



# Achieving Excellence

## Workplace Audits



By William Gow

A few weeks ago I was walking through a manufacturing plant, with the Plant Manager and the Vice President, discussing the need to upgrade the plant safety standards.

Among other items, I noticed that two of six fire extinguishers were missing. Another had "Low Pressure" and one was "Defective". Needless to say this prompted a discussion of the purpose and requirements of this very valuable tool.

Our discussion centred on the purpose of the fire extinguishers. Fire prevention?? Not really!

A fire extinguisher is not a fire prevention tool. It is a device to either quench a fire if it is detected early enough, or to help control the spread of fire until the fire fighting team arrives.

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## NEWS RELEASE:

### Protect Young Workers With "WorkSmartOntario" Website

As thousands of students prepare for summer jobs, a unique new website will provide them with critical information to protect their workplace safety and employment rights, Labour Minister Brad Clark announced.

*WorkSmartOntario* (<http://www.WorkSmartOntario.gov.on.ca>) is the first government website in Canada to offer young people comprehensive information on both workplace health and safety and employment standards such as hours of work, overtime and holiday pay.

"There's no valid reason for any injury or death to occur in a workplace," said Clark, speaking to about 1,000 students at the Industrial Accident Prevention Associations annual conference and trade show.

"This website helps young people to become aware of the health and safety dangers they may face on the job by providing them with information about their rights and responsibilities in the workplace. It also tells them how to protect their employment rights."

The launch of the website is the latest in a campaign by Clark to reduce the number of young people injured and killed on

the job. Last year, eight young people died while at work, most during the summer months.

Clark thanked the young people who provided suggestions about the site as well as the many organizations representing employers, organized labour and workplace health and safety advocates also involved.

**Last night I played a blank CD at full blast. The mime next door went nuts!**

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# Ministry of Labour News

## **Contractor Jailed 90 Days**

**Toronto Roofing Contractor fined \$10,000 and jailed** for two violations of the Occupational Health and Safety Act that resulted in the death of a worker.

On May 5, 2000, a worker was shingling the front portion of a roof on a single family home, when the worker fell 6.4 m (21 feet) onto a concrete walkway. The worker was pronounced dead at the scene. A Ministry of Labour investigation found the worker was not wearing a fall arrest system.

The roofing contractor was found guilty of:

1. Failing to ensure a worker wore a fall arrest system in a situation where the worker could fall a distance of more than 3 m (9.8 feet), as required by Section 25(1) (c) of the Act.
2. Failing to ensure a worker was protected from falling from a roof, contrary to Section 25(2)(h) of the Act.

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**56347 Ontario Limited fined \$100,000** for a violation of the Occupational Health and Safety Act that resulted in serious injuries to a worker.

On Sept. 8, 2000, a crane operator was moving formwork into place along a retaining wall when the crane's boom collapsed and the hook block, weighing 272 kg (600 lbs) fell onto the carpenter's head. The worker suffered serious head and other injuries. A Ministry of Labour investigation found 556347 Ontario Limited had not ensured that, before operation, the crane was in safe operating condition.

The crane's boom angle indicator was not functioning properly and a wrong load-rating plate was affixed inside the crane. The crane operator knew about these deficiencies and at the time of the incident, the crane's load was 70% over capacity.

556347 Ontario Limited pleaded guilty to failing, as an employer, to take the reasonable precaution of ensuring that, before operation, the crane was in safe operating condition, contrary to Section 25(2)(h) of the Act.

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**WABCO Standard Trane Co. fined \$75,000** for a violation of the Occupational Health and Safety Act that resulted in serious injuries to a worker.

On March 1, 2001, a press operator reached into a press to remove a gusset (metal bracket) when the press cycled without use of the controls. The worker lost several fingers as a result. A Ministry of Labour investigation determined the press had deficiencies that could have been prevented if the press had been properly maintained. WABCO Standard Trane Co. pleaded guilty to failing, as an employer, to ensure the press was maintained in good condition, contrary to Section 25(1) (b) of the Act.

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**Gateway Intermodal Freightlines Incorporated fined \$300,000** for two violations of the Occupational Health and Safety Act that resulted in the death of a worker.

On Jan. 19, 2001, a forklift operator was unloading lumber bundles from a boxcar when a steel band holding

together 3 of the bundles was cut. The worker was found dead under 2 bundles, each weighed 408 kg (900 lbs).

Following a trial, Gateway Intermodal Freightlines Incorporated was found guilty of:

1. Failing, as an employer, to ensure the measures and procedures prescribed by Section 45(a) of the Industrial Regulations were carried out, contrary to Section 25 (1)(c) of the Act;
2. Failing, as an employer, to provide information, instruction and supervision to the worker, contrary to Section 25(2)(a) of the Act.

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**Amcan Consolidated Technologies Corp. fined \$95,000** for a violation of the Occupational Health and Safety Act that resulted in serious injuries to a worker.

On Oct. 18, 2001, a worker was removing aluminum debris from a die-casting machine when one of the machine's pointed sensor probes speared the worker's hand. The worker's injuries included a puncture wound through the right hand, burns, nerve damage and permanent scarring to both hands.

A Ministry of Labour investigation revealed the company had ordered additional guarding devices for the machine following a similar accident on Oct. 10, 2001 but the devices had not yet been received by the Oct. 18, 2001 incident.

Amcan Consolidated Technologies Corp. pleaded guilty as an employer, to failing to ensure the machine was equipped with guarding devices contrary to Section 24 of Industrial Regulations and contrary to Section 25(1)(a) of the Act.

## Ask The Expert...

**Q.** What is “Competency-Based” Training?

**A.** A few days ago I was setting up a training program for a client. This supervisor is a very conscientious man who is truly concerned with the health and safety of his workers. During our discussion it became clear that some operators were using a lifting device without proof of competency. The management assumed that having been long term employees with a lot of experience on the machine they were qualified to use it. The question to ask however would be; in case of an accident how do you prove the person was competent? True they have a lot of experience, but were they ever trained in the correct way to operate the machine?

*All competency based training must have four parts:*

**Classroom Theory:** Includes issues relating to the design and safe operation of the equipment and also the Occupational Health and Safety Act and all Regulations pertaining to that part of the Act.

**Theory Testing:** A written exam on the classroom theory with definite pass fail levels established.

**Practical “hands on” Training in the operation of the machine:**

A systematic progression of skill and operational challenges designed to prepare the participant for the successful completion of a practical test.

**Operational Testing:** Administrating a comprehensive practical test on the equipment with pass and fail levels established.

Experience alone is no guarantee of competency. The only way to meet the standard is through training and these are the 4 things the M.O.L. looks for in any competency based training program. Employers are also required to keep a record of training. This is extremely important because it’s not enough to know the operators are trained but how do we prove it. At Training Services we help with this requirement by keeping a record of training for our clients and can supply them with an Executive Summary Report annually.🔗



**Frank Keegan  
Associate**

After running his own business for more than 15 years, Frank joined Training Services this past winter. Frank is an instructor for essential programs such as “Lift Truck Operator Training”, “Crane Operator Training”, “Pedestrian Safety” and “Safety Health & The Law”, just to name a few.

For more information please contact Frank directly by phone: (416) 898-6472  
Email: keeganfrank@hotmail.com

## ...Workplace Audits

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During workplace audits what standards should be applied to fire extinguishers?

- Legal requirements: Federal, Provincial, Municipal and Business.
- The correct type and size of extinguisher.
- The correct location of the extinguisher, so that you can get to it quickly.
- The monthly inspection to determine if it is functional.
- Have employees been trained on how to use the



extinguisher? “Direct the stream or powder to the base of the fire.”

- Have a procedure for calling the fire department.
- Notify people to vacate the area and to convene in a “safe” location for ensuring that all persons are accounted for.

A good workplace audit would verify that workers know the procedures, assuming these are in place.

Workplace Inspections and Plant Audits frequently detect items and conditions that require attention. Training Services Associates are strong believers that people trained in doing inspections contribute to improved Workplace Safety Standards.

For more information, contact Bill Gow phone: (416) 621-6508 or email: bbg@stn.net🔗

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## Perspective: Don't Let This Happen To You

**Colin Kerr lost his right hand as a result of a 1992 construction-site incident. He tells his story here, hoping it will encourage young workers to take safety on the job seriously and prevent others from suffering.**

The action I took on a Sunday morning in the summer of 1992 changed my life and the lives of my fellow workers forever. I'm sure that day is still fresh in the minds of the foreman, who is also my friend, and the worker who had a front row seat as the events unfolded. I hope my lesson prevents them from joining me as a statistic and encourages them to testify to others about the importance of safety.

I hold no hard feelings toward anyone. It was my responsibility to keep out of the danger zone on the construction site I was working on. That day, the moment I moved from my position of safety, I put myself in the path of a concrete manhole barrel. Then it fell.

Although the date of the incident is recorded as August 30, 1992, in my mind the events leading up to that day began on April 18, 1988. I was 20 years old, and just hired as a truck-checker by a general contractor who worked on earth-removal jobs. As

I drove to my first day of work, I didn't know what I had been hired to do or where I would be working. I was given 30 minutes of instruction and my supervisor left with, *"I hope you packed a big lunch, because we're working 14 hours a day, seven days a week."* At 8:30 p.m., the supervisor came and asked me how it was going. I replied, *"good."*

*"Tomorrow will be busier."* he said. I just assumed work was like this, so went along with anything I was asked to do.

The contractor liked my work ethic. Four months later, I was moved to an underground project where storm, sanitary and water lines were being installed. My first day on site, I was again learning as I went and had to cope with the frustrations of the foreman and pipelayer who were yelling all the time. Again, my work ethic helped me prevail. I worked hard and got results. I was responsible and had a good relationship with my fellow workers. But safety was a subject that wasn't stressed and it was something I didn't think about.

I left the contractor in the fall of 1990 but was rehired in the spring of 1992. At 25, I felt invincible. Safety meetings weren't regular, but I didn't think I needed them anyway. I'd had some close calls in my young career but never thought the "big one" would happen to me. As summer slid by, life at the site was unchanged; short cuts were taken and morale was average, but I felt I could roll with anything. I took a holiday; my life was sweet.

**At 25, I felt invincible. Safety meetings weren't regular, but I didn't think I needed them anyway.**

On the August Sunday of the incident, we were working on a road-building site. To raise the height of the existing manhole connecting the underground pipe to road level, a track-hoe was about to lift a second concrete manhole barrel. A second worker and I had the existing barrel ready and were standing well back from the action. I suddenly realized someone had to be inside the barrel to guide the new one into place. Without thinking, I went to climb inside the barrel. I heard a yell and felt a big weight crash into my right side.

When I came round, I was lying beside a retaining wall. My right side felt frozen. As I was loaded into the ambulance I thought I had a broken arm and would be back on the job in a few weeks. When I woke in the hospital the next morning with a heavily bandaged right arm, I discovered my right hand had been amputated at the wrist.

I made the decision then that I'd learn to deal with my disability, and I have. Although the construction company was very supportive afterwards, its employees suffered personally and the company suffered financially as a result of the incident. I know I would not want anyone to go through what I've been through, and I think I can say the company wouldn't want any other business to suffer the consequences it did.

I clearly understand now that safety is everyone's responsibility, that each of us is accountable for our actions. I lacked training and accepted orders without question, even when the work environment wasn't safe. My employer liked me for my strong work ethic but I never thought much about safety.

I'm telling my story so you won't get hurt. It doesn't matter how old you are or what position you hold, safety is up to you. If you protect yourself first, you will be able to help others stay safe as well.

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Author: Colin Kerr*

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## Put Your Best Foot Forward!

Consider taking advantage of new opportunities! Challenging yourself mentally, physically and spiritually will make life meaningful, interesting and enjoyable. Helping yourself to grow as an individual will enhance not only your career but the valuable time you spend with family and friends.

Incorporating your new challenges with fundraising events gives you an opportunity to be involved with your community, to meet new people and establish new friendships. There is also a deep sense of satisfaction knowing that you are contributing to the community and making it a better place to live.

Training Services is very proud of Bill Gow and Barbara Ford, who have chosen to take on different fundraising events that will challenge them, while benefiting the community by raising much needed money for Cancer research, education and support.

Training Services invites you to take time this summer to look for new ways to challenge yourself, create new goals and evolve into a newer, happier you. 



### “Relay For Life”

#### 12 Hour Walk/Run Marathon

May 30 - 31  
Benefiting: The Canadian  
Cancer Society

**William Gow** is an Associate of Training Services and [www.CyberTrain.on.ca](http://www.CyberTrain.on.ca) and provides training and consulting. Bill is also a four year survivor of Prostate Cancer.

Bill supports and works with *Man to Man*, a Prostate Cancer volunteer support group, to assist individuals and families in coping with this terrible disease. *Man to Man* is a non-profit organization, and strongly believes that the Canadian Cancer Society needs every dollar that is donated to Cancer Research.

Despite having a knee replacement only 2 years ago, Bill is participating in the “Relay for Life” walk/run marathon at the Birchmount Park Stadium in Scarborough on May 30th at 7pm to May 31 at 7am. Bill and his team of 5 groups are not setting any lap of mileage objective. If you would like more information in order to participate in this event or to sponsor Bill, please contact Bill directly by phone: (416) 621-6508 or by email: [bgbg@stn.net](mailto:bgbg@stn.net)



### “Weekend to End Breast Cancer”

#### 60 km in 2 days Walkathon





Sept. 20 -21  
Benefiting: The Princess  
Margaret Hospital

**Barbara Ford** is the Director of Marketing providing office administrative support for both [www.CyberTrain.on.ca](http://www.CyberTrain.on.ca) and Training Services.

After struggling with numerous health and weight problems for years, Barbara looks at this walkathon as an opportunity to improve her own health as well as provide much needed fundraising for Breast Cancer research, education and support at the Princess Margaret Hospital. Barbara started a vigorous training program back in March which includes walking 4-10 km a day 3-5 times a week, weight and cardio training 3 times a week and yoga once a week.

Breast Cancer affects 1 in 9 women, and 1 in 25 women will die from it. Barbara has set a personal goal to raise \$3000 by July. If you would like more information in order to participate or to sponsor Barbara, please contact directly by phone: (905) 873-3031 or by email: [bford@cybertrain.on.ca](mailto:bford@cybertrain.on.ca)

## 15 Signs You've Grown Up!

1. Your house plants are alive, and you can't smoke any of them. 
2. You keep more food than beer in the fridge.
3. 6 AM is when you get up, not when you go to bed.
4. You hear your favourite song on an elevator.
5.  You watch the weather channel.
6. You go from 130 days of vacation to 14.
7. Jeans and a sweater no longer qualify as "dressed up".
8. You don't know what time the Taco Bell closes anymore.
9. Your car insurance goes down and your payments go up. 
10. Sleeping on the couch makes your back hurt.
11. You no longer take naps from noon to 6 PM.
12. Dinner and a movie is the whole date instead of the beginning of one.
13. Eating a basket of chicken wings at 3 AM would severely upset, rather than settle your stomach.
14.  A \$4.00 bottle of wine is no longer "pretty good stuff".
15. 90% of the time you spend in front of a computer is for real work!



I went to a bookstore  
and asked  
the saleswoman,

"Where is the  
self-help section?"

She said if she told  
me it would defeat  
the purpose!



### I was just thinking...

"Should you trust a stockbroker who is married to a travel agent?"

"Since light travels faster than sound, isn't that why some people appear bright until you hear them speak?"

"If a tree falls in the forest, and no one is around to see it, do the other trees make fun of it?"

"Isn't Disney World a people trap operated by a mouse?"

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