirst.ca. If you have a question about your Prevention Plan, email PTSDPlanInfo@pshsa.ca.

PTSD Resources

Organizations within the first responder community are being asked to submit their PTSD Prevention Plans to the Minister of Labour by April 23, 2017. PSHSA has resources available to aid in creating these plans, and we have created a new [PTSD webpage](#) on our website with more information.

The firstrespondersfirst.ca website has two new assessments available: [Implementing Best Practices](#), and [Taking Proactive Steps](#). The new assessments outline the steps to take when you are getting started on your organization's PTSD Prevention Plan.

We have received feedback that organizations are looking for psychological support options in their local area.

On firstrespondersfirst.ca there are a number of ways that you can search for psychological support. To search for a Psychologist, visit the [Ontario Psychological Association](#). This database allows you to search by Service Language, Area of Practice, Theoretical Orientation, Age, Gender, Problem Area, City and Time Available. To search for a Physician, visit the [College of Physicians and Surgeons of Ontario](#). This database allows you to search all physicians, family doctors and specialists. Under specialists you can choose specific specializations including psychiatry. You can also search location of practice, hospitals where physician has privileges.

[Click here](#) to find a Distress Centre in your area.

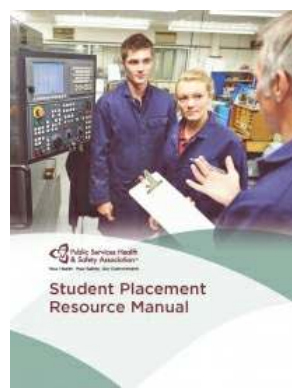
Finally, [Ontario's Mental Health Helpline](#) provides resources, materials, an app, and they will connect you with local services in your community.

Ministry of Labour and PSHSA Collaborative Actions

#StudentChallenge and Young Worker Update

The deadline has now passed for the #StudentChallenge.

Thank you to all the students who submitted their ideas, and thank you for your interest in increasing OHS awareness and young worker safety. We have invited four students onto the next round, and we are looking forward to hearing their unique ideas.



We encourage students to stay tuned to our website for future student health & safety initiatives.

As the spring and summer season draws near, your organization 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. PSHSA now offers Student Placement Resource Books in both [English](#) and [French](#). PSHSA would like to thank the Ministry of Education for their assistance in developing the French placement handbook.

What's New eNewsletter from the Ministry of Labour

Keep up to date with Ministry of Labour initiatives and news by subscribing to their monthly eNewsletter, *What's New*. Stay informed about your rights and responsibilities at work, and learn about the latest news on legislation, operations and resources! This month's issue includes information about blitzes, Working at Heights, mental health resources, and more.



[Read here](#)

Areas of Priority

WSIB Update

Monica A. Szabo, Executive Director, Government, Municipal and Public Safety, spoke on a panel at the Ontario Good Roads Association (OGRA) conference on the impact of rate group reform on the municipal sector. She addressed the actions you can take now to improve your health and safety performance to reduce premium rates when the transition occurs.



The OGRA has released their Milestones Magazine - Conference Issue, where Monica wrote an article about the WSIB Rate Framework Modernization. Read the article [here](#).

[Learn more](#) about the Rate Framework Modernization.

For strategic assessment, planning support or help with tactical implementation for Rate Reform Modernization [Contact Us](#).



Events

Ontario Cooperative Education Association (OCEA) Spring Conference

North York

The Westin Prince Toronto

April 23-25



[Learn More](#)

Beyond Stigma and Treatment: Creating Mental Wellbeing Through a Positive Culture

Sault St. Marie

May 10-11

[Learn More](#)

Middlesex-London Health Unit: The Ageing Workforce... Making it Work!

London

**Best Western Stoneridge Inn
and Conference Centre**

May 18



[Learn More](#)

Regional Health & Safety Networking Forum

Barrie

Holiday Inn Barrie

May 25

[Learn More](#)



Innovations

Leading Indicators for Occupational Health & Safety Management Systems in Healthcare

PSHSA is working in partnership with Queens University on a project examining a new approach to strengthen the occupational health & safety system in healthcare settings. This study, titled *The Study of Leading Indicators for Occupational Health and Safety Management Systems in Healthcare*, will generate information on priority issues identified by the Ministry of Labour with a particular emphasis on enhancing the delivery of effective OHSMSs by utilizing leading indicators and promoting a health & safety culture in healthcare workplaces.

[Learn more](#)

Research



Multi-Component RTW Programs Are Most Effective: IWH Review

To effectively help workers with musculoskeletal disorders and other pain-related conditions return to their jobs, workplaces should simultaneously offer health services (e.g. physical, occupational and/or psychological therapy, medical assessments, graded-activity exercises, work hardening), return-to-work coordination (e.g. case management) and work modifications (e.g. job accommodations). This is according to a systematic review of the research on the effectiveness of workplace-based programs designed to help injured and ill workers return to work, published last month in the [Journal of Occupational Rehabilitation](#). Co-led by the Institute for Work & Health, the review also found strong evidence that work-focused cognitive behavioural therapy (CBT), which address the specific difficulties workers face returning to their jobs, is effective in reducing the lost time associated with mental health conditions, while traditional CBT is not.

[Learn more](#)

Updated WHMIS 2015 Poster

PSHSA is now offering an updated WHMIS 2015 poster. The poster is free to [download](#) for your workplace. Significant changes have been made and the new poster reflects the changes made to the WHMIS symbols.

For more WHMIS resources, [click here](#).

Hazard Pictogram	Symbol Description	Classification	Example of Uses	Example of Safe Handling Procedure
	Gas Cylinder	Compressed Gases	• Gases under pressure • Gases that are highly flammable, highly toxic, or highly corrosive • Gases that are extremely flammable, extremely toxic, or extremely corrosive	• Do not use if the cylinder is damaged or leaking • Do not use if the cylinder is empty or nearly empty • Do not use if the cylinder is not labeled for the intended use
	Flame	Flammable Highly flammable Extremely flammable	• Liquids and solids that are highly flammable • Liquids and solids that are extremely flammable	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Flame over circle	Highly flammable (liquids)	• Liquids that are highly flammable	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Exclamation Mark	Irritant Skin Sensitizer Acute Toxic (Oral) Acute Toxic (Dermal) Acute Toxic (Inhalation)	• Liquids and solids that are irritant • Liquids and solids that are skin sensitizers • Liquids and solids that are acutely toxic (oral) • Liquids and solids that are acutely toxic (dermal) • Gases that are acutely toxic (inhalation)	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Health Hazard	Chronic Toxicity Carcinogen Reproductive Toxicity Respiratory Sensitizer Target Organ Toxicity	• Liquids and solids that are chronically toxic • Liquids and solids that are carcinogenic • Liquids and solids that are reproductively toxic • Liquids and solids that are respiratory sensitizers • Liquids and solids that are target organ toxic	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Biohazardous Infectious	Highly Infectious Infectious Highly Pathogenic	• Liquids and solids that are highly infectious • Liquids and solids that are infectious • Liquids and solids that are highly pathogenic	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Corrosion	Corrosive Very Corrosive	• Liquids and solids that are corrosive • Liquids and solids that are very corrosive	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Explosion	Explosive	• Liquids and solids that are explosive	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Skull and Crossbones	Acute Toxic (Oral) Acute Toxic (Dermal) Acute Toxic (Inhalation)	• Liquids and solids that are acutely toxic (oral) • Liquids and solids that are acutely toxic (dermal) • Gases that are acutely toxic (inhalation)	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	N/A	Not Applicable	• Liquids and solids that are not applicable	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use
	Environment	Very Toxic to Aquatic Life Toxic to Aquatic Life	• Liquids and solids that are very toxic to aquatic life • Liquids and solids that are toxic to aquatic life	• Do not use if the container is damaged or leaking • Do not use if the container is empty or nearly empty • Do not use if the container is not labeled for the intended use

Education & Culture

PSHSA Welcomes Adrian Varao

We are pleased to welcome Adrian Varao to the PSHSA family as our new Business Development Manager, Training Solutions. Adrian brings to PSHSA over 15 years of experience in the Health & Safety field, most recently as a Key Account Manager at Workplace Safety



& Prevention Services. Adrian holds a Masters of Business Administration (MBA) from the Schulich School of Business as well as a Bachelor of Sciences Degree - Biological Sciences from the University of Guelph. Adrian's primary focus will be to identify and initiate business opportunities by engaging with key clients and strategic partners which will assist in bringing our mandate to life and create safer workplaces. Adrian resides in Durham Region with his wife Julia and son Rylan.

If you're in need of support, and are looking for an opportunity to work with PSHSA, contact Adrian: AVarao@pshsa.ca

Online Safety Resources for Teachers

The Science Teachers' Association of Ontario (STAO) has created a new [Safety Mindedness Teacher Training Resource](#). This is an interactive online training program for teachers

regarding safety-related issues that may arise in Grade 9-12 Science and grades K-8 Science and Technology programs. The training program emphasizes the importance of creating a culture of safety mindedness in the classroom.

The Ontario Council for Technological Education (OCTE) has also developed a new suite of [safety resources for teachers](#). These are subject-specific (for example, resources are available for Construction Technology, Green Industries, Hairstyling and Aesthetics, etc.) and will be of particular interest to secondary school teachers delivering the Grades 9-10 and 11-12 Technological Education curriculums.

Government, Municipal & Public Safety

Canadian Ski Patrol Fundraiser

PSHSA donated a Kobe Reader and a rechargeable flashlight for a silent auction to help raise funds for the Canadian Ski Patrol. Jim Ogilvie, a member of PSHSA's Government, Municipal and Public Safety team, is an active member of the Ski Patrol. Jim is pictured here with Nika Chaloux from the Canadian Ski Patrol.



Health & Community Services

Workplace Violence in Healthcare

PSHSA is working to develop toolkits that provide workplaces with a consistent and scalable approach for achieving sustainable outcomes and reducing incidents and the impact of aggression, violence and responsive behaviours. The five priority areas and tools are:



- Workplace Violence Risk Assessment
- Individual Client Risk Assessment
- Flagging
- Security
- Personal Safety Response System

On March 20, PSHSA will be releasing a security tool kit. Be sure to stay tuned to our [Workplace Violence page](#) for the launch.

The Flagging Handbook and related tools were the first to be released and can be accessed [here](#).

The Objective Lens Podcast

PSHSA's Executive Director, Health & Community Services, Henrietta Van hulle, recently spoke about workplace bullying with the Canadian Society for Medical Laboratory Science on The Objective Lens podcast.

The Objective Lens podcast discusses working in healthcare and a medical laboratory, and the issues that are important to workers. Listeners will learn valuable tips and support for the challenges of working in a medical laboratory and in healthcare.

Click [here](#) to listen to the podcast.

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

A banner for PSHSA's eConsulting service. On the left is the PSHSA logo, which consists of three interlocking circles and the text "Public Services Health & Safety Association". To the right of the logo, the text reads: "Free access to health and safety expertise is here. Chat live with our eConsultants now. pshsa.ca/econsulting". On the far right of the banner is a small photograph of a woman in a professional setting, smiling and looking at a laptop screen.

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

Connect
with Us



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