



OH&S Safety Matters

June Issue 2019



Orange Cones Ahead

Summer months bring more bicycles, motorcycles, visiting tourists and seasonal traffic congestion to our roads. Throughout the summer months, highway crews are often seen mowing and trimming the tall grass and weeds along the shoulders of our roads and highways. OH&S regulations say that when workers are exposed to danger from traffic, there must be a written traffic protection plan and the work area must be identified clearly. As maintenance work ramps up this summer, keep an eye out for warning signs such as MOWING AHEAD or ROAD WORK AHEAD. Slow down and move over when approaching roadside workers and stopped vehicles.

Highway mowing and trimming is a necessary and vital roadway maintenance activity. In addition to serving a cosmetic function, the maintenance of vegetation along roadways ensures the safety of the traveling public. Central to the idea of mowing and trimmer safety is the need for employee training. Operators of mowing equipment and trimmers require safety training because accidents can happen for the most simple of reasons, training is always important.

There are three general types of roadside mowing that takes place. **Safety mowing** is the most important and ensures that all signs and traffic control devices are visible. **Transition mowing** makes a smooth change from a narrow mowed width to a wide mowed width when different widths of right-of-way are mowed. **Contour mowing** is saved for showing off landscaping or wildflowers and makes a natural blending of the roadside with native or planted growth.

What most people hate more than being stuck in a line of traffic is a road that is in terrible shape. So if your smile fades as those orange cones and flashing signs come into view this summer, remember that mowing along highways isn't as easy as mowing your lawn at home. Slow down, move over, and don't complicate an already difficult job. Getting frustrated can lead to more driving accidents, so do your best as the temperature rises this summer to keep your mind at ease. It will also help keep the roadside workers safe as you drive.

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Behaviour Based Safety

When Behaviour Based Safety is used in conjunction with good engineering and administrative controls it can achieve ongoing improvements in safety. Incidents are a result of a multitude of variables that include the work facility and equipment design, the quality of training, the leadership on site, the safety climate and safety culture of the workplace.

All safety activities, mechanisms, programs, and measures are inherently linked and behaviour based safety or BBS is a mechanism for understanding, influencing, and changing this complex interaction.

Behaviour based safety is focused on assessing the interaction of mechanisms, programs, measures and worker behaviour to improve the whole system in which people work in advance of any incident taking place.

To improve workplace safety, organizations must look beyond protocols, compliance of rules and regulations in order to affect long-lasting change. The fundamental attitudes and behaviours that put employees at risk must be addressed.

The cornerstone of BBS does away with the notion that safety is solely the safety supervisor's concern and rather assigns safety responsibility to everyone at every level in the organization.

Behaviour based safety not only relies heavily on both employee

and management involvement in the safety program, but also holds that a robust safety culture featuring a focus on the process as a whole rather than the outcome is the most efficient approach to workplace safety.

A behaviour based safety approach promotes interventions that are people focused and incorporate one-to-one, or group observations of employees performing routine work tasks, setting goals carefully and giving timely feedback on safety related behaviour, coaching and mentoring. The initiatives have a proactive focus, encouraging individuals and their work groups to consider the potential for incident involvement, (accidents) and to assess their own behaviour as safe or unsafe, always.

ABC model (Antecedent, Behaviour, Consequence)

Consequence is what tends to increase or decrease behaviour in the future. Essentially, everything we do changes our environment in some way (consequences). When the environment changes in a way that we like, then we will repeat the behaviour.

When we examine an incident report and ask questions around

why a person behaved in a certain way, we tend to look at **antecedents**, or what occurred to 'set off' the **behaviour**. However, if we examine the report with a view to **consequences**, we will gain a clearer picture of why the behaviour occurred. Dependant on a consequence being positive or negative it will either increase or decrease the occurrence of the behaviour in the future. For example if an injury occurred and the individual was not wearing PPE, the consequences for not wearing the PPE will either increase or decrease the behaviour from happening again.

We can increase performance through negative and positive reinforcement. Negative reinforcement results in adequate performance; employees do enough to satisfy a compliance standard. However, if employees work under positive reinforcement conditions (i.e. because they 'want to') it can result in employees taking personal account for safety.

Call OH&S Safety to get the instructor training you need to deliver Behaviour Based Safety programs at your job site Today !



Communicate Your Passion For Safety



Workplace instructors occupy a key position in promoting learning at the workplace. The workplace instructor provides the student worker with induction, guidance, support, and they evaluate the skills performance of workers. The workplace instructor is also a safety leader.

Workplace instructors have the responsibility to participate in identifying and correcting job related health and safety concerns. This means that every workplace instructor needs to develop and use leadership skills. A safety leader values both their and their co-workers safety and well-being.

Workplace instructors must also have the opportunity to develop their own instructional skills and assessment skills. Understanding Communication Skills provides guidance to workplace leaders so that they can be better prepared to successfully deliver safety training to their co-workers.

The OH&S Instructor Certification Course assists the workplace instructor in the development of communication skills so that they can be prepared to speak in front of a classroom audience, deliver workplace induction or tool box talks effectively.



The workplace instructor must know what good communication is and what the principles for effective communication are in order to engage their co-workers. Getting employees to stay safe is all about engagement and the simple fact is that the workplace safety instructor continues to be one of the most important elements in the process of teaching and worker learning.

While the level of experience may vary between instructors, all workplace safety instructors share a common objective to create safer and more productive places to work.

A healthy and safe place to work matters to everyone and the safety instructor plays a critical role no matter how big, or small the workplace is..

Every good employer expects their workplace instructor to be a leader, and so do the people they teach. The best safety Instructors are absolutely clear that safety is a personal value to them. To teach safety well, you have to make it personal. People know when you're just going through the motions.

Safety instructors are forthright



about their commitment to safety and they relentlessly drive the message in all they do. Safety needs to be a personal value that influences all decisions.

Safety instructors engage their co-workers in understanding how to make the safe decision so that they own and control their safety. Instructors want workers to know that safety is valued, it is an essential aspect of how work gets done, and that every worker is a critical part of the overall safety effort in their workplace.

Whether you are interacting with colleagues, subordinates, or managers, communicating effectively is important, but the communication that takes place between the safety instructor and their students in the classroom is essential. There is not much point in conveying information, without stimulating students' motivation to learn and develop understanding.

The classroom is a place to communicate your passion and to show your students how you feel about safety. Call OH&S Safety to get the instructor training you need to deliver programs at your job site Today !

You Need To Take a Vacation

Experiencing a vacation together doesn't just bring us closer, it makes the whole family happier and gives us all memories that will stay with us for the rest of their lives.

Recent surveys indicate employees are struggling to use their allotted vacation time. Given the demands of their jobs, almost half of workers reported that they didn't take the time to which they were entitled.

Every person has different needs, whether that is the number of coffees, bathroom breaks, or stress toys at their desk, but while these needs are accepted, somehow the amount of vacation time a person should take is debatable and often skipped all together.

There are vast differences in workloads and stress tolerances that people have for work, however your family will remind you when you



seem to be worn out. No pressure, but planning fun family vacations that live up to the standards of your teens instagram influencers is not going to be easy. They would never be spotted riding in Clark Griswold's Wagon like you did when you were a kid.

The family knows vacations make you happy and smart managers know that reasonable break time and vacation policies actually improve safety, reduce errors and increase workplace productivity, by making sure everyone is ready and rested on the job.

OH&S Safety Training Solutions 778.471.6407

Classroom Based - Instructor Led Safety Training



ATV and LTV Operator
Our ATV and LTV Operator course has been developed for those with an occupational requirement to be trained to safely undertake work activities that involve the operation of an All Terrain Vehicle (ATV) and/or a Utility Terrain Vehicle (LTV). The goal of this course is to help you better understand what an ATV and LTV Operator responsibilities are and how to manage those responsibilities to protect your health and safety and the health and safety of your co-workers.



Boom Trucks, Ladders and Aerials
This training program encompasses activities that involve the operation of Light Duty Boom Trucks (with a rated capacity of less than five tons with a boom length of less than 25 feet based on the manufacturer's user instructions), ladders and the rigging of loads. Only qualified persons trained in the inspection, application, and operation of a crane or hoist, including the recognition and avoidance of hazards associated with their operation, shall operate the equipment.



Confined Space Entry (General Industry)
Confined spaces are potentially one of the most dangerous areas of workplaces. However the goal of this course is to prepare you to safely perform work in a confined space. By the end of this course you will be able to describe a confined space, describe various hazards and know how to handle hazards that are identified, you will understand the confined space permit system and should something go terribly wrong, you will know how to effect a non entry rescue.



Confined Space Entry - Mining Industry
The Mines Act and the accompanying Health, Safety and Rehabilitation Code for mines in British Columbia is the Code that protects workers health and safety and it forms the legislative basis for confined space activities. This legislation obligates the mine manager to ensure that written procedures are developed and each person who is assigned duties or responsibilities related to entry into a confined space is adequately trained. This course will provide you with the information that is used to implement a Confined Space Entry Program.



Confined Space Rescue Basics
The occupational health and safety regulation requires the employer to prepare a written confined space entry program that includes procedures for rescue. This course will provide the information used to establish an initial confined space rescue response and the training that is needed to prepare individuals to implement rescue operations. It takes a mix of prevention, planning, preparation, training and communication to create and sustain an effective Confined Space Rescue response.

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Staying in Touch

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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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