

Health & Safety Anywhere

February 2018

Health and Safety Anywhere is your resource for legislative updates, current trends and everything you need to know within the Health and Community Services, Education and Culture as well as Government, Municipal & Public Safety and First Nations sectors.

Quick Links

[Ontario Ministry of Labour](#)

[WSIB](#)

[JHSC Training](#)

[Mental Health Resources](#)

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What's New

Mental Health Webinar Series

PSHSA is proud to present our Mental Health Webinar Series delivered by experts in the field of psychological health.

Fill the lunch room and join us to receive valuable insights to enhance your workplace mental health prevention program.



[Reducing Mental Health Stigma in the Workplace](#)

March 1, 2018, 12pm - 1pm

[Speaking to Colleagues and Staff About Mental Health](#)

March 8, 2018, 12pm - 1pm

[Important Considerations for Return to Work Following Absence from Work Related to PTSD](#)

March 15, 2018, 12pm - 1pm

[Establishing a Proactive Workplace Program for Resiliency and Self Care](#)

March 22, 2018, 12pm - 1pm

We Want to Hear From You! Take our 2018 Healthy Worker Survey

PSHSA's [Healthy Worker survey](#) is intended to capture important information about Ontario workers' thoughts, opinions, interests, habits and concerns when it comes to health and safety at work and beyond. The information

gathered in this survey will be used to inform future offerings and services to better serve you in the future. Thank you in advance for your feedback and participation!



New Infectious Diseases Reporting Form

The **Infectious Disease Reporting Form** is meant to assist employers in meeting obligations under Section 52(2) of the OHSA. This free downloadable form can also be customized by adding your organization's logo to the top portion.



Click here for more information regarding employers' responsibilities to report occurrences of occupational illness to the Ministry of Labour.

The WSIB's new Chronic Mental Stress Policy

Effective January 1, 2018, people with work-related chronic mental stress may be eligible for WSIB benefits. To be eligible, chronic mental stress must be predominantly caused by a substantial work-related stressor. Mental stress caused by an employer's management decisions or actions is generally not covered by the WSIB.



For more information on the WSIB's policy and preventing work-related chronic mental stress **visit the WSIB website**.

The WSIB Introduces a Workwell App

The WSIB's free, easy-to-use Workwell app is a tool that all employers can use to evaluate their health and safety management system and improve health and safety and return-to-work outcomes in the workplace. The app is available to download for free on the **Apple App Store** and on the **Google Play** store.

Visit the WSIB website for more information.

WSIB Launches Online Workplace

Health & Safety Tool

With the launch of Compass, the WSIB is bringing greater transparency to workplace health and safety in Ontario. The tool gives anyone the ability to find the health and safety statistics of any workplace and compare statistics between businesses.



The first phase of Compass will let businesses see how they compare to other businesses in their sector or rate group and get a sense of where they fall on lost time injury rates, leading part of body injured statistics and lost time claims receiving wage loss benefits at one year.

Employers are encouraged to use the tool to help them make decisions about health and safety and return-to-work strategies.

To try Compass, visit www.wsib.on.ca/compass and [watch the Compass video](#) to find out more.

World Hearing Day is March 3

As we approach World Hearing Day, we invite you to attend a free webinar on March 1 with Marc Cousineau, Ministry of Labour Provincial Hygienist, as he provides an overview of Regulation 381 - Noise.



Whether you are an employer, worker, supervisor, joint-health and safety committee member or health & safety representative, learn about the requirements of this recent regulation as they apply to every provincially-regulated workplace in Ontario.

For more information and to register, [click here](#). This webinar is brought to you by Ontario's Health & Safety System Partners.

Steps For Life Registration Now Open

Join Threads of Life as they host their annual national Steps for Life walking event.



This important even helps to raise funds to provide programs

and services for Canadian families who have suffered as a result of a workplace tragedy; educate our community about the devastating ripple effects of each workplace tragedy; and promote a cultural shift to improve health and safety in the workplace so that others will not experience a workplace fatality, traumatic life-altering injury, or occupational disease.

To find an event near you, visit ThreadsOfLife.ca.

Research

Most Employers Not Prepared for Cannabis Legalization

According to a new survey by the HRP, Business of Cannabis and PSHSA, 71% of employers are still not prepared for the legalization of cannabis. 47.8% of HR professionals cited ensuring safe workplaces as the top concern. Employers also report that they are seeking guidance, guidelines and sample policies for further clarification and to better understand how to best address the legalization of cannabis in the workplace.



To learn more about the study's findings, read the [media release](#) and tune in to this [video interview](#) with PSHSA's Kim Slade, Director of Emerging Markets and Commercialization.

Systematic Review of Workplace Interventions to Manage Depression

By the year 2020, depression will be the second leading cause of disability worldwide, according to the World Health Organization. What effective intervention approaches for managing depression can workplaces offer to help employees either stay at work while experiencing symptoms, or return to work after a depression-related absence?



[In this presentation](#), the Institute for Work & Health shares findings from a recent systematic review of the scientific literature on this question.

Preventing Work-Related MSDs

What MSD prevention practices is your workplace currently using? What's working and what's not? [Take this IWH survey](#) and contribute to research that will help us learn about current workplace strategies to prevent work-related musculoskeletal disorders.

(And remember, February 28 is [Repetitive Strain Injuries Awareness Day](#).)

Education & Culture

Update on Workplace Violence in Education Project

PSHSA is collaborating with the Education Sector to address the issue of Workplace Violence in the school community. As part of the Ministry of Labour's mandate to reduce and eliminate violence in the workplace, PSHSA is spearheading the development and piloting of prioritized tools and solutions to assist in addressing violence, and supporting vulnerable workers.



A Workplace Violence Risk Assessment Toolkit is in the process of being developed for school boards, and will be released this spring. The toolkit will include:

- Overview Diagram - The Assessment of Workplace Violence Risks in Education Stakeholder Roles and Responsibilities
- Behaviours Observed Checklist
- Violence Risk Assessment Tool
- Safety Alert Summary

[Visit our website](#) to learn more about this initiative.

Government, Municipal & Public Safety

Ice Arena Refrigeration Safety Webinar

Recent tragic events in Fernie, BC have generated significant interest throughout the province to better understand the safe use, risks and hazards of ice arena refrigerants.

This webinar will explain how community leaders may be unknowingly failing to comply with their duties under the Occupational Health and Safety Act (OHSA) and Operating Engineers Regulation (OER). The session will explore the regulatory responsibilities of all workplace parties specific to safe refrigeration plant operations, potential ways to reduce risk, and what training and professional development options are available to assist in compliance.

For more information and to register, [click here](#).

Controlling Diesel Particulate Matter

As part of the Occupational Disease Action Plan, the Health and Safety System partners have developed an infographic to assist organizations that use diesel vehicles in their workplaces with options for appropriate controls measures. [Download here.](#)



Health & Community Services

Workplace Violence Prevention Posters for Your Workplace

Step 4 of the 5 Steps to Building your Workplace Violence Program entails developing a detailed implementation plan, including marketing and communications.

Support this prevalent issue by downloading and displaying our [workplace violence prevention posters](#) in your workplace. The posters can be customized by adding your hospital or organization's logo.



Building a Culture of Workplace Safety Through Quality Improvement

Following a recommendation from the Workplace Violence Prevention in Health Care Leadership Table convened by the Ontario Ministry of Health and Long-term Care and the Ontario Ministry of Labour, workplace violence prevention plans will now be integrated into Quality Improvement Plans (QIPs) which health care organizations are required to submit annually to Health Quality Ontario.

Reporting on the workplace violence prevention indicator will now be a mandatory requirement for all hospitals in the province beginning in 2018/19. Several new questions relating to workplace violence prevention have also been added to the QIP narratives for all health care organizations. For instance, all health care organizations will be asked to reflect in their 2018/19 QIPs on how they are making workplace violence prevention a strategic priority.

For more information, see the recently released [Health Quality Ontario report](#) on workplace violence prevention.

Taking Action Against Workplace

Violence

In its January 2018 issue, Hospital News Magazine focuses on the prevalence of workplace violence in healthcare. PSHSA's Henrietta Van hulle, Executive Director of Health & Community Services, contributed the cover story, discussing how jurisdictions across Canada are stepping up to address this pervasive issue.



Read the article [here](#).

PSHSA subject matter expert consultants are available to discuss a range of topics related to health and safety in Ontario. [Find a PSHSA consultant near you.](#)

Convenient, Free & On-Demand Health & Safety Support

With PSHSA's eConsulting, you get direct access to health & safety resources and expertise via live chat, email or phone. Connect with one of our eConsultants by visiting www.pshsa.ca/econsulting



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