

WORKPLACE SAFETY NORTH
ANNUAL REPORT 2011



Every worker,
home safe and healthy.

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“The promise of new solutions to old problems and the pace of change at Workplace Safety North keeps our vision and mission fresh and alive.”

BILL SHAVER
Chair, Board of Directors
Workplace Safety North

MESSAGE FROM THE CHAIR

On behalf of the Board of Directors, I extend our deep appreciation to the Management and Staff of Workplace Safety North. Together, you have accomplished a great deal in a short time; and when we look back at the changes and growth we've experienced in two short years, we see this will add up to a promising future.

Our future involves continuously innovating the life-enhancing and life-saving values of our activities. Our people and your people are this province's greatest resource. We owe them a safe and healthy workplace and the right to trust that they will return home safely at the end of every work day.

Although our vision and mission revolve around social responsibility, we carry it out with a firm sense of financial responsibility. The greater our respect for, and stewardship of, the resources we manage, the greater our ability to improve workplaces in positive and lasting ways.

New challenges and opportunities will certainly appear, but we build on the foundation of last year's successes with renewed energy. We move confidently into the future thanks to the industries that strengthen us through their financial and volunteer support and a dedicated staff who put clients first to bring every worker home, safe and healthy.



“We are here to change and save lives, workplace by workplace, community by community, day in and day out.”

CANDYS BALLANGER-MICHAUD
President and CEO
Workplace Safety North

MESSAGE FROM THE PRESIDENT AND CEO

Service Excellence. What do these two words mean? In most workplaces, they mean creating the best conditions to satisfy customers and maximize profits. But in our workplace, service excellence means much more than that. It means creating the best conditions to help more than one hundred thousand men and women – fathers, mothers, sons and daughters – stay safe and healthy at work.

A passion for health and safety runs deep at Workplace Safety North. To interpret a quote from our translator, Jean Bélec, “We embrace change and it’s with passion that we help our clients persevere through change.” That type of passion has helped us through the transition from three organizations to one, clearly showing that together we can be better.

With the amalgamation behind us, and a strategy to guide us, WSN is ready to lead our industries in implementing the recommendations of the expert panel on health and safety and meeting the requirements of Bill 160.

This report will introduce you to some of our extraordinary people, products, services and achievements.

My personal thanks to our Board of Directors, Advisory Committee Members and Staff. Because of your collective passion, talent and commitment we are increasing WSN’s lasting influence and life-changing power while strengthening our Service Excellence.

Candys Ballanger-Michaud

OUR VISION AND MISSION

Our Vision

Every worker, home safe and healthy.

Our Mission

Workplace Safety North is a force for positive action - anticipating and responding to the greatest needs of our clients, and bringing together our partners, members, and diverse communities to build safer, healthier, stronger workplaces.

Experts

Mobilizing our know-how in the management of high-risk hazards.

Knowledge Brokers

Acquiring and creating knowledge unique to our industries, and optimizing information exchange.

Change Agents

Facilitating organizational improvement through auditing, consulting and training.

Champions

Advocating for workplace health and safety.





“WSN serves businesses and industries across Ontario – north, south, east and west. Our client base includes 3500 firms, which represents 108,000 full-time equivalent employees.”

DAWNA NIGHBOR
Business Analyst
Workplace Safety North

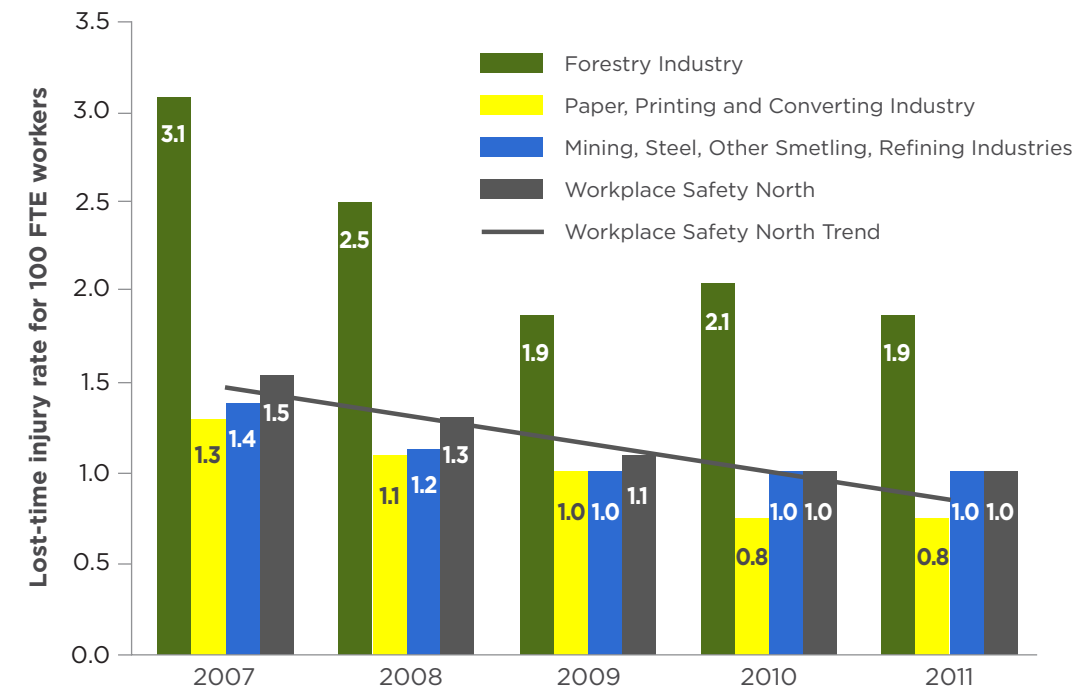
OUR CLIENTS

WSN provides province-wide occupational health and safety resources, training and consulting to companies involved in forestry, mining, smelting, refining, paper, printing and converting.

With our headquarters in North Bay, we have a network of Consultant/Trainers, Specialists and Mine Rescue Officers located in more than 20 communities across Ontario.

STATISTICS

WSN Lost-time Injury Rates 2007 - 2011



Source: WSIB, EIW, as of March 31, 2012.

Workplace Safety North lost-time injuries continue to trend downwards for all three of our core sectors. We continue to focus on client engagement and priority hazards as we close in on our goal of illness and injury elimination.

**Workplace Safety North (Schedule 1)
Lost-time Injuries 2007 - 2011 - Incident Type**

Event or Exposures	Mining, Steel, Other Smelting, Refineries		Forestry		Paper, Printing, Converting Industries		Workplace Safety North	
	#	%	#	%	#	%	#	%
Contact with objects and equipment	577	25%	453	36%	887	29%	1,917	29%
Falls	327	14%	207	16%	412	13%	946	14%
Bodily reaction and exertion	1,050	45%	481	38%	1,606	52%	3,137	47%
Exposure to harmful substances or environments	194	8%	32	3%	81	3%	307	5%
Transportation incidents	109	5%	64	5%	60	2%	233	3%
Fires and explosions	24	1%	12	1%	6	0%	42	1%
Assaults and violent acts	6	0%	3	0%	3	0%	12	0%
Other events or exposures	56	2%	7	1%	21	1%	84	1%

Source: WSIB, EIW, Injury Analysis Schema, as of March 31, 2012.

The majority of lost-time injuries across all sectors are a result of three events or exposures: contact with objects and equipment, falls, and bodily reaction/exertion.



“We know exploration drilling has one of the highest frequencies in Ontario. Our workshops help clients recognize, assess and control the hazards at their worksites.”

KERRY WILLET
Consultant/Trainer
Workplace Safety North
Expertise: Diamond Drilling

EXPERTS

Mobilizing our know-how in the management of high-risk hazards.

Practical Auxiliary Mine Ventilation - February 2011

This workshop provided mining operations with the basic tools for day-to-day planning and effective operation of an underground auxiliary mine ventilation system.

Safe Mine Backfill Practices - May 2011

This workshop presented an overview of safe backfilling practices at mining operations, based on a 2009/2010 study conducted by WSN and Queen’s University.

Partners in Prevention - May 2011

At Canada’s largest health and safety event in Mississauga WSN Consultant/Trainers hosted Ask an Expert sessions on Guarding and Joint Health and Safety Committee effectiveness.

Exploration Drilling: Assessing Hazards - September 2011

This hands-on workshop practiced recognizing, assessing and controlling hazards on machines and vehicles generally found on an operating surface drill site.

Webinars

WSN’s client base covers a vast geographic area. In 2011, WSN adopted webinars as a way to address clients spread out across the province. More than 135 clients participated in Safety Groups, Mine Ventilation and Personal Protective Equipment webinars.



“There is an abundance of health and safety knowledge in Ontario. WSN has it, our partners have it, our clients have it – great things happen when we share it.”

SABRINA FRANCESCUT
Ergonomic/Health Specialist
Workplace Safety North

KNOWLEDGE BROKERS

Acquiring and creating knowledge unique to our industries, and optimizing information exchange.

In 2011, WSN continued to update its product shelf. New editions were released for our most popular manuals and handbooks:

Auxiliary Mine Ventilation Manual

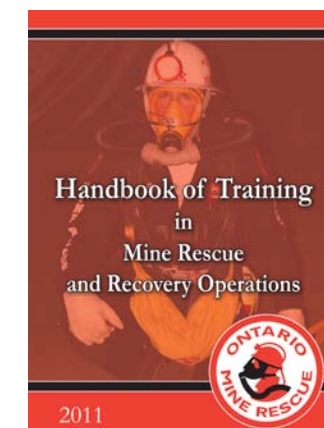
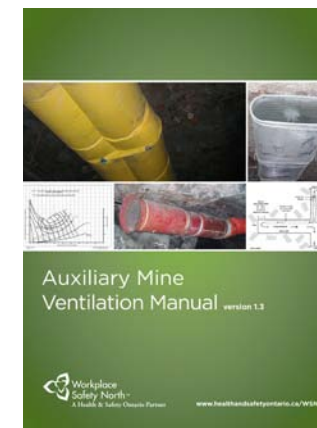
Developed for underground hard rock operations, this 135-page colour manual is intended to provide an overview of auxiliary ventilation, and to present guidelines for the design and effective operation and management of auxiliary ventilation systems.

The Cutting Edge Chainsaw Manual

Developed in 1992, this manual has been described as the ‘Bible’ of the forest industry. The fifth edition of this recognized industry leader has new photographs, diagrams and updated descriptions of techniques and cutting processes.

Handbook of Training in Mine Rescue and Recovery Operations

Internationally recognized and continually updated, the handbook is a must have item for Ontario’s mine rescue responders.





“Technical Advisory Committees allow WSN to understand the needs of industry, and how we can help them achieve a goal of zero harm. The TACs are an invaluable forum for the discussion of health and safety issues in respective disciplines.”

PHILIP DIRIGE, Ph.D.
Ventilation Specialist
Workplace Safety North

KNOWLEDGE BROKERS

Acquiring and creating knowledge unique to our industries, and optimizing information exchange.

Provincial Forestry Tripartite Committee

WSN participates in an industry-led Provincial Forestry Tripartite Committee which plays an integral role in development of Ministry of Training, Colleges and Universities (MTCU) modular training programs for the forestry industry. In 2011, the committee supported the development of a Principles of Rigging, Hoisting and Towing training program which was funded through MTCU and developed by WSN to meet an identified need within the forest industry. This course is now part of the required common core classroom pre-employment training requirements for new workers intending to train on mechanical harvesting, forestry and road construction equipment as well as cable skidders operating within the logging industry.

Technical Advisory Committees

WSN's Technical Advisory Committees (TACs) are made of volunteers from the mining industry that meet four times a year to discuss industry issues and initiate the development of projects that advance the goal of zero injuries. TACs also help spearhead partnerships with universities for occupational health and safety research. In 2011, these projects included:

- Assessment of the effectiveness of heavy machinery seats for multi-axle vibration (University of Western Ontario)
- Design evaluation of heavy mining equipment multi-piece wheel rims (University of Windsor)
- Heat exposure limits for older workers in deep mechanized mining (University of Ottawa)

Thank you to the many TAC members and their sponsoring organizations. Your contributions are critical to advancing health and safety related to Ground Control, Mine Rescue, Mining Equipment, Safety and Loss Control, and the Workplace Environment.



“It’s all about communicating - finding the right information, crafting a clear message, delivering the material to our clients, listening to our clients, and starting all over again. Simple, but not always easy.”

KEN SITTER
Prevention Solutions Writer
Workplace Safety North

KNOWLEDGE BROKERS

Acquiring and creating knowledge unique to our industries, and optimizing information exchange.

Every Worker Magazine

WSN launched its multi-sector magazine, Every Worker. The magazine is thematic and chooses a topic applicable to all industries, such as: Slips, Trips and Falls, Motor Vehicles, and Young Workers.

Link Line

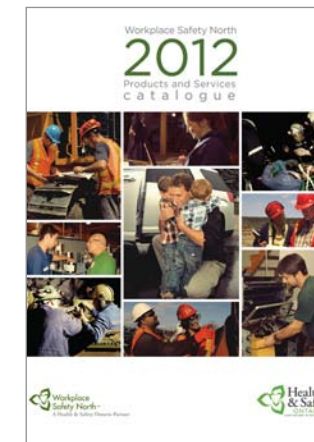
Link Line is WSN’s Mine Rescue newsletter, published three times annually and distributed electronically across Ontario, and internationally.

thinkAGAIN

Our young worker campaign included a “Think Again” booklet to help employers integrate young workers safely into the workplace.

Products and Services Catalogue

WSN launched its first Products and Services catalogue, consolidating the work of its three legacy organizations into one reference point for clients.



View our products and services catalogue.



“Going to visit industry and working with the people at the company – to help make work safer for them – that’s what it’s all about.”

STEVE HOPSON
Consultant/Trainer
Workplace Safety North

CHANGE AGENTS

Facilitating organizational improvement through auditing, consulting and training.

Training, auditing and consulting is at the heart of WSN. WSN trains workers to operate safely, and 2011 was no exception with more than 12,900 participant training days delivered.

Type of Training	# of participant days
Mine Rescue	5846
JHSC Part 1/Part 2	1920.5
Common Core (mining, forestry)	2680.5
Industrial Training	2488.75

JHSC Certification
Part 1: Basic

Forestry

Basic Certification

Paper, Printing and Converting



« Nous nous nourrissons de changement et c'est avec passion que nous aidons nos clients à persévérer dans le changement. »

JEAN BÉLEC
Translator
Workplace Safety North

CHANGE AGENTS

Facilitating organizational improvement through auditing, consulting and training.

WSN continues to update and expand its offerings to meet client needs and demand.

Mechanical Harvesting Equipment Operator (MHEO)

WSN launched online and classroom modules on hoisting, rigging and towing. The program was developed in both French and English.

Online Mechanical Harvesting Equipment Operator (MHEO)

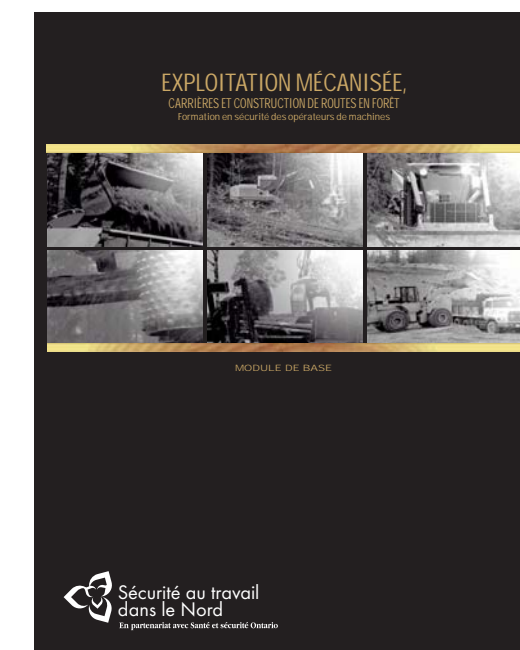
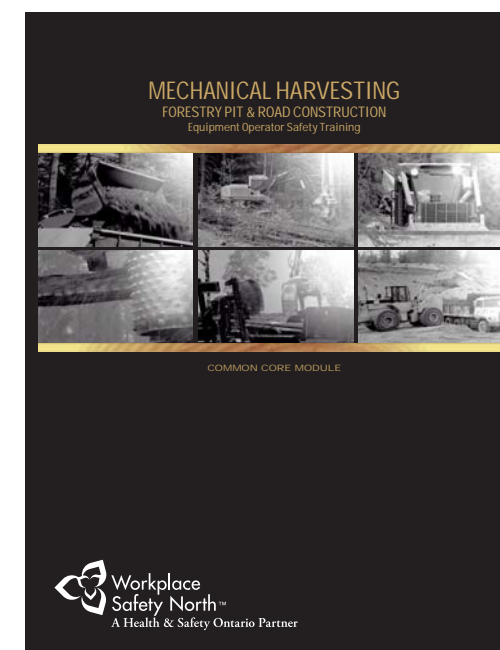
This program was updated to include a new video on grinder safety, developed in both French and English.

Due Diligence and IRS

Half-day training programs were developed in French and English.

WHIMIS

A half-day training program was launched.





“Seeing over 250 people attend our Mock Trial in Timmins was very rewarding, and it was an excellent opportunity to emphasize the responsibilities of supervisors under the Occupational Health and Safety Act.”

JIM CLUFF
Consultant/Trainer
Workplace Safety North

CHAMPIONS

Advocating for workplace health and safety.

Mining Health and Safety Conference - April 2011

Ontario's premier mining health and safety conference sold out again with more than 300 delegates attending.

Mock Trials - May and November 2011

WSN hosted two mock trials in northern Ontario - one in North Bay and one in Timmins. The fictional trial revolved around an employer and supervisor charged under the OHSA after a young worker was injured at their job-site.

Provincial Mine Rescue Competition - June 2011

The 61st annual Ontario Mine Rescue competition took place underground at Barrick Hemlo's operating mine, Williams Mine. Eight teams from across the province competed for first place, with Vale's West Mines coming out on top.

Checkpoint to Zero - December 2011

In December of 2011, at the request of the Mining Advisory Committee, a roundtable session was held with the mining industry in Sudbury to discuss industry's progress towards zero harm by 2015, a goal set in 2006. The group met to discuss the role of both the industry and Workplace Safety North, and how the two should proceed together to reach a vision of zero injuries.

Bill 160: Health and Safety Awareness Program

In 2011, the Tony Dean panel recommended the Ministry of Labour create a mandatory, province-wide health and safety awareness program for workers and front-line supervisors in all industry sectors. Over the course of the year, WSN took a lead role in developing the program's workbook and an e-learning script for workers. WSN's role continues in 2012 with the development of the supervisor program.



“Not only is Safety Groups an incentive program, but it’s an extremely cost-effective way to learn the best practices of other organizations equally passionate about health and safety.”

ROSE BÉDARD
Prevention Services Assistant
WSN Safety Groups

SAFETY GROUPS

In 2010, Safety Groups members were primarily from northern Ontario’s forestry industry. In 2011, the doors were opened to all firms across northern Ontario. WSN’s 50 Safety Groups members split a total of **\$535,208.13** in WSIB rebates.

CHAMPIONS

Advocating for workplace health and safety.

WSN Board of Directors

Bill Shaver (Chair), KGHM International
Terry Bochko (Vice-Chair), Resolute Forest Products
John Benoit, BA, CRSP, Laurentian University
John Bagacki, HBSC, Rainy Lake Tribal Contracting
Gaëtan Carrier, Tembec Hearst Sawmill
Marshall Greensides, CRSP, Norampac, A Division of Cascades Canada Inc.
Sandra Haddad, Haddad & Associates
Dwight Harper, Xstrata Nickel
Clyde Healey, BA, CHRP, retired Utilities Sector

WSN Forestry, Paper, Printing & Converting Advisory Committee

Marilyn Findlay (Chair), Domtar Pulp and Paper Products
Michael Chafe (Vice-Chair), Norampac - OCD
Daniel Barron, Cascades Boxboard Group
Kevin Belisle, RockTenn
Eddie Heideman, Heideman Forest Services
David Milton, Ontario Lumber Manufacturers’ Assoc.
Eric News, Cascades Boxboard Group
Jack Phillips, Commonwealth Plywood Company Ltd.
Scott Russell, Wolverine Forest Products
Denis Sauvé, Tembec Inc.

WSN Mining Advisory Committee

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Al Robb (Vice-Chair), Sifto Canada Corp., Goderich Mine
Brian Hagan, Lake Shore Gold Corp.
Nancy Hutchison, United Steelworkers
Roy Slack, Cementation Canada Inc.
Dave Stewart, Mine Mill 598/CAW, Xstrata Nickel, Nickel Rim South Mine
Jim Tinney, International Brotherhood of Boilermakers



“Thanks for reading our annual report. Give us a call and we’ll be happy to answer any questions about our products, services and training.”

FRAN MARTIN
Customer Care Representative
Workplace Safety North

WE’RE HERE FOR YOU...

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