



OH&S Safety Matters

Safety Culture and Climate

Safety culture and safety climate are two different things, however they do work together. **Safety climate** is the perceived value placed on safety in an organization at a particular point in time. This perception can be influenced by the attitudes, values, opinions and actions of workers in an organization, and can change quickly with the circumstances at the time. Also, safety climate is a good indicator of safety performance because it captures the attitudes and perceptions towards safety at a specific point in time. **Safety culture** embodies the value placed on safety and the extent to which people take personal responsibility for safety within an organization. Safety culture is often described as the personality of an organization, as it is a shared value of safety and the safety climate is referred to as an organization's mood.

A positive safety culture exists when employees understand the importance of safety and exhibit positive safety behaviours, such as wearing personal protective equipment without being asked, completing risk assessments for all jobs and reporting all incidents.

Safety culture and safety climate impact each other. If the safety climate is consistently positive over multiple points in time, it will inevitably have an impact on safety culture because positive behaviours and attitudes will be reinforced. Safety climate and culture predict safety knowledge, safety compliance, safety participation, safety consciousness, and injury rates, among other safety related outcomes. As a result, safety climate and culture are highly important to the health and safety of the workplace.

No safety culture or safety climate change initiative will work without leadership being provided by supervisors for the support of their workers and managements buy in. **Safety leadership must be demonstrated from the top down and is often argued to be the single most influential factor of safety culture and safety climate.** When top level managers are visibly committed to safety the rest of the organization will follow.

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OH&S Qualifications

The terms “**certification**” and “**designation**” are often used interchangeably when referring to qualifications held by people working in the field of OH&S - Occupational Health and Safety. In Canada there are several certifications and designations available for OH&S practitioners to earn.

OH&S Qualifications are most often intended for “general practitioners”, while others are designed for those specialized in a particular industry such as construction, or a specific area of practice such as auditing, ergonomics, occupational hygiene, or process safety. OH&S practitioners are those that implement the strategies and actions usually designed by an OH&S professional.

Safety Certification

Certification is a qualification that requires individuals to meet established minimum eligibility requirements in order to qualify to earn the certification. These eligibility requirements typically include formal post-secondary education, health and safety related work experience, and the completion of professional development activities. With few exceptions, applicants must pass a formal assessment for competency and once the certification is achieved, they must adhere to a mandatory certification maintenance program (continuing education credits/points program) and code of conduct.

Canadian Safety Certifications include the following:

CCPE - Canadian Certified Professional Ergonomist
CHSC® Certified Health & Safety Consultant
CHMSA - Certified Health and Safety Management System Auditor
COHN - Certified Occupational Health Nurse (Canada)
CRSP® - Canadian Registered Safety Professional
CRST - Canadian Registered Safety Technician
ROH - Registered Occupational Hygienist
ROHT - Registered Occupational Hygiene Technologist

Safety Designation

Designation is a qualification offered by a provincial or national industry or safety association that can typically be earned by the completion of one of more courses. These qualifications do not require applicants to possess any formal post-secondary education and may not require them to possess a minimum amount of experience working in OH&S. Designation holders are not required to adhere to a mandatory certification maintenance point program. There may or may not be a code of conduct associated with the designation.



Canadian Safety Designations include the following:

CSC - Construction Safety Coordinator
CSO - Construction Safety Officer
CSO (P) - Construction Safety Officer (Provincial)
RCSO - Registered Construction Safety Officer
GSC-CSC - Gold Seal Certified Construction Safety Coordinator
NCSO - National Construction Safety Officer

Accreditation

Accrediting organizations ensure that the necessary framework, policies, and procedures are in place and that the certification products they offer include certain mandatory requirements. Accreditation then provides the consumer with the confidence that the governing organization and the individual certification product they offer meets an established, recognized, and respected standard.

Holding a certificate, diploma, a professional certification or designation can add a boost to your professional profile and help you land that dream job in your field. The key is deciding which level of credential will benefit you most.

New **Baler Operator Safety** Training Program



Cardboard Baler Operator Safety

Balers can be found in food processing, landfills, scrap yards, recycling, hospitality, retail and warehouses. They can be used to compact a large range of items, based on the need of the company or industry. Balers are used to compact cardboard, textiles, plastics and metal. After the material is compressed, it is bound in plastic, string or wire. This holds the material in its tightly compressed shape until it is disposed.

Businesses in the agricultural and farming industries use balers to compress harvested crops for feeding and transportation purposes. In the consumer or retail industries, balers compress by-products and waste to simplify recycling, storage, transportation, and handling.

Baler Structure Types

The two structure types of balers are vertical and horizontal. Both structure types get their names from the direction that material travels through the baler. Both types of balers are electrically powered, but also contain hydraulic systems that assist in processing the material.



These hydraulic systems greatly reduce the generation of heat and the overall cost of energy.

Vertical balers - are loaded from the top, and the materials travel straight down through the baler. They are designed to receive and process loads that are lighter in volume and density, such as plastic or cardboard. When the process is complete, the material must be unloaded manually. Vertical balers are available at a relatively low cost and are more compact than their horizontal baler counterparts.

Horizontal balers - are designed to be used continuously. They have automated feeding features but can also be fed mechanically or manually. Horizontal balers take up more floor space than vertical balers, but they are capable of processing large, high density loads, and a larger range of materials, such as papers, plastic containers, cans, or secondary fibres. Furthermore, horizontal balers can also compact materials such as old vehicle tires or food scraps without any additional processes, as opposed to vertical balers, which may require the process of pre-shredding the materials. Horizontal balers are used



extensively in the packaging and automotive industries.

Industrial and commercial balers have become integral to waste management programs within many businesses. Management of waste involves the collecting, transporting, disposing, recycling and monitoring of waste materials generated through a businesses activities. Efficient management and storage is important when it comes to waste recycling and not only do balers reduce the manual labour required to get rid of the waste recyclables, they also end the inconvenience of properly storing bulky recyclables such as cardboard boxes.

Balers are an uncomplicated solution to waste management, and with a good focus and proper objectives, the benefits of a recycling program can be realized. A successful recycling program does not always mean a large recycling program. There are numerous types of recycling opportunities available to most companies.

Call OH&S Safety to get the instructor training you need to deliver Motorized Pallet Truck programs on your job site Today !

Pulp & Paper Conference

Unifor members within the pulp and paper sector in Western Canada held a conference and meeting in Vancouver (February 27 to March 1) offering an incomparable learning and networking opportunity.

Unifor is committed to advancing safety in pulp and paper mills and acts to introduce positive changes in occupational health and safety.

Unifor contacted OH&S and asked that an ICC - Instructor Certification Course for Lockout and Tagout be presented during the conference.

Some 35 members participated in the ICC which enabled them to return to their mills prepared to conduct employee LOTO training.

Unifor understands that Pulp and paper mills have their own unique challenges which is why it was so important to present this training to



the pulp and paper sector members from across the province.

The conference also gave members a chance to review safety practices that help mitigate the risk involved in dangerous aspects of work that takes place in pulp and paper mills.

It was a privilege for OH&S Safety to make available our programs to better the lives of those in the pulp and paper sector and to provide support that will make continuing education simple for everyone.



2019 e-Catalog is Available

Are you ready to tap into a wider network of training programs. Get access to 100% of the OH&S safety training programs by simply sending me an e-mail and asking for a FREE copy of the training course library!

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Staying in Touch

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OH&S will never sell or rent your email address or information, and should you decide to no longer receive electronic communications from OH&S we will accommodate your decision to "unsubscribe".

We trust you will choose to continue to receive the *OH&S Safety Matters* newsletters and other promotional materials so you can stay up to date on new programs, best practice tips, and other OH&S Safety Training Solutions news.

We appreciate your business, and look forward to working with you to achieve your safety training goals. Thank you!



OH&S Safety Consulting and Training Solutions

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