



Evaluating Risks in Growing Occupations Inc.

E-NEWSLETTER

JANUARY 2010

## HAPPY NEW YEAR!

LET'S MAKE 2010 THE YEAR WE ELIMINATE WORKPLACE INJURIES!

## FEATURE ARTICLE

### ONTARIO TAKES STRONGER STANCE ON VIOLENCE IN THE WORKPLACE: AMENDMENTS TO OHSA, BILL 168

On December 9<sup>th</sup>, 2009, the Ontario government's proposal to amend the Ontario Occupational Health and Safety Act (OHSA) to include the protection of workers from violence and harassment, and establish new specific worker rights relating to violence in the workplace was finalized under Bill 168. Ontario workplaces now have six months to establish a program to ensure they are in compliance with this new legislation.

**Violence in the workplace** has been defined as (a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; (b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to a worker; (c) a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

**Workplace Harassment** has been defined as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

Seven key programs areas were outlined:

- ☑ Written workplace violence and harassment policies
- ☑ Workplace violence and workplace harassment programs
- ☑ Risk assessments for potential workplace violence
- ☑ Training for workers on violence and harassment
- ☑ New worker rights to refuse work for workplace violence
- ☑ Employer obligations to respond to domestic violence
- ☑ Report workplace violence to Ontario Ministry of Labour

Visit our website for additional information on the new employer obligations and worker rights as outlined in Bill 168.

[www.ergoconsulting.net/news.html](http://www.ergoconsulting.net/news.html)

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## UPCOMING ERGO PUBLIC WORKSHOPS FOR 2010

### 1 DAY CERTIFICATE WORKSHOPS

May 3<sup>rd</sup>, 2010, Toronto, ON  
**Office Ergonomics – Preventing Musculoskeletal Disorders in the Office**

May 4<sup>th</sup>, 2010, Toronto, ON  
**Completing Physical Demands Assessments (PDAs)**

### 2 DAY CERTIFICATE WORKSHOPS

May 5<sup>th</sup>-6<sup>th</sup>, 2010, Toronto, ON  
**Musculoskeletal Disorder (MSD) Prevention in Healthcare**

May 5<sup>th</sup>-6<sup>th</sup>, 2010, Toronto, ON  
**Musculoskeletal Disorder (MSD) Prevention in Education**

May 5<sup>th</sup>-6<sup>th</sup>, 2010, Toronto, ON  
**Musculoskeletal Disorder (MSD) Prevention in Manufacturing**

To register or for more information visit our website [www.ergoconsulting.net](http://www.ergoconsulting.net) or call us at (705) 436-4504

### OTHER EVENTS...

February 9<sup>th</sup>, 2010 – Toronto, ON  
**Canadian Society for Safety Engineers (CSSE) Conference** – Visit our booth for FREE Ergonomic toolkits

May 12<sup>th</sup>, 2010 – Hamilton, ON  
**Excellence in Manufacturing Consortium (EMC) National Conference**: ERGO Inc. will be presenting on **“Establishing an Effective MSD Prevention Program”**

Visit [www.emccanada.org](http://www.emccanada.org) for more information.

## BUYING AN OFFICE CHAIR

Consider the following when buying an ergonomic chair for your office workstation:

### Lumbar support

Lumbar (lower back) support is the most important feature of a chair. It should be adjustable so that it can be placed in the hollow of the back.

### Adjustability

- ✓ Height, seat pan depth, seat pan angle adjustability, adjustable armrests
- ✓ Ability to fit the size of the user (i.e. gas lift, seat pan and back rest sizes can usually be ordered in small, medium and large)

### Most important

Be sure you know how to adjust your chair properly and do it regularly. A chair does not arrive pre-adjusted for you! Even the best chair can be uncomfortable if it is not adjusted to fit your body properly.



## ERGO LEARNING

### New 2-day format for our 2010 Ergonomic Certificate Workshops!

#### Day 1:

- ✦ Understand what is required for an effective MSD Prevention Program based on Ontario's Guidelines.
- ✦ Ergonomic / MSD hazard identification – learn to conduct an assessment and measure physical demands
- ✦ Strategies to minimize MSD hazards
- ✦ Receive a complete ergonomic assessment kit

#### Day 2: Workplace Specific

Choose **Healthcare**, **Education** or **Manufacturing** stream.

- ✦ Assess MSD workplace hazards with SPECIFIC industry examples including force, static work, awkward postures, impact loading, cold/heat, vibration and repetition
- ✦ Learn about the best ergonomic work practices in Healthcare, Education or Manufacturing environments
- ✦ Ergonomic tools and equipment available specific to your industry

For more information on our 2010 Certificate Workshops, please visit our webpage [www.ergoconsulting.net](http://www.ergoconsulting.net) or contact our office today.

**ERGO Inc. will be presenting a complimentary information seminar this Spring – stay tuned for more information!**

## ERGO SAFETY

ERGO offers a variety of SAFETY Training workshops and seminars.

- Accident / Incident Investigations
- WHMIS
- Due Diligence – Health & Safety Law
- Joint Health & Safety Committee Roles and Responsibilities
- Workplace Inspections and Hazard Identification
- Manual Material Handling

We can assist your organization in preparing for the **WSIB Workwell Audit**.

Contact us to find out more!



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