

"Prevention is
our Intention"

Issued January 2004

Safety Partnership Group

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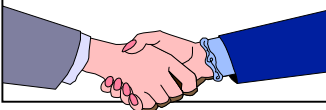
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Safety Partnership



Zero incidents by choice through
Partnerships for Safety...

SAFETY PARTNERSHIP DEVELOPMENTS

14 New Year's Resolutions

- 1) Resolve to make the use of pre-job safety analysis (TASC) more than a "paper exercise"
- 2) Remember to include positive reinforcement when performing BBS Observations
- 3) Take time to report a near miss incident so that others may learn and benefit
- 4) Discover root causes for any incident and share learnings with the Safety Partnership
- 5) Participate in the upgraded Safety Management Assessment or improve your score in 2004
- 6) Take home your safety behaviours when working around the house
- 7) Attend a Safety Partnership Steering Committee meeting
- 8) Coach a young worker in how to do the job safely
- 9) Plan to attend the February 12th Safety Partnership Forum
- 10) Submit an article to the Safety Partnership Newsletter
- 11) Plan to take a Leadership Development Course in 2004
- 12) Volunteer on a Safety Partnership Working Group, we could use your help
- 13) Make Safety more than a buzzword. Live it daily.
- 14) Be safe for your family if not for yourself

ONE DAY AT THE IEC

I'M HERE FOR THE NEW
SUPERVISORY TRAINING!



BOB the BUILDER at the IEC

A new Supervisory Training Package has recently been developed. The IEC will pilot this class in January with anticipated roll out by February 2nd 2004. This training will replace the 50 and 100 question "green book" test.

Safety Partnership Calendar of Events

A Safety Partnership Steering Committee Meeting will be held on Tuesday Jan. 13th at 1:30 at the Village Inn.

A Safety Partnership Planning Session will be held on Tuesday January 27th from 12:00 to 4:30 at the Village Inn

The Safety Partnership Forum is scheduled for Thursday February 12th at the Lambton Inn (formerly the Euro-Can Hotel and Convention Centre) starting at 7:30 am.

People Skills

Did you know...?

- The bulk of organizations do not have high confidence in their leaders' abilities, with the least confidence in the abilities of first-line leaders
- Leaders believe they are strong in less than 1/3 of critical leadership capabilities
- Work groups with strong leaders report greater productivity (37% higher) than work groups with weak leaders
- Employees with strong leaders are more satisfied (17% higher), more engaged (12% higher), and more loyal (20% higher) than employees with weak leaders

These are just a few findings from a recent leadership survey conducted by the IEC's partner in leadership and workforce development – Development Dimensions International.

Reflecting on 2003, how would you rate your leaders' capabilities? How confident are your leaders in their own capabilities? Would work groups in your organization rate their leader(s) as strong or weak?

The IEC can assist in building your leaders' capabilities. Check out the January schedule below or go to our website for our 2004 schedule of courses to build leadership and general workforce skills.

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MAXIMUM LEADERSHIP TRAINING SCHEDULE

COURSE	PRICE	JAN	FEB
Coaching for improvement	\$250		Pilot - 5 th \$125
IM Essentials	\$250	6th + 8th 20th	3rd 11th + 12th
Resolving Conflict	\$250	Pilot - 22 nd \$125	24th
Supporting Leadership Development	\$250	28th	25th

HIGH PERFORMANCE WORKPLACE DEVELOPMENT

COURSE	PRICE	JAN	FEB
Interaction Skills for Success	\$175	14th + 15th 21st	18th
Working through Conflict	\$175		26th

MINIMUM STANDARD FOR CONTRACTOR SUPERVISORY TRAINING

On October 7, 2003, the Safety Partnership Executive Committee approved a report presented by Paul Healy on behalf of the Contractor Supervisory Training sub-committee. The report recommended adoption of a minimum standard for contractor supervisory training. A copy of the full report can be obtained from our website: www.sarniasafety.com

The following minimum standard is to be implemented no later than January 1, 2004.

It is expected that all on-site contractors in any supervisory capacity, including 1st. Line Foremen, must have successfully passed the IEC Supervisory Test within the last 12 months. This will be evident from the person's IEC photo ID badge. (Note: the IEC Supervisory program is being revamped and should be rolled out in early 2004).

In addition, it is expected that each Plant will stipulate what Level of CSAO and BBS training is required for a particular job:

Level 1: At least one CSAO and BBS trained supervisor in each company by Dec 31 2004.

Level 2: At least one CSAO and BBS trained supervisor at each project for each company involved by the end of 2005.

Level 3: All working and non-working foremen, supervisors, project managers must be CSAO and BBS trained by the end of 2006.

Notes:

It is understood that an individual Plant may request more than the minimum standard under certain circumstances.

In shutdown situations involving the use of "stand up" foremen, an appropriate "management of change" process should be used to ensure all workers are adequately supervised.