Managing Health and Safety

Inside:
- Spring into spring start-up
- How everyone gains from COR™
- Guideline for Health & Safety Representatives (pull-out)
- Managing health & safety
- Ministry of Labour blitzes on their way
- Together we can stop falls from killing Ontario workers
- Keep your momentum going with COR™ Workshop Program

A specialized approach to health and safety
In 2016, distracted driving was the main cause of fatal collisions on Ontario roads. Sixty-five people lost their lives due to inattentive drivers, compared with 55 speed-related deaths, 53 seatbelt-related deaths, and 45 alcohol-related deaths.*

**Identify controls**
You may never be able to remove all the distractions while driving. The most important thing is to keep your attention on the task of driving.

**Before driving**
- **Set up your car** – Make sure you’re comfortable and prepared for the drive ahead. Take the time to adjust the temperature, seats, mirrors, etc. That way, you’ll be less likely to do it while driving. Also turn off your phone so you’re not distracted by the ringer.
- **Keep it clean** – Loose objects moving around in your car while you’re driving can be a distraction.
- **Map it out** – Plan your route and set up your GPS before you leave. That way, you won’t need to operate it on the way.
- **Manage your time** – Give yourself enough time to get where you need to go. Worrying about being late can distract you. You’ll also be less likely to multi-task by eating or reading on the way.

**While driving**
- **DO NOT use any handheld devices.**
- **Avoid multi-tasking. Focus on the driving task.**
- **Drive only when you’re well rested.**
- **Keep noise to a minimum.**
- **Follow the rules of the road.**
- **Have a positive attitude. (e.g., show concern for others and don’t lose your temper).**
- **Look ahead (i.e., use your lead vision).**

**Lead vision** is the practice of looking far enough ahead of your vehicle so you can see anything that may cause a problem and deal with it in time. It can help you brake sooner or come up with a plan to prevent a collision. These few extra seconds can make a big difference if you need to stop.

This is how far a vehicle travels in four seconds.
- At 50 km/h – 56 metres (half a football field)
- At 100 km/h – 111 metres (more than a football field).

**Demonstrate**
Discuss any regulations or company rules that relate to distracted driving. If your company has a cell phone policy, review it with your crew. Explain how they should handle phone calls while driving.

*According to statistics released by the Ontario Provincial Police (OPP) in 2017*
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On the cover...

IHSA’s newest poster “Wait for the Wave” (P051) focuses on working around heavy equipment. Order it by visiting the Products section on the IHSA.ca website.

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Now that winter is behind us and spring is finally here, IHSA member firms are ramping up their activity at worksites, in warehouses, and on roadways across Ontario. This includes construction trades, utility workers, and aggregate firms whose work can often be weather dependent. That creates more opportunity for workplace injuries as new workers come on board and workloads increase.

Spring is a great time to check that your health and safety procedures are in place, your vehicles and equipment are working properly, site or workplace orientations are complete, your workers are trained and ready, and the jobsite is safe.

Policies and procedures
Your health and safety policy and program must be reviewed at least once a year (Occupational Health and Safety Act, s. 25 (2)). Check to see if any regulations specifically applicable to the type of work you do have changed. If you revise the policy and program, don’t forget to tell your workers about the changes.

Use the following checklist to make sure you have covered some of the basics:
• A Joint Health and Safety Committee (JHSC) or health and safety representative has been appointed.
• Designated first aiders have been chosen.
• Worker training has been scheduled to take place before the work begins.
• Workers and subcontractors have been instructed on site-specific jobsite hazards and emergency procedures.
• Workers have the personal protective equipment (PPE) required by the company and the regulations.
• Start-up and maintenance procedures follow safe work practices.

Vehicles and equipment
Inspect vehicles and equipment and make sure everything is in good working order. They may not have been used over the winter or may have been damaged by ice and snow. Some best practices include the following:
• Exhaust systems have been checked for leaks or blockages from nesting animals. (Diesel exhaust can damage the lungs and cause cancer.)
• Manufacturers’ instructions, operators’ manuals, and maintenance logs are available on the equipment.
• Operators are qualified and competent to operate the vehicles and equipment safely.
• Procedures are in place for safely unloading equipment or material from delivery vehicles.
• Items such as PPE, lifelines, lanyards, and ropes (including wire rope) have been inspected.

Jobsite conditions
Water is everywhere in the spring, so the site may be slippery and soil conditions may have changed. Be sure you are following these correct procedures for dealing with wet conditions on site.
• A housekeeping system that includes controls for mud and water will be followed (e.g., walkways will be provided where necessary).
• Ground-fault circuit interrupters will be used when electrical equipment is operated outside or in wet conditions.
• Soil stability will be tested before heavy equipment is set up.
• Soil stability will be tested before beginning any trenching activities.
• Trenches will be properly sloped or shored, or workers will be protected by a trench box.

Workers
Workers may have been less active over the winter. That makes them more prone to injury when their physical workload increases. It is important to be prepared and in shape both mentally and physically when the work begins.

It’s also a good idea to remind them about health and safety requirements on the site by making sure they can answer “Yes” to the following questions:
• Are you familiar with the company’s health and safety policy and program?
• Do you know the names of your health and safety representative or JHSC members and the designated first aiders?
• Do you know your rights and responsibilities and the procedure for reporting unsafe working conditions?
• Have you been properly trained for the work you will be doing?
• Are you familiar with the jobsite, its hazards, and the emergency response procedures?
• Are you familiar with the equipment you will be using, its hazards, and how to use it safely?
• Are you aware of the hazards of heavy equipment? (e.g., have changing soil conditions created additional hazards?)
• Have you checked your PPE, tools, and equipment? If they were defective or degraded, did you inform your supervisor that they need to be repaired or replaced?
• Have you prepared your body for the work ahead? (e.g., did you do warm-up exercises before starting work and use good ergonomic techniques to reduce the strain on your body?)

By having your workers answer those questions, you will help ensure that they are not only well-prepared for spring start-up but also on their way to a safe and healthy year.

IHSA resources
Visit IHSA’s Policy and Program Templates section at ihsa.ca. There you’ll find useful resources that you can customize to suit your needs:
• Sample health and safety policies
• Safe work practices and job procedures
• Tool and equipment maintenance checklists
• PPE checklists
• Training and orientation checklists
• Workplace inspection checklists

You will find these and other templates in the Resources section of the website.
The Certificate of Recognition (COR™) is a nationally recognized standard that gives employers a tool for assessing and strengthening their workplace health and safety management system.

Over 1,000 firms in Ontario are actively pursuing COR™ certification. With the momentum growing, IHSA hosted a COR™ leadership roundtable for industry leaders and health and safety professionals in March of this year. The roundtable was part of the Leadership Conference held every year by the Ontario General Contractors Association (OGCA).

The testimonials and influence of the participants go a long way towards revealing why more and more businesses are calling COR™ an integral investment in the workplaces of tomorrow.

Showing proof of legal compliance
By being COR™ certified, a firm proves that it meets or exceeds a recognized national standard. It is then able to demonstrate to any outside party that every year its health and safety management system has been developed, implemented, and evaluated through comprehensive internal and external audits.

A large part of meeting a standard like COR™ comes from recognizing that there is always room for improvement. In the case of TACC Construction, a fatality in the company 18 years ago prompted it to focus heavily on effective safety measures. As the general manager, Ben Ruggeiri, explains,

"We always thought and assumed our program was tip-top and above and beyond the standards, but what COR™ showed us, what it exposed us to, was all the flaws that we had. It wasn’t until our second year of the COR™ process, and through having some failures, that we could actually appreciate what it was trying to make us do."

Raising the bar for your health and safety standards
One of the biggest challenges facing a company when it tries to obtain COR™ certification is that it has to meet a standard, one which is higher than the norm. But overcoming that obstacle will make your business a safer place to work.

The health and safety manager at TACC, Jerry Muzzeral, pointed out that this was especially noticeable with job hazard assessments.

"First we had to admit that we weren’t doing it right. Everybody has a way of doing things, and at the time we rationalized that it was good enough, while the reality is that COR™ is significantly higher than the Green Book."
Joining a growing network of leaders

Beginning a journey toward COR™ certification opens a lot of doors: This becomes most evident when organizations that are in the process, or have successfully completed COR™, give testimonials to other companies that are thinking about becoming COR™ certified or may be having difficulties with the process.

The purpose of the OGCA Leadership Conference is to bring prominent industry leaders together to share their experiences and difficulties. This not only allows those in attendance to learn from these leaders, but also, more importantly, shows them they aren’t alone through the COR™ process. As David Frame, the director of government relations for OGCA, explains,

“It’s based upon an understanding that effective health and safety—particularly in an industry like construction that has a lot of hazards—starts when the leadership inside of a company, the CEOs, the executive leadership, say that we are going to make sure our employees are kept healthy and safe.

We do [the conference] as a check-in every year to discuss what’s happening in the industry, share best practices, and talk about what’s new. It’s a great opportunity to take a few hours to consider your commitment to safety, to learn from others, get some great ideas, and refocus on how we can do even more to protect our workers.

Attracting safety-conscious workers

COR™ is a tool that can enhance a firm’s corporate image within the industry it works in and the community it serves. When this kind of commitment is revealed, it generates a strong culture of safety that will attract safety-conscious workers.

The president and CEO of Benson Steel, Steve Benson, is already seeing the benefits of developing that culture in his organization, and he hopes to be COR™ certified by the end of the year.

How IHSA can help

COR™ Essentials is one of four mandatory training requirements of the COR™ program. In an effort to better facilitate this half-day course, IHSA now offers it online through eLearning multimedia training. Be sure to visit the eLearning portal on IHSA’s website for more information.

These organizations have become the pillars, they’ve become the reliable stewards of health and safety in the Province of Ontario.

The Honourable Kevin Flynn, Minister of Labour, praised the efforts of the system partners in promoting and changing the safety culture in the construction industry of Ontario.
We’ve always had a health and safety mantra, but COR™ is about getting the whole team from the executive down to your boots-on-the-ground people to buy in. It makes a big difference in your workforce.

Engaging workers
Participation in COR™ is something that begins at the top of an organization and filters down. That creates an environment where management and supervisors need to lead by example. It also gets employees involved in the process of hazard assessment and gives them a voice in the duties they perform.

Benson Steel’s health and safety manager, Mike Barron, said they saw an immediate improvement in the development stages of their health and safety system when they asked the employees directly how they could improve the process.

> It not only made our program better, but it also made all of our workers more engaged, like they’re part of the team and they’re not just an employee.

Increasing the bottom line
At the Leadership Day, the director of capital works at the City of Brampton, Jayne Holmes, announced that Brampton City Council had unanimously adopted the COR™ program as part of the city’s process for managing construction projects and the tendering of construction contracts.

As more municipalities and buyers of construction make COR™ a prerequisite for bidding on large infrastructure projects, the firms available to meet those qualifications will have a competitive advantage. As this momentum around COR™ continues, so too do the incentives for contractors to invest in their health and safety programs.

Frank Perricone, president and CEO of Percon Construction Inc. and OGCA chairman, says that the bottom line is a benefit, but that COR™ is really about effective leadership.

We found in the last three years that our projects are running smoother, our bottom line is getting better. I can tell you from the financial end, it does pay off but I always tell people we shouldn’t look at it that way. This is really about getting people that are under your control on your sites and in your shops home safely and there’s no value you can put to that.

Doing the right thing
Protecting the health and safety of all workers at all times should be the primary focus of any firm, no matter what the task at hand is. With COR™, a company can develop and maintain their health and safety management system, and that will allow them to take a proactive approach to preventing workplace injuries and illnesses. It’s not a quick fix; it’s an attempt to change the firm’s safety culture permanently.

Maren Gamble, health and safety manager at Percon, noted that making safety a priority in a company is a big change but a necessary one.

> It’s not something you set out to achieve and put on the wall or on the shelf and be done with it. You start looking ahead to wanting to achieve COR™ by deciding to change your company, by deciding to change the culture, and by deciding to change it in ways that you might not even realize are the ways you need to change it... it’s a forever change.

Paul Casey, vice-president of Programs & Strategic Development at IHSA, provided a COR™ report card summarizing the auditing tool and its performances and mandates.

Maren Gamble, health and safety manager at Percon Construction, was one of the panel members who offered insight and advice to those working through the COR™ process.
What is a Health and Safety Representative?

A worker at the workplace who

- Represents the health and safety interests of workers
- Helps identify potential or actual dangers at the workplace
- Has been chosen by fellow workers or by the worker’s union
- Has powers and duties under the Occupational Health and Safety Act
When is a Health and Safety Representative needed?

A Health and Safety Rep is needed

When more than 5 and less than 20 workers are regularly employed at the workplace

OR

When more than 5 workers are regularly employed at a construction project and the work is expected to last less than 3 months

The employer must make sure that the workers (or their union) select at least one Health and Safety Representative (H & S Rep) from among the workers regularly employed at the workplace who do not have managerial duties.

If the workplace has 20 workers or more (and, in the case of a construction project, the work is expected to last longer than 3 months), the employer must establish a Joint Health and Safety Committee (JHSC) with representatives from both workers and management.

What does a Health and Safety Representative do?

Duties
The main duty of a H & S Rep is to inspect the workplace at least once a month, as required by the Occupational Health and Safety Act (OHSA). These inspections help the H & S Rep identify hazards at the workplace.

If a monthly inspection of the entire workplace is not practical, then the law allows the H & S Rep to inspect part of the workplace each month, with the whole workplace covered at least once a year.

Powers
H & S Reps have the power to do the following:
• Identify potential hazards at the workplace.
• Make recommendations or report findings about these hazards to the employer, other workers, and any trade union representing workers.
• Be present during an investigation of a work refusal.
• Inspect the scene of a critical injury or death, and report the findings to a Ministry of Labour (MOL) Director.
• Get information from the employer about testing of equipment or materials at the workplace. (When a hazard is suspected at the project, it is often necessary to carry out tests.)
• Be consulted about testing and be present to ensure test results are valid.

H & S Reps can become involved in other activities related to health and safety such as the following:
• Help the employer develop the company’s health and safety policy and program.
• Promote employee support of the company’s health and safety policy and program.
• Help develop health and safety rules and standards.
• Perform job safety or job hazard analyses.
• Assess the safety of new equipment, procedures, or materials.
• Train workers on health and safety.

The employer may want to make these powers and activities a part of the H & S Rep’s regular work duties and may even include them in a collective agreement.

The constructor or employer must ensure that a H & S Rep receives training that enables them to exercise their powers and perform their duties effectively (OHSA, s.8(5.1)).
Recognizing hazards

Hazards are not always obvious, but recognizing them is the first step in controlling them. Here are some things that can help you:

• Experience
• Health and safety training
• Knowledge of the OHSA and regulations that are specific to the workplace
• Asking workers and supervisors what they think
• Being alert and using all of your senses.

As a Health and Safety Representative, what are my three main tasks?

Assessing hazards

Once you have identified a hazard, you need to evaluate its severity. Hazards that are more likely to happen or are more likely to cause a serious injury should be dealt with more urgently.

• Identify any best practice safety rules that apply to the hazard.
• Find out things such as: How many workers may be exposed to the hazard? How long could they be exposed? What are the exposure limits? What are the effects of prolonged exposure? What precautions are recommended in the safety data sheet (SDS)?
• Determine whether the hazard could be made worse because of other factors such as weather, backing vehicles, or a busy workplace.

Remember that although health hazards such as exposure to asbestos or silica may seem less urgent than safety hazards, they can have more serious outcomes if you do not control them.

 Recommending controls

Finding the best solution to control the hazard sometimes depends on where you would apply the control. The best place is “At the Source”. If you can’t do that, control it “Along the Path” to the worker. If that is not possible, control it “At the Worker”.

• At the Source
  - Eliminate the hazard (e.g., change the work process).
  - Use a safer substitute (e.g., change the tools or equipment).
  - Enclose or isolate the hazard (e.g., use barriers).

• Along the Path
  - Prevent the worker from getting to the hazard (e.g. use guardrails).
  - Prevent the hazard from getting to the worker (use ventilation, welding screens, lockout and tagging, etc.).

• At the Worker
  - Use personal protective equipment (PPE) (e.g., fall arrest, protective eyewear, respirator).
  - Use warning signs or devices.
  - Train workers on the hazard and put safety rules in place.
  - Rotate job tasks between multiple workers to reduce exposure.

Talking to other workers can help H & S Reps identify hazards
You're a member of IHSA if your company pays premiums to Ontario's Workplace Safety and Insurance Board (WSIB) in a rate group related to construction, electrical, utilities, transportation, or aggregates.

Get informed
- Learn more about the powers and duties of a H & S Rep by reading sections 8 and 43 of the OHSA. Order it from IHSA or read it online at [ihsa.ca](http://ihsa.ca) or [ontario.ca/laws](http://ontario.ca/laws).
- Learn how to achieve a safe and healthy workplace by visiting the [ihsa.ca](http://ihsa.ca) website. In the Tools and Resources section, you'll find policy and program templates such as inspection checklists, hazard reporting forms, safe job procedures, and incident investigation forms.
- IHSA offers a wealth of free or low-cost products for IHSA members to order or download:
  - *Health and Safety Representative Poster (P029)*—This will help you meet your legal obligation to identify the H & S Rep.
  - *Safety Talks (V005)*—Delivered by supervisors or H & S Reps, a safety talk is a hands-on way to reinforce health and safety on the job.
  - *Supervisor Log Book (RF008)*—Keep a daily record of health and safety activities at the workplace.
  - *Construction Health and Safety Manual (M029)*—This is the main reference guide for preventing injury and illness in the construction industry.
  - *Training Requirements Chart (W001)*—This downloadable booklet compiles all the training required by Ontario health and safety legislation for construction jobs and hazards.
  - *Occupational Health and Safety Act and Regulations for Construction Projects (Q005)*—The “Green Book” covers Ontario’s health and safety legislation and outlines the legal duties for all workplace parties.
    - *IHSA.ca Magazine*—Subscribe to our magazine for free. It will be sent to you four times a year.
    - *2-Minute News*—Sign up for our free monthly e-mail newsletter.

Get trained
Upgrading your knowledge will make you a more effective H & S Rep and satisfy your legal requirements to receive training (OHSA, s. 8(5.1)). IHSA offers a variety of courses on general health and safety as well as sector-specific topics. Members get much of this training for free or at a reduced cost:
- *Health and Safety Representative Basic Training E-learning Program* is a one-day e-learning course that can be a starting point for H & S Reps to begin their training.
- *JHSC Certification – Part One* covers the essentials of your role as H & S Rep and includes modules on legislation, health and safety hazards, workplace inspections, and incident investigations.
- *JHSC Certification – Part Two* is additional training that is more sector-specific. Separate courses are offered for Construction, Aggregates, Transportation, and Utilities.

Other helpful courses include the following:
- *Occupational Health and Safety Act*
- *Workplace Inspection and Hazard Recognition*
- *Incident Investigation and Reporting*
- *Introduction to Hazard and Risk Management*
- *Basics of Supervising*
- *Communication Skills for Supervising Health and Safety*
Whether you are a large corporation or a small business with only a couple of employees, it can be a challenge to manage health and safety. Maybe you don’t think you have the budget or the dedicated staff for an effective health and safety management system. Or perhaps you think the odds of one of your workers getting hurt on the job are so slim that it’s not worth the time and money. But in fact, a plan for managing the health and safety of you and your employees should be an essential part of your business, for several reasons.

Fewer injuries and less occupational disease
By creating a safer workplace, a plan for managing health and safety can result in fewer and fewer workplace incidents and less occupational illness. It also helps the company comply with health and safety legislation and standards.

The bottom line
Besides reducing costs, effective safety and health management makes a business more efficient. Injuries cost money. Work doesn’t get done or takes longer than expected. Work-related diseases and ill health are more difficult to measure because they often take a long time to appear, but they can result in many days being lost at work every year.

See you in court
Everyone is responsible for health and safety in the workplace, and everyone has a role to play in making sure the workplace follows either provincial or federal legislation. For employers, this is especially true. That means they have a legal responsibility to be proactive in managing health and safety or they may be faced with legal consequences.

What’s wrong with health and safety?
Keeping people safe and healthy is never a bad idea. Can you really make an argument against measures that don’t hurt anyone?

How IHSA can help
IHSA.ca Magazine is a great resource filled with suggestions and strategies that can help any company build a strong health and safety management system.

The IHSA.ca website has a section on Policy and Program Templates that can help you create and implement a successful health and safety program.

IHSA.ca also contains a section for small businesses. Visit ihsa.ca/smallbusiness to see what IHSA can do to help build your small business health and safety program.
Workplace injuries and fatalities can usually be traced to a few root causes that may vary by sector. Each year, Ontario’s Ministry of Labour (MOL) conducts inspection blitzes and enforcement initiatives. These allow MOL inspectors to focus on the most common root causes of hazards in sectors that have the highest number of injuries.

**Inspection blitzes** are designed to raise awareness about a particular hazard and increase compliance with health and safety legislation. During a blitz, inspectors focus on specific sectors, workplace areas, or activities where the targeted hazards may be present.

**Enforcement initiatives** are similar to blitzes but they may focus on a wider range of issues that affect a specific sector (e.g., small business, roofing). They may also run for a year or more.

To help you prepare for these blitzes and initiatives, IHSA maintains prevention tools and resources such as articles in IHSA.ca Magazine and 2-Minute News as well as safety products and services.

These are the blitzes and initiatives scheduled for 2017-18 that may impact IHSA member firms.

### Provincial Blitzes 2017-18

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### Provincial Initiatives 2017-18

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### Regional Initiatives 2017-18

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<thead>
<tr>
<th>Focus</th>
<th>Sector/Business Type</th>
<th>Date</th>
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<tbody>
<tr>
<td>Central West</td>
<td>Construction: • Road construction projects • Traffic control and traffic protection plans</td>
<td>May 1 – May 31, 2017</td>
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<tr>
<td>Central West</td>
<td>Industrial and Construction: • Temporary labour agencies – Worker training and hazard exposure</td>
<td>June 1 – March 31, 2018</td>
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<td>Eastern</td>
<td>Mining: • Quarry blasting operations</td>
<td>May 1 – October 2017</td>
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<tr>
<td>Western</td>
<td>Construction: • Electrical contact</td>
<td>April 1 – March 31, 2018</td>
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**Other resources**
To learn more about the enforcement blitzes and initiatives, as well as details for other sectors, visit the Ministry of Labour website.
Together we can stop falls from killing Ontario workers and ensure that everyone returns home safe at the end of the day.

IHSA.ca Work Safe for Life
The Ministry of Labour’s Chief Prevention Officer established a standard for working at heights training that applies to all Ontario workplaces. It lays out what each worker needs to learn when taking mandatory working at heights training.

IHSA was one of the first approved training partners in 2015. Since then, we have worked hard to provide a quality program to thousands of workers, supervisors, owners, and students in Ontario.

IHSA would like to thank its staff members in training, administration, customer service, marketing and communications, and program development, as well as the many associate training partners in the industry for their contributions.

Between April 1, 2015, and March 31, 2017, IHSA and its training partners provided working at heights training to 99,824 people. We’ve now trained more than 100,000. In addition, we continue to provide training in English, French, and 10 other languages.

Thank you for your contribution. Your efforts will help everyone we’ve trained Work Safe for Life.
When members of the Building and Concrete Restoration Association of Ontario (B&CRAO) asked for some help with the Certificate of Recognition (COR™) program in 2014, they had no idea what they were starting.

Several members of the B&CRAO had registered in IHSA’s COR™ program that year. They could see that COR™ would soon play a major role in their industry, and they wanted to be ready.

When the association approached IHSA to discuss ways to provide assistance to its members during the COR™ process, IHSA saw an opportunity to help more than just those firms. So IHSA worked with the B&CRAO to create a series of workshops to help firms get through their first COR™ cycle.

The pilot project
One of the most challenging areas was with a firm’s health and safety management system (HSMS). COR™ requires record keeping and evidence of application. Quite often, effective health and safety practices are in effect but not fully or properly documented. IHSA program developers decided to start there and focus on helping participants identify gaps in their HSMS.

For the pilot project, IHSA held six one-day workshops, one per month for six months. At the end of each workshop, the participants left with a clear action plan for the next few weeks and were expected to carry it out before returning for the next. The action plans applied specifically to each participant’s HSMS, so it was a practical way to learn.

The pilot workshops were attended not only by the B&CRAO but also by members of the Ontario General Contractors Association (OGCA) and some companies from the sewer and watermain and the waterproofing sectors. Everyone learned a lot, including the IHSA program developers, trainers, and auditors.

COR™ workshops
After running a few more workshop series with other industry groups throughout 2016 and refining the content and approach, IHSA was ready to launch the COR™ Workshop Program.

The six one-day sessions have been reduced to five, but are still held once a month. Each group usually has 10 to 20 participants and the focus is still on the HSMS, but there is an emphasis at the beginning of each series on engaging senior management in the process. Without their support, it can be very difficult to get what a company needs in order to fill the gaps in its HSMS.

The person who normally attends the workshop is the designated internal auditor, which makes sense because the four training programs that are
How IHSA can help

Training
As preparation for the COR™ Workshops, participating groups are asked to complete the four training courses that are required for certification. These courses provide the foundation that participants will need to successfully create and complete their monthly action plans.

1. COR™ Essentials
2. Basic Auditing Principles
3. COR™ Internal Auditor
4. Introduction to Hazard and Risk Management

Visit ihsa.ca/training for full course descriptions and session dates.

required for internal auditors are prerequisites for taking part in the workshops.

Rather than have most participants at the same stage of the process, most of the workshops now include some firms that are already certified. This allows for more coaching opportunities. After taking the series of COR™ workshops, internal auditors get to know other auditors and find a peer group to work with.

These workshops are now based on interactive participation rather than presentation by an instructor. As the workshop members move through the sessions, they are solving the problems they have found in their own HSMS, a process that most find quite valuable.

Getting involved
If you think your group or association would benefit from a COR™ workshop, contact John Sammut at jsammut@ihsa.ca. It’s a constructive next step after you’ve completed the four training courses required for the COR™ program, and it helps keep the momentum going. Visit ihsa.ca/cor at any time to find out more.

Getting THE JOB

Many public-sector and private-sector companies, as well as some municipalities, require contractors to be either registered with the COR™ program or already certified before they can bid on construction projects in Ontario.

These are just some of the organizations that require COR...

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<th>GTA A</th>
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<tr>
<td>BRAMPTON Flower City</td>
<td>METROLINX</td>
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<tr>
<td>Ontario Infrastructure Ontario</td>
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Do you have the posters you need on your site?

Construction employers must have an Emergency Response poster (P103), a JHSC or H&S Rep poster (P041 or P029), and DANGER signs in hazardous areas (P022, P093). Companies should also post signs to indicate what type of PPE is required on site (P031). These posters and many more are available to order from ihsa.ca.

P022—Danger Due to ____  
17” x 22”—Vinyl

P093—Danger Work Overhead  
17” x 22”—Vinyl

P031—Personal Protective Equipment  
17” x 22”—Vinyl

P103—Emergency Response  
22” x 11”—Vinyl

P041—JHSC/Worker Trades or P029—Health and Safety Rep  
17” x 22”

Wait for the wave!

Call us today for your copy of IHSA’s Wait for the Wave poster (PO51) at 1-800-263-5024 or visit us at ihsa.ca/products.