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The Case for Enhanced Data Literacy in the OHS Profession

Current practice in the occupational health and safety industry is to provide services that directly respond to the most frequent types of incidents that occur within a given organization. If they're savvy and appropriately experienced, the OHS professional will identify the types of incidents that are the most common and identify areas to focus on to develop programs to address the associated hazards and risks.

Continued on page 5

TABLE OF CONTENTS

MESSAGE FROM THE PRESIDENT	3
RESPIRABLE CRYSTALLINE SILICA AND SILICOSIS	8
EDUCATION DIRECTOR UPDATE	11
WELCOME TO OUR NEW CHSCs	14
SAFETY LEADERSHIP FOR EXTRAORDINARY EXECUTIVES WORKSHOP: SUMMARY OF FINDINGS	15
COURSE PROFILE: CONSULTING SKILLS FOR THE OH&S PROFESSIONAL	22
LEADERSHIP PROFILE: MICHELLE RUEST	23
IN MEMORIAM - REMEMBERING DON ROSS & AVERY SPENCER	24
CHSC PROFILE: KEN STUBBINGS	25
CHSC MAINTENANCE ACTIVITIES	26
CONTINUING EDUCATION ACTIVITY: SCORING	27
EDUCATION PROFILE: AVALON CHAPTER	28
CSSE OHSE STUDENT WRITING AWARDS PROGRAM	31
CSSE WEBINARS	32
CSSE'S 2019 "I GAVE BACKPACK!" CAMPAIGN	33
SAFETY AND HEALTH WEEK 2019	34
NOMINATIONS FOR THE 2019 RECOGNITION OF EXCELLENCE AWARDS PROGRAM	35
CONGRATULATIONS TO 2019 WINNERS OF THE CSSE OHSE BURSARY AWARD!	35



MESSAGE FROM THE PRESIDENT

Spring is officially here and, as Canada breaks free from the cold of winter, the trees and flowers begin to bloom. Canadians again emerge ready to get active, get moving and start to enjoy the great outdoors.

For those of us in the OH&S community, spring brings us an opportunity to reflect upon the past year and to look forward to what we can accomplish for the rest of 2019.

We started our somber reflection on April 28, 2019, our National Day of Mourning. This day has been designated to remember all of our mothers and fathers, brothers and sisters, friends and family members who have been injured, disabled, or lost their lives to occupational incidents, injuries and disease.

Our journey continued on the first weekend in May where we actively participated with Threads of Life and its annual Steps for Life walk. This event and the organization's purpose are to assist families that have experienced workplace tragedy. This is a great opportunity to give back and support such a worthwhile cause.

During the first full week of May, as a founding partner, CSSE celebrates Occupational Safety & Health Week (also known as NAOSH Week) across the country. This year, our National Launch took place in Saint John, New Brunswick and was an opportunity to recognize the important role that occupational health safety and health and safety professionals play in creating and maintaining safe, productive and sustainable companies and communities across Canada. It showcased the efforts and results of health and safety initiatives, educated our organizations and communities about the importance of safety both on and off the job, and provided resources and information to everyone looking to improve the health, safety and wellbeing of their workers. Although this is a weeklong recognition and celebration, the job for our members is a 365-day and 24/7 effort.

Wednesday, May 8 was Occupational Safety & Health Professional Day. It was a day to recognize our health and safety practitioners and professionals, and to take pride in the profession. It recognized the efforts, education, experience and expertise that health and safety professionals bring to their organizations and the difference that they make in creating, maintaining and growing our businesses, communities and our amazing country – and all while making every effort possible to help ensure that everyone is able to go home safe and healthy, and participate fully in their life with family and friends.

As health and safety professionals, we care. We are the servant leaders who work, often behind the scenes, to make a difference. Our efforts are frequently not recognized and if we do our jobs effectively, the results are often perceived that everything simply went smoothly for the day.

I want to take the time to say “thank you” to each and every one of you.... for the person that you are, the career that you have chosen, your choice to go out every day and make a difference, and to stand up and ensure that things are done right, even when those around you may not see the importance of it. While it may sometimes seem that people don’t always appreciate you and your profession, know that I do, your co-workers’ families do and, when it comes right down to it, everyone else does as well. They do so without knowing it when they start their next task, their next job, their baseball tournament, their daily jog, their family time...

Please feel free at any time to reach out directly to me with comments, questions, ideas or opportunities for the CSSE. You, our members, are the backbone of our organization. What matters to you matters to me and the CSSE. As a board, we are working on our Member Value Proposition initiative to bring value to our members, and to attract other health and safety professionals across the country to join this amazing organization. Your input will be crucial to the success of this initiative and to the CSSE as a whole. I look forward to implementing our new and engaging communication strategy in moving CSSE forward to a successful and sustainable future. Stay tuned for more to come....



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TREVOR JOHNSON

President



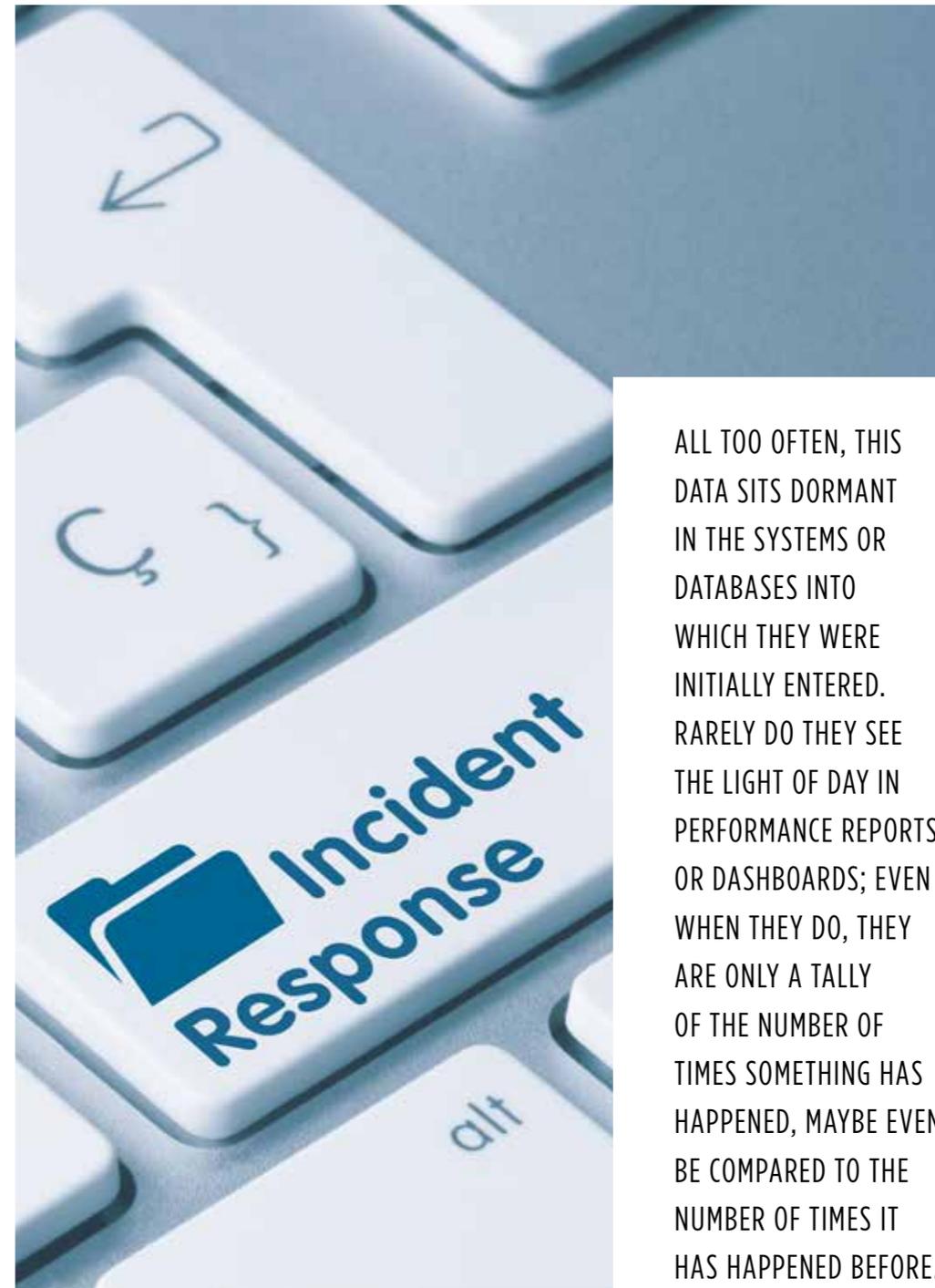
THE CASE FOR ENHANCED DATA LITERACY IN THE OHS PROFESSION

CONTINUED FROM PAGE 1

If they continue down this road of responding to the most frequent event, they may eventually develop a complete health and safety program that addresses appropriate and validated risks. However, once an OHS program is in place, the health and safety team will fall into a maintenance phase where they will provide improvements based on ad hoc and crisis-initiated response. The team will produce charts and graphs depicting descriptive information on the number and types of incidents or injuries, or they will produce annualized information on program performance toward goals. They will also likely provide status updates on organizational responses to inspections and orders from regulatory or enforcement agencies.

As a result, strategy in OHS is often driven by external factors such as regulatory requirements, government mandates, collective agreements, or other agendas either external or internal to the organizations they serve.

Health and safety programs, by design, collect vast amounts of data ranging from incident details, claims management milestones and, in advanced organizations, logs of prevention activities such as education and training records and workplace inspections.



ALL TOO OFTEN, THIS DATA SITS DORMANT IN THE SYSTEMS OR DATABASES INTO WHICH THEY WERE INITIALLY ENTERED. RARELY DO THEY SEE THE LIGHT OF DAY IN PERFORMANCE REPORTS OR DASHBOARDS; EVEN WHEN THEY DO, THEY ARE ONLY A TALLY OF THE NUMBER OF TIMES SOMETHING HAS HAPPENED, MAYBE EVEN BE COMPARED TO THE NUMBER OF TIMES IT HAS HAPPENED BEFORE.

ARTICLE CONTINUED ON NEXT PAGE

This has been the accepted practice, and even lauded as best practice in health and safety for a long time. While this may appear to be helpful and informative, it's only a snapshot. The reader is left to figure out what it all means. This creates an opportunity for incorrect or inappropriate interpretations of what is going on, and consequently, what needs to be done to improve the current situation.

Our data is becoming more robust, more detailed, and more readily available. Are we managing it properly? Are we sure it's measuring what it's meant to be measuring? Is it doing it without any gaps in the data? And are we leveraging it to its fullest? Our clients are becoming more sophisticated when it comes to data and analytics. Are we meeting them where they are? Do we know how to define their expectations, or needs, when it comes to OHS data? Are they getting the full story from their data? What kinds of stories are we telling them?

Wouldn't it be nice if the data actually told you precisely where your issues are, where your resources should be aimed? If you follow this direction, it should tell you the impact on your bottom line and demonstrate validated meaningful data. The problem has been the lack of standardized methods to health and safety data analysis to tell the story of what's going on.

The Challenge

In the practice of health and safety, there is an abundance of data but a paucity of information. When it comes to how data can be used to further health and safety, there is almost an absence of evidence-based strategy.

There are more than a few challenges faced by professionals in the health and safety industry. We are at a disadvantage by not having meaningful training and education on how to use data to inform an effective health and safety strategy. We're not sure how to tell if there are mistakes, errors or gaps in the data. We aren't shown how to present data in a way that tells a complete and compelling story. Looking for trends is only the beginning of the story...

We typically help our clients by putting out fires and responding to crises. Our priorities are set by things outside the health and safety realm - a new building opens up, a new regulation is released, or the inspector has just written orders against the client. Our clients are becoming more sophisticated and are asking us to provide evidence to justify the next year's budget or the next project or the next improvement.

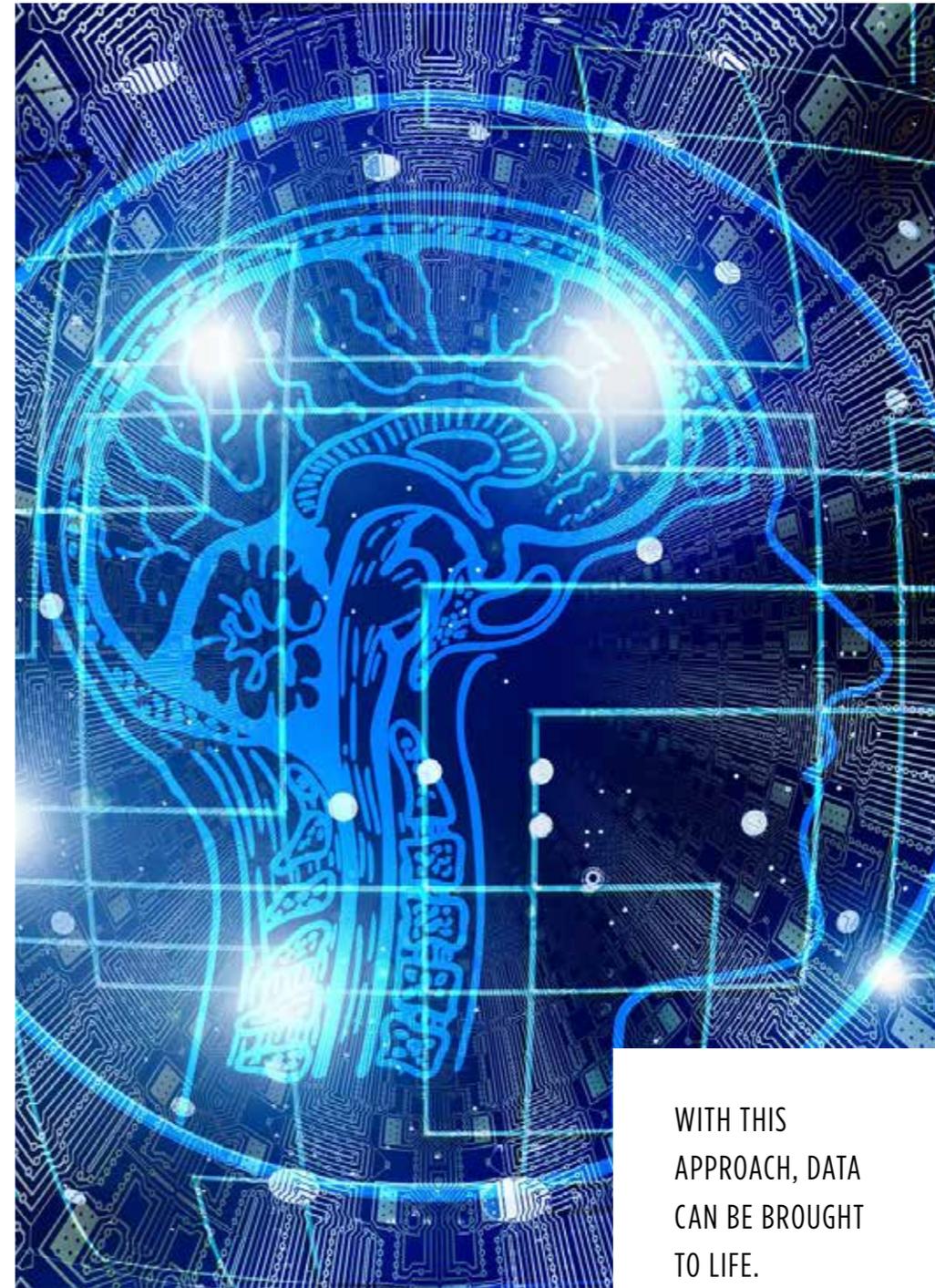
Liberate Your Data

Currently there is a gap in the education for health and safety professionals in how to present OHS data in a meaningful way to their clients. To address this gap, there needs to be a meeting between data management, statistical analysis and the world in which health and safety programs operate. A solution that addresses this gap needs to introduce an accepted standard practice in data management and reporting and draws the health and safety professional into the world of basic statistical analysis and hypothesis testing.

This journey must occur in the context of health and safety management systems. The concepts of data and statistics are more easily understood when introduced amongst incident reports, return to work claims, and safety training records to the safety professional.

Trends and bar charts are useful, but only to a point. They represent only a basic picture of what the data may be doing. OHS professionals need to have a foundational understanding of how to conduct an evaluation. They need to know about intervention and control groups, grouping factors, and how to create a useful graph or chart in order to determine whether or not an OHS initiative has been effective. This understanding is underpinned by a basic knowledge of data structure, definition and reporting. It also requires an understanding of independent and dependent variables, grouping factors, time periods and the use of numerical (continuous) and categorical (ordinal, nominal) data.

Occupational health and safety has the responsibility to help employers address hazards in the workplace. In large employers with complex environments, this responsibility can quickly become very difficult and monumental when resources are limited. Effective data processing and analysis allows the health and safety professional to navigate through the depths of vast data sets and emerge with meaningful information that can inform a health and safety strategy. It can create a list of initiatives that can be prioritized based on evidence. This OHS strategy can help the employer keep their workers safe while efficiently deploying the resources available. It is therefore imperative that the OHS professional has the skills and knowledge to understand the data that is available and how it can help the employer strategically address the OHS issues facing its workforce.



WITH THIS
APPROACH, DATA
CAN BE BROUGHT
TO LIFE.

RESPIRABLE CRYSTALLINE SILICA AND SILICOSIS

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Work-related ill-health in the wider context

An estimated 2.3m workers are killed globally due to work-related accidents according to the International Labour Organization (ILO). In terms of ill health, 160m suffer from work-related diseases with some 2m dying as a result on an annual basis. According to the World Health Organization (WHO), about 8% of these work-related deaths from disease can be directly attributed to respiratory complications, particularly Chronic Obstructive Pulmonary Disorders (COPD) followed by Asbestos-Related Diseases (ARDs), Pneumoconiosis and Silicosis, Silicotuberculosis and Silica-associated Diseases. WHO estimates approximately 46,000 annual deaths from exposure to harmful levels of respirable crystalline silica dust (RCS) and progression to silicosis. This figure is however likely to be a conservative estimate when one factors in gross under-reporting and misdiagnosis.



AS A RESULT, MILLIONS
REMAIN VULNERABLE,
INCLUDING AN
ESTIMATED 380,000
CANADIAN WORKERS
ACCORDING TO CAREX
CANADA.

All dust is NOT the same...

Before we explain what silicosis is, it is necessary to know a little about Respirable Crystalline Silica (RCS). It is an abundant naturally occurring substance found in stone and rocks. It can also be found in materials commonly found in Canadian workplaces such as sand, soil with fly ash, asphalt, clay, shingles, brick, concrete, clay mortar, plaster, drywall, ceramic tiles, some composite materials, and some metallic ores which are considered silica-rich work environments. There are also several forms of Silica dust and some are more harmful than others based on current research evidence.

When and at what quantity is RCS harmful?

RCS is harmful to health when it is inhaled deep into the lungs. The dust that is particularly harmful is smaller than a fine grain of sand. To put this into perspective, the size of a period (or full stop.) is about 200-300Qm (micrometres) in diameter whereas the RCS dust is about 5Qm – so small that particles cannot be seen with the naked eye.

If a person is exposed to a high level of RCS, the effects of harm and onset of silicosis can start from as little as a few weeks, especially where exposed to particularly high grades of silica dust and when no, or ineffective, respiratory protective equipment is used. In some persons exposed to high levels of silica dust, the symptoms may not be clear or evident – i.e., these are asymptomatic.

Although legislation in some countries including Canada has made some difference in industry, there however remains a legacy issue of older miners and construction workers who are still working from the time when less stringent controls existed or were enforced. To combat this, there are set standards which provisional governments/regulatory authorities determine to be maximum levels of exposure before there is likely to be any significant harm. In Canada, this depends upon your province.

Exposure needs to be monitored and the health of workers kept under surveillance to ensure levels are not harmful. If using visual means to determine levels, this is inaccurate as by the time a dust cloud is observed, levels are generally likely to be more than what is safe and most likely to be more than the Occupational Exposure Limit (OEL) of most provinces.

What happens to those exposed?

Unlike Asbestos where it may take between 10 - 50 years to manifest, symptoms for silicosis can start within a short period as seen in the Hawks Nest Disaster. Individual susceptibility is based on several factors such as amount of dust, its size, protection worn, health status, and whether the person is a smoker, amongst others.

Occupational Exposure Limits (OEL)

Canadian Jurisdictions	OEL ¹ (mg/m ³)
Canada Labour Code	0.025 [r]
AB, BC, MB, NL, NS, PE	0.025 [r]
NB	0.1 [r]
SK	0.05 [r, cristobalite, quartz] 0.1 [r, tripoli]
ON	0.05 [cristobalite] 0.1 [quartz, tripoli]
NU, NT, QC	0.05 [r, cristobalite, tridymite] 0.1 [r, quartz, tripoli]
YT	300 particles/mL [quartz] 150 particles/mL [cristobalite, tridymite, tripoli]

1. OEL for both quartz and cristobalite unless otherwise specified

Data source: Carex Canada

Silicosis

The name Silicosis is derived from the Latin word 'Silex' or flint and is associated with inflammation and scarring in the upper lobes of the lungs in the form of lesions.

In acute (short-term, severe or sudden) form, the symptoms are typically bluish skin, breath shortness, cough and fever. It is not uncommon for this to be misdiagnosed as Pulmonary Oedema (water in the lungs), Pneumonia or Tuberculosis. Symptoms can continue to develop even after exposure has stopped. Other conditions can also occur such as Chronic Bronchitis, Pulmonary Fibrosis, Lung Cancer, Scleroderma, Lupus to Arthritis.

Prevention is the best form of protection against silicosis - either complete elimination of silica dust or by introducing suitable engineering controls. That said, each worksite needs to have a comprehensive review of the hazards on which technique is likely to be appropriate and establish suitable and effective risk control measures such as development of an ECP - exposure control plan - which is required in most workplaces.

Summary

This article is grossly simplified; however the key lesson is that **Prevention of exposure is the key to protecting workers.**

ACKNOWLEDGEMENT

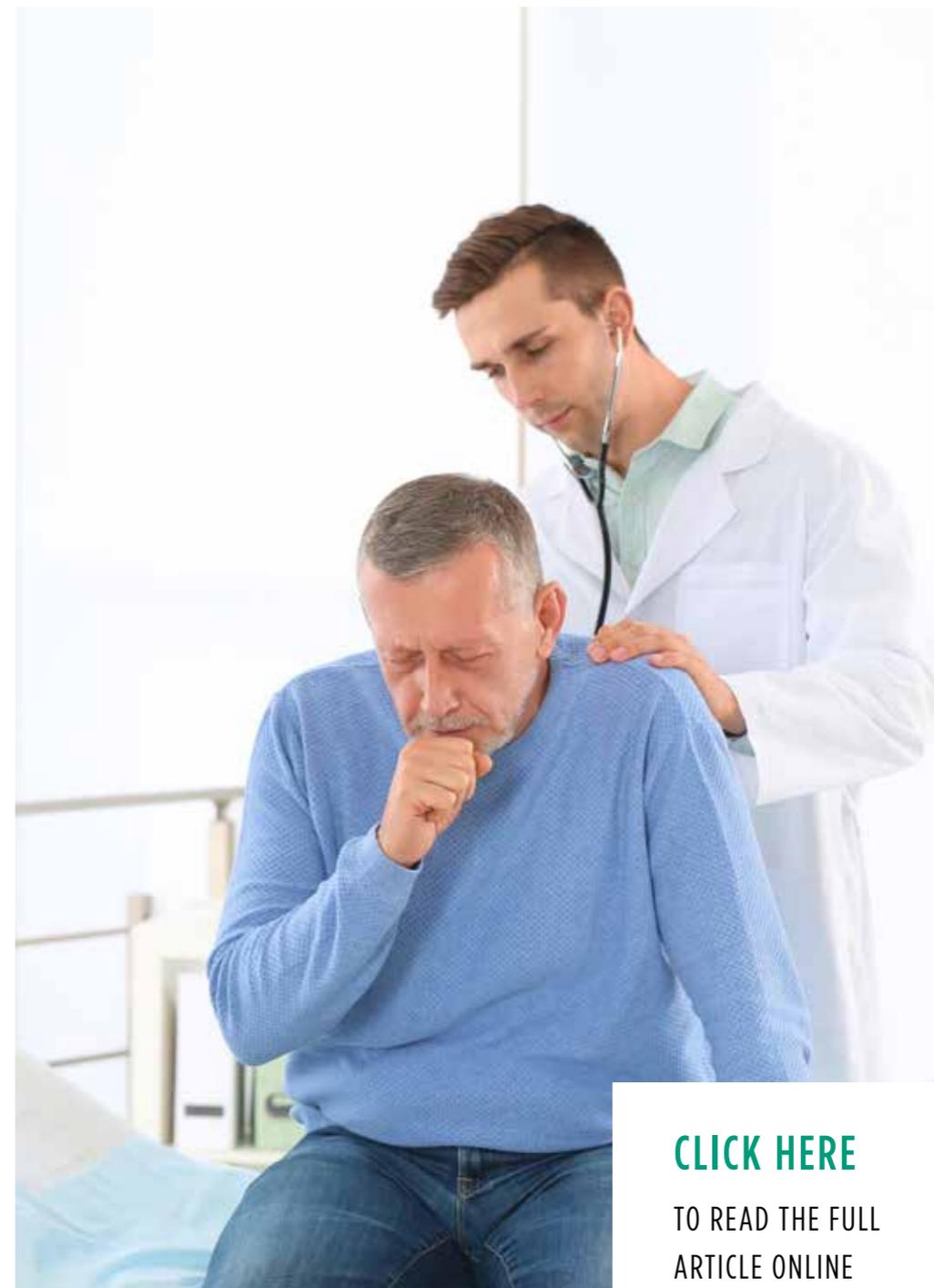
We would like to thank the following organisations for reference purposes:

CAREX Canada

ILO

WHO

WorkSafeBC



CLICK HERE
TO READ THE FULL
ARTICLE ONLINE



EDUCATION DIRECTOR UPDATE

CSSE Education:

Working to deliver on promises to expand professional development opportunities.

On February 12, registrations opened on our first webinar series. We are pleased to offer presentations from subject matter experts in a series of relevant topics each month until June. Have a look! Registrations are limited so be sure to reserve your 'virtual seat' early so you don't miss out. To date, many appear to agree as interest has been high and registrations have been brisk.

As you may know, progress has been slow but many more online opportunities are ahead! I hope you're as eager to know what's next as I am. What topics would you like to see in upcoming webinar series? If you would like a specific topic covered - just ask! I welcome your input whenever you choose to provide it. In the meantime, thanks for staying committed to CSSE Education and stay tuned for more developments - coming soon!

Opportunities to Learn & Grow! CSSE Education is for you!

Have you taken a CSSE class? If not, consider the value you'll receive and what it might do for you, your employer, and/or your practice. If you are currently working as a Safety Coordinator and haven't had the opportunity to attend formal post-secondary classes, it would be wise to consider spending a weekend learning how to be more effective in advocating for a health & safety agenda. Each class is focused on providing important information to assist practitioner advocacy. In simple terms, you'll learn the tools you need to be successful in your role.



Ready to earn a designation?

If you've been working in the health & safety field for a few years, and have a post-secondary certificate or diploma, why not consider applying to complete the CHSC certification? Certified Health & Safety Consultants are active in a wide diversity of industries across the country. The classes you will take are designed to augment your experience on the job and allow you to provide greater value to those you serve. The CHSC has helped many practitioners move their career 'to the next level'. If you have the field experience and prior education, all it takes is to complete the application form, be accepted into the program, and complete three mandatory and three elective classes with a passing grade. Check it out! This may be exactly what you've been looking for!

For practitioners with more experience, why not augment it with CSSE classes?

Lifelong learning never stops. Check out the [website](#) for details on each offering; you may be surprised. We are working on providing more advanced learning opportunities, so stay tuned for more news.

Focus On CSSE Instructors...

You may not know what it takes to become a CSSE Instructor or that those applying have years of successful experience as field practitioners as well as significant teaching and content expertise. You may have taught a few classes and think this could be a good opportunity for you. Before you consider this further, it would be wise to review the process CSSE has historically undertaken to determine who may serve as a CSSE Instructor. The process begins with every applicant tasked with showing they have the requisite expertise in the subject matter and successful field experience; it continues with applicants tasked to demonstrate they have the skills to facilitate OHS material to adult students.

Many apply but few are chosen...

Applicants meeting these basic requirements then begin a rigorous process of evaluation. A highly experienced team of professionals completes an intensive interview with the finalists and only the 'best' are offered a position as a CSSE Instructor. Historically, these new Instructors then begin another process of evaluation that includes 'team teaching' at increasing levels of responsibility under the watchful oversight of CSSE Education. Only after this process is complete will an Instructor be allowed to facilitate CSSE course material on their own. Only after achieving this level is an applicant referred to as a CSSE Instructor and authorized to teach CSSE courses.



Those who 'sign up'... must 'show up'... on every occasion

On every occasion an Instructor facilitates CSSE courses, students have an opportunity to evaluate their performance. Students submit course evaluations to CSSE Education where they are read and analyzed to ensure the CSSE high standard of delivery is being maintained. From time to time when necessary, Instructors are required to participate in a period of coaching and re-assessment.

These measures reflect our commitment to those trusting CSSE for their professional development. We remain committed to continual assessment and professional oversight for all those entrusted with delivering our material. As we expand our professional development opportunities online and in-class, it will remain our focus. This philosophy helped build our original programming, and we believe it fundamental to maintain momentum for the future.

CSSE, BCRSP, Professional Development & You...

We are proud to be the **only national member-based health & safety organization providing professional development in Canada**. As we continue to build our relationship with the BCRSP, more opportunities will arise for provision of relevant professional development. You told us you want a wider range of educational options and we are working to provide them. Sometimes I get impatient at the pace of progress; however, I can assure you we are on track toward offering more options, and the recent success of our webinar launch provides an excellent example.

Your Chapter... and You

Our strength lies in the health of our members and...Chapters. As we explore the possibilities for future CSSE professional development, it would be wise to re-commit to connecting with colleagues in your local Chapter (a reminder for me as well!). As you know, as of this year the primary source for course scheduling is a request for a Chapter-led event initiated by the Chapter. If unsure, just ask the Avalon or Winnipeg Chapters about how easy it is or reach out to me - I would be happy to discuss this with you. I have been speaking with Chapter Chairs across the country and we have some challenges. I take these comments very seriously, so please don't hesitate to contact me if you have ideas to help us grow our Education portfolio.

education-dir@csse.org.



WELCOME TO OUR NEW CHSCs

ITORO AFFIA • SAFE WORK MANITOBA

COMFORT AGADA-KIBOIGO • 3M CANADA

VINCENT BELL • SASM

ARNOLD BETZEMA ENERGY • SAFETY CANADA

BENJAMIN BOZICH • WALMART

LINDA BRANICKI • ALBERTA HEALTH SERVICES

AMANDA BRIESE • SAFE WORK MANITOBA

TIM BRYAN • THB SAFETY CONSULTING

CHRISTOPHER CARUSO • ARIA FOODS CANADA

TYRONE CHATTERJEE • TOMLINSON ENVIRONMENTAL SERVICES

TRAVIS CRAWFORD • B.A. BLACKTOP GROUP OF COMPANIES

CATHY DORMODY • NEWFOUNDLAND POWER

JOSEPHINE FAN • ALBERTA CONSTRUCTION SAFETY ASSOCIATION

JANIS FREEMAN • WALES MCLELLAND

SANTHANAM GNANAPRAKASAM • DAYIM PUNJ LLOYD CONSTRUCTION CONTRACTING CO.

KARLA GRIFFIN • SASM

CAVELL HARDIMAN • WORKPLACENL

CHARITY IGIRI • CITY OF PITT MEADOWS

MOHAMMED MUSHTAQ ABDUL KADAR • ORANO CANADA

DAVID LARSON • 7 GENERATIONS ENERGY

JEAN LITTLEWOOD • LITTLEWOOD'S SAFETY AUDITING LTD.

DAVE LOVELY • CITY OF CAMPBELL RIVER

DENISE LYNCH • WOLSELEY CANADA

SHAWN MACLELLAN • FEDERATED CO-OPERATIVES LTD.

JANET MAIER-DENIS • JNE WELDING

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SEAN MCFARLANE • HOME HARDWARE STORES

HAYLEY MCNEIL • VOLTAGE POWER

LORI MILLARD • SHALOR CONSULTING LTD.

KEN OMOKHUA • BAYER INC.

LYNELLE PETERS • CITY OF SASKATOON

ERIN PETRUSKA • FERGUSLEA PROPERTIES LIMITED

JOANNA PONIATOWSKA • SAFE WORK MANITOBA

DARYL RAMSAY • AECOM OIL & GAS

KRISTIN REITAN • OEM REMANUFACTURING

BRIAN ROLLS

KELLY RONCIN • CWL ENERGY MANAGEMENT

HARDEEP SARAI • BCCSA

WAYNE TACKABERRY • R.W. TOMLINSON

BREANNE VAN LINGE • FLYNN GROUP OF COMPANIES

CHERIENNE WHITSON • BUNGE CANADA

CHRISTINE YEOMAN • YEOMAN CONSTRUCTION SERVICES (1999) LTD.



SAFETY LEADERSHIP FOR EXTRAORDINARY EXECUTIVES WORKSHOP: SUMMARY OF FINDINGS

Round #1 of World Café & Socratic Circle Findings

QUESTION: What are the basic safety leadership tools and/or attributes every safety leader (aka every employee) should possess and continually improve upon?

FINDING	PRESENTER'S THOUGHTS	RELATED QUOTE
<p>Strong Communication Skills (Including Good Listening Ability)</p> <p>Having Strong Communication Skills as a basic safety leadership attribute was discussed more than any other attribute during the World Café.</p>	<p>Strong Communication is a pinnacle attribute for every safety leader. Effective and articulate communication is necessary to ensure that all employees are informed of health and safety concerns, issues, and ideas that will help protect their well-being. Safety leaders who communicate well are able to build strong relationships and workplace safety culture.</p> <p>Good, active, listening skills ensure that two-way communication is being fostered in the workplace. Far too many safety leaders take it upon themselves to unilaterally decide how safety should be carried out on site. The people most affected by safety on the frontlines, must have their voices heard to harness the collective intelligence inherent in any workplace and to illicit a higher level of involvement in the safety program.</p>	<p>“WHEN FOLLOWERS CHOOSE HOW MUCH ATTENTION TO PAY TO LEADERS, THEY LISTEN ONLY TO THE MOST COHERENT COMMUNICATORS” (DEWAN AND MYATT, 2008, P. 351)</p> <p>“THE OVERARCHING PRINCIPLE OF EFFECTIVE LISTENING IS TO SEEK FIRST TO UNDERSTAND, THEN TO BE UNDERSTOOD” -RICK FULWILER, PHD, CIH, CSHM, FORMER DIRECTOR OF HEALTH AND SAFETY AT PROCTER AND GAMBLE.”</p> <p>– HERSH, E., 2011</p>
<p>Integrity</p> <p>Integrity as a basic safety leadership attribute was the second most discussed leadership attribute during the World Café.</p>	<p>Integrity is the bedrock upon which all positive safety decisions are made. A safety leader with integrity will make decisions they feel are right and will therefore demonstrate the positive behaviours that others may follow.</p>	<p>“TO BE PERSUASIVE WE MUST BE BELIEVABLE; TO BE BELIEVABLE WE MUST BE CREDIBLE; TO BE CREDIBLE WE MUST BE TRUTHFUL.”</p> <p>– EDWARD R. MURROW</p>



ARTICLE CONTINUED ON NEXT PAGE

Round #1 of World Café & Socratic Circle Findings - continued

QUESTION: What are the basic safety leadership tools and/or attributes every safety leader (aka every employee) should possess and continually improve upon?

FINDING	PRESENTER'S THOUGHTS	RELATED QUOTE
<p>Modeling the Way</p> <p>Modeling the Way (i.e., demonstrating acceptable behaviour; leading by example etc.) as a basic leadership attribute was the third most discussed leadership attribute during the World Café.</p>	<p>It is one thing to communicate that you are committed to health and safety, and another thing to show your commitment. "Modeling the Way" means actively participating in safety meetings, hazard assessments, inspections and investigations. In addition, it means wearing the required PPE on site and showing up prepared with the required training. Safety leaders can "Model the Way" by encouraging all other personnel to take an active role in the health and safety program.</p>	<p>"YOU BUILD A CREDIBLE FOUNDATION OF LEADERSHIP WHEN YOU DWYSYWD - DO WHAT YOU SAY YOU WILL DO." — KOUZES, J. M., & POSNER, B. Z. 2006, P. 40</p>
<p>Compassion</p> <p>Compassion as a basic leadership attribute was the fourth most discussed leadership attribute during the World Café.</p>	<p>Being compassionate is a necessary attribute of any leader, safety or otherwise. In a health and safety capacity, leaders are able to demonstrate this by looking out for the well-being of those around them. Take stop-work authority for an example: by intervening on work that is potentially unsafe, the worker performing that work will have their well-being protected by a safety leader who cares. Safety leaders can demonstrate their compassion by actively listening to employee concerns and offering helpful suggestions and advice to remedy the concern.</p>	<p>"THROUGHOUT THE ORGANIZATION LEADERS ARE SEEN PUTTING AN EMPHASIS ON RELATIONSHIPS WHERE THEY FOCUS ON THE INTERESTS OF OTHERS, RATHER THAN THEIR OWN INTERESTS. THIS TYPE OF FOCUS CAN ONLY COME THROUGH ACTS OF LOVE AND TOLERANCE OR COMPASSIONATE LEADERSHIP." — GRANT, K. 2008, P. 1</p>
<p>Education and Competency</p> <p>Education and competency as basic safety leadership attributes were the fifth most discussed attributes during the World Café.</p>	<p>Education and competency ensure that safety leaders are fully capable of demonstrating and/or guiding others in performing their work according to an accepted set of procedures and methods. When a safety leader can demonstrate education and competency, they are leading by example and setting the tone for a healthy and safe work environment. This also inspires confidence in their leadership which provides mentorship (intended or unintended) to other up-and-coming leaders</p>	<p>"COMPETENCE GOES BEYOND WORDS. IT'S THE LEADER'S ABILITY TO SAY IT, PLAN IT, AND DO IT IN SUCH A WAY THAT OTHERS KNOW THAT YOU KNOW HOW - AND KNOW THAT THEY WANT TO FOLLOW YOU." — JOHN C. MAXWELL- EDWARD R. MURROW</p>



Round #2 of World Café & Socratic Circle Findings

QUESTION: Given that to be a safety leader in today’s workplace it is not necessary to occupy a position of authority, what engagement and empowerment techniques can be utilized to draw out and develop more safety leaders at all levels of our organizations?

FINDING	PRESENTER’S THOUGHTS	RELATED QUOTE
<p>Commitment of Resources and Time</p> <p>Having an organization commit the necessary resources and time towards enhancing the safety program was the most discussed engagement and empowerment technique during the second round of the World Café and in the Socratic Circle.</p>	<p>Commitment of resources and time towards safety will draw out and develop safety leaders in an organization. Committing time to an employee could mean taking the time to explain the health and safety program to staff in a way that conveys its importance, and in a way that ensures an employee has a firm understanding of the management system. Commitment to resources means the company is ensuring that employees have everything they require to perform their job in a safe manner. Some examples of this commitment provided by workshop attendees included initiatives like safety mentorship and educational programs, and train the trainer programs that seek to develop more safety leaders.</p>	<p>“WE’RE NOT GOING TO BUDGET FOR SAFETY. AS SOON AS ANYONE IDENTIFIES ANYTHING THAT COULD GET SOMEONE HURT, I WANT YOU TO FIX IT AND I WILL FIGURE OUT HOW TO PAY FOR IT.”</p> <p>– PAUL O’NEILL – FORMER PRESIDENT OF ALCOA. (DUHIGG C., 2012)</p>
<p>Encouraging a Culture of Employee Involvement</p> <p>Having an organization encourage independent decision making, and creative thinking, and seek to illicit safety program effectiveness feedback from employees was the second most discussed engagement and empowerment technique during the second round of the World Café and in the Socratic Circle.</p>	<p>Organizations that empower and motivate their employees to involve themselves in the safety program are sure to draw out and develop more safety leaders in the process. This can be done by delegating authority and decision making, as well as asking employees for their input. This will influence employee creativity with regard to safety and encourage new health and safety initiatives. When employees are the ones to come up with the initiatives, and are recognized / celebrated for doing so, they are more likely to buy into the safety program.</p>	<p>“PEOPLE WILL NOT ACTIVELY COMMIT TO A DECISION IF THEY HAVE NOT HAD THE OPPORTUNITY TO PROVIDE INPUT, ASK QUESTIONS, AND UNDERSTAND THE RATIONALE BEHIND IT”</p> <p>– LENCIONI, 2012, P. 48</p>
<p>Training</p> <p>Having an organization provide sufficient and effective safety training to employees was the third most discussed engagement and empowerment technique during the second round of the World Café and in the Socratic Circle.</p>	<p>Training is an excellent method to draw out and develop safety leaders at all levels. There are numerous safety courses available, both in a classroom setting and online; both with personalized training options to suit a students’ particular learning style. This allows for some flexibility to meet each individual employees’ safety training needs. Additionally, when a company provides employees with safety training that is not “mandatory,” (i.e., required by law, a conformance standard, a client etc.) they are demonstrating to employees that they are taking an interest in the employee’s growth and development within the company. Furthermore, providing employees with safety training has the potential to increase their knowledge of applicable legislation, and current best industry practices thereby improving their safety decision making ability when it counts on the job.</p>	<p>“LEADERSHIP AND LEARNING ARE INDISPENSABLE TO EACH OTHER.”</p> <p>– JOHN F. KENNEDY</p>

Round #2 of World Café & Socratic Circle Findings

QUESTION: Given that to be a safety leader in today's workplace it is not necessary to occupy a position of authority, what engagement and empowerment techniques can be utilized to draw out and develop more safety leaders at all levels of our organizations?

FINDING	PRESENTER'S THOUGHTS	RELATED QUOTE
<p>Select Safety Leaders with Social Influence</p> <p>Selecting safety leaders that have social influence in the workplace was the fourth most discussed engagement and empowerment technique during the second round of the World Café and in the Socratic Circle.</p>	<p>Safety leaders that have social influence in the workplace are more capable of convincing others to buy into the safety program. Relationships come before cultural change in the workplace and those who have put the effort into getting to know people and filling their "emotional bank account" (Stephen R. Covey) with deposits of positivity and encouragement, have their messages heard and respected in kind. When safety leaders are able to connect with employees on a more emotional level, and place a focus on building positive relationships, they will draw more interest from personnel with regard to becoming safety leaders within the company. This is because the employees will have a positive association with the existing safety leaders, and therefore choose to become safety leaders themselves, or pursue association with safety leaders, thinking of them as a helpful part of the organization rather than someone to be feared and avoided.</p>	<p>"LEADERSHIP IS NOT ABOUT A TITLE OR A DESIGNATION. IT'S ABOUT IMPACT, INFLUENCE AND INSPIRATION. IMPACT INVOLVES GETTING RESULTS, INFLUENCE IS ABOUT SPREADING THE PASSION YOU HAVE FOR YOUR WORK, AND YOU HAVE TO INSPIRE TEAM-MATES AND CUSTOMERS."</p> <p>— ROBIN S. SHARMA</p>
<p>Integrate Safety into Everything</p> <p>Integrating safety into all departments in an organization was the fifth most discussed engagement and empowerment technique during the second round of the World Café and in the Socratic Circle.</p>	<p>Safety should be "Built-In" not "Bolted-On!" How often has some leader or project manager in your workplace come up to you at 5pm on a Friday asking how quickly you can put together a safety plan for work that will be taking place the next morning? Safety should be integrated into all departments as is quality, human resources, operations etc. Safety's far reaching impact stretches right across every organization and therefore must be built into each and every aspect of an organizations structure.</p>	



ADDITIONAL WORKSHOP HIGHLIGHTS

During the workshop there were a few comments made by participants which we felt deserved special attention:

During the open discussion following Allan's Elephant Story, one participant at the back of the room provided commentary on how each character in the Elephant story had a different cultural perspective that likely factored into the communication issues faced by the crew.

This comment is indicative of our current situation with new Canadians streaming into our workplace each year.

During the first break, one participant relayed to us how the concept of mitigated speech is explored in more detail through a training program called **"Just Culture" - A just culture of safety.**

Training personnel working in safety critical situations such as pilots, air traffic controller's, doctors, nurses etc. in recognizing and avoiding the use of mitigated speech has shown to reduce incidents.

"AVIATION EXPERTS WILL TELL YOU THAT IT IS THE SUCCESS OF THIS WAR ON MITIGATION AS MUCH AS ANYTHING ELSE THAT ACCOUNTS FOR THE EXTRAORDINARY DECLINE IN AIRLINE ACCIDENTS IN RECENT YEARS"

– GLADWELL, 2008, P. 197

During the Socratic Circle one participant shared a program at their workplace whereby post cards are sent from senior leadership to each employee stating their commitment to personally do different to make a better safety culture/program at their workplace.

To receive a hand written post card from a member of our organizations' executive leadership team stating how they will commit to doing better with respect to the safety program would be incredibly impactful. It would make me feel like I am working for someone who really cares about me and my co-workers.

During the Socratic Circle, one participant contended that safety conversations must be transparent and accurate; and that difficult conversations must be had regarding the reality of the safety situation at the workplace (e.g., skewing Total Recordable Incident Frequency (TRIF) statistics etc.); this is a dis-service to our company. Be honest and find the true problems.

With organizations facing such a backlash from recordable injuries in the form of direct and indirect costs, it is easy to see how the industry is beginning to walk down a dark path of hiding or downplaying the significance of incidents. This is an important point and one that needs to be discussed more deeply between industry leaders and the safety community. One should not be punished for airing their dirty laundry.

During the workshop there were a few comments made by participants which we felt deserved special attention:

During the Socratic Circle, one participant mentioned how after a vehicle had been ran over and destroyed by a dozer, they took the wrecked vehicle and placed it at the front of their facility for all to see and as a reminder to their employees of the impact of safety incidents.

In highlight #4 above, we discussed the need to be able to air our dirty laundry (i.e., safety shortcomings) without fear of retribution/punishment. This is a great example of a company having the courage to do just that. It shows that the leadership team at the company is committed to transparency within the safety program.

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*Thank you to all who attended and brought their passion, knowledge and experience to make this a successful workshop.
I hope you all had as much fun as we did!*

See you all at the CSSE Conference in Winnipeg!

Sincerely,



ALLAN J MOORE



CAM MITCHELL



PAUL CHAMOUN

REGISTER SOON

September 22-25

RBC Convention Centre



WINNIPEG

19
SEPTEMBER
22-25

PROFESSIONAL DEVELOPMENT CONFERENCE



LEARN FROM
THE PAST



EMBRACE THE
PRESENT



SHAPE THE
FUTURE

COURSE PROFILE:

Consulting Skills for the OH&S Professional

Consulting Skills for the OH&S Professional is highly recommended for both internal and external occupational health and safety consultants. The comprehensive agenda identifies the qualities and attributes of an effective consultant and provides an understanding of, and practice in, the application of professional consulting skills in an OH&S practice.



Walk away from this course with newfound knowledge and practical strategies that will help to support your role as a consultant, in your own business or as a H&S professional within a larger organization. Uncover your potential and see where it takes you! **Register Now for Consulting Skills for the OH&S Professional.**

"THE COURSE IS VERY HANDS-ON, WITH A STRONG PRACTICAL COMPONENT THAT BUILDS YOUR SKILLS ON THE SPOT. I LEARNED A LOT ABOUT THE DIFFERENT TYPES OF CONSULTANTS, AND AS WELL HOW TO DO UP CONTRACTS."

Course Participant

"THIS COURSE TAUGHT ME HOW TO FIGURE OUT WHAT IS NEEDED IN HEALTH AND SAFETY. AS AN INTERNAL HEALTH AND SAFETY PRACTITIONER IT IS USEFUL TO STEP OUTSIDE YOURSELF AND DETERMINE A STRATEGY...FURTHER, I HAD NO IDEA HOW TO DRAFT A PERSUASIVE PROPOSAL UNTIL I TOOK THIS COURSE. I NOW USE THESE COURSE MATERIALS WHENEVER I AM PREPARING TO ASK FOR ANYTHING, ESPECIALLY IF THERE ARE SIGNIFICANT BUDGET IMPLICATIONS."

Drew Douglas, CHSC In-Progress



LEADERSHIP PROFILE:

Michelle Ruest, Chair, CSSE Rose City Chapter



Favorite Blog

Don't have a whole lot of time for blogs; prefer the news and LinkedIn articles and studying for university courses

Goals as Chapter Chair:

1) Understand our members' needs and build on their vision

2) Give value to the Chapter members

3) Enable our Chapter to excel

What would I be doing if I wasn't volunteering?

I would be doing arts and crafts or Toastmasters

What are my hobbies?

I enjoy the gym, cooking, travelling, and meeting new people

Best Advice I Ever Got?

From my father:
Treat everyone the way you would want to be treated

"I enjoyed Greatness Magnified by Sarah McVanel, who was a speaker at the 2018 Professional Development Conference"

On My Desk

A picture of my husband and I, mouse and laptop

Media

Music: Love 80s music as well as Top 40

TV: Comedies and romantic movies

IN MEMORIAM

The Canadian Society of Safety Engineering would like to acknowledge the passing of **Don Ross** (CSSE Board member 2013 – 2016) and **Avery A. Spencer** (CSSE President 1977 – 1979). Our condolences go out to their families and friends.

Both gentleman contributed to the profession and the Society, and will be remembered fondly.

If you know of a CSSE member who has passed away, please email us at info@csse.org



Don Ross

CSSE Board member
2013 – 2016

[CLICK HERE TO READ FULL OBITUARY](#)



Avery A. Spencer

CSSE President
1977 – 1979

[CLICK HERE TO READ FULL OBITUARY](#)

CHSC PROFILE:

Ken Stubbings - An Impactful Career Change To Safety



**Ken Stubbings’
original career
intentions were
“never to be in OHS”.**

“I WANTED TO DESIGN HOUSES,” Ken says.

“I TRAINED AS A CIVIL ENGINEERING TECHNOLOGIST BEFORE GETTING HIRED TO DESIGN ROADS AND LATER TRANSITIONED INTO HEALTH AND SAFETY. FOR PEOPLE LIKE ME, CSSE COURSES HAVE PROVIDED PROFESSIONAL KNOWLEDGE WITHOUT REQUIRING ME TO ATTEND UNIVERSITY AND ENABLED ME TO BE DESIGNATED AT A PROFESSIONAL LEVEL.”

Since the 1990s, Ken has worked in occupational health and safety for Northumberland County in Cobourg, Ontario – originally as a health and safety worker representative. Since 2003, Ken has served both in a managerial and coordination role and is now Health Safety Emergency Risk Manager. What Ken particularly enjoys about his current role is that it is always changing and every day is different.

“THE ROLE OF THE OHS PROFESSIONAL IS TO SUPPORT AND HELP OTHERS. MANY TIMES WE GO ABOUT OUR DAY WITHOUT REALIZING HOW WE IMPACT OTHERS. I FIND IT VERY GRATIFYING WHEN SOMEONE TELLS ME A STORY ABOUT HOW SOMETHING I SAID, OR DID, IMPROVED THE SAFETY IN THEIR LIFE.”

Ken was first introduced to CSSE by a trainer from the Municipal Health and Safety Association (now known as the Public Service Health and Safety Association). Fellow CSSE member, Dylan Short, also coaxed Ken to consider a designation with CSSE. Ken started looking at it seriously and found that the opportunity to take individual courses was very attractive, given his work situation. “I wanted to advance professionally and build confidence in myself.” Ken also acquired his CRSP designation while pursuing his CHSC designation.

Ken speaks highly of the benefits of membership in CSSE. “I could always see the purpose in belonging to CSSE. I met people with similar interests and career goals. I gained a true sense of direction by taking the CSSE and UFred course offerings. Every module led me down the right path and showed me where my employer would benefit. My employer has been very supportive in the value of the CSSE.”

Ken also belongs to the Ontario Municipal Health and Safety Representatives Association (OMHSRA), which is a strong network of municipal employees supporting its members’ interests in health and safety.

Away from the office, Ken is a long-distance runner who participates in marathons across Canada and enjoys carving wood and soapstone creations when time permits.

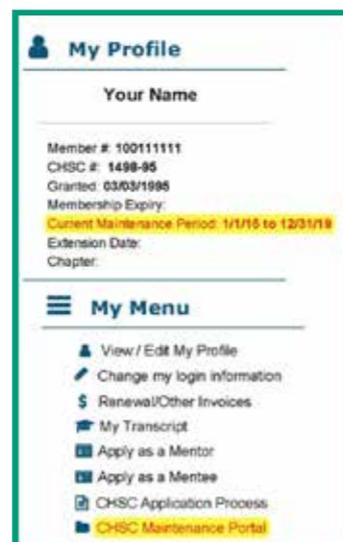
CHSC MAINTENANCE ACTIVITIES

CHSCs are required to have a minimum total of 100 points for activities that occurred within the five-year period noted on your profile. There are no maximums. Each activity must be entered separately.

- Continuing Education (CE) minimum 20 points of the 100
- Professional Practice (PP) minimum 30 points of the 100
- Leadership & Volunteer Activities (LVA) no minimum, LVA points may be earned to reach the 100-point minimum requirement

Download the [CHSC Auditee Tool Kit](#) to help you to identify the supporting documentation for your activities and organize your information.
Do not submit this form.

REMEMBER:
UPDATE YOUR
MAINTENANCE
ACTIVITIES
REGULARLY!



My Profile

Your Name

Member #: 100111111
CHSC #: 1498-95
Granted: 03/03/1995
Membership Expiry:
Current Maintenance Period: 1/1/15 to 12/31/19
Extension Date:
Chapter:

My Menu

- View / Edit My Profile
- Change my login information
- Renewal/Other Invoices
- My Transcript
- Apply as a Mentor
- Apply as a Mentee
- CHSC Application Process
- CHSC Maintenance Portal



CONTINUING EDUCATION ACTIVITY HIGHLIGHTS

Within the CHSC Maintenance Program, continuing education and development primarily covers occupational health, safety and environment courses, seminars and conferences. It can also include professional development intended to enhance the capabilities or role of an OHSE professional in providing service to the employer, colleagues or clients. Continuing education and development may include webinar participation or other online education or training with a **minimum event time of three (3) hours. A minimum 20 points is required to pass this audit section.**

CHSC MAINTENANCE ACTIVITIES CONTINUED ON NEXT PAGE

CONTINUING EDUCATION ACTIVITY SCORING

Full-day courses or seminars are scored at **8 points each**

Half-day courses (minimum three hours) are scored at **1 point = 1 hour**

University or college programs are generally scored at **300 hours** (full time/year), unless otherwise documented

University or college programs taken individually (including online, or distance education) are scored at **12 hours per credit** (3 credit course would score 36 points)

For CHSCs who earned their certification prior to January 1, 2010, any other CHSC courses completed between January 1, 2010 and May 31, 2014 are **eligible for double points**, i.e., 32 hours (points)

Acquisition of CRSP, CSP, CMIOSH, CIH, ROH, CHRP designations are scored at **10 points each**, if earned after CHSC was earned and during the five-year period.

Conferences or events are scored at **8 points per full day**, or **1 point per hour** (minimum of three hours)

Full attendance at any CSSE PDC is scored at **24 points**

EDUCATION PROFILE:

Avalon Chapter's Creativity Serves Members' Needs

Since joining CSSE in 2008, Laurie Martin has served as Chapter Secretary for several years and is now Chapter President. She recalls that at the beginning of her term as President, she observed some impediments to educational opportunities for members in advancing their careers.

Specifically, two key factors were accessibility to suitable courses and programs, additional travel time and the cost. Most educational opportunities at the time required that members travel to the mainland to get what they wanted or needed in the way of continuing education or career advancement and, last but not least, there were also significant financial implications related to travel and accommodation.

Knowing that these hurdles often kept members away from these courses, Laurie and others championed the idea of bringing courses to Newfoundland, thereby serving members' needs and saving them travel time and money, providing a valuable service.

Laurie recalled the discussions and activities that took place to effect change.

“WE LOOKED AT WAYS TO APPROACH THIS. WE WORKED WITH THE NATIONAL PRESIDENT TO SEE HOW WE COULD FIND SOMETHING MUTUALLY BENEFICIAL THROUGH AN AGREEMENT THAT WOULD PROVIDE MONEY TO BOTH NATIONAL AND THE CHAPTER. WE WORKED OUT THE DETAILS SUCH AS NATIONAL FINDING THE INSTRUCTORS AND WE WOULD FIND THE SPACE. IN THE EARLY STAGES, OUR GOAL WAS TO OFFER ONE EACH YEAR.”

In 2015, the first offering using this partnership model was successfully launched. It was a group effort in many respects and, most importantly, the Chapter received “good feedback” and set a positive tone for continuing to support local educational opportunities for members.

Earlier this year, the Chapter worked with National to run a course. National provided the instructor and the event, with the Chapter hosting, was successful in attracting participants. Positive feedback from attendees at that course included support for eliminating travel hurdles for the participants and making it “a very positive experience”.

Laurie is proud to note that in 2020, the CSSE Professional Development Conference will be held in Newfoundland and several courses will be offered in tandem with it. Laurie recognizes the efforts of many people who worked hard to provide enhanced educational opportunities to members who have shown they are keen to “attend meetings and take courses and programs, and we are able to enhance their professional capacity.”



EDUCATION PROFILE CONTINUED ON NEXT PAGE

Snapshot Of Course Offerings In The Avalon Chapter

In-house CSSE courses offered in partnership with National:

2019: CONSULTING SKILLS FOR THE OHS PROFESSIONAL	7 PARTICIPANTS
2018: ESSENTIAL VALUE OF OHS MANAGEMENT SYSTEMS	15 PARTICIPANTS
2017: APPLIED RISK COMMUNICATIONS FOR OHSE PRACTITIONERS	11 PARTICIPANTS
2016: ESSENTIALS OF RISK MANAGEMENT FOR OHSE PRACTITIONERS	22 PARTICIPANTS
2015: MEASUREMENT & EVALUATION OF OHS PERFORMANCE	19 PARTICIPANTS
2014: ASSESSING OHSE TRAINING NEEDS & OPTIONS	CANCELLED



Benefits of in-house CSSE courses:

For members:

Offering the courses helps to promote the Chapter and National to members and non-members as well as the CHSC Certification. Mostly it is the convenience for participants to take the course locally, as travel is reduced and therefore there is less time away from work and family. There are significant cost savings (e.g., no travel, meal and accommodation costs).

Also, it is a great opportunity for team-building among the Chapter members and other safety professionals. Members get to know one another better, and learn more about what each individual does and their experiences.

For the Chapter:

- It is seen to be supporting members in their professional development.
- There are financial gains for the Chapter as a result of the profit split.

The financial benefit gained by the profit share enables the Chapter to send an executive member to the CSSE PDC every year, thus providing value and feedback from the conference to our members and ensuring Newfoundland has representative at the PDC. It helps Chapter initiatives such as the provincial launch for NAOSH Week in Newfoundland, Executive attendance at Leadership Training, supporting the annual Threads for Life Walk, and being involved in other events such as the National Day of Mourning, and Chapter social activities.



What was done to make the courses successful?

- Partnering with industry stakeholders to ensure a required minimum number of seats to run a course. The Chapter then works to fill more seats.
- A good location – including industry and members' facilities – and catering a meal are good enhancements to reducing costs and making the courses as successful as possible.
- Members were asked if their workplace could host the course at no cost to the Chapter.
- Focusing on local courses, a key strategy is to review what course offerings are needed by members: ask members what courses they would like the Chapter to offer and the Chapter can then collaborate with National in determining what course is most in need for the majority of members. This helps to ensure we have the required number of participants to host a course. Also consider offering the three required courses for the CHSC certification.
- Having consistency in this process is very important. We are committed to offering one course annually and at the same time of year (January). Members know a course is offered consistently every January and can plan for it, including seeking funding support from their employers in a timely manner. January is often a slow period for industries (such as construction) so this helps fill the seats and we are not competing with the CSSE PDC, and budgets are usually more flexible.



Other tips:

- Sign an agreement with National, including a detailed financial agreement on the proposed revenue/cost sharing and a request for a financial report after the last course offering
- Utilize your members' facilities
- Run your courses professionally (e.g., on the first day, have the Chapter Chair open the course and welcome the participants)
- Engage your members in the process – this includes finding a place to hold a course, selecting the course, and communicating the opportunity to the safety community

For more information on starting your own Chapter In-house CSSE Course program, contact education@csse.org.

DO YOU KNOW WHEN YOUR



CHSC MAINTENANCE PERIOD IS DUE?

*Check your CSSE profile to view your
Current Maintenance Period.*

2019 CSSE OHSE



STUDENT WRITING AWARDS PROGRAM

*DO YOU KNOW A STUDENT REGISTERED IN A
POST-SECONDARY OHSE PROGRAM?*

Encourage them to participate in the CSSE OHSE Student Writing Awards Program. It is a great way for the next generation to become more involved in the safety world... and CSSE!

The purpose of the 2019 CSSE OHSE Student Writing Awards Program is to stimulate interest among OHSE students in the exposition or argument for or against, or research on, OHSE issues and to recognize outstanding achievement in the endeavour. The awards program also gives post-secondary students the opportunity to research OHSE issues, develop ideas, or bring proposals for reform to the attention of the safety community. Writing may stem from assignments in an OHSE course or be separate, original, self-generated compositions of interest to the student.

Closing deadline is June 20, 2019

For more information and to submit an entry, please visit

www.csse.org

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CSSE WEBINARS - REGISTRATION OPEN

CSSE is excited to launch a series of webinars on trending and critical topics for OHS professionals.

Non-Member
\$74 per webinar

CSSE Member
\$59 per webinar

Eight Critical Steps to Fleet Safety Excellence

Spencer McDonald Thursday, April 25, 2019 • 1-2pm Eastern Time

At the end of this session, participants will be able to:

- Identify 8 fleet safety program elements
- Explain why courses and/or training is only one part of the answer to fleet safety
- Complete a fleet self-assessment and gap analysis for their company fleet using a provided tool

Data Literacy for OHS Professionals

Waqar Mughal and **Ken Page** Wednesday, May 22, 2019 • 1-2pm Eastern Time

At the end of this session, participants will be able to:

- Understand how typical data analysis approaches are not as impactful as they could be at preventing injuries and what can be done to improve this
- Understand the need for and basic approaches to data quality and data cleansing
- Understand basic concepts and issues regarding data, measurement, reporting and evaluation

Best-in-Class Contractor Management

Darren Hamman Tuesday, June 18, 2019 • 1-2pm Eastern Time

At the end of this session, participants will be able to:

- Understand the benefits of having an effective contractor management strategy and the risk of not having one.
- Know what information to collect when prequalifying contractors and what information should be maintained on an ongoing basis.
- Demonstrate knowledge of the key elements of an effective contractor management strategy.
- Make data-driven decisions based on benchmarking data provided.

Visit the **WEBSITE** for more information and register now for these timely, impactful learning opportunities.

CSSE'S 2019 "I GAVE BACKPACK!" CAMPAIGN

The 2018 campaign surpassed targets and benefitted 275 children in the Niagara region

The 2018 target of 250 backpacks funded was exceeded with a total of 275 backpacks funded through individual donations and company sponsorships.

Working closely with the Education Foundation of Niagara, CSSE presented backpacks during the closing ceremonies of the 2018 PDC in Niagara Falls to a group of local elementary school children who were thrilled to receive backpacks stuffed with much-needed school supplies and healthy snacks.

CSSE's "I Gave Backpack!" Campaign is back in 2019!

Census information released by Statistics Canada in 2016 shows that nearly 1.2 million children across Canada were living in low-income households, representing about 17% of all Canadian children. In Manitoba, the percentage of children under the age of 18 living in low-income households was 21.9%.

CSSE's goal is to give back to the local community in which our annual PDC is being held, namely the Winnipeg region in 2019, where there are many high need schools, particularly elementary schools.



How to get involved: There are two ways to get involved with CSSE's "I Gave Backpack!" initiative:

• Individual Support

Individuals may support between 1 and 9 backpacks at \$25.00 each. Individual supporters will be recognized on a custom card inserted into each backpack they have supported and on a large Thank You sign displayed at the PDC in the backpack assembly area. If you wish to provide individual support, please visit the "I Gave Backpack!" [funding page](#).

• Company Sponsorship

Company sponsorships are available at levels (or "Grades") designed to fit any budget between \$250 - \$1,500. If you wish to secure a company sponsorship, please download and complete the "I Gave Backpack!" [Sponsorship Agreement](#).

If your company is interested in an in-kind sponsorship by providing necessary items to be included in the backpacks, please contact Terry Cunningham at tcunningham@csse.org.



NEW in 2019! CSSE's Sneaker Donation Program

No kid should have to tread lightly when it comes to their sneakers on the first day of school. Luckily for Winnipeg families who might not be able to afford a new pair of sneakers for the upcoming school year, CSSE is launching a sneaker donation program at this year's PDC. CSSE will be collecting new, unused children's indoor/outdoor sneakers at the PDC in Winnipeg to provide new shoes to as many local area elementary school children as possible. Watch upcoming communications to learn how you can help or contact Terry Cunningham at tcunningham@csse.org for more information.



Safety and Health Week

also known as NAOSH Week

People and Passion Prevention

MAY 5-11 2019

The 2019 National NAOSH Week took place in **Saint John, NB on Monday, May 6, 2019.**

The North American Occupational Safety and Health (NAOSH) Week is a continent-wide event spanning three countries (Canada, USA and Mexico) and highlights to the public, government, and industry the importance of increasing understanding, raising awareness and reducing injuries and illness in the workplace, at home and in the community.



Visit www.naosh.ca

for ideas, resources, promotional products and more to get your workplace or community involved.

SAFETY AND HEALTH WEEK FOUNDING MEMBERS



NOMINATIONS FOR THE 2019 RECOGNITION OF EXCELLENCE AWARDS PROGRAM



The CSSE's Recognition of Excellence Awards Program provides the opportunity to recognize and celebrate excellence in health and safety. Each and every CSSE member knows someone who deserves to be recognized - whether it is a colleague, a friend, a mentor, or an individual in the safety community who stands out above the rest.

Winners will be announced at the 2019 Professional Development Conference in Winnipeg, Manitoba.

For more information, please visit: www.csse.org

CANADIAN SOCIETY OF SAFETY ENGINEERING

CONGRATULATIONS

to the 2018 Winners of the CSSE OHSE Bursary Award!

Arshdeep Rattan,
Surrey, BC

Crystal Chan,
Richmond, BC

Diane Teritet,
Edmonton, AB

Edyl Ballesteros,
London, ON

Marion Bernabe,
Halifax, NS

The awards this year include:

Outstanding Achievement

Presented to a person who has undertaken and accomplished a goal significant to the OHS community.

Special Project

Presented to a group for an initiative that advances the profession, provides research and development opportunities, or promotes Health & Safety to the OH&S Community, employers and/or the community at large.

New to the Safety Profession

Presented to a safety professional in the second to fifth year of their safety career and who has demonstrated making a difference in the workplace, CSSE, and the industry.

Outstanding Service to the Safety Profession (Safety Professional of the Year)

Given to CSSE members whose careers have been distinguished by a sustained commitment to excellence in the field of occupational health and safety, outside of the CSSE.

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Outstanding Service to CSSE (Volunteer of the Year)*

Presented to CSSE members who demonstrate their volunteer commitment to the CSSE at the chapter, regional, and/or national levels.

*This award does not include nominations from members, but rather from the chapter executives, regional vice-presidents and the board of directors.

ADVERTISING IN CONTACT MAGAZINE

Display Advertisements must be submitted in **jpeg or vector files**. All materials submitted become the property of **CSSE** and **cannot be returned**.

See below for deadlines and publication dates.



CSSE reserves the right to refuse the publication of any submission. Advertisers will be notified of the reasons for refusal.



ADVERTISING DEADLINES

ISSUE DELIVERY	ADVERTISING DEADLINE
Winter 2019 - January 2019	December 5, 2018
Spring 2019 - April 2019	March 5, 2019
Summer 2019 - July 2019	June 5, 2019
Fall 2019 - October 2019	September 5, 2019

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We present a variety of training courses to companies across Canada and around the world. We also proudly offer our CRSP and CRST Examination Preparation Workshops. Study material for self-study is also available for purchase if you can't attend a Workshop!

For more information on what we can do for you, please visit our site at www.safetyresults.ca

CRSP Examination Preparation Workshops

Sherwood Park	July 19 - 21, 2019
Sherwood Park	September 20 - 22, 2019

CRST Examination Preparation Workshop

Sherwood Park	May 1 - 3, 2019
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