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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. HRS Group Inc. carries E & O Insurance. If the course you want is not listed contact our office.

HRS Group Training Schedule - Winter 2014/15

Training Location: HRS Group - 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) <i>Ask about our Customized Part II Courses</i> HRS Group is the only Ministry of Labour approved provider headquartered in Peterborough. (Discounts for three or more participants per session). (Sessions will only run with a minimum of 6 participants.)	Three Consecutive Mondays, Jan. 12, 19 & 26, 2015 Three Consecutive Wednesdays, Feb. 4, 11 & 18, 2015 Three Consecutive days, March. 2, 3 & 4, 2015 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.	Thurs. Dec. 11, 2014 Classes 8:30 a.m. to 4:30 p.m. Thurs. Jan. 8 & Wed. Jan 21, 2015 Thurs. Feb. 5 & Tues. 24, 2015 Thurs. March 5 & Wed. 18, 2015
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	Mon. Dec. 15, 2014 Classes 8:30 a.m. to 12:30 p.m. Wed. Jan. 14 & Fri Jan 30, 2015 Thurs. Feb. 12 & Fri Feb 27, 2015 Mon. March 9 & Thurs. March 26, 2015
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.	Fri. Dec. 19, 2014 Classes 8:30 am. to 11:30 a.m. Tues. Jan. 6 & Thur. Jan. 22, 2015 Tues. Feb. 3 & Tues. Feb 17, 2015 Tues. March 10 & Fri. March 20, 2015
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.	Fri. Dec. 19, 2014 Classes 12:30 p.m. to 4:30 p.m. Tues. Jan. 6 & Thur. Jan. 22, 2015 Tues. Feb. 3 & Tues. Feb 17, 2015 Tues. March 10 & Fri. March 20, 2015
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.	Thurs. Dec. 18, 2014 Classes 8:30 a.m. to 11:30 a.m. Thurs. Jan. 15, 2015 Thurs. Feb. 19, 2015 Thurs. March 19, 2015
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.	Thurs. Dec. 18, 2014 Classes 12:30 p.m. to 4:30 p.m. Thurs. Jan. 15, 2015 Thurs. Feb. 19, 2015 Thurs. March 19, 2015
Lockout/Tagout Procedures Learn the proper safety procedure for maintenance of powered equipment and how to protect yourself.	Tues. Dec. 23, 2014 Classes 8:30 am. to 11:30 am. Fri. Jan. 9 & Wed. Jan. 28, 2015 Mon. Feb. 9 & Wed. Feb 25, 2015 Fri. March 13 & Wed. March 25, 2015
Confined Space Entry Learn about the dangers of entering confined spaces and how to protect yourself.	Tues. Dec. 23, 2014 Classes 12:30 p.m. to 4:30 p.m. Fri. Jan. 9 & Wed. Jan. 28, 2015 Mon. Feb. 9 & Wed. Feb 25, 2015 Fri. March 13 & Wed. March 25, 2015
Propane - Handling & Exchange Learn the proper safety procedures associated with propane handling.	Monday Dec. 22, 2014 Classes 8:30 a.m. to 12:30 p.m. Wednesday Jan. 7, 2015 Monday Feb. 23, 2015 Monday March 23, 2015
Other Courses Available: Traffic Control for Construction Projects (Flagging), Skid Steer, and Stilts. Other Propane Courses - 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.

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HRS Group Today

Volume 7, Issue 1

WINTER 2014/15

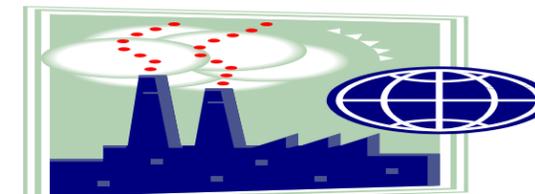
Compliance with Health and Safety Only Works When Everyone is On Board

There has been much debate on whether or not health and safety training can make your workplace a safer environment and save your company money in the long run. The demand across Canada for a safer work environment comes at a huge cost when you factor in the training and changes made to create safer work practices. Creating more awareness on the dangers associated with the workplace one would like to believe it would limit the amount of workplace incidents. As the saying goes, "an ounce of prevention is always better than a pound of cure". Several reports have been written across Canada and around the world on how health and safety training makes a much more efficient and cost effective workplace due to less workplace incidents (www.elcosh.org, www.wholesalenews.co.uk, www.utahsafetycouncil.org, www.ehow.com).

According to a study done by www.safethink.ca, "Some Canadian Workplace Injury and Fatality Facts", work related deaths rose from 758 in 1993 to 1097 in 2005. Many Canadians from employers and government officials to the general public feel it's a matter of grave concern that the number of workplace deaths over the last two decades is up 45%. How is it that in many cases health and safety training has reduced the number of incidents in our workplaces yet the death rate is rising? Right off the hop we must consider the fact that our work force is growing but nowhere have I found statistics stating an increase of 45%. Another possibility is that some companies would rather pay the wages of an injured worker than have to make a claim through W.S.I.B. Also is there inconsistency as far as who is being pushed to be compliant with health and safety training? There are also many smaller companies still unaware of health and safety requirements here in Canada. A couple of questions that need to be asked are: 1) Is the government doing everything possible to make every company and worker in Canada compliant, and 2) Are there enough government inspectors to ensure that the health and safety requirements are being followed? In Ontario alone there are approximately 600 labour inspectors working for about 547,150 businesses, approximately 6,900,000 workers. (www.statcan.gc.ca, www.manta.com).

Perhaps the answer is for more government involvement to ensure the health and safety practices are more effective. Hiring safety professionals as government inspectors and educating all businesses across the country on the benefits of effective health and safety systems in the workplace could be the answer. As health and safety systems become more established we should see a decrease in lost time claims and companies should start to realize the potential for cost savings. Companies spending more money and time toward effective health and safety systems along with good government regulations and monitoring through education and enforcement should reduce accidents and incidents in the workplace. Working together maybe we can effectively reduce our fatality rate in this country.

Need help with compliance issues?



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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 HRS Group 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.

On-Line Training

Visit our on-line training page at www.hrsgroup.com to see what is new. We now have many courses available from a variety of training providers across Canada. We are proud to have received approval for our on-line courses from the International Competency Assessment Board (I-CAB).

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 and make purchases for yourself and others.

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

Make Our Community A Safer Place!

Living in Canada we are all well aware that extra caution is needed when facing the dangers associated with winter. Ice, slippery conditions, and reduced visibility are huge factors that contribute to accidents and injuries during this time of year. Keeping our sidewalks and driveways clean, slowing down, and awareness are just some of the ways we can reduce the likelihood of anyone becoming a casualty this season. If there are seniors or any persons with disabilities in your neighbourhood don't be shy give them a helping hand. If we all work together we can make our community a safer place!

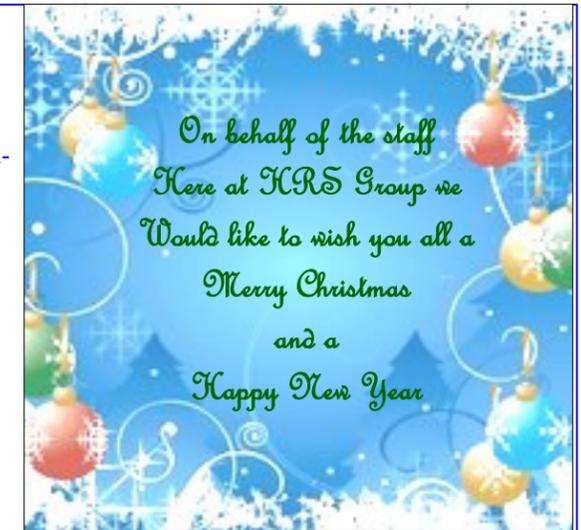
CSSE Conference 2014 in Review

“Safety Leadership: Linking Safety Culture to Business Outcomes”

Dan and I were fortunate enough this year to be able to attend the CSSE Conference held in Calgary in September. We enjoyed ourselves immensely, meeting some old friends and making new ones. Having the opportunity to be with other health and safety professionals is a treat for us. We all talk the same language and most of us have such a passion for safety our conversations often became quite animated. We also had the chance to spend some time with our son and his family making our trip a “working holiday”. Our little granddaughter Sarah melted our hearts and we enjoyed every moment we had with her.

The conference started on September the 14th and run until the 17th. We arrived on the 11th so that Dan could take a CHSC course entitled “Assessing OHSE Training Needs and Options” being offered through the CSSE www.csse.org on September 12th and 13th. While he was doing that I spent some time site seeing and shopping. Although I had lived in Calgary many years ago I had never spent any real time downtown. It was a treat to finally wander through the Glenbow Museum www.glenbow.org.

The next four days were filled with workshops, meetings, going to the trade show and meeting with friends for some wonderful meals or to just sit and chat. The workshops I attended were “The Application of Safety Ethics in Advancing Safety Culture”, “Psychological Safety & Workplace Bullying – Investigations”, “Outsourcing OH&S or Disability Management Programs”, “Turning Data into Decisions: Implementing a Cloud-based HSE Leading Indicators System”, “Develop REAL Leading Indicators of Workplace Safety”, “Health & Safety Leadership? Can you Link Culture to Business Outcomes?”, and “Fatigue Risk Management in the Workplace”. Dan took in different workshops so we would have a broader knowledge base. He attended “Leading the Way: Safety Climate as an Indicator of Organizational Culture and Business Outcomes”, Supervisors – Safety Asset or Safety Liability”, “Breakthrough Change in Workplace Health & Safety”, “An Engaged Workforce: MSD Injury Prevention and Management”, Great Safety Leadership: The Only Way to a Zero Injury Culture”, “Get a Grip on Safety – An Approach to a Company-wide Injury Reduction Campaign”, and “WHMIS after GHS – Current Status and Resources”. We both came away with more knowledge about workplace safety cultures and how they affect all company's business outcomes. We are looking forward to next year's conference being held in Ottawa.



Ministry of Labour Inspector Charged with Extortion

In a Toronto Police report published on June 25th of this year a Ministry of Labour Inspector was accused of extortion by a company located in the area of Markham Road and McNicoll Avenue. It is alleged that a MOL inspector conducted a safety audit of a business. He found a number of items not in compliance and left the owners of the business orders to fix the items. He returned later and made an improper request for money from the owner of the business. On Tuesday October 21, 2014 at 2:25 p.m. Joseph Ah-Hone, 55, of Toronto, was arrested and charged with: 1) Breach of Trust, 2) Accepting a Benefit from a Person Having Dealings with Government, 3) Extortion. He is to appear in court at 1911 Eglinton Avenue East on Thursday, December 4, 2014 at 2 p.m. in room 407. Police believe there may be more victims.

The Ontario Ministry of Labour reminds the public that Inspectors are trained in legislation, policy and procedures and technical requirements. They are Provincial Offences Officers and adhere to a Code of Professionalism. As public servants, they are forbidden to accept money or commissions for any service rendered.

Remember the MOL Inspector can come to your business and must ask for your worker rep to accompany them while they inspect your business. If they find any none-compliant issues they will write orders for them to be fixed and give you a time-line to comply. Once you have complied let them know and they will return to check that all is done. If they return and you have not fixed the noncompliance issues they will fine you. The money is not to be paid to them personally. If you feel you have been wrongly accused or fined there is an appeal process to follow.