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NOISE EXPOSURE LIMITS

Effective July 1, 2007, the allowable limit for noise exposure over an eight-hour day for Industrial Establishments and Offshore Oil and Gas Operators is being reduced. Currently workers can be exposed to 90 decibels of noise over an eight-hour shift; on July 1, the new regulations will lower the allowable limit to 85 decibels.

In addition, the new regulation will introduce a new time-weighted averaging method that will improve the accuracy of determining the actual amount of noise that a worker has been exposed to.

Consultations on this were held over the winter of 2005- 2006 and included industry associations, labour organizations, hearing associations (including the Canadian Hearing Association) and MOL enforcement team members.

Over the past decade the Workplace Safety and Insurance Board has paid out an estimated \$100 million in compensation costs related to noise exposure.

Minister of Labour Steve Peters said, "Noise-induced hearing loss is a serious and preventable occupational illness that impacts many of Ontario's industrial workers. Our government is taking action to protect these workers by making the first significant overhaul of the noise exposure limits in 30 years."

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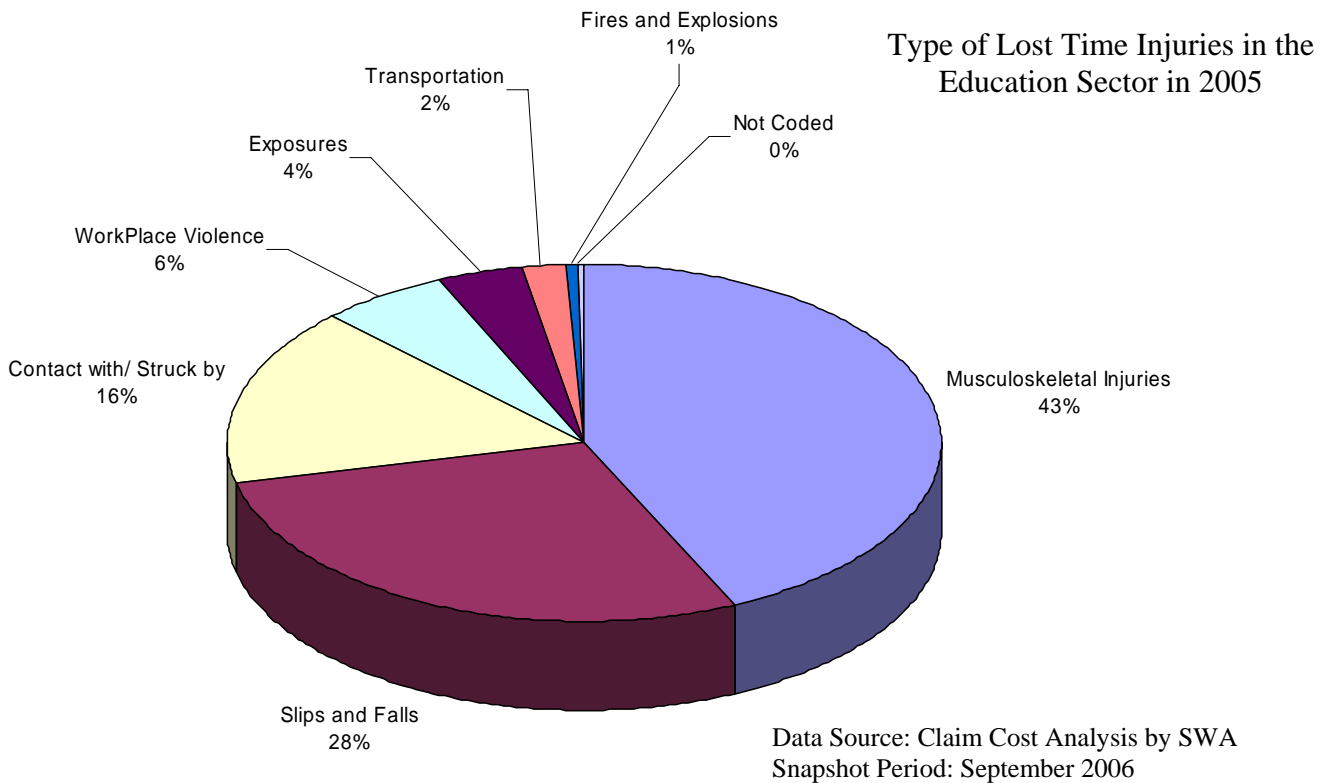
THE EDUCATION SECTOR – OVERALL PERFORMANCE

In 2005 (the last calendar year for which we have complete data from the WSIB) there were almost 8,500 approved WSIB claims involving workers in the education sector. This is the highest number since this data has been collected, and indicates that our sector is not following the provincial trend toward fewer compensable injuries. In the October 2006 newsletter we

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showed the 2005 data broken down by sub-sector (that newsletter can be accessed from our website). This article looks at the kinds of injuries that took place in 2005. The most frequent type of injury in 2005 were those in the musculoskeletal category – the lifting, pushing and pulling injuries that used to be referred to as sprains and strains. About 43 per cent of all compensable injuries in education sector firms fell into this category. Slips and falls followed and accounted for 28 per cent of all claims. Below is a chart with the most frequent types of lost time injuries in our sector during 2005.



Over the same period, the most frequent part of the body injured was the lower back, followed by leg injuries. In each sub-sector other than schools, the occupations suffering the most injuries were cleaners and custodians, while in schools it was elementary and secondary school teachers. Overall, teachers accounted for 29 per cent of sector claims, and cleaners/custodians accounted for 27 per cent. Musculoskeletal injuries and those arising from slips and falls account for almost 75 per cent of all approved claims in education sector workplaces, and this is also true within each of our sub-sectors. If there were a "typical injury" in our sector, it would be a musculoskeletal injury to the lower back, involving a custodian or teacher.

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If this is true, how are you investing your safety budget? Most would agree that tackling the biggest problem first would be logical. In education, that means investing in the prevention of lower back injuries to custodial staff –the highest cost area for the vast majority of our firms. Is that where your prevention dollars are going?

As this newsletter is being sent out, the Ministry of Labour is running the algorithm to select firms for the 2007-2008 Targeted Enforcement Strategy. It is based, in part, on the data shown above. Is your record getting better or worse in this area? Since the Ministry announced this initiative the collective injury rate for the province has declined steadily. In education, however, the number of approved claims is up by 11 per cent since 2003. This would suggest that education sector firms can expect increased enforcement attention during 2007.

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DESIGNATION MAINTENANCE POINTS

As in the past, BCRSP (Certified Registered Safety Professional Association) has reviewed the ESAO conference & Professional Development program and approved maintenance points for attending the full conference, WHMIS Train the Trainer, Phase II Train the Trainer and/or Confined Space workshops.

The American Board of Industrial Hygiene (ABIH) has also approved the full conference and WHMIS Train the Trainer, Phase II Train the Trainer, Confined Space and, or the Asbestos for Supervisor Workshops on Professional Development days for CM points. ABIH has also recognized that the workshops entitled Early and Safe Return to Work and Healthy People, Healthy Places, being held on Friday, June 1, are also approved for CM points.

Although the Canadian Human Resource Professional association was approached, it does not endorse any organization or event specifically. CHRP members are allotted a period of three years to maintain their certification. During this period, each member is required to engage in professional development activities and earn 100 recertification points. The member will be required to complete a Recertification Log and submit it for approval, either through the HRP AO website or by mail or fax, to the HRP AO Head Office. Please consider attending Health and Safety workshops in accordance with your professional development plans. For more information on recertification, please visit the HRP AO website (www.hrpa.org) or call 416-923-2324 or 1-800-387-1311.

Two days of Professional Development prior to the conference will include:

- ½ day Heartsaver “A” & CPR Certification Workshop – Pricing: \$50
- ½ day Asbestos for Supervisors and Workers Workshop – Pricing: Client \$125 Non-Client \$250
- 2 day WHMIS Train the Trainer – Pricing: Client \$125 Non-Client \$250
- 2 day Phase II Train the Trainer – Pricing: Client \$500 Non-Client \$600
- 1 day Phase II Office Hazards – Ergonomic, Slips & Falls, Environmental – Pricing: \$100
- 1 day Phase II Plant/Facilities Hazard Training – Pricing: \$100
- 2 day Confined Space Training – Pricing: Client \$400 Non Client \$450

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Other ½ day workshops included in the full conference at no additional cost will include:

- Influencing for Agreement – How to Move Past Conflict and Get to Buy-In - Wednesday
- Slips, Trips and Falls - Friday
- Early & Safe Return to Work - Friday
- Healthy People, Healthy Places - Friday
- Proactive Threat Management in an Educational Setting - Friday

[Click here to download the full 16-page conference flyer](#)

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NEW TO THE WEBSITE

New Downloads

- [MSD Prevention - Custodian](#)
 - [Worksafe BC - Clean Sweep Brochure](#)
 - [Department of Industrial Relations - Janitors](#)
- [Infection Control links](#)
- [Conference 2007 16-page flyer](#)
- [Conference registration form](#)

New Products

- [Winter Driving Hazard Training CD-Rom](#)
- Winter Driving Courseware
- [WHMIS Review DVD](#)

Links

If you are writing, reviewing or updating your H&S Policies, please review the many links to other university, college and school policies. If you need any assistance navigating the website or have suggestions for improving it, please feel free to contact us at esao@esao.on.ca, or call your local Field Consultant.

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WSIB SENIOR STAFF CHANGES

Effective December 31, 2006, Brock Horseman resigned from his position as Chief Operating Officer of the WSIB. Following a formal recruitment and selection process, Mr. John Slinger was appointed as the new COO, and assumed his duties on February 12, 2007. He was formerly the Chief Corporate Services Officer at the WSIB.

On February 1, 2007, Tom Beegan became the Chief Prevention Officer, joining the WSIB from the Irish Health and Safety Authority.

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YOU ASKED US!

ESAO and its staff receive many inquiries and questions on a wide array of topics. Some questions of a general nature will be included in this section of the newsletter update all interested parties. **In all cases, ESAO attempts to obtain the most accurate and up-to-date answer possible.** We do not assume to take the regulatory responsibility for a certain situation, and the client is advised to contact the regulator responsible.

You Asked Us: The letter looks official and the message is clear: Your WHMIS training has expired and you are no longer in compliance. Sound familiar? We, at ESAO, have also received emails and letters like that. It's tempting to throw them away, but what exactly is our duty regarding WHMIS training, anyway?

WHMIS – What Exactly Do I Need To Do?

WHMIS is a Canada-wide system designed to give employers and workers information about hazardous materials* used in the workplace. There are still many individuals who are confused with regard to the training requirements of this legislation.

An employer in charge of a worksite where controlled products are used has 3 duties:

1. to ensure that controlled products are labeled or identified,
2. to obtain Material Safety Data Sheets for controlled products, and
3. to educate workers.

The supplier of the hazardous material provides the labels and Material Safety Data Sheets to the employer. The employer passes the information on to all workers who work with or are in the proximity of the hazard, and provides education programs.

The employer must review the education program at least once a year, or more often if:

- conditions in the workplace change, or
- new information on a controlled product becomes available.

If either of the above is true, the employer is required, after consulting with the JHSC, to train or provide WHMIS review to the workers affected.

The WHMIS regulation does not prescribe training frequency or re-training frequency. It does, however, define the result of the training. In Ontario, under Regulation 860, Section 7 (3), "An employer shall ensure, so far as is reasonably practicable, that the program of worker instruction required by subsection (1) results in the workers being able to use the information to protect their health and safety."

How that result is achieved will vary among workplaces. If your workplace has a high staff turnover or introduces new materials frequently, you may need to re-train workers every year. If your materials do not change and your staff has already been trained, you may only need to provide a review or a refresher on an annual basis. You should have either preventative



training or assessment to evaluate your workers' knowledge . The decision is made by the employer, and should rely upon advice from the Joint Health and Safety Committee.

*A Hazardous Material is any biological or chemical agent named or described in any regulation as a hazardous material. Note that this is a far broader definition than the Federal "Controlled Product" list.

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FROM THE COURTS

In November 2006, a retail furniture chain was fined \$80,000 for two violations of the Occupational Health and Safety Act, following an incident in which an employee suffered a broken leg. At the time of the incident, two workers were unloading a trailer in a shipping/receiving area when a section of product on skids fell on one of the workers. This led to the charge of failing to ensure the load was stored in a manner so as to prevent tipping, collapsing or falling, as required by Section 45(b) of the Regulations for Industrial Establishments, contrary to section 25(1) (c) of the Act.

The second charge should be of interest to all firms, including those in the education sector. Following the incident, the scene was not secured, and two other workers removed the remainder of the load. The Ministry of Labour was notified approximately six hours after the incident and was advised that the trailer had been emptied and was no longer on the premises. The Ministry was also told that an employee had taken several photographs of the scene, and video footage was available. This led to the charge of failing to preserve the scene of the incident, contrary to Section 51(2) of the Act.

The company pleaded guilty to both charges and was fined \$70,000 on the first count and \$10,000 on the second count. A 25 per cent victim fine surcharge was added, as required by the Provincial Offences Act.

This summary is provided to remind all clients of the importance of preserving the scene, especially in the case of a critical injury that will be investigated by the Ministry.

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CONFERENCES IN WHICH WE WILL PARTICIPATE

April 16 & 17
IAPA - Toronto Convention Centre
255 Front Street West, Toronto, ON

May 28 – June 1, 2007
ESAO - Victoria University, University of Toronto Campus
Queens Park, Toronto, ON

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ESAO REGIONAL COURSES & ACTIVITIES

The following activities have been booked for September to December by the **ESAO Field Consultants**. Any client interested in attending one or more of the following sessions or courses should directly contact the Field Consultant responsible for the activity.

Should you have problems or concerns regarding a scheduled activity or wish to attend one, please contact your ESAO Field Consultant or the ESAO Toronto office at 1-877-732-3726 or via email at esao@esao.on.ca

Niagara - Bill Urie
(905) 312-9962

Basic Certification:
March 2007
Brantford, ON - TBA

July 2007
Hamilton / Ancaster, ON
TBA

Phase II Training:
Feb- 21 – Feb 22, 2007
Niagara Falls Public Library
4848 Victoria Ave. Niagara
Falls

April 16 - 19, 2007,
Caledonia / Cayuga, ON
all 16 modules

WHMIS Train the Trainer
March 2007
St. Catharines, ON - TBA

Client Network Meeting:
March 23, 2007 9:30am
Brant/Haldimand Norfolk
CDSB
Education Ctr 322 Fairview Dr
Brantford, ON

April 2007
Hamilton, ON – TBA

Workshops:
February 23, 2007.
Workplace Inspection
Niagara CDSB
427 Rice Rd. Welland

March 23, 2007 1:00pm
Accident Investigation
Brant/Haldimand Norfolk CDSB
Education Centre, 322 Fairview
Dr.
Brantford, ON

Francophone – Alain Chenard
(613) 837-2042

Programme de Formation
de Base à l'Agrément
le 14, 15 & 16 mai, 2007
Sudbury, ON

Phase 2
le 28 mars, 2007
Orléans, ON

East – Jean-Guy Raymond
(613) 592-4491

Basic Certification:
April 10, 11 & 12, 2007
Renfrew County DSB
1270 Pembroke St. W.
Pembroke, ON
September 25, 26 & 27, 2007
Confederation High School

1645 Woodroffe Ave.
Nepean, ON

Phase II Training:
June 25 – 28, 2007
all 16 modules
St. Lawrence Parks
13740 County Rd. 2
Morrisburg, ON

WHMIS Train the Trainer
June 13 – 14, 2007
Catholic DSB of Eastern Ontario
2755 Highway #43 Kemptville

Client Network Meeting:
February 13, 2007
Limestone DSB
220 Portsmouth Ave. Kingston
Guest Speaker – TBA

June 5, 2007
Catholic DSB of Eastern Ontario
2755 Highway #43 Kemptville



North East – Doug Bennett
(705) 476-7433

Basic Certification:
Feb 27, 28 & Mar 1, 2007
Sault Ste. Marie, ON - TBA

March 6, 7, & 8, 2007
Sudbury, ON – TBA

North West – TBA
1-877-732-3726
esao@esao.on.ca

Basic Certification:
Feb 26, 27 & Mar 1, 2007
Thunder Bay Public Library
Mary J.L. Black Branch
151 W Brock St E Thunder
Bay

Phase II Training:
March 2, 2007
Thunder Bay Public Library
Mary J.L. Black Branch
151 W Brock St E Thunder
Bay

Workshops:
February 28, 2007 12:00
Noon
Accident Investigation
Workshop
Thunder Bay Public Library
Mary J.L. Black Branch
151 W Brock St E, Thunder
Bay

GTA – Training
416-250-8005

Basic Certification:
March 13, 14 & 15
4950 Yonge Street
Toronto, ON

Phase II Training
May 28, 2007 - Office Hazards
Victoria College – U of T
Campus Toronto, ON – CONF
PD 2007

May 29, 2007 Plant Hazards
Victoria College – U of T
Campus, Toronto, ON – CONF
PD 2007

Phase II Train the Trainer
May 28 - 29, 2007
Victoria College – U of T
Campus, Toronto, ON – CONF
PD 2007

WHMIS Train the Trainer
May 28 & 29
Victoria College – U of T
Campus, Toronto, ON – CONF
PD 2007

GTA East - Mike Atkinson
(416) 466-1923

Basic Certification: **FULL**
February 26, 27 & 28, 2007
Northern District Library
Rm 200 40 Orchard View Blvd.

April 10, 11 & 12, 2007
Toronto, ON – TBA

June 12, 13 & 14, 2007
Toronto, ON - TBA

Phase II Training
March 6, 2007
Centennial College
1960 Eglinton Ave. E. Toronto
Slips, Trips & Falls, Ergonomic,
Environmental and Biological

March 7, 2007
Centennial College
1960 Eglinton Ave. E. Toronto
Chemical, Fire & Explosion, and
Machine Guarding

March 22, 2007 **FULL**
Toronto Public Library –
Rm 200 40 Orchard View Blvd.

Client Network Meetings
March 12, 2007
St. Michael's College
1515 Bathurst St. Toronto, ON.

March 27, 2007
Toronto, ON. - TBA

Workshops
March 12, 2007
Workplace Inspection
St. Michael's College
1515 Bathurst St. Toronto.

May 3, 2007
Workplace Inspection
ESAO Offices - 4950 Yonge St
Ste. 1505 Toronto, ON

GTA West: - Janice Gallant
(905) 785-3742

Basic Certification:
February 21, 23 & 28, 2007
Halton DSB - 3250 New St.
Gary Alan High School,
Burlington

April 10, 11 & 12, 2007
TBA

June 12, 13 & 14, 2007
TBA





Phase II Training
February 13, 2007
York University, East Office
Building, C27, 4700 Keele
St, North York,
Slips, Trips & Falls,
Ergonomic, Environmental

February 19, 2007
York University, East Office
Building, C27, 4700 Keele
St, North York,
Chemical, Machine
Guarding, Energy (Lock Out/
Tag Out)

March 1, 2007
Dufferin Peel Catholic DSB, 40
Matheson Blvd., Mississauga,
Chemical, Machine Guarding,
and Workplace Violence

March 29, 2007
Benares Museum
1507 Clarkson Rd. N.
Mississauga

Client Network Meetings
March 12, 2007
St. Michael's College
1515 Bathurst St. Toronto

March 27, 2007 TBA

Workshops
March 8, 2007

Supervisor Due Diligence
Oakville Public Library
120 Navy St. Oakville
April 10, 2007
Dealing with a Difficult Person
Oakville Public Library
120 Navy St. Oakville, ON

South West – Ed Hager
(519) 264-9738

Basic Certification:
Feb 19, 26 & Mar 6, 2007
Avon Maitland DSB – Boardroom
62 Chalk St. N. Seaforth, ON

March 22, 23 & 28, 2007
Grand Erie Catholic DSB
Essex Civic Centre, Room C
349 Erie Ave. Brantford, ON

April 2, 3 & 4, 2007
London DCSB – Education Ctr,
5200 Wellington Rd. S. London

Apr 27, May 4 & 11, 2007
The Children's Museum
10 King St. W. Kitchener

WHMIS Train the Trainer
March 1 & 2, 2007
Canada South Science City
930 Marion Ave. W. Windsor

Client Network Meetings

March 7, 2007
Chatham, ON - TBA
May 2, 2007
London, ON – TBA

Central Lakes - David Roger
(705) 876-1001

Basic Certification:
February 20, 21 & 22, 2007
Peterborough, ON – TBA

May 15, 16 & 17, 2007
Peterborough, ON – TBA

Client Network Meeting:
February 26, 2007
Peterborough, ON – TBA

June 18, 2007
Whitby, ON - TBA

Georgian Bay – TBA
1-877-732-3726
esao@esao.on.ca

Basic Certification Training
April 27, May 4 & 11, 2007
Waterloo Regional Children's
Museum
10 King St. W. Kitchener, ON

Workshops
February 16, 2007, 1:50 pm
Preston High School
550 Rose Ave Cambridge

[Click to access Training Events Calendar](#) [Click to access Workshop/Conference Calendar](#)

ESAO OFFICES & STAFF

ESAO serves all Schedule 1 firms in the WSIB rate groups **810 & 817**, as well as Schedule 2 firms in the education sector. Contact your ESAO Field Consultant for more information on any courses or products.

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DRIVE CAREFULLY! Next Newsletter: April 2007

