

"Prevention is
our Intention"

Issued September 2004

Safety Partnership Group

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WEB SITE

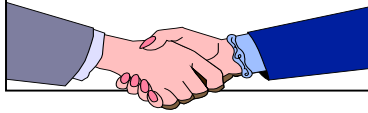
www.sarniasafety.com

To submit items
of interest
contact
Peter Stock

337-1716
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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

All working committees have met or
are scheduled to meet in the next
week or two.

The Reducing the Tolerance for Risk
Committee has studied the Safe Acts
Index Audit system. Members of this
committee have accompanied the
Imperial Oil Auditor and have reported
very positively on this concept.

It is proposed that each interested
plant train at least one auditor in the
methods of approach, scoring and
record keeping. The IEC would be
asked to train two of their personnel to
conduct third part audits at each site to
ensure consistency overall.

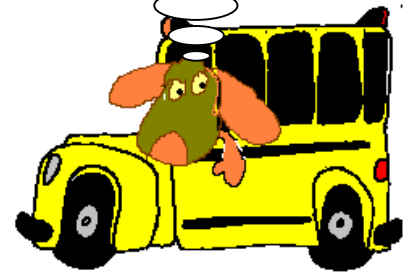
The target for this committee is to hold
a Safe Acts Index Planning Team
meeting in early October with a
planned implementation for Jan 2005.

Young Worker/ New Worker
Committee has agreed to focus on
IEC Programs, Contractor Programs
including Safety meetings, Industry
site and job specific Programs and
mentoring of new and young workers
on the job.

The Safety Partnership Executive
Committee gave approval for the IRS
Working Committee to develop an
audit process. This Committee
reviewed three established audit
models and will consider incorporating
some questions regarding IRS in
Section 2 of the Safety Management
Assessment.

Thanks to all members of these
committees for their hard work!!

DOG DAYS OF
SUMMER ARE OVER!



BACK TO SCHOOL

Supervisory Feedback

More than 600 local supervisors
have completed the IEC Class

Some of the concerns from the
Sept. 9th class are listed below:

- Shutdown schedule is shorter
- One worker doing three jobs
- Lack of communication
between trades, companies
and industry
- Hazards have changed
- Too many procedures for
worker to understand
- Procedures instead of
improved equipment
- Companies need a policy that
clearly states any worker has
the right to stop a job that they
think could injure someone
- Two standards for Industry and
Contractors
- Remind workers of their
responsibility to self, others
and family
- Reporting injuries results in
negative consequences
- Standardize definition of
"recordable injury"
- Categorize injuries by trade
- Don't treat all recordable
injuries as equal
- More common sense, less
blame

Upgraded Safety Management Assessment

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

Element	Score
1) Health and Safety Policy & Targets	83 %
2) Roles & Responsibilities & Control	86 %
3) Documents, Procedures & Reports	86 %
4) Project/ Site Planning Documents	95 %
5) Health and Safety Training	92 %
6) Health & Safety Rep/ JH&SC	86 %
7) Hazard Recognition, Assessment & Control	87 %
8) Tools, Equipment & Vehicle Maintenance	92 %
9) Accident/ Incident Investigation & Reporting	86 %
10) First Aid Requirement	94 %
11) H&S Program Promotion & Communication	89 %
12) Proactive Safety (BBS, TASC, Near miss)	66 %
OVERALL SAFETY MANAGEMENT SCORE	86.8 %

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

BACK PACK SAFETY

Most kids carry their schoolbooks and supplies in a backpack. Many kids are getting injuries and long term back problems from backpacks that are too heavy. Wearing a backpack the wrong way can harm joints and muscles, cause back injuries and even lead to scoliosis (curvature of the spine). In junior high and high school some packs can weigh as much as 20 or 25 pounds.

If a backpack is worn the wrong way damage can be done to the spine. Backpacks with wide straps and padding at the shoulders are a must. Thin straps can cut into the circulation in the shoulders, which can cause weakness, and tingling in the hands over a period of time. If you have a lot of books and do a lot of walking, the best solution is to get a backpack on wheels with a retracting handle. Many companies make these backpacks convertible, you can pull them like a suit case or put them on your back as a back pack. These have been very popular on college campuses.

A good rule of thumb is to keep the backpack light, not more than 10 to 20 percent of the wearers body weight.

WHAT GOOD LEADERS DO

Ask the question: What do good leaders do? - and the most common answer is- they coach! Leaders are responsible for achieving business results through others. Their ability then to successfully coach their team for success and for improvement is a key leadership skill.

To develop these critical coaching skills, the IEC offers a suite of three coaching courses: Coaching for Success, Coaching for Improvement, and Managing Performance Problems. Coaching for Success focuses on helping individuals to "do it right" the first time. This type of proactive coaching reduces the need for reactive coaching down the road. However, coaching for improvement is a fact of life. So the goal of the second course, Coaching for Improvement, is to guide people to correct unacceptable performance. The final course in the series, Managing Performance Problems, addresses chronic performance or work habit problems, or serious misconduct. It teaches participants the important of documentation and how to discuss and impose formal consequences when performance has not improved.

All three courses utilize a coaching process, provide opportunities for skill practice, and include take-aways in the form of a one page job aid handout highlighting key course concepts, a participant's workbook, and course-specific discussion planner.

- Coaching for Success is scheduled for November 17th 2004,
- Coaching for Improvement takes place on November 25/04, and
- Managing Performance Problems debuts on December 1/04.

For detailed descriptions of these and other Leadership & Workforce Development Programs offered this fall, info on costs, alternate dates, registration, etc., visit our website, www.sarniasafety.com or contact Shelley Brown, phone: 383-7025, e-mail: shelleyb@sarniasafety.com.