



**We're on the web!**  
[www.hrsgroup.com](http://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 - Fall 2014

<b>Training Location:</b> HRS Group - Training Room (Across the street from CAA.) 675 - B The Queensway, Peterborough	<b>To Register:</b> <b>Phone: 705-749-1259 or 1-877-907-7744</b> <b>Or Email: info@hrsgroup.com</b>
<b>Basic Certification - Part I (3 days)</b> <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 Days, September 8, 9 & 10, 2014 Three Consecutive Wednesdays, Oct. 1, 8 & 15, 2014 Three Consecutive Mondays, Nov. 3, 10 & 17, 2014 <b>Classes are 8:30 am. to 4:30 pm.</b>
<b>Lift Truck Certification -</b> (Does not include Scissor Lifts and Zoom Booms) This training is in compliance to the OSHA, 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.	Friday September 26, 2014 Thursday October 16, 2014 Thursday November 20, 2014 <b>Classes are 8:30 am. to 4:30 pm.</b>
<b>Lift Truck Re-certification</b> (for previously certified operators as to the CSA B335-04) Includes Practical Evaluation, at your location, to be arranged shortly after the theory session	Monday September 29, 2014 Monday October 27, 2014 Monday November 24, 2014 <b>Classes are 8:30 am. to 12:30 pm.</b>
<b>Fall Protection -</b> (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.	Monday October 6, 2014 Wednesday November 19, 2014 <b>Classes are 8:30 am. to 11:30 am.</b>
<b>Aerial Work Platforms</b> (Scissor Lifts and Zoom Booms ) Fall Protection - prerequisite This training is in compliance with the OSHA and the CSA Standards for Scissor Lifts and Zoom Booms. Includes Practical Evaluation, at your location, to be arranged shortly after the theory session.	Monday October 6, 2014 Wednesday November 19, 2014 <b>Classes are 12:30 pm. to 4:30 pm.</b>
<b>WHMIS - New GHS Signs</b> (class size minimum 5) Learn about Material Hazards, Labels, Material Safety Data Sheets and Controls as required by the OSHA and the WHMIS Regulation. Learn all about the new GHS signs and what they will mean to you.	Thursday October 9, 2014 Thursday November 13, 2014 <b>Classes are 8:30 am. to 11:30 am.</b>
<b>Transportation of Dangerous Goods</b> (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 September 25, 2014 Thursday October 23, 2014 Thursday November 27, 2014 <b>Classes are 12:30 pm. to 4:30 pm.</b>
<b>Lockout/Tagout Procedures</b> Learn the proper safety procedure for maintenance of powered equipment and how to protect yourself.	Tuesday September 23, 2014 Tuesday October 28, 2014 Tuesday November 25, 2014 <b>Classes are 8:30 am. to 11:30 am.</b>
<b>Confined Space Entry</b> Learn about the dangers of entering confined spaces and how to protect yourself.	Tuesday September 23, 2014 Tuesday October 28, 2014 Tuesday November 25, 2014 <b>Classes are 12:30 pm. to 4:30 pm.</b>
<b>Propane - Handling &amp; Exchange</b> Learn the proper safety procedures associated with propane handling.	Thursday September 4, 2014 Thursday October 2, 2014 Thursday November 6, 2014 <b>Classes are 8:30 am. to 12:30 pm.</b>
<b>Other Courses Available:</b> Traffic Control for Construction Projects (Flagging), Skid Steer, and Stilts. <b>Other Propane Courses -</b> Heaters & Torches and Cylinder Filling <b>Propane Courses -</b> Authorized through the Canadian Propane Association. We have a CPA approved trainer on staff.	<b>Call our office or see our website for more information and available courses.</b>

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



## International Labour Organization in Frankfurt

According to the International Labour Organization's Director General Guy Ryder approximately 2,300,000 deaths due to workplace accidents and illnesses occur annually world wide. He said that calculates to approximately 6,300 people dying every day.

He was speaking to a delegation of safety professionals, politicians and scientists from 141 countries at the annual XX World Congress on Safety and Health at Work in Frankfurt Germany. He said the ILO are calling for "a culture of intolerance towards risks at work". He said "the ILO would focus on producing a greater impact on the global culture related to safety and health at work and on the ground in workplaces."

"Ebola and the tragedies it is causing are in the daily headlines—which is right. But work-related deaths are not. So the task ahead is to establish a permanent culture of consciousness," said Ryder

He made it clear that failure to ensure a safe and healthy workplace constitutes an unacceptable form of work and likened it to forced labour, child labour, freedom of association and discrimination, which were recognized by the ILO Declaration of Fundamental Principles and Rights at Work.

He also referred to the direct and indirect cost of occupational illness and accidents at work. The ILO estimate the cost worldwide is approximately US\$ 2.8 trillion. He pointed out that investing in occupational safety and health is good business. "Every dollar invested pays in."

## HRS Group Inc. Welcomes Jeff Gravelle

Please help us welcome Jeff to our team. He brings a vast amount of experience in the construction and mining industries. He is our newest trainer and will be working towards a designation in Health and Safety. Jeff being one of our sons HRS Group is now truly a family run business.



### Need help with compliance issues?

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

#### Items of Interest:

- International Labour Organization
- Welcome Jeff Gravelle
- Psychological Health & Safety in the Workplace
- September, October, and November 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](http://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.**

HRS Group 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](http://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. HRS Group is an approved provider for Basic Certification, go to [www.labour.gov.on.ca](http://www.labour.gov.on.ca).

## Pre-Employment Testing

HRS Group 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 HRS Group at 705-749-1259  
for a quote**

## On-Line Training

Visit our on-line training page at [www.hrsgroup.com](http://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](http://www.hrsgroup.com) or  
Call 705-749-1259 for group rates

## Fall is Coming!

*Unbelievable summer is already coming to an end. Keep in mind that our children are headed back to school so follow the posted speed limits and stay alert.*



**Remember to Work  
And Play safely!**

## Psychological Health and Safety in the Workplace

According to the CSA Group (Canadian Standards Association) this standard for psychological health and safety in the workplace (CAN/CSA-Z1003-13) specifies requirements for a documented and systematic approach to develop and sustain a psychologically healthy and safe workplace, and provides complimentary information. This standard provides a framework to create and continually improve a psychologically healthy and safe workplace, including

### Purpose

The identification and elimination of hazards in the workplace that pose a risk of psychological harm to a worker;  
The assessment and control of the risks in the workplace associated with hazards that cannot be eliminated;

**Note:** For example, stressors due to organizational change or reasonable job demands.

Implementing structures and practices that support and promote psychological health and safety in the workplace; and  
Fostering a culture that promotes psychological health and safety in the workplace.

### Applicability

This Standard is applicable to any organization.

**Note:** The application of psychological health assessment measures of workers or adherence of workers to program activities is voluntary unless it is legally or contractually required.

### Guiding principals

This Standard is based on the following guiding principles:

Legal requirements associated with psychologically healthy and safe workplaces applicable to the organization will be identified and complied with as a minimum standard of practice;

Psychological health and safety is a shared responsibility among all workplace stakeholders and commensurate with the authority of the stakeholder;

The workplace is based on mutually respectful relationships among the organization, its management, its workers, and worker representatives, which includes maintaining the confidentiality of sensitive information;

Individuals have a responsibility towards their own health and behaviour;

A demonstrated and visible commitment by senior management for the development and sustainability of a psychologically healthy and safe workplace;

Active participation with all workplace stakeholders;  
Organizational decision making incorporates psychological health and safety in the processes; and

A primary focus on psychological health, safety, awareness, and promotion as well as the development of knowledge and skills for those persons managing work arrangements, organization, processes, and/or people.

Activities associated with this standard, specifically related to planning, data collection, and evaluation requirements, are to be conducted in a psychologically safe, confidential, and ethical manner.

## Respirator Fit Testing

HRS Group 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 HRS Group at 705-749-1259  
for your respirator fit testing needs.**

## Payment & Cancellation Policies

Due to the economy HRS Group has had to review the way we do business. This has lead 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 - HRS Group 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. HRS Group Inc. will email or fax a confirmation of cancellation and refund, if any.