



We're on the web!
www.hrsgroup.com

Your Safety is Our Business!
Ask about our Group Rates & Discounts and Save \$\$\$\$.

We reserve the right to cancel or reschedule sessions based upon response. Sessions can be arranged for presentation at your location. Customized programs are also available to accommodate your specific needs. Our trainers and consultants are covered by WSIB for your protection and carry with them their own basic PPE for on-site work. HRSGroup Inc. carries E & O Insurance. If the course you want is not listed contact our office.

HRSGroup Training Schedule - Spring 2014

Training Location: HRSGroup - Training Room (Across the street from CAA.) 675 - B The Queensway, Peterborough	To Register: Phone: 705-749-1259 or 1-877-907-7744 Or Email: info@hrsgroup.com
Basic Certification - Part I (3 days) Ask about our Customized Part II Courses HRSGroup is the only Ministry of Labour approved provider headquartered in Peterborough. (Discounts for three or more participants per session).	Three Consecutive Days, March 31, April 1 & 2, 2014 Three Wednesdays, May 7, 14 & 21, 2014 Three Mondays, June 9, 16 & 23, 2014 Classes are 8:30 a.m. to 4:30 p.m.
Lift Truck Certification - (Does not include Scissor Lifts and Zoom Booms) This training is in compliance to the OHSA, Ontario Guidelines and the CSA Standard for Lift Trucks B335-04. Includes Practical Evaluation, at your location, to be arranged shortly after the theory session.	Tuesday March 11 or Friday March 28, 2014 Thursday April 10, 2014 or Tuesday April 29, 2014 Monday May 12, 2014 or Wednesday May 28, 2014 Classes are 8:30 a.m. to 4:30 p.m.
Lift Truck Re-certification (for previously certified operators as to the CSA B335-04) Includes Practical Evaluation, at your location, to be arranged shortly after the theory session	Thursday March 13, 2014 or Monday March 24, 2014 Monday April 14, 2014 or Friday April 25, 2014 Thursday May 8, 2014 or Tuesday May 20, 2014 Classes are 8:30 a.m. to 12:30 p.m.
Fall Protection - (Prerequisite for Aerial Work Platforms below) Learn about the dangers of working at heights and how to protect yourself. Learn how to select, inspect and don your fall protection equipment.	Thursday March 6, 2014 or Tuesday March 18, 2014 Friday April 4, 2014 or Wednesday April 23, 2014 Monday May 5, 2014 or Thursday May 22, 2014 Classes are 8:30 a.m. to 11:30 a.m.
Aerial Work Platforms (Scissor Lifts and Zoom Booms) Fall Protection - prerequisite This training is in compliance with the OHSA and the CSA Standards for Scissor Lifts and Zoom Booms. Includes Practical Evaluation, at your location, to be arranged shortly after the theory session.	Thursday March 6, 2014 or Tuesday March 18, 2014 Friday April 4, 2014 or Wednesday April 23, 2014 Monday May 5, 2014 or Thursday May 22, 2014 Classes are 12:30 p.m. to 4:30 p.m.
WHMIS - New GHS Signs (class size minimum 5) Learn about Material Hazards, Labels, Material Safety Data Sheets and Controls as required by the OHSA and the WHMIS Regulation. Learn all about the new GHS signs and what they will mean to you.	Thursday March 20, 2014 Wednesday April 16, 2014 Friday May 23, 2014 Classes are 8:30 a.m. to 11:30 a.m.
Transportation of Dangerous Goods (class size minimum 5) This course is designed for anyone who handles, transports or offers for transport dangerous goods and is in compliance with Transport Canada.	Thursday March 20, 2014 Wednesday April 16, 2014 Friday May 23, 2014 Classes are 12:30 p.m. to 4:30 p.m.
Lockout/Tagout Procedures Learn the proper safety procedure for maintenance of powered equipment and how to protect yourself.	Wed. March 12, 2014 or Thurs. March 27, 2014 Thursday April 17, 2014 or Monday April 28, 2014 Friday May 16, 2014 or Monday May 26, 2014 Classes are 8:30 a.m. to 11:30 a.m.
Confined Space Entry Learn about the dangers of entering confined spaces and how to protect yourself.	Wed. March 12, 2014 or Thurs. March 27, 2014 Thursday April 17, 2014 or Monday April 28, 2014 Friday May 16, 2014 or Monday May 26, 2014 Classes are 12:30 p.m. to 4:30 p.m.
Worker Health & Safety Awareness - Mandatory as of June 1, 2014 This new legislation is to ensure workers know and understand their rights and responsibilities under the Occupational Health & Safety Act. This training is offered through the MOL's website, but for those of you who would like a classroom setting for your staff we are offering it at a reasonable price.	Tuesday April 22, 2014 Tuesday May 13, 2014 Wednesday June 18, 2014 Classes are 8:30 a.m. to 12:30 p.m.
Other Courses Available: Traffic Control for Construction Projects (Flagging), Skid Steer, and Stilts. Other Propane Courses - Handling & Exchange, Heaters & Torches and Cylinder Filling Propane Courses - Authorized through the Canadian Propane Association. We have a CPA approved trainer on staff.	Call our office or see our website for more information and available courses.

All training prices are subject to HST. Mileage is charged for all practical evaluations to be conducted at locations outside Peterborough's city limits.

Serving our clients
Since 1996

HRS GROUP TODAY

HRS Group Today



Compliance or Complacency- Are You Following the Acts?

It has been our experience that many small to medium sized companies have little to no knowledge of their responsibilities under the Occupational Health and Safety Act and Regulations or the Employment Standards Act. Running a business is more than a full time job and knowing everything you need to know can be overwhelming. You have a lawyer to help you with your corporate law issues and an accountant to help with tax law but who can help you with the labour law you are required to know as employers?

HRS Group Inc. and Putting People First Solutions are offering a one-day seminar for small to medium sized non-federal, non-union companies in order to help them understand the laws that are there to protect workers in the workplace. In this one-day seminar we will attempt to cover everything you need to know to be compliant.

The morning session will include:

- 8:15 - Registration
- 8:30 - Understanding the Occupational Health and Safety Act and Regulations
- 9:15 - Responsibilities of management, supervisors and workers
- 9:45 - Rights of workers
- 10:15 - Morning break
- 10:30 - Hazard identification
- 11:15 - Accident investigation

12:00 - Lunch break

The afternoon session will include:

- 12:30 - The rights and obligations of employers and employees
- 1:15 - Wages, hours of work, rest periods, public holidays, vacation entitlements, pay periods & deductions,
- 2:45- Afternoon break
- 3: 00 - Leave of absence entitlements,
- 3: 30 - Terminations, sale of business,
- 4:00 - Accommodation
- 4:30 - Wrap-up

Refreshments for both breaks and lunch will be provided. Come and join us on May 29, 2014 and spend the day learning how to be compliant with both Acts. We are offering this full day of training for only \$35.00 per person. If you wish to bring more people from your company we will offer a discount of 10% for each additional person. The venue for this seminar will be announced once we know how many people to expect. We need a minimum of 15 participants to run this seminar.

To register call HRSGroup Inc. at 705-749-1259 or 1-877-907-7744
Registration will be open until May 20, 2014



Need help with compliance issues?

Call HRS Group
at
705-749-1259
or
1-877-907-7744

Items of Interest:

- Seminar to focus on the OH&S Act and the ESA
- Mandatory Health & Safety Training
- Working at Heights
- International Day of Mourning
- March, April, and May Training Schedule



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Services Offered by HRS Group

Some of our many services are:

Health and Safety Training:

We offer health and safety training for industrial, construction, mining, transportation, health care, municipalities and retail industries. Whatever your industry, we can modify our training sessions to meet your needs. Some of the courses offered are:

- Basic Certification Part I and Part II
- Supervisor's O.H. & S Certificate Program
- Lift Truck Operator Competency *with Practical Evaluations at your location*
- Lift Truck Re-certification Training *with Practical Evaluations at your location*
- Aerial Work Platform Training *with Practical Evaluations at your location*
- Safe Use of Overhead Cranes *with Theory Training and Practical Evaluations at your location*
- Confined Space Entry
- Lockout/Tagout
- Fall Protection
- Transportation of Dangerous Goods
- WHMIS - including information about GHS, coming soon.
- Proper Erection, Inspection & Use of Scaffolding
- Propane Courses: Handling, Filling, Heaters & Torches.
- Construction Stilts - bring your stilts for an evaluation
- Skid Steer *with Practical Evaluations at your location*

Other Health and Safety Services:

We can help with the specific needs for your workplace. We have experience assisting companies with:

- Workplace Health & Safety Assessments
- Incident and Accident Investigations
- WSIB Workwell Audits - To help you pass the first time
- Developing a Health and Safety Program
- Respirator Fit Testing

On-Line Training

Go to www.hrsgroup.com then click on the online training page to see what training is being offered. New courses are added regularly.

Call HRSGroup for assistance at
705-749-1259 or 1-877-907-7744.

Ask about our other available services or have our staff develop a program specific to your business.

HRSGroup is a member of the Ontario Chambers of Commerce. Our staff are members of the Canadian Society of Safety Engineering (CSSE), Our President holds a Certified Health & Safety Consultant (CHSC) designation, go to www.csse.org. Our Training Director has achieved the first step towards a University Certificate in Health, Safety and Environmental Processes, earning a CHSEP-Foundation Level designation. Our propane courses are authorized through the Canadian Propane Association. HRSGroup is an approved provider for Basic Certification, go to www.labour.gov.on.ca.

Mandatory Health & Safety Training

On June 1, 2014 it will become mandatory for all workers and supervisors in Ontario to receive Health and Safety Awareness training.

All workers will be required to understand their duties and rights under the Occupational Health and Safety Act and the Regulations that apply to the work they do.

All supervisors will be required to understand the duties that apply to being a supervisor as well as the duties and rights of all workers under the Occupational Health and Safety Act and the Regulations that apply to the work they are supervising.

HRSGroup Inc. will be offering awareness training at a minimal cost for all your workers on April 22nd, May 13th and June 18th.

We have a two-day supervisory training program available for our clients that includes the government requirement.

Call HRSGroup to book your training
705-749-1259 or 1-877-907-7744

On-Line Training

Visit our on-line training page at www.hrsgroup.com to see what is new. We now have 114 courses available from a variety of training providers across Canada and the USA.

All the courses are divided into sub-sections:

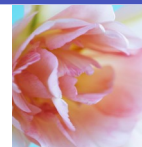
- Awareness programs
- Driver training
- Electrical programs
- Equipment training
- Safety training
- Soft Skills programs

You can also view all the programs and prices together on a single screen.

Go to www.hrsgroup.com or
Call 705-749-1259 for group rates

Spring is Coming!

This winter has been a long and hard one. We are all looking forward to the warmer weather.



**Remember to Work
and Play Safely!**

Working at Heights

More workers are killed falling from heights than any other hazards common to the workplace. The MOL has decided that training these workers is paramount and must follow a certain criteria in order to protect workers who are required to work at heights. This training can be developed by training providers, but must be approved by the MOL to insure it meets their criteria.

With that in mind we at HRS Group are busy developing a new Working at Heights (*Fall Protection*) program to send to the MOL for approval.

This program will be longer and have a more thorough hands-on practical component than we now have. We expect the new program to be approximately 8 hours instead of the current 3 hours.

Our current Fall Protection program is still available until the new program is in place. To meet the compliance standard certification all future training will be valid until June 2016 only.

International Day of Mourning—April

Please join us in recognizing the International Day of Mourning on April 28th. Approximately 2 1/2 million people worldwide die every year at work. Every year in Canada about 1,000 workers die from a work related injury or disease. Workers in Canada suffer from 250,000 work-related injuries or diseases associated with the work they do. Worldwide that figure is an astonishing 470 million workers.

On April 28, 1914 the first comprehensive workers compensation act was passed in the legislature. In 1984 the Canadian Labour Congress convention delegates adopted a resolution to create a remembrance day for workers killed or injured on the job. April 28th was the day they chose. In 1990 The government passed Bill C-223 The Workers Mourning Day Act. "Throughout Canada, in each and every year, the 28th day of April shall be known under the name of Day of Mourning for Persons Killed or Injured in the Workplace."

The movement spread to the US in 1989, the UK in 1992 and by 1996 the International Labour Organization declared the International Day of Mourning. Today there are about 100 countries involved. Join us in the international cry:

"Mourn the Dead and Fight for the Living."

Pre-Employment Testing

HRSGroup provides pre-employment testing for companies planning to hire new employees, promoting established employees into supervisory or management positions or considering placing employees into apprenticeship programs.

We can assist you in finding the best fit for your workplace by testing for cognitive, perceptual and dexterity skills. We will also test for types of interests and comprehension of mechanical concepts.

Call HRSGroup at **705-749-1259** for a quote.

Respirator Fit Testing

HRSGroup consultants are accredited to perform respirator fit tests to meet your needs. Large or small groups can be accommodated at your facility or ours. Call for an appointment today.

We can assist with the correct size and ensure the right fit. We also train your staff in the proper maintenance procedure for their respirators.

Call HRSGroup at **705-749-1259**
for your respirator fit testing needs.

Payment & Cancellation Policies

Due to the economy HRSGroup has had to review the way we do business. This has led to a change in our payment and cancellation policies.

We have many different types of clients from large corporations to individuals. Therefore we had to develop different levels in order to accommodate all our client's needs.

Large Corporations - for training - will continue to be invoiced at the completion of training. The only change will be a minimum amount of participants in any group training to take place at their workplace. That will be determined when scheduling the training. For consulting - a deposit of half the quoted amount will be required at the commencement of the project. The remainder will be invoiced at the completion of the project.

Small Corporations - for on-site training - a credit card number will be required upon booking with the charge being applied on the day of training. The quoted amount of participants will be the minimum amount charged. For participants at our scheduled courses - payment will be required upon registration. For consulting - a deposit of half the quoted amount will be required at the commencement of the project. The remainder will be charged to the credit card on file at the completion of the project.

Service Organizations - As they normally pay at the time of training this will not change.

Individuals - Payment upon registration is required. Only credit cards, interact or cash are accepted.

Cancellation Policy - HRSGroup reserves the right to cancel training due to lack of registrations or other reasons outside our control. We will reimburse any amounts paid, in full.

Cancellation by Clients - Five working days prior to the training session - full refund to the credit card on file.

Three working days prior to the training session - half refund to the credit card on file.

Two working days prior to the training session - No Refund.

The client is required to speak to a member of our staff in order to have the cancellation and any applicable refund accepted. Emails or faxes will not be accepted other than as confirmation of a conversation. HRSGroup Inc. will email or fax a confirmation of cancellation and refund, if any.