

A MESSAGE FROM IHSA'S CEO



I would like to take this opportunity to express how proud I am of IHSA's accomplishments since our inception almost two years ago. Our achievements have clearly shown that together we are stronger. The industries we serve are benefiting from the experience and expertise

gained from our three legacy associations (CSAO, E&USA, and THSAO).

I am especially proud of IHSA's readiness to lead our industries in successfully implementing the recommendations of the expert advisory panel and meeting the requirements of Bill 160. You will note that our three-year strategic plan (available on the homepage at www.ihsa.ca) aligns perfectly with these recommendations.

This plan was approved by IHSA's bipartite Board of Directors, who represent transportation, residential, general ICI, heavy civil and aggregates, electrical, mechanical, and priority rates. The names of the board members, and the industries they represent, are listed on the front inside page of our *Infrastructure Health & Safety magazine*.

Mandatory training for health and safety reps

In 2010, IHSA trained 1,200 health and safety representatives through our **Construction Health and Safety Representative** program. This program, which teaches participants how to become effective health and safety reps, was developed and piloted in association with subject-matter experts drawn from our labour-management network. It is **available to our members at no charge** and can be taken as an in-class or a home-study course.

Certification training for joint health and safety committee (JHSC) members

In 2010, IHSA trained 1,400 certified members of

JHSCs. IHSA provides downloadable tools that help members of JHSCs and worker trades committees comply with legislative requirements. We continue to support health and safety committees and offer training on becoming a member of a JHSC. We provide online health and safety resources such as our Policy and Program web tool. It is available at no charge and gives you all the resources you need, including downloadable templates, to create or customize your health and safety policy and program.

Mandatory training for supervisors

IHSA's **Basics of Supervising** course is available in classroom or home-study format or as a download from our website. All three formats are available at **no charge to our members**. This training program was developed with the participation of industry stakeholders from our labour-management network.

Mandatory training for all workers

IHSA has training programs that meet mandatory training requirements. Our **Construction Health and Safety - Basic** course is frequently used by high school and college students, as well as by many apprentices in construction. This program is available at **no charge to our industries** and at a reduced (cost-recovery) price to schools and colleges. It is available in classroom format or as a home-study program.

High-risk training

IHSA is working diligently to develop solutions to reduce injuries in high-risk industries. In 2010, IHSA trained over 14,000 workers in high-risk training programs. We offer more than 75 high-risk programs, such as:

- Working at Heights
- Powerline Technician Apprenticeship (Levels 1-4)
- Structure, Climbing and Rescue Techniques
- Suspended Access Equipment
- Window Cleaning
- Confined Space
- Defensive Driving
- Hoisting and Rigging
- Lift Truck Operator (Parts I, II, and III)
- Mobile Crane Operator 0-8 Ton

- School Bus Driver
- Traffic Control
- Trenching
- Utility Work Protection Code

IHSA developed the standard for *Working at Heights* training. This standard has been adopted by our industries and the program was launched by Peter Fonseca on October 21, 2010 when he was the Minister of Labour. Minister Fonseca said the program “has the potential to become the ‘gold standard’ for basic fall-prevention training in the province.”

Our training centres provide us with unique capabilities to offer hands-on and skills-based training using high-risk scenarios and heavy equipment. They include:

- Skills Development Centre (SDC)
- Voyager Court Training Centre
- Mobile Classroom

Injury performance in our sectors

IHSA member firms experienced significant injury reductions in 2010. The table below outlines the performance of the member firms (all IHSA rate groups) in comparison to 2009. Even with a 4.4 per cent increase in hours worked, the total injury count, including medical aid and lost-time injuries, was down by 7.7 per cent. The lost-time injury rate and total injury rate were both down over 2009 by 13.1 and 11.8 per cent respectively. The rates are based on the number of injuries for every 200,000+ hours worked (or per 100 full-time equivalent workers).

Overall Injury Performance in IHSA Rate Groups

Performance	2010	2009	Change
Total Injury Rate	5.85	6.63	-11.8 %
Allowed Traumatic Fatalities	39	41	-4.9 %
LTI Rate	1.66	1.91	-13.1 %
Total Injury Count	33,277	36,061	-7.7 %
LTI Count	9,462	10,423	-9.2 %
FTE	568,340	544,261	+4.4 %

The WSIB identified three types of injuries resulting in the greatest cost to the prevention system—injuries to the lower back, injuries to the the shoulders, and fractures. Again, IHSA member firms experienced decreases in these injuries over the previous year. IHSA worked with its network of stakeholders to produce sector-specific prevention tools and resource material to help reduce those kinds of injuries.

High-Impact Claims - LTI Count

Types of Injury	2010	2009	Change
Lower Back	1,969	2,292	-14.1%
Shoulder	613	678	-9.6%
Fractures	988	1,045	-5.5%

Mandatory training for workers working at heights

IHSA has unique expertise and capability in managing the hazards of high-risk activities. Our high-risk courses are delivered by IHSA’s **subject matter experts** who have come from the industries we serve. Both internal and external trainers must have specified competencies before they are allowed to deliver our high-risk training programs. For example, in order to deliver our *Working at Heights* program, all trainers must have at least five years’ industry experience in working at heights. IHSA believes that this on-the-job experience plays a vital role in an instructor’s ability to teach.

It is also important for instructors to be well-versed in adult-learning principles. Our *Principles of Effective Training* course is a prerequisite for every instructor workshop.

IHSA-certified trainers, both internal and external, must also meet the requirements of IHSA’s competency survey. So far in 2011, IHSA has approved 99 external instructors. Each one has met the competency requirements and has been designated as IHSA training providers. IHSA’s internal staff must also meet the competency requirements, We have 41 internal instructors who are qualified to teach IHSA’s *Working at Heights* course.

Safety Groups

IHSA currently sponsors three Safety Groups: Construction, Electrical and Utilities, and Transportation. IHSA has also joined forces with PSHSA, WSN, and WSPS to sponsor a Northern Ontario Safety Group in 2012.

In the 2010 results of the Safety Groups program, which were recently announced by the WSIB, IHSA’s-sponsored groups did particularly well. The Electrical and Utilities Safety Group reduced its injury frequency by 20 per cent and its injury severity by 30 per cent. Their total rebates amounted to \$528,000. The Transportation Safety Group reduced its injury frequency by 10 per cent and its injury severity by 12 per cent. Their total rebate amounted to more than \$4 million. Since this was the first year for the Construction Safety Group, the results will not be available until next year.

Accreditation program

IHSA’s *COR™ Program* supports the provisions in Bill 160 for an accreditation program. COR™ is a volunteer occupational health and safety auditing program. It gives construction industry employers an effective health and safety management system for reducing the human and financial costs of workplace incidents, injuries, and illnesses.

IHSA offers a number of auditing programs, which are designed to help companies identify gaps in their health and safety system.

- ZeroQuest®
- Small Business Evaluation
- Internal Responsibility System Audit
- Pre-MTO Facility Audit
- Safety Climate Survey
- Safety Evaluation

The underground economy

It is our belief that all workers, whether they are registered or whether they work in the underground economy, deserve to have access to health and safety information that may prevent injuries or save their lives. Many of IHSA's health and safety resources are available online to all workers at no charge. We offer 137 products, including manuals and guides, that are downloadable from our website. We also offer several e-learning resources on our website that can be accessed by anyone at any time.

Vulnerable workers and small business

IHSA is the only health and safety association that provides **22 training programs at no charge** to its membership. IHSA members are also able to order **44 of our health and safety products at no cost**. As CEO, I am committed to providing these courses and products at no charge. Not only is it important to give our industries the same service they received from our legacy associations, but this is also a way to meet the training requirements for **vulnerable workers and small business**.

IHSA offers courses in a wide variety of formats in order to make them more accessible. We offer classroom-based training, home-study courses and online programs. We also make use of a mobile classroom that travels throughout Ontario delivering training to remote—and not-so-remote—work sites.

Vulnerable workers, such as taxi drivers, can take advantage of IHSA's *Defensive Driving* course and our MSD intervention tools, such as *Ergonomics for Transportation: How to Prevent Strains, Sprains, and Overexertion*.

Small businesses can take advantage of some of our no-cost training programs (*New Small Business Health and Safety*), our downloadable products (*Health and Safety Guide for Owners and Managers*), and our auditing tools (*Small Business Evaluation*). IHSA also provides a health and safety information package to any new firms that register with the WSIB.

Section 21 committees

IHSA is the secretariat for two Section 21 committees: the Provincial Labour-Management Health and Safety Committee (PLMHSC) for construction and the Provincial Labour-Management Safety Committee (PLMSC) for electrical. IHSA is also a member of the working group to establish a Small Business Section 21 Committee. Our knowledge and experience with our own Section 21 committees, dating back to 1968, will be a valuable resource for the Small Business Committee.

IHSA supports the bipartite labour-management committees, which include 23 trade health and safety committees and 16 regional health and safety committees across the province. All together, IHSA's labour-management network has approximately 860 members.

IHSA also supports seven advisory councils, which are listed below.

1. Transportation
2. Residential
3. General ICI
4. Heavy Civil and Aggregates
5. Electrical
6. Mechanical
7. Priority Rates

In addition, we also support the Fleet Safety Council, which has 425 members.

Work with high schools and vocational colleges

IHSA has been working with colleges and high schools for many years. We offer training and product resources to complement their high skills major program. We work with Cambrian College to help them train their powerline apprentices and we work with union apprentices.

Ministry of Training, Colleges, and Universities (MTCU)

IHSA is one of a limited number of training-delivery agents **designated by the MTCU** to deliver all four levels of the Powerline Technician Apprenticeship Program. IHSA offers two MTCU-approved asbestos certification courses to our members. We are also working with the MTCU to help develop a Certificate of Qualification for Hazardous Materials Worker.

Internal Responsibility System (IRS)

IHSA is committed to the implementation and maintenance of a safe and healthy workplace. We will comply with all applicable health, safety and environmental legislation, with particular focus on

the IRS. In addition, we will take all reasonable steps to protect the health and safety of our co-workers, participants in IHSA programs and training courses, and members of the general public affected by IHSA activities.

IHSA has made it a policy to start every departmental meeting with an open discussion about health and safety issues. In addition, IHSA requires mandatory health and safety training for its employees. Courses such as *First Aid, CPR, Automatic External Defibrillator, Basic Certification, and Defensive Driving* help to ensure that we have a healthy and happy workforce. We have recently hired a Manager of Health, Safety, and Environment who will be dedicated to developing IHSA's internal health and safety policy and program.

IHSA is also committed to helping our member firms develop their own internal responsibility systems. We believe that an effective IRS fosters a health and safety culture and increases a firm's capacity to deal with health and safety-related issues. IHSA has the tools and resources to help our member firms meet their due diligence requirements for establishing an effective IRS. We offer, at no charge, training courses such *Certification and Basics of Supervising*, and online resources such as our Policy and Program web tool. We can also offer customized audits, such as our IRS audit and COR™ program, which can help you determine how well your health and safety system is functioning and identify any possible gaps. As part of our strategy for 2012, IHSA will review our current IRS resources and develop new ones to help our members.

Priority hazards

The WSIB has identified four hazards as priority hazards. They are musculoskeletal disorders (MSDs), falls, contact with machinery and motor vehicle incidents (MVIs). MSDs and falls continue to account for the majority of all lost-time injuries. MSDs alone accounted for 40 per cent of the lost-time injuries experienced by workers in member firms. Falls from height and falls to the same level resulted in 22 per cent of all lost-time injuries in member firms.

Lost-time Injury Profile - LTI Count

Category of Injury	2010	2009	Change
MSDs	3,802	4,417	-13.9 %
Falls	2,131	2,320	-8.1 %
Machinery	241	249	-3.2 %
MVIs	314	335	-6.3 %
Critical Injuries	442	486	-9.1 %
New Worker	635	548	+15.9 %
Young Worker	1,224	1,417	-13.6 %

With the exception of injuries to new workers, there were fewer lost-time injuries in all categories in 2010 compared to 2009. IHSA will make the reduction of injuries to new workers a priority for 2012. We will increase the promotion of our *New on the Job* video and our *Help New Workers Start Right* poster, which we developed earlier this year.

Unfortunately, in 2010, IHSA member firms lost 39 workers to traumatic fatalities. Although this was fewer than in 2009, every fatality is unacceptable. Motor vehicle incidents were the cause of 15 of the 39 fatalities. Falls were the cause of 12 traumatic fatalities and nine fatalities were caused by being struck by material, equipment or vehicles. Two workers were fatally injured by electrical contact and one worker died of heat stress.

IHSA launched its *Working at Heights* program with the aim at eliminating fall-related injuries and fatalities. IHSA also continues to promote and conduct motor-vehicle-related programs within its member firms.

Amalgamation

Bringing together three separate organizations with different unions, working conditions, business models, and so on, in order to form IHSA has been quite a challenge over the last two years. But on October 12, 2011, the first **collective agreement between IHSA and CUPE 3585 was ratified**. This collective agreement, which will be in effect until the end of 2014, will give us the consistency and stability we need in order to focus on our prevention work. We truly are one association now, and that cohesiveness and teamwork will prove invaluable as we face the future together and work towards accomplishing our strategic goals.

Summary

In conclusion, I would just like to say that although IHSA has accomplished a great deal in such a short time, we still have a lot to do. 2012 will be a busy and productive year for us as we take on new challenges and put new prevention solutions into practice. We cannot rest on our laurels because there is still so much work to be done. It is my promise to you that in the coming year we will work even harder to accomplish IHSA's vision: "Workplaces without injuries, illnesses or fatalities."



Al Beattie
President and CEO, IHSA

Together we're better

IHSA is the amalgamation of the Construction Safety Association of Ontario (CSAO), the Electrical & Utilities Safety Association (E&USA), and the Transportation Health and Safety Association of Ontario (THSAO).

IHSA Fact Sheet

January 2010

- Infrastructure Health & Safety Association (IHSA) becomes a designated entity under the *Workplace Safety & Insurance Act*. IHSA is the amalgamation of:
 1. Construction Safety Association of Ontario (CSAO). Established in 1929, it serviced 11 Rate Groups and 59,100 firms in 2009.
 2. Electrical & Utilities Safety Association (E&USA). Established in 1915, it serviced 4 Rate Groups and 910 firms in 2009.
 3. Transportation Health & Safety Association of Ontario (THSAO). Established in 1942, it serviced 12 Rate Groups and 14,700 firms in 2009.
- IHSA appoints its first President & CEO, Michael Delisle
- Governance is provided through an interim Board of Directors (former co-chairs from CSAO, E&USA, and THSAO).
- IHSA maintains its commitment to offering 22 training programs and many of its products at no charge to members.
- Expert Panel on Occupational Health and Safety formed to conduct a comprehensive review of Ontario's occupational health and safety system.

June 2010

- At IHSA's first Annual General Meeting, the inaugural Board of Directors is elected.

September 2010

- Al Beattie assumes the role of IHSA's Interim President & CEO.

October 2010

- On October 21st, then Minister of Labour Peter Fonseca launches IHSA's new *Working at Heights* training program, saying that it "has the potential to become the 'gold standard' for basic fall-prevention training in the province."

December 2010

- Tony Dean, Chair of the Expert Advisory Panel, submits a report containing 46 recommendations to improve Ontario's occupational health and safety system. Most of these recommendations align with IHSA's strategic goals.

Recommendation 1: A new prevention organization should be created within the Ministry of Labour. The new organization would be headed by a Chief Prevention Officer and would feature a multi-stakeholder Prevention Council.

April 2011

- At IHSA's Board of Directors meeting on April 9th, Al Beattie is announced as IHSA President & CEO.

June 2011

- Bill 160, Occupational Health and Safety Statute Law Amendment Act, receives Royal Assent. The Expert Advisory Panel recommendations are embedded in the legislation.

August 2011

- On August 30th, George Gritzotis, founding executive director of the Construction Sector Council, is appointed as Ontario's first Chief Prevention Officer.

September 2011

- On September 19th, IHSA holds its 2nd Annual General Meeting. IHSA's strategic plan is approved by the board. It is also decided that the inaugural Board of Directors will remain intact for the 2011-2012 term.

October 2011

- The WSIB announces the 2010 results of the Safety Groups program.
 - IHSA's Electrical and Utilities Safety Group reduced its injury frequency by 20 per cent and its injury severity by 30 per cent and received a rebate of \$528,000.
 - IHSA's Transportation Safety Group reduced its injury frequency by 10 per cent and its injury severity by 12 per cent and received a rebate of \$4 million.
- Since this was only the first year for IHSA's Construction Safety Group, it will not receive results until next year.