

NetworkNews is going electronic

Pretty soon *NetworkNews* will be an electronic publication that you'll see in your email inbox at the beginning of each month. It will continue to provide you with the valuable information on construction health and safety in Ontario that you have come to expect, but it will be emailed rather than printed and mailed.



Delivering *NetworkNews* electronically, which will save the cost of printing and mailing, is one of the steps IHSA is taking to redirect resources from administration to the front line. Investing in front-line services is one of the reasons for

the recent realignment that merged the Construction Safety Association of Ontario, the Electrical and Utilities Safety Association of Ontario, and the Transportation Health and Safety Association of Ontario.

In addition to cost-efficiency, other advantages of an electronic format include more timely news and direct links to further information on a topic.

To ensure that the transition to an e-newsletter goes smoothly, we'd like to update our database with your current email addresses. Please take a moment now to send us

- your name
- your company/organization name
- the address of your company/organization (with postal code)
- your email address

Please send this information to Jo Steketee at josteketee@ihsa.ca. Doing so will make sure that you'll receive your monthly copy of *NetworkNews* via email in the coming months. We'll keep you posted on the status of this transition.

New workplace violence legislation

Ontario's new workplace violence legislation was passed early in December 2009 and will take effect on June 15, 2010.

Before these amendments were introduced into the *Occupational Health and Safety Act*, the MOL addressed workplace violence under the employer's general duties, such

as the duty to take every precaution reasonable in the circumstances for the protection of a worker. The new legislation will help to protect workers by outlining specific requirements on the part of all Ontario employers—including construction employers.

Continued on page 3

INSIDE

**Policies &
Programs**
Violence
**Materials
Handling**

Policies and programs – make them count

When you put something in writing—whether it's a job offer or your payroll picks—it becomes official. Your health and safety practices are no exception. Write them down to make them really count.

Through informal orientations and safety talks, you and your workers have probably discussed jobsite hazards and safe work practices. Now, all you need to do is formalize that knowledge in a health and safety policy and program.

As an employer, you are responsible for protecting your workers from injury and illness. A written policy and program describes the systems, processes, and procedures you've established to protect them. It should address topics such as

- hazard assessments
- jobsite inspections
- training
- personal protective equipment
- safe job practices
- accident investigation
- emergency preparedness
- first aid.

A health and safety policy and program also provides site-specific information. For example, the Construction Regulation outlines fall protection requirements, but your

policy and program should explain which methods of fall protection are being used in different areas of your jobsite. As site conditions change, your policy and program should change to address new hazards.

The type of work you are doing should be considered as well. An excavation company and a roofing company use very different tools and equipment, so their policies and programs will address very different issues. Your company needs to have a health and safety policy and program that relates to the specific type of work your workers do. If the way they do their work changes, your policy and program also may need to change.

IHSA has templates and other resources to help you get started on your firm's health and safety policy and program. If you already have a policy and program, use these resources to do a formal review. Identify if there are gaps and make sure all the information is up-to-date. For resources and templates, visit www.ihsa.ca. From the Construction section, click on Health and Safety Policy and Program.

Partners in Prevention Conference – May 4 and 5



Ontario's prevention system partners have joined forces to present Partners in Prevention 2010—a new health and safety conference and trade show for the province.

By attending the conference, you will access the collective expertise of Ontario's prevention system through more than 60 interactive sessions, workshops, professional development courses, and keynote speakers. The trade show will feature more than 400 exhibitors.

For more information and to register, visit www.partnersinpreventionontario.com.



Volume 15 Number 3

The Infrastructure Health and Safety Association publishes *NetworkNews* every month to deliver news and information to labour and management decision-makers in the province.

You can reproduce the contents freely for wider distribution, but please credit *NetworkNews*.

IHSA welcomes feedback.

Editor: Jennifer Coccimiglio
jcoccimiglio@ihsa.ca

Infrastructure Health and Safety Association
21 Voyager Court South
Etobicoke, Ontario M9W 5M7
1-800-781-2726
Fax: (416) 674-8866
www.ihsa.ca

New workplace violence legislation

Continued from the front page

The amendments include a new definition of workplace violence broad enough to capture violence or harassment directed towards a worker from any person, including clients, co-workers, friends, current or former family members, and strangers. They also extend workers' right to refuse work if they believe that they are at risk of physical injury due to possible workplace violence.

In addition, all employers will have to

- prepare policies on workplace violence and harassment and develop and maintain programs to implement them
- assess the risks of workplace violence based on the nature of the workplace and type of work, and develop measures and procedures to control them
- if aware of potential for domestic violence, take reasonable precautions to protect workers who are at risk of physical injury
- alert certain workers of the risk of workplace violence from persons with a history of violent behaviour.

The changes also involve joint health and safety committees (JHSCs). Once the new legislation takes effect, the JHSC or health and safety representative on a jobsite will be notified if a worker is disabled or needs medical attention due to workplace violence.

The MOL and the Occupational Health and Safety Council of Ontario are developing resources for workers and employers to help everyone get ready for the June 15 implementation date. We'll give you more information about these resources as it becomes available.

Manual material handling



Most of us have lifted a box, passed a tool to a co-worker, or carried something heavy from one side of the jobsite to the other without giving it much thought. Repeated over the course of a career in construction, these are the seemingly

harmless manoeuvres that can cause significant musculoskeletal disorders (MSDs).

The main manual material handling hazards that can lead to an MSD are

- high force—this includes heavy lifting, lowering, pushing, pulling, and carrying activities
- high repetition—a task may not necessarily be heavy, but if it's repetitive it can lead to fatigue and injury to the musculoskeletal system

Continued on the next page

Manual material handling

Continued from the previous page

- awkward posture—this includes bending the trunk forwards or backwards, twisting the body sideways, leaning to the side or lifting/pushing/pulling with hands above the shoulder or below the trunk.

While much of our work relies on these types of movements, MSDs are not inevitable on the job. Once a hazard has been identified, you can put controls in place to reduce or eliminate the risk. For a breakdown of common hazards associated with manual material handling along with their controls, download the Infrastructure Health and Safety Association's article, *Moving Material Manually*. You can download it by going to the Construction section of www.ihsa.ca, clicking on Magazines, and then going to the archives. Look for the autumn 2009 edition of *Construction Safety* magazine.

Once you have read the article, review your activities in relation to it and consider

- the processes, materials, and equipment used
- the environment in which work is conducted
- the human factors such as training, communication, and method of reporting MSD hazards and controls.

The Infrastructure Health and Safety Association also has other products and services—such as trade-specific ergonomic profiles—to assist you in identifying, assessing, and controlling MSD risks. Visit www.ihsa.ca, click on Construction, and then click on Musculoskeletal Disorders under the Key Topics menu.

To read the *Musculoskeletal Disorder Prevention Guideline* for Ontario, visit www.wsib.on.ca.

Auto-Nailer Safety

Download the brochure and distribute it to your workers

The Carpenters committee worked with IHSA to develop a brochure highlighting auto-nailer hazards and controls. Download it for free from www.ihsa.ca. In the Construction section, click on Latest News. You'll find it under Alerts/Guidelines.

April 28 DAY OF MOURNING

On April 28th, please join the Workplace Safety & Insurance Board in honouring the millions of Ontarians impacted by a workplace fatality, injury or illness.

Light a flame at the Living Tribute at 200 Front St. W in Toronto or go to prevent-it.ca to light a virtual candle. You can also visit the Day of Mourning page on Facebook to show your support. Together we can keep their memories burning bright and illuminate the critical need for workplace safety.

WSIB ONTARIO CSPAT **ROAD TO ZERO**

2084C (April 2009) © 2009 WSIB. Printed in Canada. To order copies, please call 1-866-SAFEJOB and request form number 2084C (April 2009).