

# Workplace Safety Group

**April 2008**

Vol. No4 Issue No.4

## Monthly News e-Letter

### Ministry of Labour Court Bulletin - WINDSOR, ON, March 28, 2008

Greater Essex District School Board fined \$40,000 for **failing to comply with orders from the Minister of Labour** and with section 66 of the OH&S Act. It failed to take necessary steps to ensure it maintained a joint health and safety committee by ensuring a health and safety representative was in place as required and that monthly inspections were carried out at three of its' schools. A ministry OH&S inspector also concluded the board failed to provide sufficient time for health and safety representatives to adequately complete monthly inspections.

In addition to the fine, the court imposed a 25-per-cent victim fine surcharge on the total, as required by the Provincial Offences Act. The surcharge is credited to a special provincial government fund to assist victims of crime.

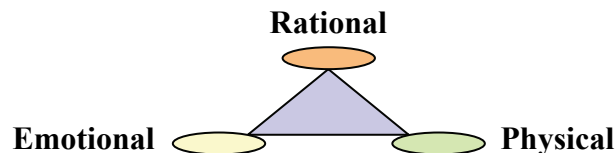
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*By Carola Hicks*

### *Effective Training-A Triangular Approach*

Have you ever noticed how often triangles are found in manmade structures? There is a good reason for this. Even when weak or flexible materials are used to build triangles, they are very strong!



To ensure that money spent on health and safety training is a sound investment, a triangulated approach to training will be more powerful in positively influencing safe behaviours. Trainees will key in to the approach that most effectively appeals to their learning ability and speaks to their perceived need. Let's take a look at the three words attached to the diagram.

#### **Rational**

Does the learning material make sense to the learner? Is it relevant to their work setting and their work environment? If the audience cannot relate to WIIFM (what's in it for me) then the training time and investment are wasted.

#### **Physical**

If the premise of the training is to "do as I say and not as I do" then again, the value of the training is minor. For the training to have meaning, the trainees need to be able to visualize and relate their physical work environment to the information being presented. In other words, they need to be able see themselves in the actual scenarios created in the lessons.

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***Did you remember to register for WHMIS training yet? It must be reviewed annually!***

WHMIS is Canada's national hazard communication standard. An employer is obligated to provide WHMIS training to every new worker even if the worker has had it at previous workplaces and before a worker is allowed to begin work!

WHMIS training helps individuals recognize and identify products that are controlled and/or hazardous. Legislation requires that these products carry universally recognized WHMIS symbols. WHMIS applies to almost everyone in every workplace. Many companies are under the misconception that WHMIS applies only to industrial sectors. In reality, even office workers need training to achieve awareness of hazardous/controlled products that they may come into contact with when entering a worksite, production facility or industrial site.

Contact **WORKPLACE SAFETY GROUP** to arrange your in-class or online training now!

### **Emotional**

The easiest way for an audience to visualize themselves in given scenarios is if there is an emotional connection. Besides needing to see WIIFM, personalizing relevance by showing negative consequences to unsafe work practices has major impact. Personalized messages from spouses, children or significant others will appeal to their sense of responsibility for those who depend on them. This emotional appeal will result in ownership of responsibility and accountability, and motivate a greater level of acceptance of the learned material!

Each of these three contributory agents has an effect on individuals to different degrees; however, when triangulated or working together the sum of their strengths will result in a more powerful training program outcome: ***safer workplaces!***

The method of training that has the best physical, rational and emotional impact on workers must show respect for them and reward them when they use the newly learned information. Ongoing and consistent commitment from management is necessary and must be flexible when desired outcomes fail. Continuous evaluation to achieve better outcomes is necessary. Prior to any training initiatives, good planning is necessary to acquire the best training method, to be delivered in a creative, meaningful and entertaining way in order to achieve worker compliance as well as maximum return on the investment of time and money.



*Questions, Concerns, Comments?*  
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