

## Attitude on safety in the workplace.

All of us talk safety every day, but do we sell the attitude?

Many people in management appear to be on the right track. They provide the necessary information, they provide the necessary equipment, they meet the necessary standards of compliance and/or cover due diligence.

But all this without the CEO's attitude is not enough.

Too many management people have the "attitude" to do just what is necessary to be compliant or enough to cover due diligence. Some don't even do this much! Some have the attitude that providing information alone, but without proper training and attention to detail ... is enough.

The right attitude will change the word "information" into "communication".

### Communication means "getting through"

Too often we think that the words "information" and "communication" are interchangeable. The significance is quite different though. Information means "giving out", communication means "getting through". How do we get through? It has to be the CEO's "Attitude".

As the CEO thinks, so thinks the company.

If we took a survey of CEO's today and asked for the top ten ways to increase the bottom line of their companies, how many would include a safety program in that top ten list? I'm afraid it would not be too many! Why not? Is it cost alone? Or is it attitude.

We need to encourage the real benefits for industry. We need to "get through", that safety is included in the top-ten list, as a means of improving the bottom line.

It's all about attitude!

### What is the cost of safety?

In Canada, there are almost 1 million reported mishaps at work each year and about half result in work-time loss. The treatment of occupational injuries costs about \$1.2 billion. When you add in the indirect costs such as productivity losses, the cost balloons to more than \$10 billion. Almost 10 times!! That's coming from the bottom lines!

*"If you think safety is expensive, just try having an accident sometime!"*

CEO's today can work to help change attitudes. Senior management must realize that safety is not a cost, it is an investment with a payback.

The CEO with a change in attitude can change the status quo. First, evaluate relationships. What is the structure of the OH&S function in my organization? Who is responsible and held accountable for OH&S performance?



## Are dropped objects a Concern?

Ontario Workplace Safety and Prevention Services states that 27,000 workplace incidents involving dropped objects are reported to Canada's workers compensation boards each year. Publications Available Dropped Objects Prevention:

- [A Best Practice](#)
- [Exclusion Zone Tool](#)

This best practice and tool are designed to assist companies in the development, maintenance and on-going improvement of dropped objects prevention.

[DROPS Canadian Chapter Launch webinar](#) on February 4

### This Months Tip: The essence of survival.

Every morning in Africa, a gazelle wakes up. It knows it must run faster than the fastest lion or it will be killed.

Every morning a lion wakes up. It knows it must outrun the slowest gazelle or it will starve to death.

It doesn't matter if you are a lion or a gazelle, when the sun comes up, you'd better be running.

Let's start running with a renewed safety attitude; our survival depends on it. **Think about it.**

### Safetyscope Upcoming courses

<b>Working @ Heights</b>	Jan 29 Feb 12 & 26
<b>W@H refresher</b>	Feb 4 & 19
<b>Confined Space Entrant Course</b>	Feb 16 - 17
<b>Confined Space Rescue</b>	May 25 - 28
<b>First Aid</b>	Feb 3 - 4
<b>JHSC Part 1</b>	

**Contact Us** with your training needs [training@safetyscope.net](mailto:training@safetyscope.net)

## Who is Responsible for Health & Safety in Your Organizations?

Is it safety professionals alone? Engineering? Union safety representatives? Plant manager? Supervisors? Human resources? Senior management?

Obviously we hope that “ownership of a company’s OH&S program is everyone’s”. But the buck stops at the CEO’s door.

Surveys, audits and inspections identify individual safety problems, but the solutions usually offered are purely technical and short term, addressing symptoms of the problem rather than the cause.

How does your company move forward?

1. Everyone must commit to safety in a consistent manner.
2. The companies safety culture must show “no tolerance” for unsafe practices.
3. Effective communications channels must be established to encourage employees to notify management about conditions that appear to be hazardous, without reprisal.
4. Increase organizational and employee knowledge to enable the work force to achieve objectives.
5. Empowering employee to allow workers to fully participate in work planning and safety, including making in-field safety decisions.
6. Ensure all workers are preparing for, and sharing in, responsibility for a safe work environment.

Strong safety management means that work process and worker safety management are based on a framework of information, measurement, data and analysis. Management has the responsibility to inform, to educate and to truly communicate a safety mandate to survive out there. It doesn’t matter what the hazard is, the process is the same.

The smart CEO will establish responsibilities and accountability.

*By Mark Baker*



## Health and Safety Training Businesses Still Open



The Regulation 82 permits businesses that primarily deliver health and safety training to remain open with capacity limits (Schedule 2: Businesses that may open, s. 61).

The Regulation specifies that the total number of persons permitted to be in each instructional space at any one time must be limited to the number that can maintain a physical distance of at least two metres from every other person in the business or place, except where necessary for teaching and instruction that cannot be effectively provided if physical distancing is maintained.

In any event, the total number of students in each instructional space at any one time cannot exceed ten persons.

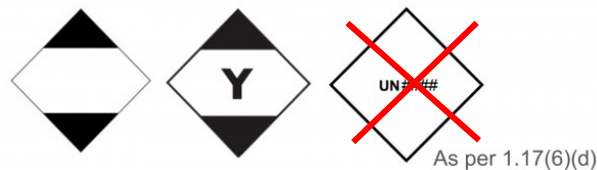
## TDG Changes Limited Quantities Exemption

Some marks that were authorized for use on dangerous goods shipped as a limited quantity expired on December 31, 2020.

To ensure that your consignment is properly marked and to avoid rejected consignments or non-compliances, please note the following requirement in the Transportation of Dangerous Goods Regulations (TDGR):

As of January 1, 2021, as per subsection 1.17(5) of the TDGR, only the following marks for a limited quantity are accepted:

Marks in text format and the white square on point with UN number are no longer accepted after December 31, 2020.



## In the Courts

Review the lists below and click on the link to know more if these hazards could occur in your workplace.



### **Dec 16, 2020 Fatal Shock - [Miska Trailer Factory fined \\$150,000](#)**

A worker was tasked by a supervisor with modifying some new flags attached to aluminum poles and then mounting the aluminum poles atop stationary flagpoles located along a fence in the factory's parking lot. As the aluminum pole was lifted into position, it made contact with the 16,000-volt live overhead powerlines above the flag pole, electrocuting the worker.

An investigation of the incident by the MLTSD found Miska did not take steps to prevent encroachment by the existing flagpole and new flag installation upon the 3-metre (10-foot) minimum distance set from live powerlines. Miska committed the offence of failing, as an employer, to take every precaution reasonable in the circumstances for the protection of a worker, contrary to section 25(2)(h) of the OHSA.

### **Dec 16, 2020 Burn Injury - [Linamar Corporation fined \\$200,000](#)**

A worker was in the process of opening the furnace door to remove parts. Upon opening the door, a fireball erupted from the open doorway.

S 84 of Reg. 851 states that when a worker is exposed to the hazard of injury from contact of the worker's skin with radiant heat, the worker must be protected by wearing apparel sufficient to protect the worker from injury or a shield, screen or similar barrier. Accordingly, by failing to ensure the worker wore adequate skin protection from radiant heat, the employer breached section 25(1)(c) of the act.

Linamar Corporation has two prior convictions: a fatality in October 2005 with a fine of \$225,000, and a critical injury in August 2008 with a fine of \$100,000.

### **Dec 21, 2020 Critical Injury - [Thyssenkrupp Elevator \(Canada\) Limited fined \\$55,000](#)**

A worker and co-worker were in the process of checking the gap clearance on the recently replaced brake assembly on an elevator. The worker was caught in this pinch point; an arm was pulled into the cables and rotated at least half-way around the sheave.

One of the primary factors that caused this incident was that the elevator motion was not stopped (locked out) prior to work being performed on it. This is contrary to S 75 of REG. 851. Section 25(1)(c) of the OHSA states that an employer shall ensure that the measures and procedures prescribed are carried out in the workplace. Thyssenkrupp, as the employer, failed to ensure that the elevator was locked out in accordance with the regulation.

### **Dec 29, 2020 Struck By Injuries - [Gerdau Ameristeel Incorporation fined \\$155,000](#)**

Two workers were injured as they were removing the hydraulic hose used to extinguish a fire in the back of a furnace. A large piece of waste material known in the industry as "slag" became dislodged and fell about 15 feet, striking both workers. It was estimated that the slag weighed approximately 80 pounds.

The two workers suffered extensive and critical injuries from the strike.

S 25(1)(c) of the OHSA states that an employer shall ensure that the measures and procedures prescribed are carried out in the workplace. S 35 of Reg. 851 also states that overhead protection shall be provided where falling material may endanger any worker.

Gerdau failed to ensure that overhead protection was provided to workers where falling material may endanger any worker. This is an offence pursuant to section 66(1) of the act.

## Regulation 297 Addition/Changes and Exemption

1. There is an existing exemption from Working at Heights training requirements for automobile manufacturers and assemblers that directly employ workers at construction projects located at an automobile manufacturing or assembly plant operated by that employer. As of January 1, 2021, the exemption will be expanded to include a few additional workplaces that are directly owned and operated by an automobile manufacturer or assembler. **Section 7**
2. As of January 1, 2021, [Ontario Regulation 297/13](#) (Occupational Health and Safety Awareness and Training), made under the Occupational Health and Safety Act, will recognize fall protection training approved by WorkplaceNL in addition to Ontario's Working at Heights training program. **Section 8(3)**
3. Record of training, **Section 10** is substituted



**Section 10.** (1) An employer shall maintain a record of the training that is required by section 7.

- (2) The training record for working at heights training described in clause 7 (1) (a) shall include the following information:
    1. The name of the worker.
    2. The name of the approved training provider.
    3. The date on which the approved training was successfully completed.
    4. The name of the approved training program that was successfully completed.
  - (3) A copy of a worker's proof of successful completion of a working at heights training program described in clause 7 (1) (a), issued by the CPO, is a training record for the purposes of subsection (1).
  - (3.1) A copy of a worker's proof of successful completion of a training program on fall protection described in clause 7 (1) (b) that is issued by the Workplace Health, Safety and Compensation Commission under the *Occupational Health and Safety Regulations, 2012* made under the *Occupational Health and Safety Act* (Newfoundland and Labrador) is a training record for the purposes of subsection (1).
  - (4) The employer shall make a training record available to an inspector on request. O. Reg. 253/14, s. 1.
4. On January 1, 2021, **Section 11** of the Regulation 297 (Transition) is revoked.

## Proposal to Modernize Regulatory Requirements for Part VII – Notices under the OHSA

All workplaces covered by the Occupational Health and Safety Act are required to provide notice and reports to the Ministry of Labour, Training and Skills Development and/or other specified workplace parties (such as the Joint Health and Safety Committee) of any fatalities, critical injuries, occupational illnesses and other prescribed incidents or occurrences at the workplace (Part VII – Notices: Sections 51 to 53.1, Occupational Health and Safety Act).

To assist employers in meeting their obligations under Part VII – Notices of the Occupational Health and Safety Act, the Ministry of Labour, Training and Skills Development is proposing to streamline the prescribed written reporting requirements into a single regulation that would apply to all workplaces covered under the Occupational Health and Safety Act.

For more information [Click Here](#)





## Part II of the Canada Labour Code

Effective January 1, 2021, Part II of the CLC Code has been consolidated and broadened relating to workplace violence, harassment, and sexual harassment.

The definition of workplace “violence and harassment” was expanded to include “any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee.”



### Policies and Procedures, Assessments, and Investigations:

Employers and their applicable partner (meaning their policy committee, workplace committee, or health and safety representative) will be required to jointly :

- Develop a workplace harassment and violence prevention policy. The policy must be made available to all employees, and must be jointly reviewed and updated if necessary at least once every three years.
- Develop an emergency procedures to be implemented if an occurrence of harassment and violence in the workplace poses an immediate danger to an employee or where there is a threat of such an occurrence.
- Carry out a workplace assessment consisting of the identification of risk factors that may contribute to harassment and violence in the workplace.
  - Within six months of identifying the risk factors, employers and their applicable partner must develop and implement preventive measures targeting those factors.
  - This assessment must be jointly reviewed and updated if necessary at least once every three years.

Employers must investigate, record, and report all occurrences of workplace harassment and violence to the Minister of Labour on or before March 1 of each year in an annual report.

There are new procedural requirements and timelines for investigating and resolving occurrences of workplace harassment and violence, including requirements to designate a recipient to whom notice of an occurrence may be given, select a qualified investigator, and provide notice of an investigation and monthly updates regarding the status of the resolution process to the affected parties.

### Training:

Employers and their applicable partner must jointly develop or identify training on workplace harassment and violence to be provided to everyone in the workplace, including the employer. The training must be specific to the culture, conditions, and activities of the workplace and include certain prescribed elements.

- The training must be completed by January 1, 2022 and at least once every three years after that.
- The training must be jointly reviewed and updated if necessary at least once every three years.
- Every new employee must receive the above training within three months of their start date, and at least once every three years after that.

Employees must also undergo the training following any updates to the training or their assignment to a new activity or role for which there is an increased or specific risk of workplace harassment and violence.

### MLTSD Communication to Learners Coming Soon

Within the next couple of weeks Learners who have taken working at heights training will be sent a letter from the Ministry of Labour, Training Skills Development with regards to updated refresher training requirements.



Be aware that it is coming and review it on receipt.

[Ontario expands workplace enforcement campaigns](#) Following last week’s big-box store blitz, provincial offences officers will be now be visiting an expanded range of workplaces across Ontario to educate and ticket businesses that are not complying with COVID-19 health and safety requirements.

### [New & updated COVID-19 resources for workplace safety plans: posters, guidance, screening tools](#)

Guidance has been developed or updated to support employers in developing their plan and to give guidance to help make their workplaces safer.

The Ontario Employer Advisor (OEA) is hosting a series of **FREE** webinars on various WSIB topics.

[OEA Services - WSIB update](#) Jan 26, 2021 | **Time:** 2:00 pm

[Introduction to Workplace Safety and Insurance](#) Jan 28, 2021 | **Time:** 10:00 am

[Completing The Form 7](#) Feb 2, 2021 | **Time:** 10:00 am

[Claims Management Tips](#) Feb 4, 2021 | **Time:** 2:00 pm

[SIEF and Cost Reduction Tools](#) Feb 9, 2021 | **Time:** 2:00 pm

[WSIB Appeals](#) Feb 11, 2021 | **Time:** 2:00 pm

[Section 50 Unlawful Reprisals](#) Feb 17, 2021 | **Time:** 10:00 am This webinar explains the process and timelines for responding to a Section 50 unlawful reprisal allegation, and the OEA services available to help employers facing such an allegation.

[COVID-19 Update](#) Feb 18, 2021 | **Time:** 10:00 am This webinar provides updates on WSIB matters stemming from the COVID-19 situation and how they may impact employers.

[Rate Framework](#) Feb 23, 2021 | **Time:** 2:00 pm

[Mental Stress](#) Feb 26, 2021 | **Time:** 10:00 am This webinar outlines the legislative modifications that have changed the handling of mental stress claims, and how mental stress entitlement, both traumatic and chronic, is determined by the WSIB.

[A Practical Guide to Return to Work for Employers \(Non-Construction\)](#) Mar 2, 2021 | **Time:** 2:00 pm This webinar explains the benefits of having a return to work program, your legal obligations under the WSIA, key steps for implementing a return to work program and plan, as well as resolution strategies for disputes in return to work.

[A Practical Guide to Return to Work for Employers \(Construction\)](#) Mar 4, 2021 | **Time:** 10:00 am ET This webinar explains the benefits of having a return to work program, your legal obligations under the WSIA, key steps for implementing a return to work program and plan, as well as resolution strategies for disputes in return to work.

## Safetyscope's Public Training Sessions

With our COVID-19 procedures in place, Safetyscope is now holding regular public training sessions in Working at Heights, Working at Heights Refresher and Confined Space Awareness.

If your organization requires any additional courses, please with your training needs at [training@safetyscope.net](mailto:training@safetyscope.net).

## Safetyscope Continuing to Maintaining Registration as an OWWCO Training Provider

These courses meet the criteria in subsection 29(4) of O.Reg. 128, Certification of Drinking Water System Operators and Water Quality Analysts. On Completion of training all participants will receive a certificate of completion with corresponding CEU Value.

- |  |         |
|--|---------|
| 1. Working at Heights                      | .7 CEU  |
| 2. WHMIS 2015                              | .4 CEU  |
| 3. TDG                                     | .4 CEU  |
| 4. Working in Confined Spaces Rescue Level | 2.8 CEU |
| 5. Confined Spaces Attendant Non Entry     | 1.3 CEU |
| 6. Confined Spaces Advanced Entrant        | .7 CEU  |
| 7. Confined Spaces Attendant Refresher     | .7 CEU  |
| 8. Confined Spaces Rescue Refresher        | .7 CEU  |
| 9. Standard First Aid                      | 1.4 CEU |
| 10. Self Contained Breathing Apparatus     | .4 CEU  |
| 11. Spill Response                         | .7 CEU  |
| 12. Trenching Hazards                      | .4 CEU  |



**Safetyscope is a TSSA Approved  
Training Provider**

**Safetyscope is an approved provider  
for Corrections Canada**