

EXCEL-ING IN SAFETY

Pozniak Safety Associates Inc. Newsletter
Fall 2007

Pozniak Safety Associates

Safety Management System Development

Safety Perception Surveys

Safety System & Program Audits

Training & Education Programs

Workplace Hazard & Risk assessment &

Retained Health & Safety Consultant Services

Network of global professionals to access,...

*“When your talents &
knowledge,..
& the Worlds needs
cross,..
There lies your
vocation”*

Aristotle

Some Satisfied Customers:

- **BP—British Petroleum,**
- **BUNGE,**
- **Canada Post,**
- **Crescent Point Energy,**
- **Goldcorp Canada Ltd.,**
- **Hitachi,**
- **IOSH Northern Ireland Conference,**
- **SaskEnergy,**
- **St. Andrew Goldfields Ltd,**
- **SaskTel,**
- **SGL,**
- **Tirecraft,**
- **Tolko,.....**

Why should I get a flu shot each year?

Many of us have asked this question at one point, so when making a decision to obtain an immunization or not, let's review some of the basics. The flu contributes to absence at work, at school and social events.

Human influenza, or the flu, is a respiratory infection caused by the influenza virus. Strains circulate every year with flu season usually running from November to April. It is spread between people through droplets from the respiratory tract by direct contact, through coughing or sneezing, or by hands contaminated with respiratory secretions. A way to minimize your risk is to practice regular hand washing with soap and water or by using an antiseptic hand cleanser that kill 99.9% of micro-organisms within 15-30 seconds. By cleansing your hands often, you will reduce your chance of becoming infected.

The most effective way to protect yourself from the flu, however, is to be vaccinated each year in the fall. The vaccine is effective in reducing absenteeism and respiratory illness among working adults. With a good match, influenza vaccination has been shown to prevent laboratory-confirmed influenza illness in approximately 70% or more of healthy individuals. Influenza immunization reduces not only the duration and severity of illness, but also the amount of viral shedding from person to person. Costs saved consist of payment for sick time, other benefits, and wages of staff replacement.

Adults spread influenza to others during a period from 1 day before symptom onset to up to 7 days afterwards with children possibly longer. The virus makes people sick and typically starts with a headache, chills and cough, followed rapidly by fever, loss of appetite, muscle aches and fatigue, running nose, sneezing, watery eyes and throat irritation. Nausea, vomiting and diarrhoea may also occur, especially in children. Most people will recover from influenza within a week or ten days, but some - including those over 65 and adults and children with chronic conditions, such as diabetes and cancer - are at greater risk of more severe complications, such as pneumonia. Make no mistake, the flu does take lives – between 4 000 and 8 000 Canadians can die of influenza and its complications annually, depending on the severity of the season.

Each year, the flu vaccine is developed based on monitoring of circulating strains of influenza virus. This information is coordinated by various agencies with the development of new vaccines. Public Health agencies, pharmacies and some employers are offering flu shots in clinics to provide the best chance to avoid contracting the virus. The decision is yours, but remember - with the immunization, you have a 70% or greater chance of not developing the flu or experiencing a milder case of it which translates over to fewer days where you are out of commission both on as well as off the job.

Just to let you know, Pozniak Safety Associates Inc. will be starting to offer flu shots next year. You will need to make arrangements with us by June of 2008 to ensure we have the supplies.

Sources: BC Communicable Disease Policy Committee FINAL October 10, 2007, Public Health Agency of Canada, The College of Family Physicians of Canada & Health Canada



“Oh the weather out side is frightful,... Let it Snow, Let it Snow,... Let it Snow,...”

It is getting to be that time of year again in Canada and in other parts of the world that we have to worry about travel in our “Winter Wonderland”. I just want to let our clients know that we have revised our **Extreme Winter Weather Travel Policy and Process** this fall. The purpose is to protect all Pozniak Safety Associates Inc. personnel from exposure to extreme cold weather / winter conditions during traveling that can cause harm, since we are on the road a fair amount.

Hazard: Extreme Winter Weather

Risk: High – death, frost bite, unconsciousness, confusion,...

Controls: standards for “go” and “no-go” situations; guidelines for equipment & vehicles; Winter survival kits and supplies; communication; and procedures,...

If you have people out on the road during the winter season, you too should have a standard. Ours states that all programs, events, education sessions, or consulting that requires **highway travel** can be cancelled under the following conditions: Cold weather reported forecast temperature of 35 degrees below zero (without a wind) or any combination of wind and temperature that is 35 degrees below zero or colder; Icy or sleet weather conditions – when weather bureau or highways has issued travel warnings or road closures; Blizzard or other snow fall conditions that would significantly limit staff or participants ability to travel to the training site – when weather bureau has issued travel warning or when visibility for road travel is severely limited or road closures. Notification will occur immediately if this situation arises and work will be rescheduled.

Training in defensive winter driving is a great idea, so you know what to do when you get into that side ways skid or start to slide right through the stop sign. Training is also important on the standards, procedures or rules that your organization has. The following are a few considerations that you should have within your standards (it is not an all inclusive list), dependent on your vehicle and the hazards and risks present:

- Ensure that your vehicle is winterized.
- The fuel tank should be filled up at the beginning of the trip and you should never let is go below half full.
- See and be seen – clear all snow from the windows, lights and vehicle.
- Check weather and travel conditions before you go out onto the road.
- Plan your route and let someone know it.
- Have communications when you leave, arrive and return.
- If you are driving slowly in a storm – put your four way flashers on.
- If you are stuck in a snow bank:
 - Stay in the car
 - Ensure fresh air in the car
 - Ensure the tailpipe is not blocked by snow
 - Ensure that the lights are clean and the 4 way flashers are on or set up your flares
 - Try your communications – summons assistance and report to office
 - Use your Winter Survival Kit

Winter Survival Kits can be purchased as Canadian Tire or CAA here in Canada, WalMart or AAA in the USA – does it snow anywhere else (HA!),... or you can make up your own. Some of the articles that you should have with you on your winter travels are: extra clothes and boots; blanket or sleeping bag; candles, matches and small metal container; and non-perishable energy foods (i.e. chocolate or granola bars, chocolate, tea, chocolate, soup,... did I say chocolate). Having gas line antifreeze, a shovel, flashlights and extra batteries, road flares or warning lights, first aid and small tool kits, jumper cables, and some type of traction aid (sand, kitty litter,...) can assist in many a situation.

Have fun out there in the snow,... and be safe.

- submitted by Eldeen Pozniak

ON THE INTERNATIONAL FRONT

World Congress on Safety & Health at Work

The XVIII World Congress on Safety and Health at Work is being held June 29—July 2, 2008 at the COEX Convention Center in Seoul Korea. It is a unique opportunity for decision makers, safety & health professionals, employers' and worker representatives to learn from each other and exchange information with peers from around the world. Pozniak Safety Associates Inc. will be there. For more information the web site is www.safety2008korea.org.



Eldeen talking with Park, Kil-Sang the president of Korea Occupational Safety & Health Agency & —and Translator

Legislative Changes and Revisions Occurring Around the World

Where ever you work, legislative changes occur on a regular basis. You need to be aware of when those changes take place and what they include. Contact your local legislative administration to obtain the information that you need to know to be compliant.

Canada and Australia join forces in presenting “Unique Leading Edge Workshops”.

We are excited to announce that Pozniak Safety Associates Inc. is joining forces with The Safety Solutions Group from Australia to provide innovative workshops across Canada. One of SSG's Director's, Paul Pascoe, (some of you may remember Paul from his presentation at the CSSE 2007 PDC in Victoria) and Eldeen Pozniak have agreed to a working relationship that will bring quality, engaging, informative, and entertaining 2 day workshops to Canada. A schedule is being developed for a May 2008 tour, so keep your eye out for it.

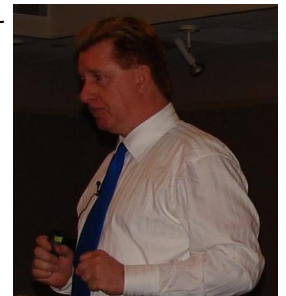
The three workshops that will be available within the next year are:

- Let Me Entertain You—the Key to Designing & Presenting Effective and Entertaining Safety Presentations;
- Risk Maker—Risk Taker: A Manager's Guide to Risk; (Real events/actual footage make this an absorbing study of risk management)
- Are Your Safety Meetings Dying? - Solving one of the most painful problems in business.

“What do you get from these interactive workshops you do not get with others”, you may ask?

- Two days full of engaging information that you really can use back at your workplace,
- A participants hand-book packed with detailed information;
- Various tools/checklists / forms / and clear actions to take back to your own organization;
- A CD with electronic versions of the participant hand-book/handouts and the PowerPoint presentation for you to facilitate your own session when you get back.

These workshops can also be booked for your company or area specific, just contact the Pozniak Safety Associates Inc. office.



SPEAKING ON HEALTH AND SAFETY AROUND THE WORLD.

Eldeen Pozniak, director of Pozniak Safety Associates Inc. has had a busy schedule speaking to various groups of government, business and industry within Canada, the US, the UK, and UAE. Some of the places Eldeen has been in the last six months are Alaska, Orlando, Northern Ireland, Ireland, Toronto, Regina, Thunder-bay, Victoria, Vancouver, Prince George and yes, Saskatoon. By sharing safety management system information and collaborating with groups on their approaches from around the world, Eldeen finds that she is constantly learning about different standards and tools to assist the companies she works with. The quality of work that is being done allows Pozniak Safety Associates Inc to be recognized and valued around the world.

If you would like to view one of Eldeen's or another one of our associates presentations, please go to our website. www.pozniaksafety.com. Or if you would like Eldeen to speak at one of your conferences or meetings please contact her at eldeen@pozniaksafety.com.



Ireland & Northern Ireland Joint Conference September 2007



CSSE 2008 Professional Development Conference

“Leveraging Partnerships”

September 14-17, 2008
Quebec City, Quebec

How are you challenging your professional growth and development?

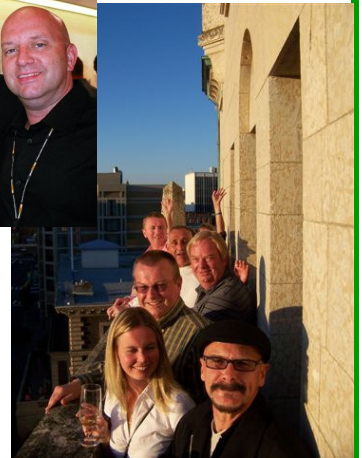
Belonging to associations such as the CSSE—Canadian Society of Safety Engineering, the ASSE—America Society of Safety Engineering, and IOSH—Institute of Occupational Safety and Health can be an avenue of learning from others within the profession, as well as providers of courses and designations that help us in our careers.

Professional Development Conference opportunities:
 ASSE—PDC—June 2008—Las Vegas, USA
 IOSH—PDC—March 2008—Telford, UK
 CSSE—PDC—September 14-17, 2008—Quebec City, Canada



Organizations like these help us get started in the health and safety profession, assist us with avenues of gaining and maintaining core professional knowledge and skills, as well as the further development of professional and transferable skills.

The CSSE 2007 Professional Development Conference was held in Victoria this year and our own Eldeen Pozniak was the MC—caring out her presidential duties. The Conference challenged people’s thinking and provide practical insight into emerging issues in health and safety, allowing us to transfer that knowledge to the health and safety programs in our own organizations.



For more information on the conference go to www.csse.org

WONDERING ABOUT HEALTH SURVEILLANCE RELATING TO THE USE OF RESPIRATORS?

We have commented in the newsletter about keeping on top of changing legislation. Health Surveillance legislation in our home office area of Saskatoon, Saskatchewan is a perfect example, as it has been amended. Saskatchewan OH&S Regulation 88 Respiratory protective devices, has been amended effective October 1, 2007. We have received calls requesting interpretation and procedural enquiries when managing the Health Surveillance component of a Respiratory Protection Program, so here is our “kick at the cat”.

The CSA Standard *Z94.4-02 Selection, Use, and Care of Respirators* indicates documentation must be completed that confirms that the individual is free from any physiological or psychological condition that may not allow for them to be assigned the use of the selected respirator. If there is concern that a physiological or psychological condition exists that may prevent the use of a respirator, an opinion from a health care professional shall be obtained regarding that person's ability to use a respirator.

The Standard defines a **Health Care Professional** as “an individual who is licensed by a provincial licensing authority or equivalent to practice medicine or nursing **and** who possesses relevant experience and knowledge in the field of occupational health and safety.”

How do you decide who needs a Health Care Assessment?

The use of a Screening Form for Respirator Users is a helpful first step as it details criteria that need to be evaluated prior to wearing a respirator. The CSA Standard Z94.4-02 has a very comprehensive form in Appendix E – specific health-related questions are identified and the user is asked to self-report if they have history of conditions that would not allow for them to wear a respirator/be fit-tested. If there is a condition or conditions identified, there is a need to refer to a Health Care Professional for assessment – this could be a Registered Nurse with Occupational Health and Safety experience and knowledge, an Occupational Health Nurse, or a physician with Occupational Health and Safety experience and knowledge.

Information regarding the work activity, the workplace environment, and the type of respirator(s) required should accompany the Screening Form when requesting the Health Care Professional to evaluate the individual's status. The reply expected will be a written opinion which indicates whether the user meets medical requirements, meets medical requirements with limitations, or does not meet medical requirements to use the selected respirator. Where limitations are imposed, these shall be explicitly stated in the written opinion, and may require accommodation consideration.

The CSA Standard Z94.4-02 indicates that all health information shall be treated as medically confidential. The program administrator of the Respiratory Protection Program shall ensure that documentation confirming the user's ability to use a respirator is maintained. Health information (i.e., protection of medical confidentiality) is controlled and maintained by the Health Care Professional.

If you have any questions about OH&S Regulation 88 or CSA Standard Z94.4-02, or you require the services of a Health Care Professional with your Respiratory Protection Program or the specific Health Surveillance Component, please give our office a call and we will be able to assist you.



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RECOGNITION OF WORKPLACE BULLIES

While harassment and bullying in schools has been prominent in the news, unless there is tragic results we don't often hear of its impact in the workplace. Where do school bullies go after they are finished High School. Your workplaces! Bullying and psychological violence has now been recognized under the definition of harassment.

A common misconception is that bullying and harassment is only found in workplaces like mining, forestry, construction. One of the most disturbing findings in recent studies is the amount of bullying and psychological violence found in white/blue collar workplaces – banks, corporate offices, health care

Workplace bullying has become an internationally recognized occupational health and safety issue. Saskatchewan is only one of two provinces (the other being Quebec) who have taken legislative steps to reduce harassment and bullying in our workplaces, by adding psychological harassment to the provincial Occupational Health and Safety regulations.

An example is the amended Saskatchewan Occupational Health and Safety Act - effective Oct. 1, 2007 where the statutory definition of harassment has been expanded to include personal harassment in the workplace, such as abuse of power and bullying. The amended law also allows for the appointment of an independent adjudicator to hear appeals arising from harassment complaints. Under this legislation harassment means any inappropriate conduct, comment, display, action or gesture by a person, that constitutes a threat to the health or safety of a worker and that falls into one of two categories. The first category has existed in the definition of harassment since 1993 and is harassment based on race, creed, religion, color, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin. The second category is harassment that adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably know would cause a worker to be humiliated or intimidated. Under this category the harassment or bullying must:

- Involve repeated action or display, OR
- Involve a single, serious occurrence that has been established to have caused a lasting harmful effect on a worker, and
- Not be any reasonable action that is taken by an employer or supervisor relating to the management and direction of the employer's workers or the place of employment.

No matter your jurisdiction, best practise is that employers fulfill two principle responsibilities:

- develop and implement a written harassment policy and process to prevent harassment. and receive and resolve complaints of harassment
- ensure as much as is reasonably practicable that the employer's workers are not exposed to harassment that involves a matter or circumstance arising out of the worker's employment. This will include incidents occurring in the workplace as well as incidents outside the workplace if the event or circumstances arise out of the worker's employment or has continuing effects to the workplace.

While most companies have policies in place, and deal with harassment and bullying issues to the best of their ability, quite often employers and supervisors have very little training dealing with bullying and harassment. These issues are often uncomfortable for all concerned and investigation and solutions go well beyond the scope of labor relations. It is important for companies to train not only their workers but those who must effectively cope with the issues which arise from harassment, poison work environment, and conflict situations.

Submitted by: Judy Malanovich

