



Public Services Health
& Safety Association™

Health & Safety Anywhere

March 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.

What's New in Standards, Legislation & Guidelines

WSIB Rate Framework Modernization Consultation - Update



WSIB Releases 2016-2018

Strategic Plan

Recently, WSIB outlined its commitment to continue strengthening its operations to provide Ontario's workers and employers with even better service and value through the release of its 2016-2018 Strategic Plan. This Plan has five themes:

- Promoting health & safety in Ontario workplaces
- Achieving better return-to-work and recovery outcomes while administering benefits fairly
- Eliminating the system's Unfunded Liability
- Delivering service excellence, quality and care through innovation, and
- Reaching shared goals with our people as a dedicated and collaborative team

Read the Strategic Plan to learn more about WSIBs strategic framework and their objectives to improve outcomes, accountability and sustainability [here](#).

Review the WSIBs 2016 Corporate Business Plan which includes its annual statement of priorities [here](#).

Quick Links

[Ontario Ministry of Labour](#)

[Workers Health and Safety Centre](#)

[WSIB](#)

[JHSC Training](#)

[Mental Health Resources](#)

[WHMIS 2015](#)

[Working at Heights](#)

[Workplace Violence](#)

WSIB and PSHSA Panel of Experts Event

PSHSA will be holding an information session **Thursday April 7**, featuring a panel of experts providing an overview on the rate reform changes. Our first panel will be targeted to the Health and Community Service sector as it relates to stakeholders in a financial role. If you are interested in attending contact: jclark@pshsa.ca.

Areas of Priority

PSHSA have received MOL approval for our new JHSC Certification Training Part 1 & JHSC Certification Part 2!

Starting March 1

Be Prepared. Be Proactive. Be Safe.

As a Thank You to our valued clients for choosing PSHSA for your JHSC Training we are donating \$20,000 to **Threads of Life** and **Parachute!**

We thank our team and our clients for your continued support.



Association for Workplace Tragedy Family Support

From March 1 - June

30, PSHSA will donate **\$20 per person** enrolled in Certification 1 and will donate **\$20 per person** enrolled in Certification Part 2 JHSC Training to these same 2 charities!

If you **take advantage of our bundled offer of \$700, for both Certification 1 & 2 together** PSHSA will donate **\$40**.

Join us on Twitter and use **#supportsafety** to let us know when you have been trained!

Threads of Life helps families of workplace tragedy along their journey of healing by providing unique family support programs and services. Parachute, a national charity dedicated to injury prevention, will direct PSHSA donations to support programs focused on keeping children safe at home and at play. Supporting this initiative ensures your workers are trained and safe with confidence. At the same time your donation gives the gift of hope to families affected by workplace tragedy and provides digital access to educational materials that will keep children safe.



[Learn more](#) about Threads of Life.

[Learn more](#) about Parachute Canada.

Help us reach this charitable donation goal and to make a difference in Health & Safety in 2016!

To Learn More and Register: www.pshsa.ca/jhsc

February 29 marked International RSI Awareness Day

Repetitive strain injuries (RSIs), also known as musculoskeletal disorders (MSD), are among the most common types of worker injuries.

**Work
shouldn't
hurt**

Each year on the last day of February, workplaces mark RSI Awareness Day to promote avoidance of these injuries to improve the well-being of workers.

The goal of the day - now in its 17th year - is to raise awareness of the debilitating nature of repetitive strain injuries to tendons, muscles, nerves and joints in the neck, back, chest, shoulders, arms and hands - and how to prevent them.

[Read More](#) about PSHSAs training courses for MSD and Ergonomics as we'll be promoting our RSI related services throughout February.

[See PSHSAs recent article](#) in Construction Canada: Ergonomics in the Office - Health, Safety and Design Professionals

Industrial Inspection Blitzes

Safe Operation of Machinery



Inspectors will focus on the safe operation of machinery and proper lock out. Workers can be exposed to a number of hazards when machines are not

properly guarded or locked out during maintenance, repair and other activities in industrial sector workplaces.

[Read More](#) about the hazards.

Blitz Results: [Material Handling](#).

Events

April 26-27

Partners in Prevention 2016:
Advancing the Frontiers of Health
and Safety -
International Center Mississauga



PSHSA will be presenting on the subject of resources and prevention strategies to manage Fatigue in the workplace. Fatigue has been identified as an emerging hazard, and as workplaces begin to understand the impact that it can have on safety and productivity, they are looking for solutions.

[Learn More](#)

June 20-23

PREMUS 2016 Toronto



As part of PREMUS 2016 programming, there will be various workshops held on Sunday, June 19. These workshops provide hands-on learning to expand your skills as a researcher or practitioner in the field of work-related musculoskeletal disorder (MSD) prevention.

The PSHSA workshop: *Achieving Funding Through Research Commercialization* will cover how that in today's complex market, commercializing research findings is often encouraged as a way to turn research findings into practical tools for use by the workplace parties and to fund future research. In this workshop, participants will learn a process for research commercialization, as well as the role research commercialization plays in acquiring additional research funding.

PSHSA Facilitators:
Glenn Cullen and Kim Slade

When:
Sunday June 19, 1:00 p.m. to 4:30 p.m.

[Learn More](#)

April 24-26

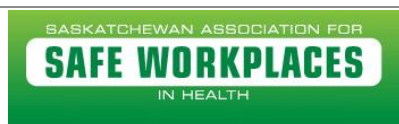
OCEA 2016 Spring Conference:
Westin Ottawa



The PSHSA workshop will be offered: Tuesday, April 26, from 10:00-11:00 am and will cover our Health and Safety Placement Assessment Checklist as well as the Risk Assessment workshop explores various placements and common hazards and injuries. The workshop will be facilitated by PSHSA Regional Consultant Ed Hagar.

[Learn More](#)

March 22, 2016



**Saskatchewan
Association For Safe Workplaces in Health
Conference and Annual General Meeting: Delta
Regina**

PSHSA Executive Director Health and Community Service
Henrietta van Hulle will speak on: Violence Prevention in
Healthcare: Strategies for Improvement.

Register here www.saswh.ca/

March 9 - 12pm



**AMCTO Workshop Webinar:
Implementing the Psychological Health and Safety
Standard For Municipalities**

In this Webinar PSHSAs Executive Director Municipal,
Government and Public Safety, Monica Szabo will cover how
Psychological health and safety in the workplace is mandatory
for all Ontarians. Learn about establishing an effective Health
and Safety program that includes employee mental well-being.

Click for [more information](#) and [to register](#)

April 7-8



**CECMH
Conference: Ottawa
Safeguarding Mental Health of Educators in Canada**

Nitika Rewari - Mental Health,
Mental Health Commission of Canada

Cindy Taylor - Carleton University

The National Standard of Canada for Psychological Health and Safety in the Workplace is a set of tools for employers to promote employee mental health and prevent mental injury. Mental Health Commission of Canada's three year national study has now reached its mid-point. This study, started in February 2014, follows more than 40 organizations to understand how they are implementing the National Standard. Participants will learn about early findings and hear from

Carleton University, a project participant, about their journey in the education sector.

Read [More](#)

Innovations



**Institute
for Work &
Health**

Research Excellence
Advancing Employee
Health

Depressive symptoms common in first year after work injury

Depressive symptoms are common in the first 12 months after people have been injured at work, and the first six months appear to be particularly important to an injured worker's future mental health, according to a new study from the Institute for Work & Health. This six-month period may be a window of opportunity to screen for symptoms of depression, and to provide the necessary support to those who need it, in order to prevent mental health problems in future, the study suggests.

[Read more](#) about the study.

Motor control exercises reduce low-back pain, disability

Exercises that target the core muscles supporting the spine can reduce pain and disability among sufferers. This is according to recent research from the Cochrane Back and Neck Review Group, housed at the Institute for Work & Health. These exercises, called motor control exercises, are aimed at restoring control and improving coordination of the deep trunk muscles that support the spine, and the research suggests they work as well as other types of physical activity for easing lower back pain.

[Read more](#) about the study.

Health and Safety Spotlight

Medical Marijuana in the Workplace II

PSHSA will feature our second webinar in this series co-facilitated by George Waggott, a lawyer from McMillian LLP. This webinar will apply to all workplaces explaining what employers need to consider in accommodating workers with prescriptions for medical marijuana.

[Register Now](#) for the Webinar on March 10 at 10am



Work Related Asthma - Your Breathing Matters

See our recent our **Asthma Fast Fact**

Education & Culture

In response to the implementation of the 2015-16 additional mandatory Professional Activity (PA) day PSHSA would like to support school boards and their employees with worker awareness training on topics such as:

- Slips/Trips/Falls
- MSDs
- Violence and Harassment
- Material Handling and WHMIS



Effective Leadership training options:

Legislation, Standards and Codes

The Internal Responsibility System and Due Diligence

Hazard Awareness and Control

Government, Municipal & Public Safety

Traumatic Mental Stress for First Responders

In early February the Minister of Labour announced a four part plan to address Traumatic Mental Stress for First Responders, correctional officers and emergency dispatchers. The four part plan included a communications strategy for the public and public safety to address the stigma associated with



PTSD, a commitment to research, an annual Summit to provide information and the sharing of best practices and the development of a "web-enabled gateway to provide municipalities and employers with information on PTSD. Yesterday the Ministers of Labour and Community Safety introduced the *Supporting Ontario's First Responders Act (Posttraumatic Stress Disorder), 2016* that would allow faster access to WSIB benefits and timely treatment, ultimately supporting positive recovery outcomes by:

- Once diagnosed with PTSD, expediting the claims process to be eligible for WSIB benefits
- Removing the need to prove a causal link between PTSD and a workplace event
- Requiring employers to implement PTSD prevention plans within the workplace

During the announcement the Minister of Labour acknowledged PSHSA and the work it will be doing in the development of the gateway that will assist municipalities in developing their PTSD plans. PSHSA continued stakeholder discussions at the **ROMA/OGRA Conference** and will be meeting in the coming days with **AMCTO** and the **Municipal**

Read [More](#).

Regional Training Center Update

On Thursday February 18 PSHSA hosted over 20 Fire Chiefs, the Ontario Fire Chiefs Association, the Office of the Ontario Fire Marshall and Emergency Management and representatives from a number of the Regional Fire Training Centers from across the province. The goal was to begin discussions on establishing a network of training centers throughout the province. The Ministry of Labour provided PSHSA funding over two years to assist in creating an on-line calendar for the Regional Training Centers, upgrading all of the high hazard curriculum and in developing a regional approach for health and safety training. We are partnered with the Ontario Fire Chiefs Association on this initiative. This is an opportunity to network over 200 trade related training centers across Ontario.



Learn [More](#).

Mississauga City Hosts Province's First Mental Health Readiness Training Targeted at Firefighters

PSHSA is pleased to participate in funding one of the training programs as part of the R2MR training program launched Monday February 1 for the City of Mississauga which is targeted at Firefighters. PSHSA is actively working with the OAFC to partner in training initiatives and supporting mental health readiness training is key in supporting the emergency services sector. We look forward to working together for partnership opportunities.



Learn [More](#).

Health and Safety for Drainage Superintendents



PSHSA partnered with DSAO to feature an overview for Drainage Superintendents: "H&S for Drainage Superintendents: Hazards to Consider".

Learn [More](#).

Henrietta van Hulle, PSHSA Executive Director Health and Community Services writes for Canadian Occupational Safety - *Patient Flagging May Decrease Violence in Health Care*

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.](#)

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