

## Health & Safety Anywhere

January 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

[Ontario Ministry of Labour](#)

[WSIB](#)

[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

[Working at Heights](#)

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## What's New in Standards, Legislation & Guidelines

### JHSC Blended Certification Part 1 Training

Start 2017 by getting certified for JHSC! PSHSA offers Blended Certification training, which combines online modules and classroom training. We are the *only* Ministry of Labour certified training provider offering both blended (eLearning + classroom) and classroom training.



There is still space available in the following dates:

**London:** [January 26-27, 2017](#)

**Etobicoke:** [February 1-2, 2017](#)

**Toronto:** [February 13-14, 2017](#)

**Hamilton:** [February 14-15, 2017](#)

**Ottawa:** [February 15-16, 2017](#)

See more [JHSC training options](#)

## Working at Heights Blended Learning

Earn your Working at Heights Blended Certification with PSHSA in the New Year! Blended learning combines the ease of eLearning with the application of a classroom environment.

Space is available in these upcoming dates:

**London:** [February 2, 2017](#)

**Toronto:** [February 22, 2017](#)



Our Working at Heights prices are:

**Blended:** \$100 pp

**Classroom:** \$165 pp

[Learn more](#) about our Working at Heights program.

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## Building a PTSD Prevention Plan Webinar

On April 23, 2017 organizations within the first responder community are being asked to submit their PTSD Prevention

#FIRSTRESPONDERSFIRST

Plans to the Minister of Labour. PSHSA will be hosting webinars on how to create a PTSD prevention plan for your organization. This webinar will help organizations prepare for this by providing information about:

- Ontario's PTSD Prevention Strategy
- The PTSD Prevention Framework and [firstresponderfirst.ca](#) toolkit and resources available to help you build a plan
- Components of a PTSD Prevention Plan

Webinars will be running on the following dates:

[January 20, 2017](#)

[January 27, 2017](#)

[February 3, 2017](#)

**The webinars are \$20, and will run from 9:00am-10:30am.**

If you have questions about the webinars or about your prevention plan, email [PTSDPlanInfo@pshsa.ca](mailto:PTSDPlanInfo@pshsa.ca).

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## Building a PTSD Prevention Community of Practice Workshop

Come to a one-day workshop where you will be able to work with a PSHSA expert to develop a basic PTSD Prevention Plan. This workshop will help you establish your



organizational goals, roles and responsibilities. It will also help you identify the mechanisms you will use to recognize exposures, understand intervention options and establish crisis intervention management process. At the end of this 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 with 2 people max.**

### **Upcoming sessions:**

**Sault St. Marie:** [January 30, 2017](#) **Orillia:** [February 16, 2017](#)  
**Sudbury:** [February 1, 2017](#) **Chatham:** [February 22, 2017](#)  
**Kitchener:** [February 9, 2017](#) **Thunder Bay:** [February 23, 2017](#)  
**Toronto:** [February 10, 2017](#) **Kingston:** [February 24, 2017](#)

If you have questions about the workshops or about your prevention plan, email [PTSDPlanInfo@pshsa.ca](mailto:PTSDPlanInfo@pshsa.ca)

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## **WSIB Rate Framework Update**

In November, the Workplace Safety and Insurance Board's (WSIB) Board of Directors approved the Rate Framework. This approval will allow the WSIB to move forward with the important work of implementation, including significant system modifications necessary for a 2019 implementation.



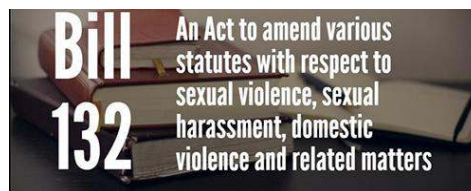
The WSIB is committed to ensuring the Rate Framework is implemented in a manner that fosters stability. Beginning in 2017, the WSIB will undertake further education and outreach efforts, including further discussion on the promotion of occupational health and safety, to ensure a broader understanding of the new approach.

[Learn more](#)

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## **Bill 132**

Ensure your workplace violence policies have been updated for the New Year. Employers should note the changes to the Occupational Health and Safety Act, which aim to bolster employee protection from workplace harassment. If you have questions regarding the requirements, contact one of our [regional consultants](#).



PSHSA offers numerous resources with information on Bill 132,

including:

[Workplace Harassment eLearning](#)

[Bill 132 webinar](#)

[Workplace Violence fast fact](#)

[Code of Practice Overview video](#)

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## Extended Deadline for 2017 Safety Groups

PSHSA is extending the deadline to register for our 2017 Safety Groups until **January 30, 2017**. As well, we are offering our 2016 and 2017 Safety Groups members a registration discount up to 20% (registration fees are payable Feb 2017 after first meeting), for any new members you recruit to the PSHSA 2017 Safety Groups.

For each recruitment, both you and the new member will each receive a 5% Discount. Existing 2016 and 2017 Safety Groups members can avail this referral incentive for a maximum of up to 4 new members.

[Learn more](#)

## Ministry of Labour and PSHSA Collaborative Actions

### Win a Paid Internship with PSHSA



A reminder that the deadline is approaching for the *OHS for Young Workers #StudentChallenge*. PSHSA is inviting Ontario post-secondary students to conceptualize innovative and creative solutions, resources or services for increasing OHS awareness and reducing workplace injuries and illnesses among young workers. The successful candidate will benefit from a **paid full-time internship at PSHSA** to implement their winning concept!

**Submissions are due by January 31!**

[Learn more](#)

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## Ministry of Labour's New and Young Workers Blitz 2016

In Ontario, new and young workers are 3x more likely to be injured on the job during their first month than at any other time. This summer, the ministry conducted an enforcement blitz in the industrial sector that focused on new workers, including young workers. To learn what the inspectors found, click [here](#).

## Areas of Priority

### Inclement Weather Notices

Winter weather is here! PSHSA has created an Inclement Weather Notice on our website, where we will provide updates on the status of training courses in the event of inclement weather.

See the status of your course [here](#), or in the top banner on our website.

### Workplace First Aid Kits

CSA Group is pleased to announce that Z1220 - Workplace First Aid Kits, is now available for public review and comment until February 7, 2017. The Technical Subcommittee on Workplace First Aid Kits encourages all interested stakeholders to provide feedback on the draft Standard to ensure that it meets the needs of Canadian workplaces.



To review the draft and provide comments, visit CSA's Public Review [website](#).

## Events

### Human Resources Professionals Association (HRPA) Trade Show

#### Toronto

Metro Toronto Convention Centre  
February 1-3, 2017



[Register here](#)

### Problematic Substance Use and the Workplace Conference

#### Toronto

Toronto Marriot Bloor Yorkville  
March 2, 2017

## Innovations

### PSHSA & IHSA eLearning Partnership

As part of its strategic plan, Infrastructure Health & Safety Association (IHSA) has committed to extending its reach across Ontario to those of greatest need and vulnerable workers, while maintaining excellent program development and implementation. IHSA has recognized eLearning as an opportunity to achieve this goal. Elearning offers accessible learning to those who may not be able to attend a traditional classroom training session while maintaining strong instructional best practice. Offering an alternative delivery method to workers will also promote retention and aid in the learning process for those who learn better at their own pace and/or just-in-time.

To achieve their goals of effectively digitally educating Ontario workers, IHSA has partnered with PSHSA - a fellow health and safety association that has proven expertise in eLearning design, development and seamless delivery of e-content. PSHSA will be working with IHSA to convert their traditional classroom library into an effective and interactive eLearning library, and help realize this component of their strategic plan. PSHSA will perform all eLearning development as well as provide hosting solutions, including learning management via a learning management system (LMS).

Both health and safety associations are looking forward to moving this partnership towards the common goal of a healthy and safe Ontario workforce.

[Learn more](#)

## Research



### Health-care Providers Face Challenges in Returning Workers With Complex Injuries: Study

Most health-care providers don't have problems with the workers' compensation system or the return-to-work (RTW) process when they treat patients with visible, acute physical injuries supported by clear medical evidence. However, when they are treating patients with more complex injuries and illnesses, such as chronic pain, mental health issues, gradual-onset conditions and multiple injuries, the going is not always as smooth. This was the finding of an Institute for Work & Health (IWH) study that explored the role of health-care providers in



RTW and the challenges they face. The researchers found that, when dealing with complex claims, the interactions between health-care providers and the workers' compensation system could be marked by role confusion, misaligned perspectives about the timing of return to work, poor communications and more. [Read the full report.](#)

You can also come hear Dr. Agnieszka Kosny, the scientist who led this study talk about the findings at a one-hour talk being held at the IWH's Toronto-based office on January 31. [Learn more.](#)

## Health and Safety Spotlight

### Fatigue Awareness Classroom Training

Fatigue has the ability to affect a person both mentally and physically. Fatigue increases the chances of making errors at work, therefore making it a workplace health and safety risk.



Applicable to any sector, this awareness course aims to provide a better understanding of fatigue and the importance of sleep. Those who take the course will gain a comprehensive perspective on the risks associated with fatigue and the intervention and prevention strategies that can be implemented.

The course is \$150.00 pp for onsite or regional sessions, and runs for 1.5 hours.

This course will be available on our website on January 31.

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### Health and Safety Representative eLearning

As per the Occupational Health and Safety Act, Ontario workplaces with 6-19 employees regularly employed and no Joint Health and Safety Committee (JHSC) are required to have a health and safety representative.

The main purpose of a health and safety representative is to improve workplace health and safety. Primarily, a health and safety representative identifies workplace hazards and makes recommendations for improvement

PSHSA's Health and Safety Representative training program

covers the fundamentals of workplace health and safety including responsibilities and duties, legal requirements under the Occupational Health and Safety Act, hazard recognition and control, workplace inspection and investigation techniques and prevention resources. This eLearning course will cover the essentials of the role, including how to:

- Identify and control hazards,
- Resolve health and safety complaints and issues,
- Participate in investigations of work refusals,
- Develop, implement and monitor programs,
- Inspect the workplace on a regular basis, and to
- Investigate incidents and accidents such as critical injuries and fatalities

Health and Safety Representative eLearning training will take approximately 3 hours to complete, and will be available on our website on February 1.

## Education & Culture

### Own The Program (OTP)

PSHSA would like to congratulate McMaster University and The University of Toronto for the recent Ministry of Labour (MOL) Approval to deliver Certification Part 2 training to their in-house employees.

The Universities proactively demonstrated their commitment to supporting JHSC representatives training using the PSHSA's ready-made Ministry Approved JHSC Certification training program. To become an Approved Provider, the Universities were required to meet the stringent criteria set out in the JHSC Certification Training Provider Standard including the successful completion of a MOL audit/field assessment with qualified instructors.

PSHSA's OTP is designed to reduce future training costs and expenses for larger organizations who have internal resources. By paying an initial license fee and a small amount for participant materials thereafter, you can save 85% for each of your employees future Certification training. With OTP, you can customize the PSHSA ready-made program under your own brand with our support to navigate the application and approval process.

Thank you to our OTP Partners - McMaster University and The University of Toronto.

If you are interested in OTP for your educational institution, email Kim Litchfield: [KLitchfield@pshsa.ca](mailto:KLitchfield@pshsa.ca)

## Government, Municipal & Public Safety



# Workplace Fatigue as an Emerging Health and Safety Issue

PSHSA wrote an article on Workplace Fatigue in the November issue of OHAO Forum.



Occupational  
Hygiene Association  
of Ontario

Fatigue in the workplace is an emerging health and safety issue that requires increased understanding of its impact on work performance and prevention methods and programs. A link between fatigue and impacts on work performance has been shown in various research studies.

[Learn more](#)

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## The Lone Worker

There are inherent risks to working alone. Workers can be put at risk because employers have no policy or procedures that recognize and seek solutions to the challenges that working alone can present. PSHSA wrote an article in the Winter Issue of OFRA's Facility Forum about working alone.

Read the article [here](#).

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## Working in Extreme Cold: Protecting Yourself From the Elements

When working in extreme cold weather, it is important for workers and employers to be informed about the danger of working outdoors. PSHSA wrote an article in MLEOA's Summit, where you can learn about the responsibilities of the employer, how to prevent cold stress, and other interesting facts.



Read the article [here](#).

## Health & Community Services

### OFMEM Vulnerable Occupancy eLearning

The December 31, 2016 deadline for compliance with the legislation has passed, but there are still free seats available for those who have not complied with OFMEM vulnerable occupancy training.

The courses target:

1. [Owners/Operators of Care Occupancies, Care and Treatment Occupancies and Retirement Homes](#)
2. [Chief Fire Officials \(CFOs\)](#)
3. [Supervisory Staff of Care Occupancies, Care and Treatment Occupancies and Retirement Homes](#)

[Learn 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](http://www.pshsa.ca/econsulting)



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