

Welcome to the ESAO eNewsletter. Our clients have been asking for a newsletter which is easier to read. We will be experimenting with alternative formatting and would welcome your input.

October 15, 2006 Issue 25

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SCHEDULE 2 - CONSULTATION

On Thursday, September 28, 2006, the WSIB launched a consultation for employers on three important issues related to the calculation of the Schedule 2 administration rate. Submissions are being accepted by the WSIB from employers to get input and comments on:

1. A new method to determine Schedule 2 employers' share of the WSIB's administration costs
2. The funding of the Safe Workplace Associations by the Schedule 2 employers
3. The annual adjustment of Provisional Rates

A consultation paper (34k, PDF) – which includes an overview of these issues, along with some background information – has been prepared. Submissions for this consultation will be accepted until Wednesday, November 8, 2006. The WSIB will advise Schedule 2 employers of the future direction it will take with regard to these three issues later this year or early in 2007.

Information session Oct. 20

As part of this consultation process, an information session will be held in Toronto on Friday, October 20 from 9:30 a.m. to 12 noon at the WSIB's head office at 200 Front Street West in Lower Concourse Rooms 2 and 3. In addition to providing an overview of the consultation paper, staff from the WSIB will be on hand to answer any questions re: the issues being reviewed.

To register for this session, please contact Glenna Clark, Program Assistant, Government Services Sector, with your name, the firm you represent, and your phone number. She can be reached at (416) 344-3497 or toll-free at 1 (800) 387-0750, ext. 3497. Alternatively, you can e-mail: glenna_clark@wsib.on.ca.

Registration for this information session is required by October 16 and space is limited.

For additional information on the consultation, please contact Guido Raso, Manager, Benefits and Revenue Policy Branch at the WSIB. He can be reached in the Toronto area at (416) 344-4145 or toll-free at 1 (800) 387-0750, ext. 4145. Alternatively, you can e-mail guido_raso@wsib.on.ca. Written submissions for this consultation can be directed to:

Guido Raso
Manager, Benefits and Revenue Policy Branch,
Workplace Safety and Insurance Board
200 Front Street West- 18th Floor, Toronto, Ontario, M5V 3J1



CONFERENCE 2007 - CALL FOR PRESENTATIONS

Speakers are invited to submit proposals for consideration for sessions/workshops at our upcoming Health and Safety Conference. Submissions must contain an outline of the proposed session, background and credentials of the speaker, and approximate fee involved if applicable.

The following tracks will be featured at the conference:

- Back to the Basics for Safety Professionals
- Business Track for Safety Professionals
- Sector Priorities
- Personal Safety – What Worries You
- Due Diligence for the Decision Makers
- General Topics

To be considered as a potential speaker, please fill out the Call for Presentations Form attached and submit a short outline or abstract by October 15, 2006. You are welcome to submit more than one proposal; however, presenters will be limited to only one presentation for the 2007 conference.

Final selections will be made by the ESAO Conference Committee based upon the criteria below.

- Relevancy of the proposed session to specific tracks
- Clarity of session description, purpose and intended results
- Extent to which the proposal presents cutting-edge ideas, experience and learning in the Health and Safety Environment

[Click here to download the Call for Presentations](#)

PANDEMIC PLANNING

Over the past year media outlets across the globe have reported on the movement of avian influenza from continent to continent. News outlets broadcast each new development, often with breathless excitement. The words "avian flu" and "pandemic" have now become part of our vocabulary.

But, how serious is the threat of an influenza pandemic? The answer is complex.

From an historical perspective, a pandemic is probably overdue. But whether or not avian influenza will be the cause of the next pandemic is not known.

Dr. Sheela Basrur, Ontario's Chief Medical Officer of Health, addressed the Occupational Health and Safety Council of Ontario earlier this year, and reminded her audience that avian influenza is primarily a disease of birds. The avian influenza virus mutates periodically, and has *some* ability to jump the species barrier. This makes it a risk to farm families and farm workers exposed to sick poultry. However, avian influenza has not developed into a new strain of influenza that can be easily spread from person to person and other influenza viruses could be the cause of the next pandemic. This means that planning should not focus solely upon avian influenza.

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Dr. Basrur said that the four strategies of the Government of Ontario’s influenza pandemic preparedness plan should be applied to all local planning efforts: readiness; watchfulness; decisiveness; and transparency. Readiness means having comprehensive contingency plans. At the provincial level, the Ontario Health Plan for an Influenza Pandemic is now in its third iteration, and can be accessed through the Ministry of Health and Long-Term Care website. Education sector employers need to stay current with this plan as it evolves.

All emergency issues begin locally, according to Dr. Basrur. Prompt local action may prevent or reduce the impact of a wider emergency. Her advice is to build local contacts now – join forces with municipal, health and social agencies. The education sector, with school and post-secondary facilities, is almost always included as part of the response to any local emergency. This needs to be understood ahead of time, and the necessary preparations made. All organizations in the education sector need to have well-established links with their local public health units, and need to establish comprehensive local pandemic influenza contingency plans that are congruent with the provincial plan.

Being watchful is the second part of the strategic approach. This includes ongoing surveillance within the health sector for influenza-like illnesses. The goal is early detection of any pandemic strain in Ontario. Public health monitoring of schools and post-secondary institutions will continue to be an important element of influenza surveillance.

The third element in the strategic approach is the readiness to take decisive action. There are a number of measures that can be taken in a public health context that aim to control the spread of any disease within the community. These activities need to be planned ahead of time, and coordinated with the other members of the local response effort. Pre-planning, including planning the communications aspect of any of these activities is critical. A comprehensive and coordinated community response cannot be made up on the spur of the moment.

Transparency of the final strategic approach - Educational organizations must communicate openly with their staffs, students and the students’ families. This will include acknowledging the unknown and soliciting feedback from all audiences.

Be ready – build the links, and develop the plans.

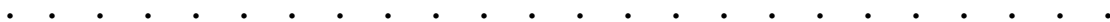
Be watchful – stay connected to the provincial and local plans, and stay current with any activities to increase surveillance of influenza-like illnesses.

Be decisive – know what you will need to do in these circumstances and be prepared to play your part.

Be transparent – communicate openly with your stakeholders.

Links:

- <http://www.health.gov.on.ca>
- <http://www.health.gov.on.ca/pandemic>
- <http://www.ontario.ca/birdflu>



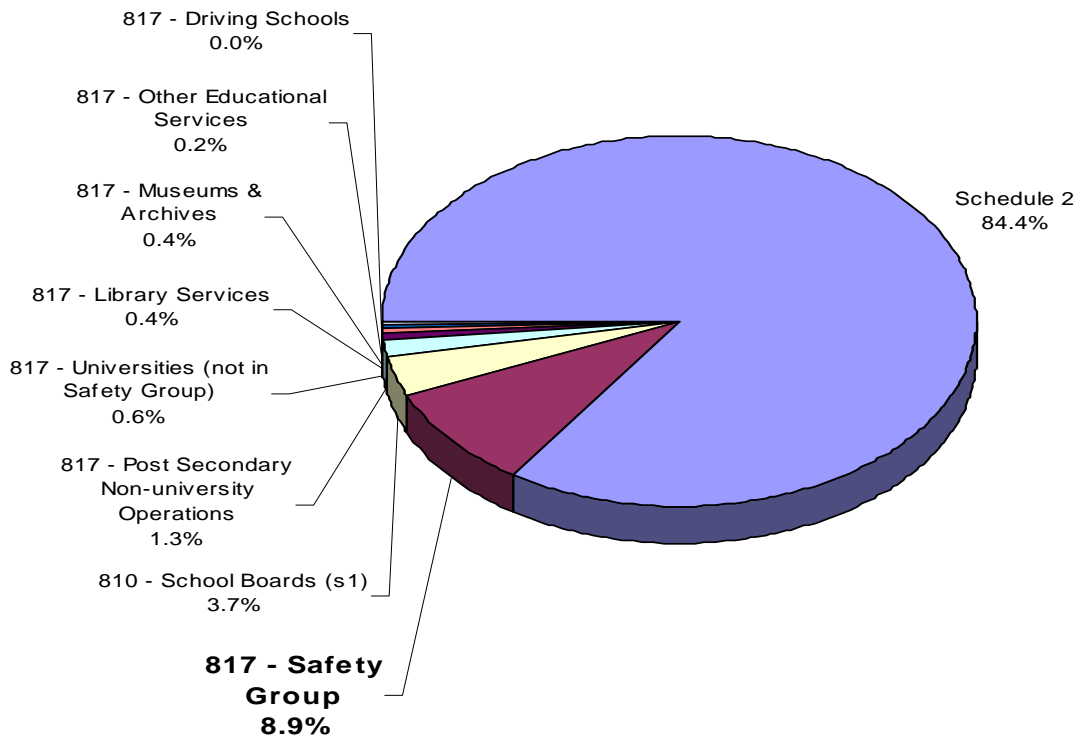


Sector Stats from 2005

As we enter the autumn of 2006, the claims data from 2005 is becoming increasingly mature – and the data is not good.

As of the end of July 2006, the Education sector had 8,362 claims approved for calendar 2005 – this marked the first time ever that that education sector had gone over 8,000 approved claims in one calendar year.

In terms of sub-sectors, it breaks down like this:



It is important to realize that across the province the number of claims is generally decreasing, in some sectors quite dramatically. In education, however, the 2005 approved claims were up over 2004 by almost 8%. While the Schedule 1 firms had slightly fewer approved claims in 2005 as compared to 2004, the Schedule 2 firms had almost a 10% increase. The 2005 data is still not completely mature, as claims will continue to be adjudicated over the balance of 2006 and beyond. One thing is certain – 2005 is already the worst year in our history for total approved claims and for Lost Time Injuries. As the rest of the province continues to improve, workplace safety in education sector firms will become an increasingly visible problem.



CARFAC Ontario Workshops for Visual and Media Artists

CARFAC Ontario, the professional association of visual and media artists, launched a series of workshops to educate artists about health and safety in their practice. Many visual artists repeatedly expose themselves to toxic and potentially harmful chemicals and situations in order to produce artwork and make a living. The consequences of repeated exposure to toxic chemicals, ways to create a healthier working environment and taking calculated risks were themes of the workshop titled "Staying Alive! A Health and Safety Workshop for Visual and Media Artists"

Ted Rickard, Manager of Health and Safety at the Ontario College of Art and Design, addressed topics such as fire prevention, toxic material ingestion and other hazards he has encountered in 20 years at one of Canada's largest art education facilities. Mr. Rickard tapped into his experience and thorough understanding of visual artists' relationship with the materials they use to create. He also discussed how the physical work environment, the deadline oriented approach and the free-flowing, organic nature of art-making play important factors in artists' ability to work in a safe manner. He provided tips to artists specific to the medium they practice, and issued hand-outs providing general resources and take home assignments.

In the second half of the workshop, Dr. Jean-Jacques Dugoua, BSc, ND., naturopathic doctor with the Artist's Health Centre (<http://www.ahcf.ca/>) complemented the day's discussions with a detailed look at the toxins and health factors encountered by artists. Dr. JJ offered proactive ways to reduce the body's chemical load and avoid illness. This workshop gave artists an opportunity to think about ways to balance their exposure with good nutrition and methods of detoxification.

"Staying Alive!" was made possible by a grant from The Ontario Trillium Foundation and was presented in partnership with the Artist's Health Centre Foundation and Environmental Defence (www.environmentaldefence.ca). The project gained the support of The Education Safety Association of Ontario who will fund further programming to create awareness about Health and Safety issues facing artists. With funding from ESAO, CARFAC Ontario will open a new online health and safety supply store and present "Staying Alive!" in Toronto. Workshops were presented in St. Catharines, Windsor and London and will be held in various cities throughout Ontario in the coming months. In St. Catharines, "Staying Alive!" was held at Niagara Artists' Center as part of the CARFAC Ontario AGM and Conference. The workshop was presented in Windsor in partnership with Arcite and the Art Gallery of Windsor and with the support of Forest City Gallery in London. "Staying Alive!" will be presented in Timmins on November 25th. For information, updates, schedules, registration forms and online payment options visit: www.carfaontario.ca/about/staying_alive



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 for the information of all clients. **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 September ESAO Newsletter provides a good explanation of the Last Chance criteria. It's a messy combination of years and ratings. I'd like to have clarification/confirmation for some of this because I want to understand the process as best as I can. Can you help with the following questions?

1. There seems to be a discrepancy with respect to the years used for criteria outlined in the ESAO article for lost time vs. no lost time claims. I'm just questioning the accuracy of the criteria in the article because the mixed use of years and criteria doesn't make sense (to me at least).
2. How are the WSIB claim costs treated for determining average and excess costs? For example, a claim that originated/occurred in 2002 could have costs incurred in 2005. I assume all the costs for a particular claim are tied back to the original claim date/year? Otherwise, a large payout now for a claim that occurred a few years ago, would inflate the rating.
3. Do you know how the six criteria are collectively weighted? For example, are they equally weighted?
4. Can you tell me whether all colleges, universities and school boards are weighted the same? For example, are university and colleges numbers compared directly to those educational groups or is there some massaging/rating adjustments?

Answers:

1. There is a difference in the years used for Lost Time and No Lost Time claims. That information was provided to us by the Ministry of Labour, and reviewed by the Ministry before the newsletter was published. That some data is collected over three years and some over two years was a decision made by the Ministry of Labour.
2. We don't know the answer to this. In many areas dealing with WSIB claims, the costs incurred in a year are the costs incurred in that year, regardless of when the claim originated. Many firms have costs arising from very long-standing claims. How the Ministry has dealt with this is not known to us.
3. We have never been advised of the relative weighting of the criteria. As the process is being improved from year to year, any weighting that may have been used this year may be changed in the future to produce a more accurate result, if the Ministry determines that a change is warranted.
4. As far as we know, all sector firms are handled in the same way. The process is entirely under the control of the Ministry of Labour.

This is a Ministry of Labour operation - they own it, they operate it, and they have no obligation to check with us (ESAO and/or our clients) before making decisions. Do not hesitate to contact the Ministry with any questions with regards to selection and criteria. Ministry spokespersons have been very helpful in dealing with individual concerns about this initiative.



NEW TO THE WEBSITE

Click to Download

- [Heights Awareness Wallet Card](#)
- [Conference 2007 Call for Presentations](#)
- [September 2007 Newsletter](#)

Links

- Schedule II Consultation Link
- Updated ESAO 7th Annual Conference information

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 the site, please feel free to contact us at esao@esao.on.ca or call your local Field Consultant.

WSIB Violence Prevention Website

The WSIB has recently re-designed their website – and even more recently has added a series of pages dealing specifically with Violence in the Workplace. If you go to the main WSIB page – www.wsib.on.ca – the Welcome page contains an announcement of the new material dealing with this topic.

The site provides information on topics including "Who is at Risk from Violence?", and "How You can Prevent Violence at Your Workplace". It includes a checklist, which will be familiar to many ESAO clients, and a list of resources to help workplace parties deal with this issue.

ESAO is pleased to have been involved in providing material for this site, and is also pleased that the topic of workplace violence is now receiving the attention it deserves. Please check it out – and why not add a discussion of workplace violence to your next Joint Health and Safety Committee meeting agenda? It's time we all paid more attention to an issue that can arise in any of our workplaces.

Conferences We Will Be Participating In

October 19 & 20, 2006

Ontario Museum Association Conference

Days Inn Hotel & Conference Centre
Owen Sound, ON

October 25, 2006

IAPA Eastern Ontario Conference

Travelodge Hotel, Ottawa, ON

October 30, 2006

OCEA Fall Symposium,

Deerhurst Resort Huntsville, ON

November 7, 2006

OAYEC Conference,

Dealing with a Difficult or Angry Person Workshop

Blue Mountain Resort, Collingwood, ON

November 7-9, 2006

Forum North

Slips and Falls Presentation

Valhalla Inn
Thunder Bay, ON

November 16, 17 & 18

Science Teachers' Association of Ontario

Conference - Due Diligence and the Science

Instructor, Doubletree International Plaza Hotel,
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:
October 17, 18 & 19th, 2006
Brant Halidman Norfolk CSDB,
322 Fairview Drive Brantford, ON

November 2, 10, 14, 2006
Grand Erie Board Offices, Board Room
349 Erie Ave. Brantford, ON

Dec 12, 13 & 14, 2006
Brock University – St. Catharines

Client Network Meetings:
October 12, 2006
District School Board of Niagara, 191 Carlton St., 3rd St.
Catharines, ON

November 24, 2006
St. Catharines, ON – TBA

Workshop:
October 12, 2006
Workplace Inspection Workshop
DSB of Niagara, 191 Carlton St., 3rd Fl. Meeting Room, St.
Catharines, ON

November 17, 2006
OASBO Human Resources
Violence in Education
Peel DSB 5650 Hurontario St, Mississauga, ON

Francophone – Alain Chenard (613) 837-2042

Programme de Formation de Base à
l'Agrément
23, 24, 25 octobre, 2006
Ottawa, ON

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

Client Network Meeting:
November 7, 2006
TBA

Workshop:
November 9, 2006
Dealing with Difficult or Angry People
Cornwall Library, 2nd floor
45 Second St. E., Cornwall, ON

North East – Doug Bennett (705) 476-7433

Basic Certification:
Oct. 31, Nov. 1 & 2, 2006
North Bay, ON

Client Network Meetings:
October 19, 2006
Sudbury, ON

October 26, 2006
Timmins, ON

November 9, 2006
North Bay, ON

Workshops:

November 14, 2006
Due Diligence for Supervisors
Cambrian College 1400 Barrydowne Road
Sudbury, ON

North West – TBA

Basic Certification:
October 31, Nov. 1 & 2, 2006
Thunder Bay CDSB, 2nd Floor Boardroom
115 West Mary St., Thunder Bay, ON



WHMIS Training:
November 6, 2006
Lakehead District School Board,
Jim McCuaig Education Center,
2135 Sills Street Thunder Bay, ON

South West – Ed Hager
(519) 264-9738

Basic Certification:
October 16, 23 & 30
London Public Library, Central Branch,
Galleria Mall 3rd fl. Boardroom, London, ON

Workshops:
October 24, 2006
Working Alone
Ciociaro Club 3745 North Talbot Road, RR#1
Windsor, ON

November 10, 2006
Dealing with a Difficult or Angry Person
Woodstock Public Library
445 Hunter Street, Woodstock, ON

November 13, 2006
Dealing with a Difficult or Angry Person
Norwich Public Library Norwich, ON

November 30, 2006
JHSC Effectiveness – Roles & Responsibilities
Avon Maitland DSB 62 Chalk St. N., Seaforth,

GTA East - Mike Atkinson
(416) 466-1923

Basic Certification:
October 13, 20, 27, 2006
Royal Ontario Museum
100 Queen's Park, Toronto, ON

November 7, 8 & 9, 2006
North York Memorial Community Hall
5110 Yonge St., Toronto, ON

December 11, 12 & 13
North York Memorial Community Hall
5110 Yonge St., Toronto, ON

Phase II Training
November 15 & 16, 2006
Centennial College, 1960 Eglinton Ave. E.,
Room 270 Scarborough, ON

WHMIS Train the Trainer
October 5 & 6, 2006
ESAO, 4950 Yonge St., Ste. 1505
Toronto, ON

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

Basic Certification:
October 19, 20, 27, 2006
Halton Catholic DSB, 802 Drury Lane
Burlington, ON

WHMIS Train the Trainer:
November 2006
TBA

Central Lakes - David Roger
(705) 876-1001

Basic Certification:
October 24, 25 & 26, 2006
TBA - Peterborough, ON

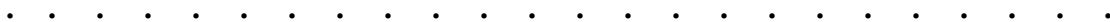
Client Network Meeting:
November 13, 2006
Loyalist College, Wallbridge/Loyalist Road
Belleville, ON

Georgian Bay – TBA
(705) 526-1019

Workshops:
November 7, 2006
Dealing with a Difficult or Angry Person
OAYEC Conference, Blue Mountain
Resort, Collingwood, ON

[Click to access Training Events Calendar](#)

[Click to access Workshop/conference Calendar](#)





ESAO
The EDUCATION
SAFETY ASSOCIATION
of ONTARIO

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esao@esao.on.ca
October 15, 2006 Issue 25

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.

ESAO - Head Office: www.esao.on.ca

Tel: (416) 250-8005 or Fax: (416) 250-9190

Toll Free: 1-877-732-3726

Drive Carefully!

Next Newsletter: December 2007

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