

C Contact



Canada's Safety, Health and Environmental Practitioners since 1949

WINTER ISSUE | 2019

VOLUME 39 | ISSUE 1 | SSN 07123-3421

Congratulations to our 2018 Award Winners!



...and the Chapter of the Year Award Goes to

the Hamilton Chapter...

...continued on pages 4 & 5

What's Inside...

Message from the Past President	3
Congratulations to our Award Winners	4
Leaders are Great Networkers	6
What a Welcome in Niagara Falls!	8
Education Director Update	10
Shades of Grey of The Safety Professional	12
Hear it From the Course Attendees: Applied Risk Communications	14
Better Serving Our Members	15
Leadership Profile: Tanya Steele	16
CSSE Launches a NEW Partnership Category for Organizations!	17
Simple Acts of Recognition Can Fuel Healthy Cultures	18
New Website for CHSC Maintenance Program	20
Legal and Regulatory Updates from Thomson Reuters	21

COMMUNICATIONS COMMITTEE:

CHAIR:

Dan Trottier, CHSC, CRSP

BOARD LIAISON:

Barry Fitzgerald, CRSP

COMMITTEE MEMBERS:

Aimee Arsenault

Alex Ethier, CSO

Ashley McKie, CRSP

Cathy Dénomé

David Howe, CHSC

David Hunt

David Lindeman, CHSC, CRSP

Deirdre O'Reilly, CHSC

Drew Douglas

Elaine Wolfson, CRSP

Gene Shematek

Karon Cross, CHSC, CRSP

Manobhram Nellutla

Nayab Sultan

Pravin K. Bhatnagar,
Ph.D., CHSC, CRSP

Sandra Wilson, CHSC, CRSP

Simon Miles

Tracey Harvie

EDITOR:

Andrea Szametz

CSSE STAFF:

Renzo Pella

PUBLISHED BY:

Canadian Society of Safety Engineering, Inc.
a federally chartered not-for-profit corporation.

csse.org

468 Queen Street East, LL-02 Toronto, ON M5A 1T7
Tel: 416 646-1600 • Fax: 416 646-9460 • contactnewsletter@csse.org

Message From CSSE Past President

Kathy Tull



Time has flown by so quickly and it's hard to believe that now I'm your Past President. I want to thank you for allowing me to serve you during my term. It has been an honour to lead a truly national association where important knowledge filters back to our communities, and where countless working relationships and long-standing friendships begin.

I am now following in the footsteps of inspiring and passionate Past Presidents who were and are leaders in the Canadian occupational health and safety world. Since our inception, CSSE has benefited from the dedication and motivation of members who work tirelessly to pursue the important goal of ensuring Canadians go home from work safe every day - free from workplace injury or illness.

As Trevor Johnson begins his term as President, the Board is ready to support him in this role. Together we will move CSSE forward, and will continue to enhance member benefits and educational opportunities from coast to coast. As always, we welcome your participation and active involvement, whether at the Chapter level or nationally. A significant benefit of membership in CSSE is the wealth of knowledge that can be gained and combined with wide-ranging networking and professional development opportunities.

During my time as Vice President and as President, CSSE advanced in many positive directions, largely due to the strong level of member commitment. **I would like to highlight a few of our notable achievements and actions:**

- **A milestone was reached** with the Quebec Chapter's inaugural meeting on April 27, 2018 - CSSE is truly Canadian!
- **The Professional Development Conference** in Niagara Falls attracted 237 "first timers" and almost 750 delegates who were provided with tools, resources and information to support their day-to-day responsibilities.
- **CSSE's signing of the Singapore Accord** at the XXI World Congress on Safety and Health at Work welcomed the CSSE onto the stage with our international peers, working together to support and to promote the relevance of the INSHPO Capability Framework for safety practitioners and professionals around the world.
- **Collaborative meetings continue** with the Board of Canadian Registered Safety Professionals (BCRSP) to discuss areas of mutual interest.
- **Launching this spring....** a web-based mentorship and networking program to help connect and support members at every stage of their professional life.
- **Coming soon:** "Women in Safety", a successful forum for idea-sharing and support in areas such as education, networking, collaboration, research and innovation. This program will be similar in nature to the ASSE's WISE (Women in Safety Excellence).

I have seen first-hand how much hard work is done by our members behind the scenes - from innovative programming and community initiatives to shared partnership products and new opportunities. While the operational and administrative matters are handled by Perry Ruehlen, our Executive Director, and her team, our many dedicated volunteers continue to embrace the myriad of opportunities across CSSE, and there is engagement at many levels. What has been most rewarding for me is to see that our focus is now centred on inclusiveness, partnerships, and sharing.

We know that the landscape of safety is fluid and continually changing. There's much good work that we've now done on which we will build an even stronger CSSE. We welcome your support with several exciting initiatives such as the development of new Chapter leadership resources, our mentorship program, Women in Safety groups, and the International Network of Safety and Health Practitioner Organizations (INSHPO) framework and related self-assessment and human resources tools.

Also, I encourage you to reach out to other safety and health professionals who would benefit from being a CSSE member, and invite them to take advantage of the opportunities that membership provides. It is important that CSSE continues to attract members, both new to the profession, and those who bring their wealth of knowledge and expertise. Let's spread this important message from coast to coast.

As Past President, I can assure you that I will continue to do my part to support you. We will stay focused on ensuring that membership in CSSE is truly beneficial. I will champion opportunities to effectively engage our key stakeholders and do my part in moving us forward in this ever-growing world of safety. So please stay tuned!

“ Coming together is a beginning, staying together is progress, and working together is success. ”

Henry Ford,
founder of the Ford Motor Company (1863-1947)



Congratulations To Our 2018 Award Winners

Safety Professional of the Year

Sponsored by Cintas



Ryan Jacobson, South Saskatchewan Chapter

Outstanding Service to the Profession

Regional Winners

Hillarie Klass, Toronto Chapter, ON/QC Region
Darrell Nickerson, New Brunswick Chapter, Atlantic Region
Denise Howitt, Calgary Chapter, AB/NWT/NU Region

Chapter Winners

Doug Matthew, Hamilton Chapter
Christian Fournier, New Brunswick Chapter
Glyn Jones, Calgary Chapter

Volunteer of the Year

Bruce Jackson, BC Lower Mainland Chapter

Outstanding Service to the CSSE

Regional Winners

Stacey Maguire - Western Nova Scotia Chapter,
Atlantic Canada Region
BC NAOSH Committee - BC/YK Region
Tom Abercrombie - Eastern Ontario Chapter,
ON/QC Region

Chapter Winners

Warren Schick - Calgary Chapter
Darrel Nickerson - New Brunswick Chapter
Michael Rau - Hamilton Chapter
Bob Nielsen - BC Lower Mainland Chapter
Alan McCormick - PEI Chapter
Dana Johnson - Manitoba Chapter
Aimee Arsenault - Edmonton Chapter
Daune Goretzky - Northwestern Alberta Chapter

Outstanding Achievement

National Winner - Diana Anderson - Northern Light Chapter

Special Project

National Winner

Sun Safety at Work
Project Lead: Thomas Tenkate - Toronto Chapter

Chapter Winner

OC Transpo Training Simulator - Eastern Ontario Chapter

New to the Safety Profession

Karla Griffin - Northern Light Chapter

Chapter of the Year

Hamilton Chapter

NAOSH Awards

Most Innovative

Fraser Surrey Docks

Best Representation of Theme

University of Alberta

Best New Entry

Graham Construction

Best Overall

McMaster University



Attendees at the October 18, 2018 CSSE Hamilton Chapter Meeting

Under the leadership of Michael Rau, Chapter Chair, the Hamilton Chapter received the 2018 Chapter of the Year Award at the Professional Development Conference in Niagara Falls. It was an especially important award for the Chapter after its emergence from a period of declining engagement.

“We were a strong chapter before losing our meeting venue,” recalls Michael. “In 2016, we had no meetings. In early 2017, we started discussing ideas about re-building the Chapter and later that year we got a new home.”

Michael’s personal commitment as Chapter Chair was to bring the Chapter back to what it had been. Once in their new space, the Chapter elected a new Executive and reached out to the members, who were overwhelmingly responsive and “very supportive” of the new direction as “things have certainly taken off.”

One challenge for the Chapter is its reach over a large geographical area. The good news is that the Chapter has now tripled its attendance to 60+ members.

Michael notes that there is “strong renewed interest” in the area. At some events, there is an equal split of members and guests thereby enabling the guests to see first-hand the value of membership and the related local opportunities.



Michael Rau, Hamilton Chapter Chair, and Doug Matthew, Vice-Chair, accept the Chapter of the Year Award from Sue McLaren, Regional Vice-President Ontario/Quebec

Over the past year, the Chapter has had successes with numerous events. **Examples include:**

- **“Bring Your Boss”:** This event showcases the value of membership in CSSE. When a member brings their boss, the boss gets in free. The last time it was offered, it was “well-attended” and the crowd enjoyed a presentation by Peter Sturm. The considerable positive feedback now has the Chapter thinking about doing something similar in 2019.
- **Some meetings have attracted** visitors from across Canada and who want to see how a meeting is run. The Chapter encourages visitors (once a member brought six) and “the word gets out”, helping to further support the Chapter’s mandate. “The more involvement we have, the better.”
- **Steps for Life:** The Chapter was pleased to organize a team to participate in and make a donation to this year’s walk.
- **Charitable Donations:** The Chapter organized a team and donated 20 backpacks to the “I Gave Backpack” campaign in the Niagara Region.

Michael notes that future plans include approaching local colleges to provide – at no cost – health and safety presentations to “introduce students to our profession.”

The Chapter is also planning to stagger meeting times to attract more attendees at events such as some meetings running from 8:30 – 10:30 a.m. and, once a quarter, in the evening.

“Being a Chapter Chair involves collaboration and hard work,” concedes Michael. “It is rewarding and encouraging when you receive positive feedback about the value of membership in CSSE and what the members get from the local meetings and events.”



Leaders Are Great Networkers

By: Glyn Jones

You're attending a CSSE conference or one of your local provincial conferences. It's Day 1 of the event and you're standing next to the registration desk. Given there will likely be 500+ people attending, how many people would you know or would know you? If the answer is not 100+, you have got some work to do on your network!

In today's organizations, networking is essential to effective leadership. Leaders who are skilled networkers have access to people, information, and resources needed to answer questions and solve problems. Neglecting networking or network development has the potential to sideswipe your leadership development journey.

I can't recall how many times I have had colleagues ask me if I have heard of any jobs for them right after they get laid off. I always say, "Just tap into your network and you'll find good leads for a job in a few days or so." The response I often get is, "Yes, that is a good idea, if only I had a network." It is not until you need a network that you realize how important it is to have a well-developed one!

I would say we all "know" networking is beneficial and most of us believe we should do more. We need to grow our professional network. Networking expands our base of friends and acquaintances. It is needed to be known and to get to know people. It takes time and to say it is an investment that takes years is not an exaggeration. Busy schedules get in the way and so we procrastinate. Networking takes energy and it takes time so it requires a conscious effort to work on it little by little every day.

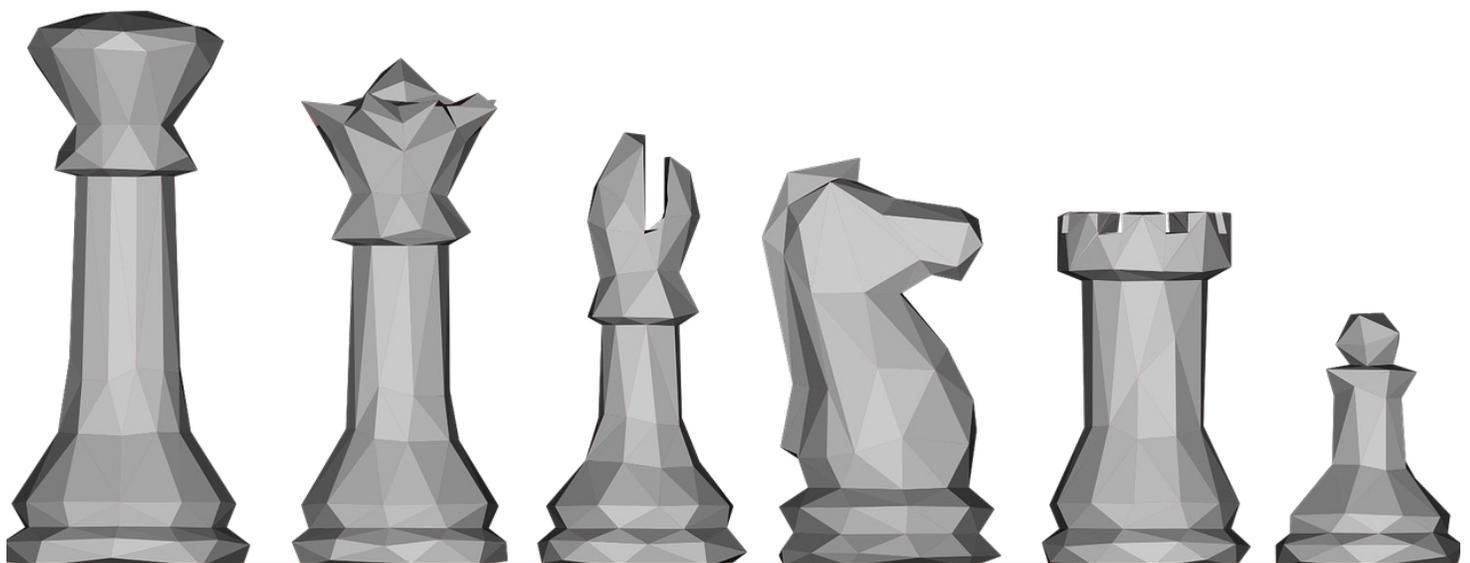
However you want to measure it, the evidence is overwhelming that great networkers accomplish more and reach higher levels of achievement. This includes being more likely to develop into opportunities for leadership roles in businesses and other types of organizations. Here are a few reasons why this is true:

Networking creates opportunity - Activity is rewarded. If someone asks if you want to get involved in a committee, go to a meeting of safety professionals, get involved in a task force, or some other activity, the answer should always be yes. Any such activity will be rewarded, and although likely disconnected in time and space, it WILL BE rewarded.

Why is this you ask? The most obvious and traditionally viewed benefit of networking is that you are more likely to come across an opportunity that may be of interest. It is a statistics thing! The safety professional with 100 contacts is more likely to be introduced to a new and better opportunity than someone who has a limited social life or who works in a job that keeps them isolated.

The focus of good networking is on "giving" to the relationship, with the understanding that the return on investment will come much later and be much larger. You must believe! Your focus needs to be on "good" networking and this is a skill that can be developed.

...continued on page 7



Want to strengthen your network? Now is the time to start!

You need to be available - Every successful person has at some point in their life been given a first big break or great opportunity. It is easy to focus on their success but what we forget is that likely they tried 100 times before getting the big break. Legend has it that *Gone with the Wind* was rejected by 38 publishers; Walt Disney was turned down 302 times before finally getting financing for his dream of creating Walt Disney World; and KFC founder Colonel Sanders was rejected 1,009 times before finding a taker for his chicken recipe. You have to get out there. Luck is the most logical of things - the more people you are exposed to, the more chance there is to get lucky. Leaders network more so they are in more situations where opportunity can “see” them.

Your reputation is connected to your network - Choose your network carefully. Meet with thousands but connect with just hundreds. Assess whether each potential networker offers value. Connect with those with whom you want to be associated. By managing the quality of your network, it is likely that referrals from within will be to similar types of people.



Leaders give to receive - You have heard the expression “give if you wish to receive”. Giving is a key to leadership success. Success is the accidental result of giving. By providing something that others need, you will be rewarded many times over. The greatest leaders in any profession are those who serve. A bigger network allows us to serve more people. This greater service pays bigger dividends. The greatest leaders invest their time to build focused networks so they can get to know more about others and serve them in some way.

Conclusion - Networking is the purest form of giving where you try to help others so they will, at some point later, be willing to help you. Networking with intent to give or serve others forges relationships that will stand the test of time and be an asset in your life and on your leadership development journey.

Want to strengthen your network?
Now is the time to start!

Glyn Jones is a partner at EHS Partnerships Ltd. in Calgary and he is a consulting occupational health and safety professional with 30 years of experience. He also provides program design and instructional support to the University of New Brunswick's OHS certificate and diploma programs. He can be reached at gjones@ehsp.ca





□ What A Welcome in Niagara Falls!

CSSE Professional Development Conference: September 16 – 19, 2018

Against the backdrop of the majestic and world-famous waterfalls in Niagara Falls, CSSE's 69th Annual Professional Development Conference (PDC) welcomed enthusiastic attendees, including 237 "first-timers", close to 750 attendees, and 80+ exhibitors.

From President Kathy Tull's welcome during the opening ceremonies through three days of an impressive array of OHS-related workshops and plenary sessions, it was a full and ambitious agenda. There was time to engage with exhibitors and later in the day to enjoy the company of fellow attendees at social events. Other highlights included the well-attended Awards Ceremony, which featured guest speaker, Sarah McVanel, and the Annual General Meeting, which highlighted CSSE's key organizational activities and accomplishments over the past year.

Highlights

Sustainability Session Highlights Collaboration and Sharing of Best Practices

Peter Sturm led the CSSE workshop on Leading and Benchmarking Industry – SHARE Network Attaining the Highest H&S Industry Standards.

"This session was about the chemistry industry globally leading health and safety through co-operation, collaboration and sharing of best practices. With 120+ workshop participants, the focus was on sharing and learning from others, and taking this successful model to their respective industries, associations, or regions.

Ed Henry (Quinn/Graham Contracting) provided an active third-party provider perspective. He works with client firms on building the best facilities and sharing in the health and safety success of construction projects. This example showed how contractors play a vital role in the success of a construction project and – more importantly – work in partnership to achieve health and safety excellence.

Darcy Carriveau and Christopher Johnston (Methanex) provided "real world" examples, tips, and "lessons learned" on leading health and safety in their company and among chemistry industry members. They discussed health and safety leadership, and the principles and objectives of Responsible Care, a Canadian-created initiative following the 1984 Bhopal disaster. The success of Responsible Care in Canada today is that it is practised in 67 countries and by 96 of the 100 largest chemical producers in the world.

Canadian chemistry companies share their safety performance among their members, as well as best practices, safety successes, and challenges in working towards being the best. The feedback and sharing discussions were amazing, and the takeaway for participants was that Responsible Care is a collaborative initiative by chemistry companies to "do the right thing and be seen to doing the right thing.

On a broader note, the PDC was a resounding success for attendees who took advantage of a myriad of learning opportunities. The feedback was positive, with plenty of networking opportunities. It was also important to see how the CSSE Leadership Meeting brought together Chapter Chairs and their board members to connect and share ideas among our 37 chapters across Canada. We can learn from each other about achieving success, and being the best we can be in the world of workplace safety."

OHS Due Diligence for Supervisors and Managers: Managing Risks Through Best Practices:

This well-attended session focused on trends in current enforcement such as documentation requirements and increasing fine amounts. Good questions were generated from the audience and the key takeaway was "be creative!"

...continued on page 9



...continued from page 8

Fake News and False Systems Kill People and You May Have Them in Your Company

With standing room only, the dynamic session explored the uptick in serious injuries over the past few years (US data) and the importance of safety as a core organizational value. In fact, there are "things that you don't know you don't know".

Keynote Presentation: A Personal Journey

Founder of Great Big Sea and a former musician in the band, Sean McCann entertained a spellbound audience with his previous struggles with addiction and the monumental hurdles he faced in changing his life. His music played a large role in helping him come out of the darkness.

Legalized Marijuana: How to Manage it in the Workplace

As we have moved to the legalization of marijuana in Canada, the CSSE Professional Development Conference was a forum to share information as the landscape evolves. In Niagara Falls, the interest in the topic engaged a full room of interested conference attendees.

The session was led by Dan Demers of CannAmm Occupational Testing Services. He covered a number of important areas, including the types of risks that marijuana poses, comparisons to the dependency on alcohol, and risk considerations for employers and workplaces. Several thought-provoking questions were also noted:

- How does marijuana affect us? Is there a lingering effect?
- Colleagues will not see a person who is unfit to work (if they have smoked marijuana). Can you detect it? How do you navigate this?
- What is acceptable and/or /unacceptable to your employer?
- How will workplaces deal with marijuana-related issues?

The notion of marijuana and impairment is complex, and while the dependencies are "very real", managing this is very different from alcohol. It will be important for workplaces to implement an atmosphere of acceptability, along with consistent application, adequate prevention measures, and complicit practices.

Monday Night Social

A wonderful evening of Niagara hospitality and camaraderie...



Closing Ceremony



If you were in the meeting room at the closing ceremony, you were in for a real treat. When the keynote speaker, Paul Huschilt, took control of the microphone for his presentation entitled "The Ultimate Ending", the room was energised as he entertained the audience with a humorous recapping of the PDC.

The closing portion of the PDC was delivered by St. Catharines guitarist, Phil Davis. He provided an engaging presentation on his commitment to honouring and passing on the heritage of a new generation of First Nations people and sang traditional music that encouraged active participation in a huge circle of appreciative delegates.

A fitting end to CSSE's 2018 PDC in Niagara Falls!

Mark your calendar:

**2019 CSSE Professional Development Conference,
September 22 - 25, Winnipeg, Manitoba**



By: Robert Montgomery,
CHSC, CRSP, National Education Director

CSSE National Education Steering Committee Members, Sub-Committee Members and Support

It's well over a year since I accepted the role as your Education Director and what an education I've received. This "year of transition" has included a review of CSSE education and many opportunities – more on that later.

Thanks to Roberta Sheng-Taylor and Dylan Short (former Education Directors), I had a reasonable idea of the job I was starting. Fortunately, I've had the opportunity to work with some highly motivated and professional colleagues. It's important that you know about the commitment and effort they give to your Society. I have included their names and highly suggest you reach out and thank them yourself. Much of the progress we have made on many fronts has been due to these individuals:

Instructor Liaison: Stewart Franck (Chair): Heather Moon, Kim Keating, Paul Westcott

Instructor Search: Caroline Graham (Chair): Mike Cyr, Mike Windsor, Ashleigh Whitton, Jeff Thorne

Course Management and Development: Linden Gossen (Chair): Tim Collins, Linda Corkum, Tony Allenbrand, Ian Reece, Jeff Thorne, Cynthia Duncan

Public Relations: Trish Kriz (Chair): Drew Douglas, Scott Cameron, Lyna Huynh

CHSC Qualifications and Audit: Paul Westcott (Chair)

Standards: Alex Chan (Chair): Anna Fliegl

Behind the scenes, members of our administration have provided tireless support and value to this team. Led by Erin Crisfield, our Lifelong Learning Consultant, Sheri Laudy and Tammy White have consistently supported our group throughout the year. I might add that the "shoes" left when Bill Stedwill retired were large and Erin has stepped "into them" very well, providing invaluable assistance to the Education Steering Committee, the Sub-committees, and to me. Thank you, Erin!

CSSE Education In Quebec – La Belle Province!

It's been quite a year for Quebec and CSSE Education... Former President Kathy Tull attended the inaugural meeting in Montreal – our first in Quebec and the culmination of many hours and much effort by many. Credit goes to a wide array of folks who set aside individual agendas to ensure it became a reality. This includes the valuable assistance of the AQHSST. Merci!

In my view, the key to the success of our Society has always been our members. From the beginning, dedicated members determined needs, became involved, and got the needed work done. This dedication, focus, and attitude are what will sustain our viability as a Society into the future. Thank you once again to all those who have "stepped up" over the years.

In September, Applied Risk Communication was presented in Montreal in French for the first time – a monumental achievement made possible by health and safety practitioners and CSSE members who are dedicated to the same principles our founders employed – namely, a commitment to "get it done". The early feedback is highly positive with participants asking "What's next?"

The process began last February when your National Education Steering Committee requested an Instructor Search Sub-committee be formed and tasked with finding, interviewing and onboarding a bilingual instructor for Applied Risk Communication.

Special thanks to Caroline Graham, Mike Windsor, Ashleigh Whitton, Mike Cyr, and Jeff Thorne.

On behalf of the group, I am pleased to welcome Michelle Ruest to our Instructor Group and want to thank her for "hanging in there" through the translation and highly expedited onboarding process. With the assistance of our steadfast ARC Instructors–Fred Leafloor and Erica Casperson–Michelle completed a condensed onboarding process, attended the PDC in Niagara Falls, and facilitated the class in Montreal on September 26/27. What a whirlwind... great job, Michelle!

"Secret Sauce...?"

For some of you, it will come as no surprise that hosting a Chapter-led course is really not a secret at all – in fact, it's easy to do. I know some of you are already thinking 'It's too much work' and you couldn't possibly do it, while others wonder about the risks involved and "what if nobody attended".

These were the same thoughts members of the Avalon Chapter had as they weighed this option a number of years ago. They were tired of not having access to courses or having them cancelled. They chose to give it a shot and host a Chapter-led event and they're glad they did! Currently, the Chapter hosts a very successful course at least once a year. The members band together, lighten the load for all, and receive a share of the revenue for the Chapter.

That's how it is done and... they aren't alone!

...continued on page 11

...continued from page 10

The Winnipeg Chapter continues to partner with like-minded organizations and support our CHSC designation. Classes are hosted regularly and enable great participation. See: it can and is being done, so why not your Chapter...?

CSSE has a simple “how to” flowchart that outlines the components needed to host a Chapter-led event. Contact Sheri Laudy at the office for more details.

Chapter Executives:

I encourage you to canvass your members for classes they want and take the plunge in booking them with the CSSE office; ask Sheri Laudy to send you the one pager that shows how easy it is. In my view, many of your Chapter members already have the “secret sauce” (a desire to “grow” as health and safety professionals and provide greater value to their employer or clients).

Learning Management System And Online CSSE Presence

To ensure CSSE Education remains relevant and valuable, we need to invest and this means CHANGE for CSSE Education.

Providing educational products that younger HSE professionals are demanding means partnering with an LMS provider to offer a product that will allow student engagement 24/7. After Board approval of an appropriate LMA partner, we will be able to take our course offerings online as well as in-class.

Who the eventual LMS Provider will be is still to be determined but when negotiations are complete and the deal is done, it will provide the online presence that we need. We will host an updated synchronous Obligations and Liabilities course shortly thereafter and it will be instructor-led, interactive and an improvement over our previous offering. Stay tuned for an announcement as to who our on-line partner will be...

More News From CSSE Education

Have a look at the condensed course schedule and the possibilities for Chapter-led courses in your area. These could provide a great opportunity for Chapters to bolster their treasury.

Also watch for a profile of our current courses in *Contact*, highlighting the benefits this material can provide to the HSE practitioner. If you haven't had an opportunity to attend a CSSE program for your professional development, take a closer look...

I promised to report on our “second survey” results. The response was overwhelmingly in favour of electronic delivery of course material and that is exactly what we are focusing on.. By the end of next year, we hope to have transitioned virtually all course material to electronic delivery. Delivery is through “Shared Book” and will allow faster updates for course material and an opportunity for students to “read ahead” and be better prepared for class.

Our commitment to “holding the line” on course fee increases continues. We have no planned fee increases for the coming year (you may be aware that our American colleagues have increased their course fees).

Finally, on your behalf I have been working to strengthen relationships with post-secondary HSE educational providers. We signed a Memorandum of Understanding with Concordia University in Edmonton to partner with CSSE to enhance educational offerings for HSE students and CSSE student members. Details are still being determined but it will see both organizations co-operate to provide easier access to CSSE courses, additional opportunities for students provided by Concordia, and potential for CSSE instructor professional development. This arrangement intends to offer HSE students special rates for membership, the Professional Development Conference, and have them look to CSSE for their professional development as their career progresses. We hope this to be a model for agreements with other post-secondary institutions and discussions continue with others.

*Thanks for your continued support,
Bob*





▣ Shades Of Grey Of The Safety Professional

By: Christian Fournier

Why “shades of grey”? No, it has nothing to do with 50 shades of grey even though a part of me wishes it would. It’s more than that. Being a safety professional, it is not black and white as you would have learned in university, college or from what a Provincial Safety Enforcement Officer would tell you. It is, in fact, different shades of grey and this you will learn as you grow as a safety professional.

Part of this article is based on my experiences and some is from other safety professionals who I have had the privilege to both meet and work with. At my first full-time position as a safety professional, I didn’t fully understand the concept of shades of grey, as I saw the legislation as black and white and the “law is the law”. No compromise even though the Human Resources Director was trying to explain it to me and it’s only throughout the years that I finally understood what he was talking about.

Before we really get started, I’m curious to know the main reason why you want to be a safety professional. I strongly recommend that you remember the main reason why you want to be a safety professional because it will make it easier when you go through challenging times throughout your career. For me, the main reason why I fell in love with this profession is that I can make a difference in people’s lives and increase their safety consciousness.

The goal of this article is to help the people who are new to the safety field or have a couple of years under their belt. I wish that I would have had this information when I first started in this amazing field and I’m confident that you will discover it for yourself.

A challenge that you will face at the start and throughout your career is changing the general view of people that you are the “safety police”. You will discover that some people will see you as strictly enforcement instead of what it really is and, even today, I sometimes have difficulty explaining to the general public what I do as a safety professional and they might simply see your role as making sure employees wear their hard hats. I also believe that the role of a safety professional involves being a guide and a coach for employees, supervisors, and management by providing them with the skills and training to enable them to perform their jobs safely. The way I explained this to people is that, as a safety professional, I am the one holding a flashlight in a dark room showing the way to get to the door safely. It is up to the employees to follow the path that I have showed them.

So, what information has made my life easier as a safety professional? Actually, there are several elements I believe safety professionals should be aware of in order to be successful in their career.

They are the following:

- Demonstrating initiative
- Keeping a notebook (logbook)
- Remaining current with education and continuing education
- Adhering to the Code of Ethics
- Engaging people and being a mentor
- Supporting networking
- Building interpersonal skills (soft skills)

To be successful as a safety professional, you must have a certain amount of initiative. It is preferable that you not necessarily wait for someone to tell you what to do next unless you are specifically directed by your supervisor/manager. When you are first hired, ask your supervisor/manager what they are expecting from you in this position and they will tell you how far you can go with your initiative and your range of responsibility. This will alleviate a lot of headaches for you.

I strongly suggest that you get a notebook (logbook). The purpose of having notebooks (logbooks) is to protect yourself in case something happens where the company, management, or employees are trying to direct blame for an incident or saying that you didn’t tell them that something was unsafe or that you are required to testify in court. Write down anything that you find odd, including discussions or arguments that you have with employees, supervisors, or management regarding situations where recommendations were not accepted or when you know decisions made were against OHS legislation or the Code of Ethics. It is important that your notes are accurate, readable, and factual. You do not want to write assumptions but can include exact quotes. The sooner you can write the event in your notebook (logbook) the better, as the longer you wait your chance of forgetting important facts/parts of the conversation increases.

...continued on page 13



The safety field is constantly changing and staying ahead is important in keeping up with education. It can be by taking courses through universities, colleges, safety associations or attending health and safety conferences. Keep in mind that the courses you are taking should be benefiting you at your place of employment or the industry in which you would like to work. It is also a great opportunity to meet fellow safety professionals and create valuable resources.

If you intend to obtain a safety designation, you will be required to have a certain amount of education and to maintain that designation. There are several safety designations in Canada you can obtain, including CRSP (Canadian Registered Safety Professional), CHSC (Certified Health & Safety Consultant), NCSO (National Construction Safety Officer), CCPE (Canadian Certified Professional Ergonomist), ROH (Registered Occupational Hygienist), and CSO (Construction Safety Officer), to name a few.

The Code of Ethics is probably the most complex element. You will go through certain situations in your career where you will have to make choices. In some cases, it may not be worth fighting for something, even though you may be in the right, because you might lose your job. I remember an occasion where I was giving a confined space training session. I mentioned that the pipes going into a tank must have a flange in order to prevent any chemicals or liquid getting into the tank. To my surprise, the employees asked me if I liked my job and if I was sure I wanted to proceed with this. Later, one of the senior managers told me that I had opened a can of worms. So yes, the legislation is clear on what is expected from an employer but sometimes you have to look at the bigger picture. Most enforcement officers will be happy if you can demonstrate that the safety program and culture are improving at your place of employment.

Networking can definitely become an asset for you as a safety professional. The more people you meet, the more resources and professional relationships you will develop. You can network at health and safety conferences and at safety and non-safety courses, which are great places to meet people and create networks. Becoming a member of an association (safety and non-safety) can also help you to network. Don't forget your business cards when you attend these types of events.

I was very lucky when I first started my career in the safety field. I had a great team of safety professionals around me and a great manager who was my mentor. They took time and were patient with me while I was learning to be a safety professional. I strongly encourage you to find a mentor or

a group of safety professionals who can do the same for you. If there are none at your place of employment, become a member of a safety association like the Canadian Society of Safety Engineering (CSSE). CSSE's professional members will be more than happy to help out with any questions or challenges you may face at your place of employment. I still reach out to my fellow members on a regular basis to obtain feedback or recommendations and I am quite sure if you ask one of them to be your mentor, they will be more than happy to help you.

Interpersonal skills (soft skills) are crucial if you want to become a great safety professional. I would easily say that the work of a safety professional is 80% soft skills and 20% knowledge. If you are rowing a canoe one way and everybody else is rowing the opposite way, you will not get far in improving the safety program/culture at your place of employment. Your goal is to make everyone row the same way you are. Also, it is likely that you will be dealing with difficult individuals or groups that don't share the same goals as you, and you will need to learn how to win over all kinds of different personalities. You should take advantage of any training that you can acquire on interpersonal skills (for example, how to deal with difficult people). It also helps when you can find some common ground with the person in question. At the end of the day, you can be right all you want but if you can't get people to follow your lead, you will not be successful.

As you can see, this amazing career isn't as easy or clear as you might think. Anything in life that is worth doing always comes with its share of challenges. You will have some good days and some rough days. For me, it is rewarding when the people I work with go home the same way they came in and when employees come to me and explain their efforts in going the extra mile so that their fellow employees remain safe from safety hazards/injuries. I love this profession and I hope that the information that I have shared with you will be useful as you start your journey as a safety professional.

Christian Fournier, CHSC is the Safety and Training Coordinator for Fornebu Lumber in New Brunswick. A Medical First Responder Instructor Trainer for Saint John Ambulance and an Instructor with Safety Services New Brunswick, he also serves on the New Brunswick Chapter Board of Directors and recently received its 2018 Outstanding Service to the Safety Profession Award.



Hear It From The Course Attendees: Applied Risk Communications

It's not every day that you find a professional development course that has such wide-ranging application to your work and life. Applied Risk Communications (ARC) is a unique course that changes perceptions and impacts directly on how OHS professionals approach their role and tasks. The concepts and tools taught in this engaging and interactive course can be taken directly out of the classroom to your workplace and even into your volunteer and personal interactions. Don't take our word for it - *here is what two of your CSSE colleagues have to say about ARC!*

“ My favourite of the four courses I've taken thus far. The hazard-outrage concept blew me away. In discussing this idea with other participants, we didn't understand why this wasn't already part of our HS education and vernacular. In other words, this concept is vital to the work we do as safety professionals and this course is necessary if you want to excel in health and safety. ”

Drew Douglas,
CHSC In-Progress

“ I hung a copy of the quadrant model on my cork board as a reminder that when issues are brought forward to me, I need to give serious thought to what is really driving people's concerns. I 100% suggest this course as a definite tool for HS Professionals. An effective HS leader needs to be able to understand what drives people's opinions. ”

Ken Stubbings,
CHSC





CSSE is changing how it schedules courses to better serve our members.

We know that cancelled courses are frustrating for members trying to complete their CHSC.

We know that you value your studies and want to be able to plan and complete your CHSC in good time.

Over the past few months, we have been looking closely at how our courses are performing. We've examined cancellation rates for Chapter in-house courses, PDC courses, and the courses scheduled by the National office. We've also reviewed cancellation rates for different locations across the country and each month of the year.

We identified trends that will help us plan courses to better meet your needs.

Beginning with the 2019 course schedule, we are making changes that will improve the success of the program and reduce cancellation rates.



More Chapter in-house courses:

- When we partner with Chapters to host courses, we are more successful. We have invited all Chapters to consider offering In-house courses this year. We have provided them with data on how many CHSCs In-Progress are in their Chapter and what courses they need.
- We encourage smaller Chapters to co-host in regions in order to increase participants in a course and reduce the chance of cancellation.

PDC courses:

- We will continue to offer all 9 courses around the PDC.
- Courses scheduled by the National office:
 - We will only schedule courses in areas that have no Chapter in-house courses planned for the year.
 - We will determine what courses to offer based on what is needed by current CHSCs In-Progress and will invite Chapters to poll their members for their preferred electives.
 - We will schedule fewer courses to improve enrolment.
 - We will target locations and dates based on our analysis of where and when courses are most likely to run.

Online courses:

- We are moving forward with our commitment to make our courses more accessible.
- We are selecting an LMS (Learning Management System) for the online versions of our CHSC courses.
- We are first re-developing the online version of Legal Obligations & Liabilities to take advantage of online learning methodologies while upholding the learning outcomes and quality of in-person courses.
- The online versions of our CHSC courses will be instructor-led, with opportunities for peer-to-peer and instructor-student interaction.



CSSE Leadership Profile

3 Goals for My Term

1) Build networking between chapters

3) Increase membership of new upcoming safety professionals

2) Pass on my passion, excitement and purpose of the CSSE in my region

Favorite Blogs

I follow and read their articles regularly:

1. City Dream Center
2. Tony Robbins
3. Jenna Liesch's blog

Media

Music: Country
TV: Comedies

What are my hobbies?

In the summer, I love playing golf with friends, and sitting in the backyard with my mom and laughing. In the winter, I love movies and trying new foods at different restaurants.

Best Advice I Ever Got?

Always stay in awe.
Every morning say 3 things, out loud, that you are grateful for.

What would I be doing if not in my volunteering capacity?

I volunteer at the Dream Center in Metro Vancouver [and] would be splitting up my time differently if I wasn't in the RVP role. Either way, I would be finding a way to mentor the next generation

Tanya Steele

Regional Vice-President,
BC/YUKON



CSSE Launches a **NEW** Partnership Category for Organizations! □



CSSE Corporate Partner Program *Partnering with CSSE has its benefits.*

Partnering with CSSE has its benefits.

CSSE's Corporate Partner Program increases corporate visibility and provides networking opportunities for companies that support the safety industry.

Through the program, companies are given exclusive benefits and recognition that are commensurate with their annual level of participation. The Corporate Partner levels are Bronze, Silver, Gold, and Platinum and can be tailored to fit budgets and specific marketing activities.

Partnership Levels:

There are four partnership levels to choose from:

- Platinum Corporate Partner @ **\$15,000**
- Gold Corporate Partner @ **\$10,000**
- Silver Corporate Partner @ **\$5,000**
- Bronze Corporate Partner @ **\$2,500**

Contributions from Corporate Partners are used to enhance existing programs and projects that benefits thousands of occupational health, safety, and environmental practitioners.

Visit the Corporate Partner page of the CSSE web-site to view the benefits for each level and decide which is the best fit for your company.

Who's Eligible?

✓ Companies that support the safety industry such as PPE, Safety-MS, Technology, Insurance, etc. who do not meet the criteria of an individual, regular membership.

The CSSE Corporate Partner Program is a powerful complement to your company's marketing strategy as it increases your visibility to safety professionals and practitioners. Becoming a partner provides companies with a cost-effective way to gain maximum exposure within the safety profession.

If you are interested in becoming a CSSE Corporate Partner, or require additional information, please contact us at info@csse.org or call **416-646-1600** today.





What is a busy safety professional to do when they give, give, give and yet it still feels there is too much to do? Who do you turn to when burnout lurks on the horizon, but you're expected to be the one with all the solutions to workplace stress? How do you stay in love when your profession or even your safety agenda isn't getting the support, funding and attention it deserves?

When the author presented on this topic at the Canadian Society of Safety Engineering (CSSE) Professional Development Conference in September 2018, a deep dive into recognition revealed that simple acts of acknowledgement cannot only reduce burnout among safety professionals, it can help to insulate against the stress, and change fatigue and unhealthy workplace behaviours that can roadblock even the strongest safety program.

Recognition is a big part of the solution in fast-paced, technology-enabled, metrics-driven workplaces of today where only 30% of the workforce is engaged and satisfied¹. When we take the time to practise the three most common ways people wish to be recognized—verbal thank-you, personal specific words of acknowledgement, or written thank yous²—people are more likely to share their best ideas and engage in solution-finding to safety problems and other workplace challenges. Sadly, however, such simple acts are often undervalued, underutilized, and minimized.

According to research from the Conference Board of Canada³, Canadian organizations are spending time and money on recognition, on average over \$100 per employee (it varies depending on the industry, of course) – however, sadly not in the forms people most value. Years of service and significant milestones, such as retirements, come out on top with over half of our investment. If a team is struggling right now or someone is standing out in their stance on safety, these grand forms of recognition will not reinforce the safety agenda. Nor does it engage the employee who is relatively new; is it comforting to know there will be a nice dinner, a watch, or pin 20 years from now?

Although the answer isn't necessarily doing away with long service acknowledgements and milestone celebrations entirely (after all, the employee who's been waiting 24 years for this recognition would not be thrilled if that acknowledgement was suddenly eliminated!), the solution can be a "both/and". Adding in acknowledgement of safety milestones, innovative ideas and safe behaviour, caught on the fly, in a way that is consistent, timely and specific, by all members of the team, in sincere ways to reinforce safety behaviours, can even help ward off burnout.

The Data Has It

Let's also consider the bigger picture. The author worked with a Canadian survey company, Metrics@Work, to analyze their database of almost a quarter of a million staff engagement surveys from hundreds of companies. The goal was to substantiate what they were seeing over the years of working with over 100 "dysfunctional" to high-performing teams. The data gave a clear picture: teams that had high satisfaction with recognition were dramatically different and better places to work than those with low recognition ratings.³

What the data showed was there was a statistically significant difference in a whole host of areas resulting from varying recognition rates. They included levels of engagement in work, satisfaction with leadership, trust in the organization, striving for continuous improvement, and intention to stay.² In other words, recognition is good for teams, leaders and patients in a myriad of ways. Something as simple as regular and sincere acknowledgments can make a team more satisfying and safer.

There is another very important reason to not ignore the power of recognition. According to Deloitte's Human Capital Research⁴, we're in a talent shortage that shows no signs of easing until 2030. This so-called war for talent is alive and well despite the fact data shows it is going ignored and attended to in many organizations⁵. But you, as safety professionals, see the negative impact on safe work and adoption of a safety culture when there is a shortage of engaged, experienced employees.

Recognition can help to retain talented, experienced and engaged staff⁵ and yet it's not rocket science how to do this consistently, affordably and effectively. The bottom line: safe organizations that are healthy great places to work can attract top talent away from organizations where individuals do not feel valued, safe or supported. Recognition is not "fluffy stuff". It makes good business sense.

One can't help but wonder why recognition is not part of the broader people agenda given its employees and leaders who make or break the best safety program. The time to act is now. Recognition needs to be part of any total rewards strategy and people plan. It can become the way to differentiate an employer of choice while others struggle with a revolving door of talent.

...continued on page 19

Workplaces Staying at the Top of their Game

What can be done to leverage the exponential power of recognition and retain amazing talent? What can anyone do today from any position regardless of time and budget? Here are a few recommendations:

Just Start

What can be done by those who work at an organization that is not considered a “great place to work”? There are limitations on what individuals can do, particularly in global, multi-location and complex work environments. So here’s a first step: begin to recognize those around you using any accessible method available to you – social media, a note, an email, a LinkedIn testimonial, a positive word shared with the boss, a gift (or dinner...you pick the budget), a thumbs-up or even a smile (remember, a sincere smile is seen in the eyes as well). When it’s unexpected or a surprise (but not an embarrassing one), even better!

Ask

Ask people how they want to be recognized. The author has developed a tool as one method to ask people for this feedback (it is available as a free download at greatnessmagnified.com/cool-stuff/). Use the feedback collected in the Recognition & Motivation Assessment Tool to personalize your “thanks” in the way she/he most values – the platinum rule of recognition is to consider what the recipient wants. To that end, employees must tell others how they like to have their value recognized. And if you’re responsible for corporate recognition of safety (and let’s hope that’s not just been delegated to you...that those expecting you to fulfil this task recognize that they still need to do the recognizing even if you oversee the strategy), then evaluate if recognition is getting you the retention, continuous improvement, trust, satisfaction and of course safer workplace you’d expect to see. If it’s not, then it is time to revisit your strategy.

Focus on What’s Working

If nothing else gets done, at least make the choice to focus on this: do more of what is already working. Where is recognition happening already? Where is recognition part of daily discourse? Where is it possible to experiment with different recognition strategies and settings? Even if there is no money, virtually no time, and no formal program, there are ways to start a conversation or have a meeting to acknowledge what’s working and to learn what others’ opinions are on this topic. It is not enough to have a corporate-focused pep talk about the organization – this must also recognize individual contributions to success. In fact, why not start your team meetings or morning meetings with the question “What worked yesterday?” or “Who are you glad is on your team today and why?”

Be in Community

Share what everyone is doing and what approaches are being trialled internally and externally to keep your organization on top of leading practices. This sharing benefits everyone and can stimulate new ideas in other organizations. The author encourages readers to tweet to the hashtag #FROG and #recognition so everyone can share and learn from each other! All the effort you put into meaningful recognition will come back to you in a magnitude of ways – ask any of my clients. How can you possibly regret doing the right thing backed by solid business evidence?

The suggestions provided here are not rocket science. The miracles the safety team manages to create are both awe-inspiring and yet sadly invisible; your magic is when there is no safety issue to deal with. And there’s the catch-22: you do your job so well no one notices. But that doesn’t mean you don’t deserve to be recognized, and that it can’t just start with you recognizing yourself and your efforts. Many people often fail to practise the very simple acts that we most want ourselves.

References

- 1 www.huffingtonpost.ca/2016/05/03/canada-job-happiness_n_9833376.html. Accessed November 5, 2017.
- 2 McVanel, S and Zalter-Minden, B. (2015). *Forever Recognize Others’ Greatness: Solution-Focused Strategies for Satisfied Staff, High Performing Teams and Healthy. Bottom Lines*. Toronto, ON: BPS Publishing.
- 3 [www.conferenceboard.ca/\(X\(1\)S\(ng52oimqxiske5gc1bqro1t\)\)/press/newsrelease/11-04-20/make_rewards_and_recognition_programs_meaningful_in_order_to_motivate_employees.aspx?AspxAutoDetectCookieSupport=1](http://www.conferenceboard.ca/(X(1)S(ng52oimqxiske5gc1bqro1t))/press/newsrelease/11-04-20/make_rewards_and_recognition_programs_meaningful_in_order_to_motivate_employees.aspx?AspxAutoDetectCookieSupport=1). Accessed November 5, 2017.
- 4 www2.deloitte.com/global/en/pages/human-capital/articles/introduction-human-capital-trends.html. Accessed November 5, 2017.
- 5 www.hrreporter.com/recruitment-and-retention/37862-talent-shortage-threatens-growth/ Accessed October 11, 2018.

About the Author

Sarah McVanel speaks nationally, leads workshops, coaches leaders, and conducts organizational recognition program reviews.

www.greatnessmagnified.com

289-929-2625



□ New Website For CHSC Maintenance Program

CHSC Maintenance Portal

By now most CHSCs have logged into the new **CSSE website** and checked out the CHSC Maintenance Portal. It's been redesigned to make it user-friendly and easy to enter your maintenance activities!

Not sure where to find the new maintenance portal? It's easy to find!

- 1 Log into your CSSE profile¹.
- 2 On the left-hand side, you will see "My Profile" which provides information about your membership and a quick overview of your CHSC information.
- 3 Scroll down the page to "My Menu" to find the CHSC Maintenance Portal link. Accessing that link will provide details on your CHSC, such as your CHSC number, granted date, proof of insurance due date and current maintenance period as well as links for entering and editing activities.
- 4 A quick tutorial on accessing the maintenance portal is available for [download](#).

CHSC Maintenance Program Overview

CHSCs are required to maintain their CHSC designation by participating in CSSE's CHSC Maintenance Program, a five-year cycle, and report their ongoing activities in three areas: Continuing Education, Professional Practice, and Leadership & Volunteer Activities. The Maintenance period is assigned based on the year the designation was granted.

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

There are no maximums. You may enter more than the required 100 points, but CHSC Maintenance Points claimed in excess of 100 will not be carried over to the next maintenance program cycle.

The **Auditee Toolkit** is a useful resource to provide more detail and help with identifying the right type of documentation and level of detail required for your supporting documentation.

Need assistance?

Contact chsc@csse.org or 416-646-1600 ext. 45.

Is your proof of insurance due date empty?

Please submit your updated proof of insurance.

Not sure what you need?

Visit the [CHSC Annual Liability Insurance Submissions page](#) for helpful hints and templates.

Is your maintenance area missing information?

As with most data transitions, there are occasions when an activity may not have transferred correctly. If you have missing activities, please contact chsc@csse.org so that we can ensure all your current activities are properly transferred.

We're happy to help!



¹ Having difficulty logging in?

Contact webmaster@csse.org for assistance.

Note: CHSCs are invoiced a \$50 Maintenance Administration Fee, payable with maintenance submission, every five years on the anniversary of obtaining the CHSC.



Alberta Occupational Health and Safety Code to Apply to Farms and Ranches as of December 1.

Alberta's Occupational Health and Safety Code (Farm and Ranch) Amendment Regulation under the Occupational Health and Safety Act came into force on December 1, 2018. The Regulation extends the application the Occupational Health and Safety Code to farming and ranching operations that produce crops, raise animals or birds or keep bees, with specific exceptions. **Exceptions include, for example:**

- allowing employers in farming and ranch operations to conduct hazard assessments under the provisions of the Code instead of complying with requirements relating to walkways, runways and ramps, stairways and stairway handrails;
- exempting operators of powered mobile equipment from the requirement to wear seatbelts or use other safety equipment if it is not reasonably practicable to do so;
- allowing employers to perform hazard assessments regarding the potential for specified equipment to roll over, rather than complying with the rollover protective structures requirements in the Code;
- allowing workers to be transported on mobile equipment under certain conditions; and
- exempting employers from the requirement to provide toilet facilities in the numbers required by the Code.

For more information, please visit: www.qp.alberta.ca/documents/gazette/2018/pdf/15_Aug15_Part2.pdf

Manitoba's Advisory Council on Workplace Safety and Health has Released its Report to Government

Manitoba's Report of the Advisory Council on Workplace Safety and Health was released on September 14, 2018. The Council's mandate was to complete the five-year mandatory review of The Workplace Safety and Health Act and its administration and to provide recommendations for reform to the government. The Committee, which included a Labour Caucus, Employer Caucus and Technical Caucus, also considered and provided feedback on specific administrative issues. Consensus was reached on a variety of recommendations, including the need to:

- clarify training and educational leaves;
- align the definition of "designated materials" with federal hazardous products legislation;
- clarify the definition of "confined space"; and
- adopt rope access provisions similar to those used in Alberta and Saskatchewan.

Consensus was not reached on several other recommendations, including, for example:

- requiring health and safety programs for workplaces with fewer than 20 employees;
- tying administrative penalties to an employer's payroll;
- increasing maximum fines under the Act; and
- requiring employers to have programs and tools in place to consider psychological health hazards in the workplace.

Administrative issues on which consensus was reached include, for example:

- replacing "discriminatory action" with "work reprisal";
- imposing a maximum time limit for making a discriminatory action claim; and
- modifying the requirements regarding fixed ladders.

For more information please visit: <https://www.gov.mb.ca/labour/safety/pdf/ac-report-recommendations.pdf>

...continued on page 22

West Fraser Mills Ltd. v. British Columbia (Workers' Compensation Appeal Tribunal), 2018 SCC 22 (S.C.C.)

Mr. E was killed by a falling tree while working for a contractor in the area of a forest licence held by West Fraser Mills Ltd. As the licence holder to the land, West Fraser was the “owner” of the workplace under the B.C. Workers Compensation Act. When the Workers' Compensation Board investigated the incident, it concluded that “West Fraser Mills had failed to ensure that all activities of the forestry operation were planned and conducted in a manner consistent with s. 26.2(1) of the Occupational Health and Safety Regulation.” The Board imposed an administrative penalty of \$75,000 on West Fraser, pursuant to s. 196(1) of the Act, which allowed them to penalize an “employer.”

West Fraser appealed the decision, arguing the Board could only impose an administrative penalty under s. 196(1) of the Act on an employer and not an owner. West Fraser employed a supervisor on the site and so was both an employer and owner at the worksite but was not Mr. E's employer. West Fraser also argued that because the incident led to its breach of the Act as an owner, it could not also be penalized separately as an employer. The Workers' Compensation Appeal Tribunal disagreed, interpreting s. 196(1) to allow it to issue an administrative penalty against a company that is an

employer under the Act even if the breach could also have consequences for that company as the owner of the worksite. Regarding West Fraser's argument that it was not Mr. E's employer, the Tribunal determined that, as owner, West Fraser's duty to ensure the health and safety of workers extended beyond employees to include all workers on the site. West Fraser appealed unsuccessfully to the B.C. Supreme Court and the B.C. Court of Appeal. It then appealed to the Supreme Court of Canada.

The majority of the Supreme Court of Canada dismissed the appeal, finding that s. 196(1) demonstrates that it is not the relationship between the employer and the victim that is the focus, but, rather, the relationship between the employer and the worksite that led to the incident. In addition, West Fraser was not only the owner, but was also an employer at the worksite. An owner of a worksite may therefore be subject to a penalty as an employer under the legislation, and presumably under equivalent provisions in other jurisdictions, even if a person injured or killed as a result of the breach isn't an employee.

Thomson Reuters: The Trusted Resource Canadian OH&S Practitioners Turn to for Authoritative Compliance Information

As “**The Answer Company**” and publisher of leading OH&S compliance publications, including the **Pocket Ontario OH&S Act and Regulations**, the **Handi-Guide** series of legislative guides and the **OH&S Triform Evidence Notebooks**, Thomson Reuters provides Canadian OH&S professionals with comprehensive and practical guidance to promote understanding and compliance with federal and provincial health and safety laws and standards.

With access to more than 100 print resources, staying current with the latest developments and best practices in workplace health and safety is convenient and straightforward.

Canadian Labour Reporter Special Report: Occupational Health and Safety Across Canada, 2nd Edition, By Dilys Robertson

This book, written in an informative yet highly readable style, is designed to provide the reader with an overview of occupational health and safety (OH&S) law and practice across Canada. It combines a discussion of broad general principles with information pertaining to jurisdiction-specific legislative provisions in each Canadian jurisdiction. For this reason, it would be particularly suitable for occupational health and safety specialists, human resources practitioners and labour relations professionals in organizations that operate across multiple jurisdictions. **Order your copy today!**

To order: call 1-800-387-5164 (toll-free in Canada and the USA) or (416) 609-3800 (in Toronto and overseas), or order online at <https://store.thomsonreuters.ca>.

The Answer Company: Providing professionals the intelligence, technology and human expertise they need to find trusted answers

Safety Education doesn't have to be dry and boring!

From courses to workshops to speaking engagements, we can add some excitement and entertaining to your learning and events.

Alan Quilley CRSP speaks on a number of topics, including: *Making Safety Personal – Get Inspired, Creating & Maintaining a Practical Based Safety Culture, How to Hold GREAT Safety Meetings – These meetings don't suck anymore!* For more details click [here](#).



We present a variety of training courses to companies across Canada. We also proudly offer our CRSP Examination Preparation Workshops. If you cannot take part in one of our Workshops, you can also purchase the same Manual, Workbook and Flash Cards that our participants receive in our 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	March 27 - 29, 2019
Sherwood Park	July 19 - 21, 2019
Sherwood Park	September 20 - 22, 2019

Calgary, AB Workshops will be announced soon!

CSSE Member Special!

10% Off

We are pleased to offer a special fee reduction for our CRSP Examination Preparation Workshops and material for current good-standing members of CSSE! (Members must provide proof of current membership to qualify for the discount). For more information, please contact Marie. More information on our renowned Workshops, can be found on our [Workshops](#) page!



csse.org

CSSE Contact is published three times a year by the Canadian Society of Safety Engineering, Inc. Contents of Contact are protected by copyright, except for (i) advertising or other copyrighted materials belonging to other persons or organizations and included herein by permission, and (ii) forms contained within this publication. Permission is granted for CSSE members-in-good standing to reproduce contents which are copyrighted by CSSE, subject to the condition that such material is to be used on a not-for-profit basis only, and that acknowledgement is granted to CSSE. Information contained in this publication has been compiled from sources believed to be reliable. No warranty, guarantee nor representation is made by CSSE as to the absolute correctness or sufficiency of any representation contained in this publication. Opinions expressed are those of the authors and should not be taken to constitute any official or unofficial policy of the CSSE or any government body.