



ESAO

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Minister of Labour’s “High Risk Firm Initiative”- Now in the Education Sector

In January, 2005, Labour Minister Chris Bentley piloted a “High Risk Firm Initiative” in five employment sectors in Ontario.

This initiative targeted the worst 10% accident performers in those sectors. The top 2% of these firms were assigned to the Ministry of Labour , which required quarterly inspections/visits by MOL inspectors. The other 8% of firms were assigned to the sector’s Safe Workplace Association (SWA) for intervention. The SWA responsible for the 8% firms, would contact the firm and make arrangements to meet and discuss this initiative as well as develop plans for lowering their accident activity.

Following the success of the pilot project the Minister of Labour has asked that all employment sectors, including education be involved in this high risk firm initiative beginning this summer.

The Ministry of Labour, using data from the Workplace Safety and Insurance Board (WSIB), has identified the 10% worst accident performers in the education sector in Ontario. The top 2% of these firms have already been assigned to the MOL, and the other 8% have been assigned to the Education Safety Association of Ontario.

The Minister wants these firms’ accident performance to drop 20% by the year 2008. Firms that do not experience a reduction or

improvement in their accident performance could find themselves on the Ministry’s 2 % list next year.

For more information on this initiative, contact your ESAO consultant or contact ESAO directly at esao@esao.on.ca .

ALERT Electrical Hazards

It has come to the attention of the Education Safety Association that most of our clients are missing an important component in their policies and procedures for electrical safety.

ESAO conducted an informal survey of a group of our clients to determine how many had policies and procedures for electrical safety. What we found was that most organizations had some form of basic electrical safety and many had formal lockout procedures but most organizations lacked any procedures to deal with staff or contractors working on energized (live) circuits.

Most organizations assume that since they have an electrical and/or a lockout procedure requiring the de-energizing (removal or isolation) of power sources before work is performed on those circuits they were covered and safe from accidents. The difficulty with this approach is that it ignores the reality that some tests, such as testing power sources or line voltages and performing some types of maintenance work, can only be performed on an energized system. The other issue of concern is the question of when is a voltage ‘safe’ to work with or near. There is no clear answer! It depends on the equipment involved and the area where the work is carried out. Even a flashlight is dangerous in some hazardous locations!

The concern becomes greater when the use of low voltage controllers, communication systems and monitors is considered. Most of these devices are designed to use voltages and current levels that are non-hazardous in the normal work environment. This makes them intrinsically safe in the work place

OR DOES IT?

- Do the devices meet the appropriate CSA/UL standards for low voltage isolation?
- Are the main control devices or monitors directly connected to a high voltage power source?
- Do the wires run in the same areas as high voltage wiring?
- Are they properly identified?
- Are the low voltage devices located in the same area as the main electrical power systems?

Or

- To simplify the questions could the person working on a low voltage powered system be exposed either accidentally or as a result of the design to a lethal higher voltage?

YOU NEED POLICIES AND PROCEDURES FOR WORKING ON ENERGIZED (LIVE) CIRCUITS AND EQUIPMENT. These policies and procedures must include guidelines for individuals who work primarily on low voltage equipment.

ESAO has placed several documents on the ESAO WEB site to assist our clients in addressing these concerns and developing appropriate policies and procedures.

These are not intended to be final documents but to serve as resources for the development of your own procedures. They will have to be modified to suit each organization and the type of work performed.

The documents are:

1. 'Working on Indoor Energized Electrical Systems - Standards for Personal Protection'
2. 'Working on Indoor Energized Electrical Systems - Legal Requirements / Legislative Extracts'
3. 'Working on Indoor Energized Electrical Systems - Contents of Policies and Procedures'

This information is located under the client link on the web site, click on Safety Specific Links and select Electrical Hazards.

If you require more information on the above please contact your local field consultant or email us at esao@esao.on.ca.

New Workshop Available – Dealing with a Difficult or Angry Person

In 2002 ESAO launched its Violence Prevention Program Resource Book which has been well received in the province of Ontario. Since that time we have written a number of related resource books; Working Alone, Violence in Education, and Occupational Stress. This year we have developed a workshop and written a resource book to expand on the library of material that we already have.

Dealing with a difficult or angry person is a skill that many people lack. This workshop will present information, skills, safety tips and suggestions for people that have to deal with difficult people in their workplaces. Staff must know how to effectively deal with disruptive, difficult or angry clients, visitors or co-workers.

If you are interested in either participating or hosting a workshop please contact your area field consultant for more information.

It is hoped that the skills and techniques presented can help defuse difficult situations and prevent violent incidents from occurring.

Professional Development Days a Success!

Professional Development Days, May 30 to June 3rd, 2005 held at the Doubletree International Plaza Hotel in Toronto were a huge success. Registrants took advantage of this worthwhile training opportunity hosted by ESAO. The following sessions were held during this week of training.

- CRSP Study Seminar
- WHMIS Train the Trainer
- Phase II Train the Trainer
- Conducting Indoor Air Quality Investigations
- Crisis Management Train the Trainer-
- Basic Certification Training Course

Heat Stress – Know Your Limits

This is the time of the year for heat stress related injuries and accidents. With the humidity climbing and the sun blaring, this can be a deadly combination.

It is important that if you have employees working outside or in very warm conditions that you recognize the signs of heat stress and takes all reasonable precautions for the protection of these workers.

The Ontario Ministry of Labour has a issued a Heat Stress Guideline available from their website at: <http://www.gov.on.ca/LAB/english>

This Guideline is intended to assist employers, workers and other workplace parties in understanding heat stress, and in developing and implementing policies to prevent heat-related illness in the workplace.

What Is Heat Stress?

Working or playing where it is hot puts stress on your body's cooling system. When heat is combined with other stresses such as hard physical

work, loss of fluids, fatigue or some medical conditions, it may lead to heat-related illness, disability and even death. This can happen to anybody- even the young and fit. In Ontario, heat stress is usually a concern during the summer. This is especially true early in the season, when people are not used to the heat.

Heat exposure may occur in many workplaces. Furnaces, bakeries, smelters, foundries and heavy equipment are significant sources of heat inside workplaces. For outdoor workers, direct sunlight is the main source of heat. In mines, geothermal gradients and equipment contribute to heat exposure. Humidity in workplaces also contributes to heat stress.

How We Cope With Heat

Your body is always generating heat and passing it to the environment. The harder your body is working, the more heat it has to lose. When the environment is hot or humid, or has a source of radiant heat, your body must work harder to get rid of its heat. An example of this could be a furnace or the sun.

If the air is moving (for example, from fans) and it is cooler than your body, it is easier for your body to pass heat to the environment.

Workers on medications or with pre-existing medical conditions may be more susceptible to heat stress. These workers should speak to their personal physicians about work in hot environments.

Controlling Heat Stress Acclimatization

The longer you work hard in the heat, the better your body becomes at adjusting to the heat.

If you are not used to working in the heat then you should take a week or two to get used to the heat. This is called "acclimatization". If you are ill or away from work for a week or so you can lose your acclimatization. There are two ways to acclimatize:

1. If you are experienced on the job, limit your time in hot working conditions to 50 per cent of the shift on the first day, 60 per cent of the shift on the second day, and 80 per cent of the shift on the third day. You can work a full shift the fourth day.

If you are not experienced on the job (if you are, for example, a summer student), you should start off spending 20 per cent of the time in hot working conditions on the first day and increase your time by 20 per cent each subsequent day.

2. Instead of reducing the exposure times to the hot job, you can become acclimatized by reducing the physical demands of the job for a week or two.

If you have health problems or are not in good physical condition, you may need longer periods of acclimatization. Hot spells in Ontario seldom last long enough to allow acclimatization. However, exposure to workplace heat sources may permit acclimatization.

For further information on this guideline visit the MOL website at the link provided or the Occupational Health Clinics for Ontario Workers at www.ohcow.on.ca for their heat stress related materials.

New Products Available

At this time every year we inform you of new products available or coming soon.

Managing Mould Resource Book

Mould is a significant area of concern for workers and employers in Ontario. What we have to realize is that mould is with us to stay and how we manage it will affect the degree to which it becomes a "crisis"

This resource book defines mould and describes potential health effects. It explains the relevant legislation, and outlines how, where and why mould can appear in our workplaces. Mould management programs are discussed, contents and important considerations are described and readers are encouraged to develop a workplace mould management action plan.

Dealing with Difficult Person Resource Book

This resource book will provide information, skills, safety tips and suggestions for individuals who are faced with this issue.

This resource book is ideal as a stand alone item or when utilized in the workshop of the same name.

Food Services Safety Video

Managers and supervisors responsible for food service areas and academic departments teaching food preparation programs will benefit from using this awareness video.

The video covers how to recognize, access and control; Burns & scalds, Slips and Falls, Cuts/Injuries and Musculoskeletal Injuries (MSI).

Emergency Preparedness CD ROM

Coming in the fall of 2005 will be our 5th CD training program.

This CD-ROM will provide the foundation for a comprehensive policy and procedures designed to meet the needs of officials in public and private institutions who may have a designated or probable role in emergency situations.

forum in 2006 to review their safety performance and share their successes.

Participating firms will improve their health and safety performance, and help establish a sustainable platform for dialogue at the national level between Canada's labour ministers and industry leaders. It is expected that larger firms will be able to provide infrastructure support for smaller organizations.

This initiative was launched at the IAPA Health and Safety Conference in Toronto, April 4-6, 2005.

ESAO Launches New Website

In May, 2005, ESAO launched its new website, after 6 months of development.

Individuals visiting the new website have commented on the new look and how "user friendly" the website is. Many have also commented on the enhanced search function.

If you have not visited the ESAO website in a while, you might want to take a look at it and try out the "search function".

To access the ESAO website, visit www.esao.on.ca.

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, 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
Workplace-Specific Hazard Training
TBA

Basic Certification
July 4, 5 & 6, 2005
Calvin Christian School
Hamilton, ON

Basic Certification
August 9, 10, & 11, 2005
Wilfrid Laurier University
Brantford, ON

Client Network Meetings:
None scheduled at this time

WHMIS Train-the-Trainer:
September, 2005 - Location: TBA

Francophone – Alain Chenard
(613) 837-2042

Basic Certification - French
TBA

WHMIS Train-the-Trainer:
October 18 & 19, 2005
Location: TBA - Ottawa, ON

Client Network Meetings:
None scheduled at this time

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

Workplace-Specific Hazard Training
TBA

Basic Certification
October 11, 12 & 13, 2005
Location: TBA - Pembroke, ON

WHMIS Train-the-Trainer:
TBA

Client Network Meeting
August 15, 2005
CDSB of Eastern Ontario
Kemptville, ON

North East - Doug Bennett
(705) 476-7433

Basic Certification
November 1, 2 & 3, 2005
North Bay, ON - Location: TBA

Workplace-Specific Hazard Training –
TBA

WHMIS Train-the-Trainer:
TBA

Client Network Meetings:
October 6, 2005
Timmins
October 13, 2005
Sault Ste Marie, ON
October 20, 2005
Sudbury, ON
October 27, 2005
North Bay, ON

North West - Brian Smith
(807) 344-6017

Basic Certification
October 3, 4 & 5, 2005
Dryden, ON - Location: TBA

Workplace-Specific Hazard Training
October 6, 2005
Dryden, ON - Location: TBA

Client Network Meeting
None scheduled at this time

WHMIS Train-the-Trainer:
TBA

South West - Ed Hager
(519) 264-9738

Basic Certification
TBA

WHMIS Train-the-Trainer:
October 4 & 5, 2005
London, ON - Location: TBA

Client Network Meetings:
July 7, 2005
Essex County, ON

GTA East - Mike Atkinson
(416) 466-1923

Basic Certification –Toronto
November 9, 10 & 11, 2005
4950 Yonge Street – 15th Floor
Toronto, ON

WHMIS Train-the-Trainer:
TBA

Workplace-Specific Hazard
Training
TBA

Client Network Meeting:
None scheduled at this time

GTA West: - Janice Gallant
(905) 566-5056

Basic Certification Training
TBA

WHMIS Train-the-Trainer:
TBA

Client Network Meeting:
None scheduled at this time

Central Lakes - David Roger
(705) 876-1001

Basic Certification
October 25, 26 & 27, 2005
Peterborough, ON - Location: TBA

WHMIS Train-the-Trainer:
August 23 & 24, 2005
Peterborough, ON - Location: TBA

Workplace-Specific Hazard
Training
No scheduled training at this time

Client Network Meeting:
None scheduled at this time

**Georgian Bay - Normand
Belanger**
(519) 623-1654

Workplace-Specific Hazard
Training
No scheduled training at this time

Basic Certification Training
August 9, 10 & 11, 2005
Wilfrid Laurier University
Brantford, ON

WHMIS Train-the-Trainer:
October 19 & 20, 2005
Location : TBA

Client Network Meeting:
None scheduled at this time

ESAO Offices & Staff

ESAO serves all Schedule One
firms in the following WSIB rate
groups **810, & 817** as well as
Schedule Two firms in the
education sector.

ESAO’s Head Office is located at
4950 Yonge Street, Suite 1505,
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**Contact your ESAO Field
Consultant for more information
on any courses or products.**

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Have a Safe Summer – Drive Carefully!

Next Newsletter: September 2005