



Health and Safety Bulletin

HealthAchieve 2008 Health and Safety Professionals

As always, HealthAchieve was a highly successful event, covering a wide array of topics and featuring a fascinating line-up of speakers. Mr. Rob Devitt, CEO of Toronto East General Hospital (TEGH) and Mr. Rocky Prosser, Manager, Security Services, TEGH provided an excellent and inspiring presentation on the workplace violence prevention strategies at TEGH. The general theme of the Health and Safety Professional session at HealthAchieve 2008 was "The Safety Professional." Health and safety in health care has always been a balance between the need to provide the best care for patients and, at the same time, ensuring health care providers remain safe and healthy. Commitment, competence and capacity are

strategic to creating a safety management system and growing a safety culture. Once a hospital is committed to health and safety, the Safety Professional can assist the hospital in achieving competence and capacity. Safety Group 2008 also achieved great success this year, which was noted at HealthAchieve. Education sessions covered a wide range of topics including the internal responsibility system, the precautionary principle, workplace violence prevention and the control of infection. In addition, Safety Group 2008 members successfully completed their program and have shared in a rebate of nearly three million dollars! Congratulations to our members.

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Eldeen Pozniak, Past President, CSSE	Monique Szabo, Manager, MHSO	Robert Morse, HSAC Region 5	Carmela Coffa, WSIB Safety Group Consultant



Carmela Coffa, Bob Morse, Jane Parr, HSAC Chair, Tim Savage, OHA, Terry Siriska, OHA

Provincial Health and Safety Advisory Committee - HSAC

The **Health and Safety Advisory Committee** is responsible for advising the OHA on advocacy, policy and legislative issues related to Occupational Health, Safety, Wellness and Workplace Safety and Insurance Board Issues. The committee assists the OHA in monitoring and addressing issues and recommendations for change regarding Occupational Health and Safety, promoting a safety culture within the hospital environment, and flowing information between the committee and OHA members. One member is appointed from each region of the province and terms are reviewed every three years.

Health and Safety

Chair: Jane Parr, Vice President, Human Resources Peterborough Regional Hospital	Vacant Position Region 4 Representative
Robert Morse, WSIB Claims Consultant St. Joseph's Health Care, London	Joy McGuire, Director, Occupational Health and Safety Hospital for Sick Children
Gilles Guillemette, Occupational Health and Safety Coordinator Timmins and District Hospital	Peter Clancy, Joint Director, Occupational Health, Safety and Wellness Lakeridge Health Corporation and Rouge Valley Health System
Janet DeActis, Director, Occupational Health and Safety Services Chatham-Kent Health Alliance and Bluewater Health	Marilyn Reddick, Vice President, Human Resources Sunnybrook Health Sciences Centre

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Workplace Violence Prevention Program

Thanks to excellent feedback from members of the Safety Group and the HSAC, the OHA was able to put forward a thoughtful and detailed response to the Ministry of Labour's consultation paper on workplace violence prevention.

The OHA and Ministry of Health and Long-Term Care are in the process of planning another series of conferences regarding the recommendations from the Dupont-Daniel Inquest and a further examination of workplace violence prevention.

For more information on the OHA workplace violence prevention conferences, please contact Tim Savage at 416-205-1395 or by e-mail to tsavage@oha.com.

NEW: OHA's Disability Management Certification Course

The Disability Management Certificate Course has been designed and developed in response to the growing challenges of providing efficient and appropriate disability management in a health care setting. The increasing prevalence of lifestyle-related and chronic diseases requires integrated programs to support a healthy work environment and strategies for re-entry into the workplace.

This course will provide you with a good understanding of the legislative requirements, fundamental principles and best practices for the practical application of a disability management program and its integration into the framework of Occupational Health, Human Resources and Organizational Development

Initiatives that support a healthy workplace. In this course you will hear from experts in the fields of health promotion, labour relations, adjudication, occupational health and safety and of course disability management.

The course includes an online distance learning portion as well as a three day in-class portion which takes place in Toronto at the OHA (200 Front Street West, Suite 2800)

Registration information and course dates will be released shortly. For further information on this course, contact Kimberly Burrows at 416-205-1387 or kburrows@oha.com.

Special Bulletin: Health and Safety Advisory Committee Meeting-Region 4

The OHA Health and Safety Advisory Committee (HSAC) is an integral part of the Ontario Hospital Association (OHA) health and safety program. HSAC assists the OHA in monitoring and assessing impending changes in the *Occupational Health and Safety Act* and its regulation as well as changes from the Workplace Safety and Insurance Board (WSIB) that could affect OHA members.

HSAC assists the OHA by establishing task forces and working groups to investigate and develop appropriate responses promptly and effectively; helps identify sources of expertise and information that assist the OHA in addressing safety issues on behalf of members and serves as a resource to liaison with external agencies such as the Ministry of Labour, the WSIB and the health and safety associations.

HSAC also helps develop communication plans and strategies to facilitate information flow between the OHA and its members.

Currently, an opportunity exists for a qualified member to join the Health and Safety Advisory Committee, representing OHA Region 4. If you are employed by an OHA member in Region 4, are a health and safety professional, a human resources professional or an infection control practitioner with occupational health and safety responsibilities and are interested in becoming a member of HSAC, please submit your resume to:

Terry Siriska, Director, Occupational Health Management Services

Ontario Hospital Association

200 Front Street, West, Suite 2800

Toronto, ON M5V 3L1 or e-mail to tsiriska@oha.com

For more information about HSAC or this opportunity, please contact Tim Savage at 416-205-1395 or by e-mail at tsavage@oha.com.

OHA Safety Group 2009

The OHA Safety Group, 2009 edition, will see several changes but will continue to build on its past successes.

Three Levels of Membership

In 2009, because of the maturity of Safety Groups program, the WSIB has introduced the +5 Program 2009 for Safety Group members who have completed five or more years in Safety Group. This is a new program and is very different from the 5+ Program 2008. For that reason and to avoid confusion, the OHA is calling the new 2009 program, "the Graduate Program."

A brief description of the three levels of membership available this year is listed below:

Regular Member

The regular membership is for members with less than five years in the Safety Group. Members follow the program as detailed in the Employers Guidelines, 3rd Edition, January 2008. [http://www.wsib.on.ca/wsib/wsibsite.nsf/LookupFiles/DownloadableFileEmployersGuidelinesSafetyGroups/\\$File/Esggrp.pdf](http://www.wsib.on.ca/wsib/wsibsite.nsf/LookupFiles/DownloadableFileEmployersGuidelinesSafetyGroups/$File/Esggrp.pdf)

Graduate Member

The Graduate Safety Group Program offers a transition from the development and maintenance of safety programs to the concepts of a safety management system. The Graduate Program is intended to assess a hospital's readiness to achieve WSIB Safety Accreditation.

A safety management system consists of three parts: safety programs, return to work programs and experience ratings. The metrics derived from safety programs and return to work programs are considered leading indicators. The metrics from experience ratings, such as lost time injury frequency, are considered trailing indicators. The process for establishing and monitoring these components is a safety management system.

As a Graduate member of safety group, members follow the +5-2009 program of elements which is designed as a process to assess your safety management system. Please note that in order to qualify for a rebate, hospital assessments do not have to be perfect. In fact, it is assumed that there will be gaps. For Graduate members of the Safety Group, it is the journey that is important not the destination. A critical component of the Graduate Program is the demonstration of an increased level of senior management commitment to safety.

Observer Member

In some cases, a hospital may feel they are not able to fully participate in the Safety Group as a formal member – either through Regular membership or a Graduate membership – yet would like to be able to participate in the educational information sessions. Therefore, in 2009, the OHA is pleased to introduce the Observer level of membership that allows hospitals to attend Safety Group meetings and receive information, although they will not be eligible for a WSIB rebate.

Charges for non-benefit plans members

From the start, Safety Group has been funded through the OHA Benefit Plans members' premiums. As mentioned above the Safety Group has matured and changed over time, and it is no longer equitable to expect plan members to continue subsidizing non-plan members. Therefore, starting in 2009, the OHA will be charging a fee to non-plan members at all three levels of membership in Safety Group.

For more information or to apply to the OHA Safety Group 2009, contact Tim Savage at 416-205-1395 or e-mail at tsavage@oha.com.

Health and Safety Association Restructuring

The WSIB is in the process of restructuring the Health and Safety Associations (HSA) of the province. The new structure will likely see 12 sector-specific HSAs folded into four broadly based prevention services groups. Office functions will be consolidated into a Strategic Support Services division. Health care will be part of the Government Directed Agencies Prevention Group. This will mean that the Ontario Safety Association for Community and Healthcare (OSACH) will be dissolved. However, current OSACH frontline consultants will continue to provide services to the health care sector and the menu of safety products produced by OSACH will continue to be available.

One of the features of the new structure will be a bundle of standard services at no charge. Another major advantage will be the trans-sector availability of sector specific safety products. For example, if a hospital needed a construction safety program or construction safety consultation, it would be readily available. At the same time, sector-specific programs and consultants will remain in place.

The WSIB is still working on many details for the new structure, which is expected to be operational early in 2009. The OHA will report back as the WSIB provides more information on the development of the new HSA structure.

For more information on the WSIB health and safety associations go to: <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/PartnersHealthandSafety#HealthSafety>

CREOD JHSC Research Project, Phase II

The Centre for Research Expertise in Occupational Disease (CREOD) is a collaborative program of the University of Toronto and St Michael's Hospital. The Centre was founded in 2004, with the active support and generous funding of the WSIB, to improve understanding and prevention of occupational disease.

In Justice Archie Campbell's final report on SARS, The Spring of Fear, he found that neither the internal responsibility systems nor joint health and safety committees were fulfilling their intended roles and responsibilities.

Three hospitals have volunteered to participate in Phase II of a research project into the effectiveness of Joint

Health and Safety Committees (JHSC) within Ontario's acute care hospitals. The first phase of the project was a survey of co-chairs and had a response rate of 58%. The survey results indicated that hospital committees were essentially compliant with the letter of the law. However, the survey could not measure their effectiveness nor their impact on the reduction of workplace injuries.

One statistic of interest arising from the survey was that at 9% of the reporting hospitals the CEO was an active and regular member of the JHSC. In addition, only 18% of the survey participants indicated that their JHSC had a high profile within the organization; the majority indicated that their JHSC had moderate

profile (57%); and a quarter (25%) indicated that the JHSC had low or no status within the organization.

CREOD researchers plan to use the results from this study to inform and guide further research on the measures of JHSC effectiveness in the healthcare sector. It is anticipated that the research will lead to strategies and interventions to enhance JHSC functioning and better protect healthcare workers.

For more information on Phase II of the project please contact Kathryn Nichol, Consultant, Special Projects, OSACH, by phone at 416-698-5644 or by e-mail at knichol@osach.ca.

Safety Needle Regulation

The first phase of the Safety Needle regulation came into effect on September 1, 2008. The second phase, which addresses the use of safety-engineered needles in Long-Term Care and Nursing Homes, will come into force in April, 2009. The OHA recently took the opportunity to respond to the Ministry of Labour (MOL) consultation paper on the second phase. As you may recall, there was no formal consultation on the first phase of the regulation, which had direct impact on OHA member hospitals. While the MOL has not changed the wording of the regulation as it currently exists, the MOL inspectors have been adopting some of the recommendations from the OHA paper as they continue to move forward with enforcing the regulation.

Phase III of the regulation, which directs Emergency Medical Services, private clinics and doctors' offices to use SEN (safety-engineered needles) is expected to come into force in 2010. If the MOL requests input again, the OHA will respond to that opportunity, continuing to bring forward any concerns and to request clarity in the regulation where it's needed.

For detailed information, please refer to the Needle Safety regulation O.Reg. 474/07.

http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_070474_e.htm

Environmental Safety

From Through the Looking-Glass and What Alice Found There, by Lewis Carroll, 1872



"The time has come," the Walrus said,
 "To talk of many things:
 Of shoes--and ships--and sealing-wax--
 Of cabbages--and kings--
 And why the sea is boiling hot--
 And whether pigs have wings." ... and of how we safely dispose
 of hazardous waste.

Although we take every precaution reasonable when handling hazardous waste within a hospital, that waste eventually makes its way into the outside world. While waste chemicals and drugs may no longer represent a direct hazard to hospital employees, they still contain a variety of dangerous properties.

Recently, there has been interest in how hospitals safely dispose of waste pharmaceuticals, i.e., drugs. Hospital pharmacies keep a tight control of drug inventories, but once the drug is dispensed, it is up to the health care providers to make sure any waste and residues are disposed of correctly. Different classes of drugs require different processes and disposal streams (e.g., the disposal of narcotics requires a chain of custody and observed destruction, antineoplastic agents and cytotoxic drugs must be incinerated).

At the very least, waste drugs need to be properly identified for pick-up by an authorized disposal company. Care must be taken to avoid mixing waste streams. For instance, it is important to carefully separate recyclable material from chemical (drug) or from biological waste.

To determine the correct procedure for the proper disposal of drug waste, health care professionals should consult with hospital pharmacy, check with the municipality's by-laws as well as with Environment Canada, the Ministry of Environment and the Environmental Protection Act and its accompanying regulations.

"O Oysters," said the Carpenter,
 "You've had a pleasant run!
 Shall we be trotting home again?"
 But answer came there none--
 And this was scarcely odd, because
 They'd eaten every one.

If you were the Walrus or the Carpenter, how would you safely dispose of all those sharpish oyster shells?



For more information regarding environmental safety please refer to the Ministry of Environment at:

<http://www.ene.gov.on.ca/en/index.php>

Environment Canada at:

<http://www.mb.ec.gc.ca/>

or contact Tim Savage at 416-205-1395 or by e-mail at

tsavage@oha.com.

Asbestos

Asbestos in construction and renovation is one of the identified sector hazards for Health Care, according to the Ministry of Labour's Safe at Work – Ontario strategy. In fact, most hospitals built before 1980 still contain some asbestos.

Amendments to the Designate Substance – Asbestos, in Construction and Renovation, O. Reg. 278 came into force on December 1, 2007. Two of the amendments are of particular importance for hospitals. The first is a requirement for an annually updated asbestos survey. In the past, the regulation only required updates to the survey report for the areas that were being disturbed, i.e., maintenance, renovations, etc. The second amendment is a requirement to provide training for workers who work directly with asbestos or who may come into contact with asbestos in the course of their work.

For completed and detailed information, refer to the Occupational Health and Safety Act and regulations.

OHA Benefit Plans

The OHA Benefit Plans, in partnership with Desjardins Financial Security, provide access to high-quality, high-value benefit products and services for our members and their employees.

From reduced compliance risk to unique plan provisions and specialized plan expertise, there are many advantages to being a member of the OHA Benefit Plans.

There is a wealth of complementary value-added services available to plan members. Some of these services include

free membership to OHA WSIB Safety Group (\$7500.00 value), free consulting in Health and Safety, Health Promotion and Wellness, and Disability Case Management. OHA Benefit Plans Members will also be able to attend our new Disability Management Certification Course at a reduced rate.

As you can see, membership in the OHA Benefit Plans offers much more than simply insurance. For more information, please contact Joanne Philipose at jphilipose@oha.com or 416-205-1414.

Experience Rating Update: NEER

As a part of the ongoing review of the Experience Rating program, the WSIB has approved a series of changes. For [details](#) on how the WSIB is laying the groundwork for future progress, see the employer mailer by following this link:

[http://www.wsib.on.ca/wsib/wsibobj.nsf/LookupFiles/DownloadableFileExpRatingMailer/\\$File/ExpRatingMailer.pdf](http://www.wsib.on.ca/wsib/wsibobj.nsf/LookupFiles/DownloadableFileExpRatingMailer/$File/ExpRatingMailer.pdf);

For the Experience Rating Q&A sheet:

[http://www.wsib.on.ca/wsib/wsibobj.nsf/LookupFiles/DownloadableFileExpRatingQA/\\$File/ExpRatingQA.pdf](http://www.wsib.on.ca/wsib/wsibobj.nsf/LookupFiles/DownloadableFileExpRatingQA/$File/ExpRatingQA.pdf);

For the new policy 14-02-17, Fatal Claim Adjustment policy, <http://www.wsib.on.ca/wsib/wopm.nsf/public/140217>.

For an overview of the NEER program, visit <http://www.wsib.on.ca/wsib/wsibsite.nsf/public/NEER>.

2009 Safety Group Update



Meeting Dates:

February 9, 2009: Toronto

April 27, 2009: Toronto

June 22, 2009: Location TBA

September 28, 2009: Location TBA

November 16, 2009: HealthAchieve - Health and Safety Professionals Session

December 7, 2009: Toronto

Health and Safety Websites

Toronto Public Health: www.city.toronto.on.ca/health/

Government of Ontario – MOHLTC: www.health.gov.on.ca/

Health Canada: www.hc-sc.gc.ca/english/index.html/

Centres for Disease Control: www.cdc.gov/

World Health Organization: www.who.int/en/

Canadian Centre for Occupational Health and Safety: www.ccohs.ca/

Canadian Health Network: www.canadian-health-network.ca/

NAOSH: www.naosh.ca/

Canadian Society of Safety Engineering: www.csse.org/

Ontario Safety Association for Community and Healthcare: www.osach.ca/

Emergency Management Ontario: www.mpss.jus.gov.on.ca/

Public Safety and Emergency Preparedness Canada: www.psepc-ppcc.gc.ca/



*Your feedback is important and valued.
Please email your comments to safetygroup@oha.com*