

"Prevention is
our Intention"

Issued Aug 2004

Safety Partnership Group

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Safety Partnership



Zero incidents by choice through
Partnerships for Safety...

SAFETY PARTNERSHIP DEVELOPMENTS

Safety Partnership Working Committees

Committees have been assigned to four different subject areas.

- 1) Reducing Tolerance for Risk
- 2) Young/ New Worker Safety.
- 3) Internal Responsibility System
- 4) Progressive Discipline

A Draft of the proposed Progressive Discipline module was tabled at the July Safety Partnership Steering Committee meeting.

We are very appreciative of the time and effort that went into the creation of this draft document. Copies were made available to the Steering Committee for comments and questions.

The working committee responsible for this document will be meeting later this month to implement the feedback received from Industry, Labour and Contractors.

Congratulations to all members of this working committee for their efforts!

We can assist with your training record keeping

When your company employees come to the IEC for any type of training, we keep their records in our database. For security purposes, this information is backed up daily and hard copies are retained in our employee files.

The IEC can be a valuable resource to your company in maintaining your training records.

We can provide reporting on a weekly, monthly or quarterly basis for a very reasonable fee of \$5:00 per report.

Call Jean at 337-5935 or e-mail at:
jeanm@sarniasafety.com
for more information.

GOSH, I HOPE
WE'RE GOING TO
THE BEACH!



EVERYBODY NEEDS TO GET AWAY!

Ministry of Labour Update

Recently I received a phone call from Wayne Delorme, London Ministry of Labour office, regarding a letter I sent to the Ministry on July 14th 2004.

This letter to the Ministry questioned the behaviour of MOL inspectors who insist on entering plants and contractor shops without wearing the proper Personal Protective Equipment.

Mr. Delorme has assured me that that this behaviour does not conform to his expectations of his staff:

"At my next staff meeting I will bring the issue up and enforce the fact to the staff that we have a duty to go far and above what the minimum standards are ourselves and if employers are doing that then we should doing everything we can to model the same behaviour..."

Mr. Delorme gave me his direct number so anyone could contact him personally about their own specific concerns. Contact me for further information at 337-1716.

Upgraded Safety Management Assessment

75 companies have completed the new upgraded version of the health and safety profile to date.

Element	Score
1) Health and Safety Policy and Targets	82 %
2) Roles & Responsibilities and Control	85 %
3) Documents, Procedures and Reports	85 %
4) Project/ Site Planning Documents	95 %
5) Health and Safety Training	91 %
6) Health & Safety Rep/ JH&SC	84 %
7) Hazard Recognition, Assessment and Control	86 %
8) Tools, Equipment and Vehicle Maintenance	91 %
9) Accident/ Incident Investigation & Reporting	84 %
10) First Aid Requirement	94 %
11) H&S Program Promotion & Communication	87 %
12) Proactive Safety (BBS, TASC, Near miss)	63 %
OVERALL SAFETY MANAGEMENT ASSESSMENT	85.6 %

Please contact Peter Stock at 337-1716 or Charlotte Cooper at 337-7902 to arrange an appointment.

Scores have been moving up over the last six months in each of the 12 individual elements. This trend is a reflection of the improvements companies have been making to their profile since their initial evaluation. My congratulations go out to all the companies that have addressed the "gaps" with positive changes in their policies and procedures.

In a WSIB review of the Safety Partnership initiatives, the Safety Management Assessment was ranked as the most impressive program developed by the Safety Partnership.

We are grateful to have the cooperation of Dave Lambert and the CSAO on the development of this Safety Partnership project!

Is Your Company Fully Realizing Your Most Important Competitive Advantage?

In the quest for improved business results, too many organizations overlook the most important thrust to make this happen—developing the knowledge and skills of their employees.

A recent study by *Industry Week/ Manufacturing Performance Institute Census of Manufacturers* supports this concept. Superior business performance is not achieved through investment in new technology or equipment but by first investing in effective hiring programs, and then by investing in the training and development of everyone in an organization to build an engaged, high performance workforce.

Organizations with strong human resource initiatives outperform their peers on a number of significant metrics:

- Lower turnover
- Higher profits
- Reduced costs
- Reduced scrap and re-work rate
- Greater probability of achieving world-class manufacturing status

In addition to effective recruitment/hiring and employee training, four other human resource practices contribute to enhanced business performance: leadership/supervisory development, performance management, teaming, and health & safety programs.

Through our partnership with Development Dimensions International (DDI), a world-class leader in leadership and workforce development, the IEC can assist *your* organization in its quest for improved business results. Upcoming courses include:

- Interaction Management Essentials
- Leading Change
- Interaction Skills for Success
- Working Through Conflict, and more

For further information on these and other courses, please contact Shelley Brown, 383-7025, e-mail shelleyb@sarniasafety.com, or visit our website www.sarniasafety.com.

To find out more about the *IndustryWeek/ Manufacturing Performance Institute* report, go to www.ddiworld.com and click on What's New, Super Human Resources: A Census of Manufacturers.