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ESAO'S NEW INFORMATION

ESAO has moved. Our new office is located in the same building, but we are now in suite 902. Please update your records.

Our telephone and fax numbers have remained the same; however, all head office staff members now have direct telephone lines, which are listed on our website. In addition, telephone inquiries pertaining to specific ESAO groups have now been assigned to the following numbers:

Corporate Services	416-730-5163
Prevention Services	416-730-5170
Client Services	416-730-5180

ANNOUNCEMENT

Herman Proper, Chair of the Board of Directors of ESAO announced that Dwight Barratt, the Founding CEO of ESAO, has begun his retirement earlier than initially planned. Harold Leece, a former Board Chair and one of the founding Board members, has been appointed as Interim President/CEO. Recruitment of a permanent replacement for Mr. Barratt is underway through Caldwell Partners.

THE FUTURE BEGINS TODAY

Every year, in Ontario, there are approximately three hundred work-related fatalities – more than one for every workday. This has been roughly true for a number of years, and, at first glance, it seems we are not making any progress in our pursuit of zero lost-time injuries as an attainable goal. There is more to the story, however.

We are making progress – most would say significant progress – toward the goal of reducing and eliminating traumatic fatalities, caused by what used to be termed an "accident." The decrease in traumatic fatalities is

one result of our overall success in reducing the number of traumatic injuries that occur in workplaces across the province. The overall frequency rate has declined and is continuing to decline. As we wrote in previous newsletters, the concept of zero lost-time injuries is gaining traction, not only in education sector workplaces, but across the province. Workers and employers are beginning to believe that no one in Ontario should have to accept that injuries at work are just part of the job.

But why is the number of work-related fatalities remaining so high? It is because an increasing portion of the total arises from occupational illnesses. For most of this decade, slightly more than half of the work-related fatalities in Ontario have been related to occupational diseases rather than workplace traumatic injuries.

These diseases are the result of exposures to workplace chemicals, physical and biological agents over the course of years and decades. Many of these diseases have very long latency periods – mesothelioma (a form of lung cancer that virtually always can be traced back to asbestos exposure) is an example. Exposures in the 1960s and 1970s, when asbestos was required in many of our public buildings, led to an increase in mesothelioma cases in the current decade.

The message is clear: we can, and must, do something about the traumatic injuries that could occur in our workplaces this year, but we can no longer prevent the occupational diseases that will arise from exposures to hazardous materials that took place years and even decades ago.

There is one thing we can do, however. We can take steps to reduce and eliminate the exposures that are happening right now, and which will lead to the occupational diseases of the future. Tremendous progress has been made in determining acceptable exposure limits for many common workplace agents – just look at Regulation 833 as an example. However, for every chemical listed, there are many more that have not been tested, and we simply do not know about their safe exposure limits.

What to do? Provide WHMIS training.

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2007 ONTARIO FIRE CODE COMES INTO EFFECT NOVEMBER 21

Minister of Community Safety and Correctional Services Monte Kwinter has announced the release of Ontario's new edition of the Fire Code to better address Ontario's public fire safety. The new 2007 edition of the Fire Code will come into effect through Ontario Regulation 213/07, which was filed on May 25, 2007. On November 21, 2007, this regulation will replace O. Reg. 388/97 which has been the Ontario Fire Code since 1997.

The Code was revised using an objective-based format to allow the use of equivalents and innovative solutions through linkages to core code objectives. Approximately 200 technical amendments have also been incorporated into the new Code. Generally, however, existing requirements have been retained to provide stakeholders with familiar acceptable solutions and to serve as benchmarks for continued public fire safety.

“The 2007 Fire Code represents an important milestone with respect to fire safety standards in Ontario,” says Ontario Fire Marshal Pat Burke. “It will be an important tool for the Ontario fire service to use because it will ensure that a high standard of public fire safety is maintained in Ontario.”

Listing of Differences Between 2007 Fire Code and 1997 Fire Code can be found at the link below.
<http://www.ofm.gov.on.ca/english/Legislation/firecode/DifferencesBetweenFireCode07and97.asp>

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CONFERENCE 2008 VENUE, KEYNOTE SPEAKERS, AND HIGHLIGHTS

Since the publication of last month’s newsletter, we, together with the ESAO Conference Committee, have made several new decisions regarding the 2008 Conference, to be held from Wednesday, May 28th to Friday, May 30th, 2008. Our goal is to make next year’s conference another successful event, and we believe this begins with our choice of a venue – Sheraton Centre Toronto. The hotel, located in a central location in downtown Toronto, across from City Hall and the Toronto Eaton Centre, features spacious rooms for educational sessions and keynote speakers, and wide foyer areas in central areas throughout the hotel, ideal for exhibitors’ booths.

To highlight the event, we are excited to host two new keynote speakers, who have received positive reviews at respective previous events at which they have presented. Bob Gray will present “Rules of Engagement: Engaging Left and Right Hemispheres for Full Brain Potential,” a session that will focus on methods for developing better memory for success in personal life and with business relations. Dr. Robert Buckman’s presentation, titled “Why Doesn’t Everybody Just Do What I Say? Communicating Skills in Team-Building,” will address the emotional element that is essential, but is also often ignored, in team-building initiatives. The participants will gain knowledge of communication techniques to identify and acknowledge the feelings of all team members.

The early bird price for the full three-day package for the conference will be \$595 for ESAO members and \$645 for non-members. These prices are inclusive of the entire conference and cover the costs of speaker sessions, keynote lectures, continental breakfast for two days, lunch for three days, an ice breaker event, and a banquet event. One-day passes for the conference will cost \$300 for members and \$350 for non-members. The regular price, for packages purchased after April 16, 2008 will be \$645 for members and \$725 for non-members.

As in the past, Professional Development workshops will be available on Monday, May 26th and Tuesday, May 27th. Please check upcoming newsletters for further information on specific workshops that will be featured.

Since the 2007 banquet was a success, we will, once again, organize an evening cruise on Lake Ontario, complete with dinner and dancing. Extra banquet tickets will be available for purchase, should you wish to invite a guest. Bus transportation will be provided from the hotel to the dock, and back.



Online registration for the conference will begin in February. Until then, please look for further updates in upcoming newsletters.

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DISABILITY PREVENTION/RETURN TO WORK PROJECT

Ontario's Health and Safety Associations (HSA's) are in the process of incorporating disability prevention and return-to-work services into the programs they offer to the province's employers.

Taking the lead is the Municipal Health and Safety Association (MHSA). In 2006, the Workplace Safety and Insurance Board (WSIB) provided funding to the MHSA to incorporate disability prevention and return-to-work into the services of all 14 health and safety associations in Ontario. The result is the Disability Prevention/Return to Work (DP/RTW) Project, a system-wide endeavour that will see return-to-work education and programming being added to the prevention initiatives for which the associations are typically known.

The WSIB's strategic approach to return-to-work — outlined in the newly released five-year plan, *The Road to Zero: 2008-2012* — calls for Ontario workplaces to have disability prevention/return-to-work programs that are integrated within their overall injury/illness prevention programs. The WSIB's partnership with the Health and Safety Associations for the delivery of integrated prevention content — focused on injuries, illnesses and disabilities — is one of the priorities described in the WSIB's strategic approach to return-to-work.

For more information, contact Nicole Lindo at (905) 427-0019 or nlindo@mhsao.com.

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NEW FROM NIOSH – CONSTRUCTION ERGONOMICS

This document from the National Institute for Occupational Safety and Health (NIOSH) in the United States is a relatively new article dealing with solutions to ergonomic issues arising from construction work. Many of these ideas are applicable to the kinds of maintenance work carried out in education sector buildings on a typical day, and certainly during building renovations. An effort has been made to collect solutions that are practical and inexpensive. The disclaimer states that "This document is in the public domain and may be freely copied or reprinted."

<http://www.cdc.gov/niosh/docs/2007-122/>

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NEW TRAINING DIVISION AT ESAO

Meeting client needs is a priority at ESAO. Many clients have told us that offering more training opportunities would be of benefit. In response to this growing demand, ESAO is pleased to announce that we now have a new training division staffed by two trainers based in our Head Office at 4950 Yonge Street. Our head office location also has a new Training Room which is fully accessible via the TTC. The ability to offer more training courses in the GTA that have a preset schedule throughout the year will certainly make it easier for our clients



to plan ahead. Initially, the courses offered will be Basic Certification Part 1, Certification Part 2 (Hazard Modules) and WHMIS Train the Trainer programs. Going forward, more course selections will be offered to better meet client needs. We welcome you to send us an email and tell us what courses you would like to see offered. The complete training division schedule is posted on the ESAO website. Please visit our website and see what courses will assist you with your health and safety needs.

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WORKPLACE INSPECTIONS: MODELLING SAFE BEHAVIOUR

Part of the Basic Certification program includes material on how to organize and conduct effective workplace inspection programs. Sometimes those in the course have already been doing inspections for years, and sometimes they are brand new and looking forward to inspecting for the first time. The classroom discussion can get interesting.

One of the discussion points often involves the way in which the inspection team interacts with those in the workplace. Many novice inspectors seem to have the idea that they should try to not disturb anyone, and quietly go about their inspection, causing as little disruption as possible. Most seasoned inspectors know that talking to workers is one of the best ways to learn about hazards in the workplace, about work practices that are likely to cause musculoskeletal problems, and to get a feel for the real health and safety issues in the area. Our policy has always been to let everyone know you are there, and to encourage interaction.

Let's take this concept one step further, in our elementary and secondary schools.

What would happen if we inspected classrooms, especially elementary classes, when the class was taking place? What would happen if the teacher stopped the class activity, and introduced the inspection team to the students and announced that "today we are having a safety inspection, to make sure that our classroom is safe for all of us to work in"? What would happen if the inspectors were available to answer questions about health and safety from the class?

Well, the downside would be that there would be a disruption to the class, and we are aware that many teachers feel that they need all the time they have just to cover the curriculum. No argument there.

But on the positive side, kids would see that safety inspections are a normal part of the world around them. They would understand that safety hazards need to be recognized and controlled. They would see that those adults who are having a huge influence on their view of the world take safety seriously. They would get some appreciation of health and safety at a young age, and would carry that with them to their first jobs.

And, they would take the story home. To the question, "What did you do in school today?" they would answer, "We had a safety inspection." Questions from the parents could then prompt an important educational discussion.

Much of what we do as health and safety inspectors is remedial. We identify and correct unsafe conditions in the workplace. We try to change behaviours so that people work safely. We try to get employers to make safety part of their business thinking, and supervisors to enforce safety policies and safe work procedures.



Maybe, if we introduce real-life safety inspections to students early and often, we can make this part of their concept of a normal workplace. And maybe, we will create workers and employers of the future who already understand the value of safe workplaces, and have seen some of the skills we can use to keep workplaces safe. You may wish to list this idea on the agenda of your next JH&SC meeting and discuss it. If you decide to give it a try, let us know how it works – we would be fascinated to hear your story and would be happy to share it with our readers.

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NORTH OF SUPERIOR

Over the course of a week, ESAO recently provided a series of courses and workshops in the northwest of Ontario. Travelling from Kenora (Part 2 of Certification) to Atikokan, (workshops for JHSC members) to Red Rock (Basic Certification) gave new meaning to being "on the road again," and it also showed what is unique about this part of the province.

Most boards have agreed that driving is one of the significant hazards in their workplace, especially with more teachers splitting their time between schools and more support staff travelling regularly as part of their job. Driving in the north is something else. The Keewatin-Patricia Board, for example, covers six separate areas from Kenora to Ignace, and from Sioux Narrows to Red Lake. All travel is on two-lane roads, at best, shared with pulp trucks, and the distances are measured in hundreds of kilometres between sites. While we were there, the Fort Frances girls' basketball team was travelling to Schreiber – that's a drive of over 500 km, one way. When thinking about "significant hazards" as part of planning the Part 2 Certification training program, driving should probably be worth considering. At this time of the year, driving before sunrise or just after dusk is especially hazardous, due to the deer and moose on the road; between Fort Frances and Kenora, we lost track of the number times we had to slow down or stop due to deer on or beside the road.

Speaking of wildlife, we also heard about it from another point of view. In some communities, bears have appeared on school grounds, especially where the school borders on bush; needless to say, this leads to an "inside recess." Both bears and wolves are more abundant and farther south, this year, and cougars have been seen, as well. We would appreciate it if any school boards in the north would send us any policies they might have on dealing with bears, or wolves, coming onto their property; this is not something those of us in the south have to deal with, but is a very real issue north of Superior. ESAO would love to collect these policies, and share with Boards that may want to update their versions. You are welcome to send your policies to tbyng@esao.on.ca . Thanks from all of us.

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UPDATE YOUR BOOKMARKS

We have recently replaced our old ESAO website with a better, newer version. If you have any pages from our website bookmarked, please update them to ensure you are accessing our most current information. You can identify the old web pages by the .htm extension at the end of a page name; new web pages will have an .aspx extension.



As there are links to many different pages in our website, we are correcting links to the old system as we identify them. If find any links that lead back to the old system, please contact Linda Lorenzetti at llorenzetti@esao.on.ca with the page link and explain how you accessed it.

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NEW TO THE WEBSITE

LINKS

- [Ontario Provincial Emergencies and Urgent Advisories](#)

DOWNLOADS

Click to Download

- [2006 Annual Report](#)
- [2008 4 page flyer](#)

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ESAO REGIONAL COURSES & ACTIVITIES

The following activities have been booked for November to March 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

Dealing with Angry and
Difficult Persons
November 27, 2007
Hamilton & District Council of
Co-operative Preschools
22 Leeming Street, Hamilton

January 15, 16 & 17, 2008
TBA - Sudbury, ON

Workshops:
November 19, 2007
Working Alone Workshop
Burk's Falls Public Library, 39
Copeland Street, Burk's Falls,

March 20, 2008
Near North DSB, Boardroom,
963 Airport Rd., North Bay
Biological, Machine Guarding,
Noise and Working at Heights

Georgian Bay
1-877-732-3726

North West
1-877-732-3726

GTA East - Mike Atkinson
(416) 466-1923

North East – Doug Bennett
(705) 476-7433

Part 1: Basic Certification
November 27, 28, 29, 2007
Roland Michener S.S., 155
Legion Dr., Rm. 101
South Porcupine, ON

Part 2 Training:
March 19, 2008
Near North DSB, Boardroom,
963 Airport Rd., North Bay
Driving, Environmental,
Ergonomic, and Slips, Trips &
Falls Hazards



GTA – Training
4950 Yonge Street Suite 02,
Toronto, ON 416-250-8005

Part 1: Basic Certification
December 11, 12 & 13, 2007
January 15, 16, 17, 2008
February 19, 20 & 21, 2008
March 11, 12 & 13, 2008

Phase II Training
November 27, 2007
Chemical, Confined
Space, Fire & Explosion,
Machine Guarding

November 29, 2007
Environmental, Slips &
Falls, Ergonomic,
Workplace Violence

Other Phase II Training
Dec 17, 2007 **Topics:** Office
Dec 18, 2007 **Topics:** Plant
Jan 21, 2008 **Topics:** Office
Jan 22, 2008 **Topics:** Plant
Feb 11, 2008 **Topics:** Office
Feb 12, 2008 **Topics:** Plant

WHMIS Train the Trainer
January 29 & 30, 2008
February 26 & 27, 2008

South West – Ed Hager
(519) 264-9738

Basic Certification:
November 20, 22 & 28, 2007
Location: Essex Civic Centre,
360 Fairview Ave., Essex, ON

December 10, 12 & 14, 2007
Location: Essex Civic Centre,
360 Fairview Ave. Essex, ON

February 11, 18 & 25, 2008
Location Children's Museum
21 Wharnccliffe Rd. S. London

Central Lakes - TBA
1-877-732-3726

Client Network Meetings
November 12, 2007
Belleville, ON

Workshop
November 19, 2007
Violence Trilogy - Violence
Prevention, Working Alone
and Dealing with Difficult and
Angry Persons, Township of
Uxbridge Public Library, 9
Toronto Street S. Uxbridge

**Francophone – Alain
Chenard**
(613) 837-2042

East - TBA
1-877-732-3726

Workshops
Managing Occupational Stress
November 28, 2007,
8:30 am - 10:00 am
Kemptville Board Office
2755 Highway 43, Kemptville

Ergonomics/MSD/Overexertion
November 28, 2007,
10:00 am - 12:00 pm
Kemptville Board Office
2755 Highway 43, Kemptville

Managing Occupational Stress
November 28, 2007,
1:00 am 2:30 pm
Kemptville Board Office
2755 Highway 43, Kemptville

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

Part 1: Basic Certification
February 21, 25 & 28, 2008
Halton DSB, 2050 Guelph
Line, Burlington, ON

[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. Head Office: www.esao.on.ca Tel: (416) 250-8005 Fax: (416) 250-9190 Toll Free: 1-877-732-3726

Drive Carefully!

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