

Health & Safety Anywhere

August 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.

Quick Links

[Ontario Ministry of Labour](#)

[WSIB](#)

[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

[Working at Heights](#)

[Workplace Violence](#)

What's New in Standards, Legislation & Guidelines

Introducing PSHSA JHSC Blended Training \$339

PSHSA now offers Blended Certification training combining online modules and classroom training. The advantage of blended training is the eLearning component allows you to complete the modules on your own time at your own location. Blended learning is becoming an increasingly popular method of instruction and is proven to:

- Improve efficiency
- Personalize the learning process

We are the only Ministry of Labour certified training provider offering a blended course and a classroom course. Our blended option will save you 1 day of training in the classroom.

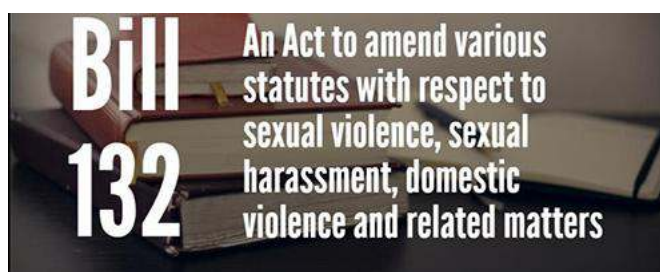
[Register Now](#)

[JHSC Training Options](#)



Bill 132

The Code of Practice to Address Workplace Harassment under Ontario's Occupational Health and Safety Act has now been [released](#).



As well, a workplace harassment policy template, workplace harassment program and investigation plan are also attached to this Code of Practice. These templates are provided as guidance material. For additional resources including the Ministry of Labour's *Guideline on Workplace Violence and Harassment: Understanding the Law*, please refer to the Ministry of Labour [website](#).

WSIB Update

The WSIB has **updated the Rate Framework Modernization** [website](#).



A message from the Chair and President & CEO on the progress of the initiative and next steps is available [here](#). Also available, a [Consultation Update](#) that describes the feedback received and related stakeholder engagement.

The WSIB will be seeking approval for the Rate Framework from its Board of Directors. Following approval of the Rate Framework, the WSIB will begin to undertake education and outreach efforts towards a targeted implementation in January 2019.

Webinar: Rate Reform Healthcare and Community Service Sector



PSHSA has partnered with **Home Care Ontario** to bring awareness about the upcoming rate reform. There will be an **October 5 Webinar** specifically for the **Healthcare and Community Service Sector**. The Webinar will inform and educate on the upcoming rate framework modernization. Since this is an important change that will affect home care and community service providers, PSHSA is bringing together a "panel of experts" to communicate the changes. The Rate Framework Modernization will include changes to the premium rate setting process to improve fairness in the way

the system is funded. What does this mean for Ontario's Schedule 1 organizations? An individual employers premiums will gradually shift towards their own claims experience, and it will be the organization's health and safety performance that will factor into determining the rate they will pay.

Join us October 5 to learn more and to stay informed.

[Register Now](#)

If you would like a session specifically for your group contact Henrietta Van Hulle, hvanhulle@pshsa.ca

Changing your Health and Safety Culture: Best Practices, Tools and Tips Workshop

PSHSA Executive Director Health and Community Services, Henrietta Van hulle will be speaking at the *"Changing your Health and Safety Culture: Best Practices, Tools and Tips"* Workshop presented by **Ontario Association of Non-Profit Homes and Services** for Seniors October 12. As well PSHSA Regional Consultant Brett Webb will be presenting. This workshop will provide tools to prepare for the potential impact of the WSIB rate modernization and will be relevant for both Schedule 1 homes and Schedule 2 homes wishing to decrease their WSIB costs. Experts from the WSIB and PSHSA, will provide strategies, resources, leading practices, and innovative ideas.

[Learn More.](#)

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

PSHSA Legislation Tracker Tool

Stay up to date on legislation changes and standards with the PSHSA Legislation [Tracker Tool](#). The tool includes various Acts and Amendments to keep you informed and current on changes across our sectors.

Ontario Seeking Input To Protect Workers and Support Business

Ontario has launched the next phase of consultations on

employment and labour laws that will protect workers while supporting businesses in the changing economy.

[Learn More](#)

Ontario Partners With Paramedic Association of Canada to Improve Mental Health

Ontario is investing \$199,970 to support the Paramedic Association of Canada in developing a psychological health and wellness standard for paramedics.

[Learn More](#)

Ministry of Labour and PSHSA Collaborative Actions

Occupational Disease - Hearing Protection New Standard

After 12 years there is now a new version of **CSA Standard Z94.2 *Hearing protection devices Performance, Selection, Care, and Use***. This edition expands on performance requirements and the rating schemes that might help the user select hearing protection devices. It now includes the widely used noise reduction rating (NRR) and an applicable derating scheme.

[Learn More](#)

Hearing Loss Prevention Program (HLPP)

Workers often perform their jobs while exposed to high levels of occupational noise. Long-term exposure can result in both hearing loss and stress-related illness. In addition, noise can interfere with critical communications and warning signals. It is critical to identify these hazardous situations and implement preventative measures to help protect the hearing of workers. The first in a series of standards on occupational noise control, *CSA Z1007 Hearing loss prevention program (HLPP) management* helps address these potential threats to worker health and safety. The standard helps guide your business in establishing a management process for an effective hearing loss prevention program and is part of CSA Group's portfolio of OHS Management Systems Standards, based on the foundation of *Z1000 Occupational Health and Safety*

Management.

[Learn More](#)

Small Business

Small businesses represent 95% of all employers in Ontario, and they employ 28% of Ontario's workers. [Access free resources and tools](#) as well as learn about workplace responsibilities.

Evolution of Workplace Mental Health in Canada - National Workplace Mental Health Survey

WORKPLACE MENTAL HEALTH SURVEY

Your participation in a survey of workplace mental health is requested, which is applicable to all working Canadians. The Mental Health Commission of Canada and the Great-West Life Centre for Mental Health in the Workplace have partnered to support a national survey to assess progress, existing gaps, and sector-specific trends in the area of workplace mental health in Canada over the last 10 years.

[Complete the Survey](#)

[FirstRespondersFirst.ca](#)

Check out our [News](#) updates.

We continue to add Research and News to the free online toolkit tailored to meet the needs of employers and each of the first responder sectors. The online toolkit resources for the First Responder community have been validated through established research to understand the various steps of a PTSD program.

We will also keep you informed of the PTSD leadership summit that Minister Flynn will be hosting this fall to highlight best practices, recognize leaders, and monitor progress in preventing and addressing PTSD.

Slips, Trips and Falls

Slips, trips and falls are among the leading causes of injuries resulting in workers missing time at work in Ontario.

[Learn More](#)

PSHSA will be launching a Slips, Trips and Falls eLearning module on September 1. In this module you'll learn how to:

- Describe the prevalence and impact of slips, trips and falls in the workplace and the need for prevention
- Describe legislative requirements for supporting slips, trips and falls prevention in your workplace
- Describe the duties and responsibilities of workplace parties (worker, supervisor and employer) in preventing slips, trips and falls
- Explain how to recognize, assess and control slip, trip and fall hazards and evaluate controls
- Describe the goals and components of a slips, trips and falls prevention program and how to implement it in your workplace to prevent injuries

OHS for Young Workers

The workforce is evolving at an unprecedented rate. Today's young workers look for flexible approaches, they are accustomed to technological and social tools, and prefer to learn by doing. This requires employers to take an alternative approach to employee management, and health and safety in particular. That's why PSHSA has launched the **OHS for Young Workers #StudentChallenge** to provide young workers with the opportunity to be part of the conversation, influence change and help shape the culture.

The Occupational Health and Safety (OHS) for Young Workers Student Challenge invites 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 benefits from a paid full-time internship at PSHSA to implement their winning concept, along with other prizes and rewards.

Please join us in spreading the word about PSHSA's #StudentChallenge.

[Learn More](#)

Areas of Priority

Our eLearning on your Learning Management System



84%

of enterprises
now use eLearning for training and development.

Don't get left behind we want to work with you as one of our eLearning partners.
Contact us today: elearning@pshsa.ca

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

Examples:

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

[Learn More](#) about PSHSA eLearning options.

Events

PSHSA 2016 Annual General Meeting

As a funded transfer payment agency of the Ministry of Labour, PSHSA are required, under the *Not For Profit Corporations Act*, to hold an **Annual General Meeting** for our voting members which will be held on September 22, 2016. At which time our Annual Report will be released and made available on our website.

Ontario East Municipal Conference (OEMC)

Kingston

September 14-15

[Learn More](#)

Ontario Municipal Human Resources Association Fall Conference (OMHRA)



Pathways to Excellence

Alliston

Nottawasaga Inn

September 14 -16

[Learn More](#)

Ontario Library Service (OLS)

The Human Side to Libraries

Sudbury
Radisson Hotel
September 20 - 22

[Learn More](#)

**Ontario Library Association
Super Conference**

Preparing for a PSHSA Audit

Toronto, Ontario

Metro Toronto Convention Centre
February 1- 4, 2017

PSHSA Regional Consultant
Janice Gallant will be presenting
"Preparing for a PSHSA Audit" in
conjunction with the Oakville
Library who will share their experience in creating Health and
Safety as a core business value.



[Learn More](#)

Ontario School Counsellors Association Conference

The Connected Counsellor

Toronto, Ontario

International Plaza Hotel and Conference Centre
November 6 - 8

Join PSHSA Regional Consultants Laura D'Ascenzo and
Janice Gallant who will be presenting *"The Path to Wellness -
Understanding Compassionate Care Fatigue."*

[Learn More](#)

**Ontario Association of Chiefs of Police (OACP) B2B
Trade Show**

Vaughan

Hilton Garden Inn
September 21

[Learn More](#)

**The Ontario Medical Group Management Association
(OMGMA) 48th Conference**

Blue Mountain

September 21 - 23

[Learn More](#)

Toronto JHSC Recognition Day

September 23

Join PSHSA Regional Consultants Jayne Smith and Tim Metcalfe at our booth to talk JHSC training options. We have launched our Blended Training among other options that may be suited for your organization.

[Learn More](#)

Registered Nurses' Association of Ontario - Upcoming Events

Designing and Delivering Effective Education Programs



Toronto

Courtyard Marriott Downtown
475 Yonge St.
September 26-30

A week-long program for health-care professionals who educate staff or patients/families. Enhance your knowledge and skills on both the content, and process of developing education programs.

[Learn More](#)

Addressing the Continuum of Substance Use Institute

North York

Novotel Toronto North York Hotel
3 Park Home Avenue
November 14-18



The Registered Nurses Association of Ontario and the Canadian Centre on Substance Abuse invite you to attend "Addressing the Continuum of Substance Use Institute". This Institute is a week-long intense interactive learning program that will increase knowledge and build the skill capacity for nurses and other health-care providers when engaging with clients and families who use substances.

[Learn More](#)

CSSE call for presentations

The Canadian Society of Safety Engineering's (CSSE) Conference Committee is seeking proposals from Canadian and international professionals working in occupational health and safety and environmental practice to develop and present interactive workshop sessions at the CSSE's 2017 annual conference.



[Learn More](#)

Innovations

PSHSA Creates eInteract Approach for Health and Safety

Reviewing the changing nature of the workplace is part of the government's economic plan for Ontario. Workplaces are becoming more dynamic, technologically advanced and are faced with the task of stretching dollars. Resources increasingly need to be more on demand vs scheduled and information needs to be readily available via multiple channels. There is a wealth of information out there and PSHSA has worked hard to respond to the marketplace and to champion Health and Safety in the face of a modern and changing economy by responding with innovative solutions.

Certain municipalities may not have access to large budgets and resources so in the case of firstrespondersfirst.ca, this is an example of our new eInteract approach of building an online destination for content, resources and tools pertaining to a specific topic or initiative. EInteract projects act as online tool kits where visitors can find all the right information in an easy format to build plans and obtain resources. Toolkits of this nature can be tailored to meet both the needs of employers and workers. PSHSA looks forward to launching other eInteract initiatives.

IWH Study - No evidence of 'trade off' between operations and safety management

Would you sacrifice your organization's operational goals to improve health and safety performance? Fortunately, organizations don't have to choose one over the other.



According to Institute for Work & Health (IWH) researchers who were part of a study looking at operational and safety performance, there is no evidence of a trade off between the two. Instead, the study found that organizations coordinating the management of both achieve the same operations outcomes (i.e. better cost, quality, delivery and flexibility) as organizations that emphasize operations over safety and, conversely, many of the same health and safety outcomes (e.g. fewer lost-time claims) as organizations that emphasize safety over operations. In essence, employers that adopt a joint management system (JMS) approach do significantly better across the board compared to those that don't.

You can [read more](#) about the study in the latest issue of the IWH's *At Work* newsletter. To keep current on research findings like this from IWH, sign up here: www.iwh.on.ca/e-alerts.

Health and Safety Spotlight

eLearning

Personal Protective Equipment

One method of controlling hazards and protecting yourself from illness or injury is to ensure that you correctly use personal protective equipment (PPE). Our new eLearning course will allow you to identify the common hazards at your workplace that require PPE. This course is also available to upload onto your own Learning Management System. Access it [here](#).



Coming Soon September 2016:

1. **Workplace Harassment** - This eLearning will assist in complying with workplace harassment legislation post Bill 132.
2. **Slips, Trips and Falls**

Education & Culture

PSHSA Joins with Enactus Canada to Launch *Wellness at Work Project Partnership*

[Enactus Canada](#) mobilizes university and college students across the country to advance Canada's economic, social and environmental



health through the creation and implementation of community empowerment projects and business ventures. We are pleased to partner with this progressive organization in the launch of PSHSA's Wellness at Work Project Partnership.

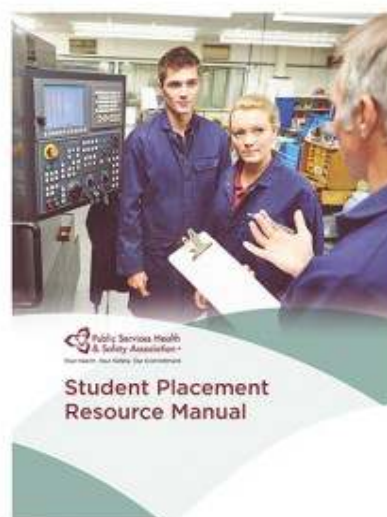
Enactus project partnerships allow student teams to apply to receive funding and mentorship to support the development of projects focused on a specific need or community group. The PSHSA Wellness at Work Project Partnership will empower six Enactus teams with resources to create and deliver projects that address psychosocial hazards facing young workers, including workplace violence and harassment and workplace-related mental health. Applications are being accepted by Enactus teams until September 23rd.

[Learn More](#)

For further information [email](#) Amanda Allan, Lead, Market Research & Development.

Student Placement Resource Book

New and Young workers continue to be exposed to many of the same hazards in workplaces across all sectors, regardless of the size of the workplace or nature of business. Developed by former placement students, the [Student Placement Resource Book](#) provides information to ensure a hazard free worksite for co-op students. Ideal for students, teachers and site supervisors, this resource focuses on safety providing information and checklists.



Workplace Violence - Education Initiative

Though employees across the province and within Ontario's Public and Broader Public Sectors face exposure to aggression and responsive behaviors every day, the teachers and education assistants in the education sector represent the largest employee base most impacted by violence in the workplace within the school system.



PSHSA is leading a consultative effort around these positions

in elementary and secondary schools to devise an effective delivery model for the right solutions to allow workers to recognize and mitigate risks associated with aggression and responsive behaviours. PSHSA will be collaborating with stakeholders to examine leading practices and develop practical resources.



Contact [Kim Litchfield](#) Executive Director Education, Culture and Training Delivery, to participate in the consultation process.

Government, Municipal & Public Safety

Regional Training Site Update

Following the early 2016 announcement that PSHSA and the Ontario Association of Fire Chiefs (O AFC) have partnered to provide improved training access, centralized services and revised high hazard curriculum for the fire service in Ontario, the first PSHSA/O AFC NFPA 1006 course is in the final stages of completion and ready for Fall launch.

The first course to be developed is the **Technical Rescuer Course** which meets the job performance requirements of *NFPA 1006 Standard for Technical Rescuer Professional Qualifications, Chapter 5, 2013 Edition*. Classroom presentations, case study analysis, group discussion, knowledge checks, practical skills training and assessments will meet the common knowledge and skills requirements of NFPA 1006. NFPA 1006 Chapter 5 establishes common knowledge and skill requirements, which must be met prior to pursuing certification in any of the specialized technical rescue disciplines listed in NFPA 1006.



We will keep you updated when the course launches in October.

Health & Community Services

Regional Healthcare Health and Safety Networking Forum

Legislative Change

Barrie

October 20

Join your colleagues and Ontario Prevention System Partners (MOL, WSIB and PSHSA) at our Regional Health and Safety Networking Event. The forum will focus on select Ontario legislative changes. Guest speakers will cover relevant topics, including the WSIB Rate Framework Modernization Initiative, WHMIS 2015, Ontario's New Noise Regulation, Sexual Violence and Harassment Legislation, as well as a MOL update on their healthcare plan and perspectives from the field. Regional Consultant, Neil McDermott from PSHSA will also be speaking about his Basecamp social collaboration platform and other regional initiatives. Don't miss it!



[Learn More](#)

CALL TO ACTION

*Ministry of Labour and
Occupational Cancer*

*Research Centre (OCRC) at
Cancer Care Ontario (CCO) Study*



Occupational
Cancer
Research
Centre

In response to a request from the Ministry of Labour, the Occupational Cancer Research Centre (OCRC) at Cancer Care Ontario (CCO) is conducting a study that addresses cytotoxic drug (e.g. methotrexate) exposures in Ontario's long-term care homes. We seek to answer the following questions:

- What proportion of long-term care home residents are undergoing treatment with cytotoxic drugs?
- What best practices are in place for the safe handling of cytotoxic drugs and any related products in these settings?
- What is the degree of adherence with these best practices?
- What barriers to adherence with these best practices, if any, exist?

If you have any input on the above topics, we are looking to speak to you. If you are interested in contributing to this study, or if you would like to learn more, please contact:

Co-Investigator, Dr. Chun-Yip Hon

Email: cyhon@ryerson.ca

(416) 979-5000 ext. 3022

Study Coordinator, Sheila Kalenge

Email: sheila.kalenge@cancercare.on.ca

(416) 971-9800 ext. 2490

Antineoplastics Resource Guide

This Fall we will be launching the PSHSA Resource Guide for Antineoplastics. We will keep you posted on when it will be available. This Resource Guide will walk you through *How to Conduct an Antineoplastic Drug Risk Assessment*.

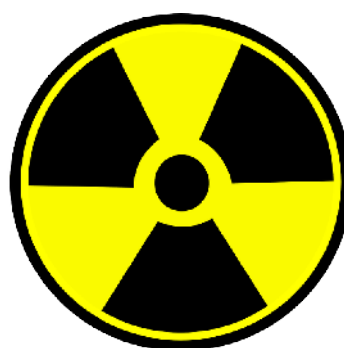
Since the majority of Hazardous Drugs belong to the category of antineoplastic drugs you can access our whitepaper on Safe Handling of Hazardous Drugs in Healthcare [here](#).

The whitepaper provides useful information on:

- Risks and Effects of Exposure
- Elements of a Control Program
- Applicable Legislation and Guidelines

Radiation Safety Awareness eLearning

PSHSA Radiation Safety Awareness training is designed to introduce health care, long term care workers and first responders who come in contact with or may face exposure to radiation, to an array of possible radiation sources in their specific occupational settings.



The eLearning contains an instructional component and was developed by the **Radiation Safety Institute of Canada** with video created by PSHSA. [Learn More](#)

OFMEM Training Reminder for Care Occupancies

Reminder: December 2016 marks the end for the Office of The Fire Marshal and Emergency Management to Cover Training Costs for Owners/Operators/Supervisory Staff of Care Occupancies and Chief Fire Officials.

The new standard was issued in November 2013 and requires that two groups of people successfully complete, before January 1, 2017. Up until December 31, 2016, the OFMEM will cover the course fee for one chief fire official per fire department and one owner/operator per facility housing vulnerable Ontarians. For others, the cost is \$125.00 pp for online learning, and \$150.00 pp for traditional classroom.

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

Take advantage now of the FREE course fee for one chief fire official per fire department and one owner/operator per facility.

Register [Now](#)

Anyone taking one of the eLearning courses who requires online user support should contact PSHSA at: lms@pshsa.ca.

Enquiries regarding course content should be directed to Laura Elchyshyn, Program Specialist, OFMEM at: laura.elchyshyn@ontario.ca.

Enquiries regarding Ontario Regulation 150/13 should be directed to Technical Services, OFMEM at: firesafetystandards@ontario.ca or at 416-325-3100 or 1-800-565-1842.

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

