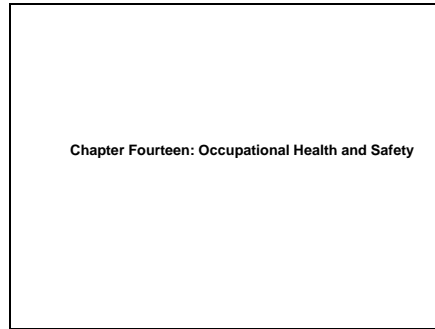


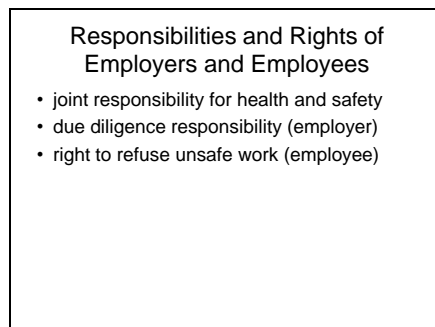
## Slide 1



## Slide 2



## Slide 3



## Slide 4

### Other Occupational Health and Safety Legislation Requirements

- joint health and safety committees
  - [www.ccohs.ca/oshanswers/hsprograms/hsccommittees/whatisa.html](http://www.ccohs.ca/oshanswers/hsprograms/hsccommittees/whatisa.html)
- enforcement: health and safety inspectors
- control of toxic substances

## Slide 5

### WHMIS Legislation

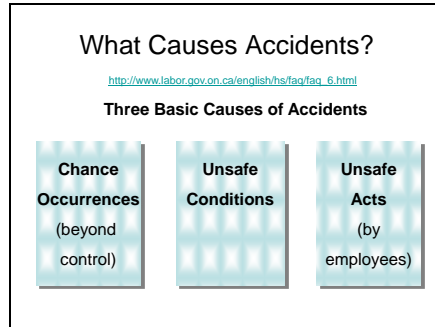
1. labeling of hazardous materials
2. material safety data sheets
3. employee training

## Slide 6

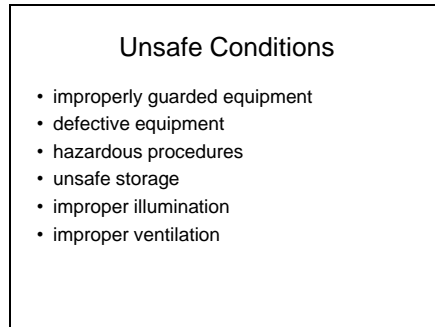
### Supervisor's Role in Safety

- legislation imposes personal duty on supervisors to ensure safety
- need to get workers to want to work safely
- safety commitment begins with top management

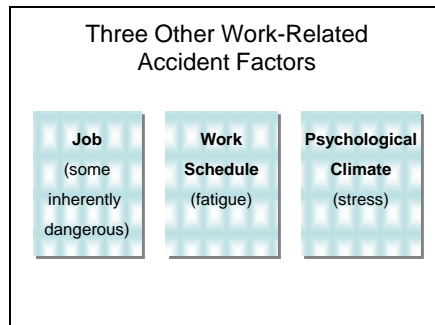
## Slide 7



## Slide 8



## Slide 9



## Slide 10

### Unsafe Acts

- throwing materials
- operating/working at unsafe speeds
- rendering safety devices inoperative
- using unsafe equipment/procedures
- improper lifting
- horseplay

## Slide 11

### Causes of Unsafe Acts

#### **Personal Characteristics**

- poor vision
- age (17-28)
- difference in perceptual vs. motor skill

## Slide 12

### How to Prevent Accidents

- reduce unsafe conditions
- reduce unsafe acts
  - selection and placement
  - training and education
  - positive reinforcement
  - top-management commitment
  - monitoring work overload and stress

## Slide 13

### Controlling Workers' Compensation Costs

#### **Before the accident**

- accident prevention measures

#### **After the accident**

- ensure medical attention
- be supportive, keep in touch
- facilitate return to work

## Slide 14

### Employee Wellness Programs

- proactive approach to employee health
  - stress management
  - nutrition/weight management
  - smoking cessation programs
  - heart health
  - physical fitness
  - ergonomics

## Slide 15

### Occupational Health Issues and Challenges

- substance abuse
- job stress
- repetitive strain injuries
- workplace toxins
- workplace smoking
- violence at work

## Slide 16

### Substance Abuse

- serious/widespread workplace problem
- staggering costs (\$39.8B in 2002)
- particularly prevalent in manufacturing

#### **Guidelines for Supervisors:**

- monitor employee behaviour
- keep a written record of behaviour
- refer employees to EAP

## Slide 17

### Substance Abuse: Traditional Techniques

- in-house counseling (EAP)
- referral to outside agency (AA)
- discipline
- discharge

## Slide 18

### Substance Abuse and the Law

- alcohol/drug abuse considered a disability (human rights law) vs. employers' due diligence requirement (occupational health and safety law)
- substance abuse testing only legal if:
  1. test is rationally connected to performance of the job
  2. test is adopted in honest and good-faith belief that it is necessary for fulfillment of work-related purpose
  3. test is reasonably necessary to the accomplishment of the work-related purpose

## Slide 19

### Substance Abuse Testing

- random substance abuse testing is illegal
- employers can:
  - forbid drugs/alcohol in workplace
  - require random drug testing only for "safety-sensitive" jobs
  - require mandatory drug testing "for cause" or "post-incident" in certain circumstances
- positive test results must result in accommodation of the employee's disability

## Slide 20

### Job Stress: Causes

#### Environmental Factors

- work schedule
- pace of work
- lack of job security

#### Personal Factors

- Type A personality
- work/family conflict
- family problems etc.

## Slide 21

### Reducing Job Stress

- supervisory monitoring
- job transfer
- EAP counseling
- fair treatment
- control over one's job

## Slide 22

### Burnout

- total depletion of physical and mental resources
- caused by excessive striving to meet unrealistic goals

#### **Avoiding Burnout:**

- break patterns
- get away from it all periodically
- reassess goals
- think about work
- reduce stress

## Slide 23

### Repetitive Strain Injuries

- activity-related soft-tissue injuries of the neck, shoulders, arms, wrists, hands, back and legs
  - e.g. carpal tunnel syndrome
- preventable through ergonomically-designed workstations

## Slide 24

### Other Workplace Health Issues

#### **Workplace Toxins**

- leading cause of work-related deaths around the world is cancer

#### **Workplace Smoking**

- increased risks of cancer when exposed to other carcinogens



# Slide 25

## Violence at Work

- mostly arises from customers or strangers rather than coworkers; particularly prevalent in health care

### **Prevention/Control of Workplace Violence**

- institute workplace violence policy
- identify jobs with high risk of violence
- heighten security measures
- improve employee screening
- provide workplace violence training

# Slide 26

**FIGURE 14.1** Ontario Occupational Health and Safety Act—Construction Regulations

**O.REG.213/91**

**68. A sign used to direct traffic,**

(a) shall be diamond shaped, 450 millimetres wide and 450 millimetres long, with the diamond mounted at one corner on a pole 1.2 metres long; (b) shall be made of material that has at least the rigidity of six millimetres thick plywood; (c) shall be reflective fluorescent and coloured; (d) red-orange on one side with the corner areas coloured black, so that the red-orange area forms a regular eight-sided figure, with the word "STOP" written in legible white letters 150 millimetres high in a central position on the sign, and (d) chevron on one side, with the word "SLOW" written in legible black letters 150 millimetres high in a central position on the sign; and (d) shall be maintained in a clean condition,

Copyright © 2008 Pearson Education Canada

# Slide 27

## Slide 28

[illegible]

## Slide 29

[illegible]

Slide 30

[illegible]

# Slide 31

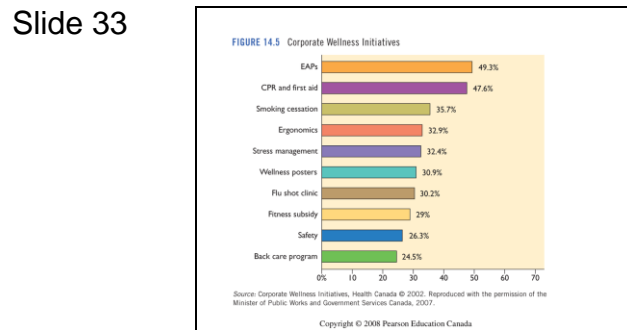
# Slide 32

**FIGURE 14.4** How Personal Factors May Influence Employee Accident Behaviour

```
graph LR; A[Personal characteristics] --> B[Predisposing behaviour tendencies]; B --> C[Types of behaviours in specific circumstances]; C --> D[Incidence of specific accident behaviour];
```

Personal characteristics	Predisposing behaviour tendencies	Types of behaviours in specific circumstances	Incidence of specific accident behaviour
Personality	Undesirable attitudes and habits	Inattention	Probability rate of individual's accident behaviours
Intelligence	Lack of specific abilities	Forgetfulness	
Motivation	Tendency to assume risk	Misperception	
Sensory skills		Failure to follow procedures	
Motor skills		Inadequate performance	
Experience		Assuming excessive risk	

Copyright © 2008 Pearson Education Canada



## Slide 34

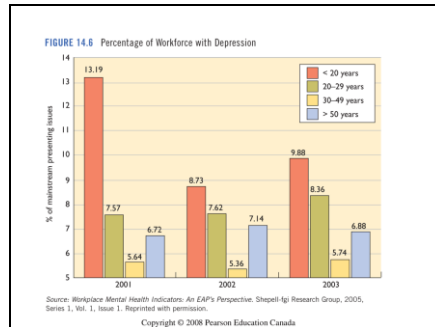
**TABLE 14.1 Top Ten Sources of Workplace Stress**

1. Feeling of not contributing and having a lack of control.
2. Lack of two-way communication up and down the chain of command.
3. Being overrepresented.
4. Inconsistent performance management. Rates but no reviews. Positive feedback and then laid off with no understanding of why.
5. Career/job ambiguity. Things happen without employees knowing why.
6. Unclear company direction and policies.
7. Mistrust. Vicious office politics disrupts positive behaviour.
8. Doubt. Employees are uncertain about what is happening and where things are headed in their position, department or organization.
9. Random interruptions.
10. Treadmill syndrome. Too much to do at once, requires 24-hour workday.

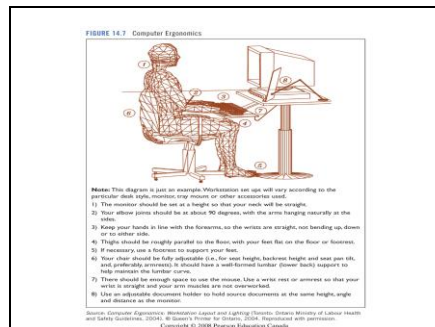
Source: Adapted from Top 10 Sources of Workplace Stress, Toronto: Global Business and Economic Association on Addiction and Mental Health, 2003. Available online at [www.mentalhealthmatters.ca/cgi-bin/mental/TopTenSourcesofStress.pdf](http://www.mentalhealthmatters.ca/cgi-bin/mental/TopTenSourcesofStress.pdf). Reprinted with the permission of Global Business and Economic Association on Addiction and Mental Health.

Copyright © 2008 Pearson Education Canada

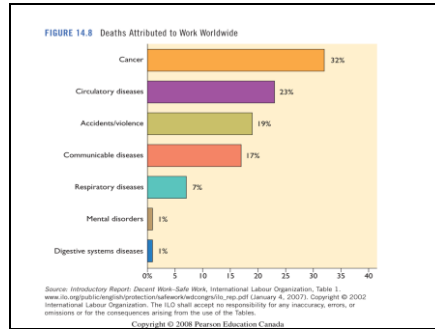
## Slide 35



## Slide 36



## Slide 37



## Slide 38

