



**THSAO**  
Transportation Health & Safety Association of Ontario

# news

SPRING 2005 EDITION

# Results Through Information, Knowledge and Partnering

## Transportation Health & Safety Association of Ontario 63rd Annual HEALTH & SAFETY CONFERENCE

May 25 and 26 - Doubletree International Plaza Hotel, Dixon Road, Toronto

Members and supporters of the THSAO will have received a copy of the preliminary program pertaining to this year's conference. We would like to thank those who have already registered and encourage those who are considering registering to please do so.

For those in the latter category, we would like to take this opportunity to provide some added detail and context. In recent years, our conference has focused on a response to very legitimate concerns relating to road safety. In recent months, THSAO has provided much of the information developed and delivered at those conferences and integrated such with the offerings of other safety partners in the development of the Road Safety Think Tank (see related story).

However, this year, while continuing to retain those critical elements, THSAO has expanded the program to incorporate a broader range of topics, all of which are relevant to the transportation industry. Moreover, we are fortunate to have on hand, individuals well versed in the subject matter to conduct these sessions. Some of the featured topics and speakers include:

- **Hours of Service Update from the Policy Makers** – Not only has the issue of the allowable hours of service for commercial vehicle drivers been the topic of deliberation in the recent past, it has been newsworthy as well. People in the industry will be aware that efforts to revise these regulations have been ongoing on both sides of the border. In an attempt to provide for our membership a better understanding

of where developments currently stand, in both Canada and the United States, THSAO is fortunate to have on hand **Brian Orrbine from Transport Canada and Pam Noyes from the United States Department of Transportation (DOT)**. Pam has been with the U.S. DOT since 1975, attaining the position of Field Office Supervisor in 1997, supervising investigators in the three upstate New York field offices. Pam's responsibilities include administering multi-faceted transportation safety programs through partnerships with international, federal, state and local enforcement, and business officials.

- **Health and Safety Enforcement Strategies** – This is an issue that is gaining more and more profile. In recent months, the Ontario Minister of Labour has provided



details pertaining to the High Risk Initiative for improving workplace safety - a key component being the facility - to ensure greater and more effective enforcement (see related story). The issue of enforcement is detailed and in an industry such as transportation,

has both federal and provincial components. To assist in fully understanding those components and how they relate and interact, this conference session will be facilitated by **Paul Danton of Human Resources Skills Development Canada (HRSDC) and Dennis Mundy of the Ontario Ministry of Labour**.

- **Aging Workforce – Pains, Strains & Ergonomics** – The transportation industry is certainly among those that face the challenge of an aging workforce. And, with the older demographic comes the increased risk of strain-related injuries. In many instances, this is the leading cause of injury. THSAO members will be aware that we have recently developed a Transportation Industry Ergonomics Program aimed at addressing these causes. However, at our conference, we are privileged to have available **Michelle Tew, an Occupational Health Nurse and Laura Munro Martin, an Ergonomist from the Occupational Health Clinics**. Michelle and Laura will provide for us their professional perspectives on the related considerations pertaining to an aging workforce and how we respond accordingly. In addition, Michelle, whose many credentials include a Bachelor of Science Degree and Certification in Occupational Health Nursing, will be conducting a second session entitled **Sleep in a Shifting World**.

- **Temporary and Contract Workers, Know Your Legal Rights and Responsibilities** – Not unlike the session with the relevant enforcement strategies, with this issue, knowledge on behalf of the industry is key. To assist our members in this regard will be **Jodi Young of the Ministry of Labour**.

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Angie D'Amico and Carl Brown, THSAO staff members, AGM Conference 2004

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# President's Message



Michael J. Burke, President and CEO

By the time you have opened the newsletter to this page, you will be aware of its theme: Results Through Information, Knowledge and Partnering. The information and articles contained in the body of this edition of THSAO News is representative of that theme. First

of all, THSAO takes great pride in its effort to work with as many of its safety partners as possible, and in this issue we thought it would be beneficial to highlight some of those efforts and activities in the section devoted to partnering activities. Moreover, those efforts continue to expand as witnessed by the information pertaining to the Road Safety Think Tank.

It has been and remains our belief that by realizing synergies with all available partners, we are able to extend our reach. Again, some description of that extension is provided as well. Finally, it is due to those efforts that we maximize our results, which we are hopeful you will find of interest.

On a personal note, I continue to find this experience challenging, exciting and rewarding. These are very interesting times that people in the health and safety field are currently operating in. Collectively, the system partners are identifying meaningful objectives and coming together to realize them. It is presently more essential than ever that we marshal our resources and increase those synergies. THSAO continues to be gratified by the collegial working relationship we have with all of our partners, particularly the Ontario Ministry of Labour, the Ontario Ministry of Transportation and the Workplace Safety and Insurance Board (WSIB). With respect to the WSIB, we make mention of the Prevention Branch, the Small

Business Services and most notably the revitalized Transportation Sector. It is primarily through these strengthened linkages we are able to realize the results you may wish to read about.

In conclusion, I encourage all of you to take notice of the details we have provided regarding our upcoming Annual General Meeting and Conference. The conference, entitled Health and Safety Awareness in the Transportation Sector, is reflective of our emphasis on partnering as well. Many of the featured speakers in this expanded format are from our partner organizations. I hope to see many of you there.

Finally, I am certain that after the previous few months, you like the

rest of us are looking forward to some pleasant weather. However, with the change of seasons comes the summer driving period and the impact that has on Ontario's roads. And, while the theme of this year's conference may not be specific to safe driving, it remains top of mind in everything we at THSAO do and the critical element in all the products and services we offer. Therefore, I leave you with my sincere wish that you have a safe and enjoyable spring and summer and please drive safely. We look forward to again reporting to all of you in the coming months.

Sincerely,  
Michael J. Burke,  
President and CEO

## TRANSPORTATION SAFETY GROUP

# Improved Safety Performance Continues to be the Most Valued Result

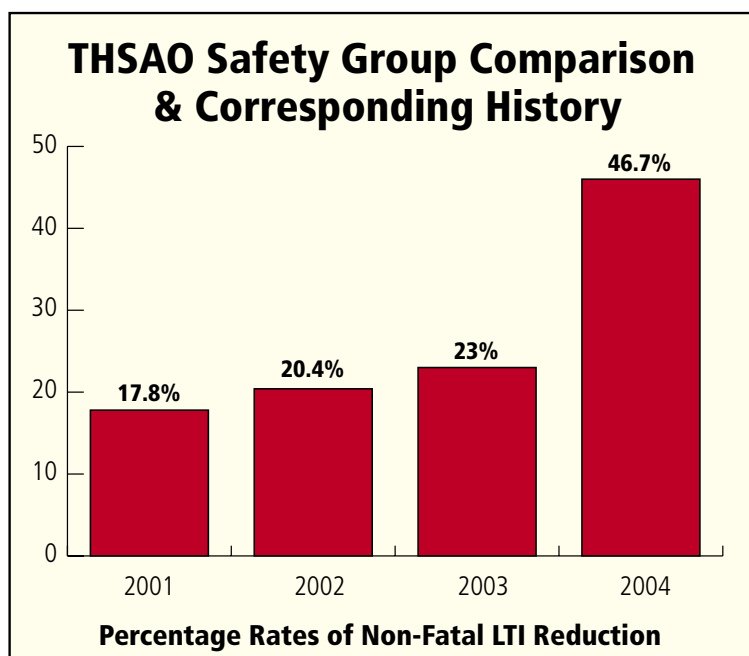
In the recent past, at this time of year THSAO takes the opportunity to report on the performance of the Transportation Safety Group, with respect to both the quantity of the financial incentive – as measured by the year-end rebate; – and the safety improvement results – as measured by the reduction in non-fatal Loss Time Injuries (LTIs). Companies enrolled in the Safety Group Program will have been aware that regrettably, the financial incentive was not realized this past year. Member firms will be equally aware the reasons for this are complicated. However, the primary contributing factor is directly related to the rebate formula and its structure. Problems with respect to the formula are not new and have impacted other safety groups in this manner previously. The good news is the WSIB has recognized the structural concerns with respect to the formula and has implemented amendments. This is not to claim that a similar result would never again materialize. However, it is less likely with the amended formula that we would repeat the recent experience of witnessing an overall improvement with respect to the participants of the group, absent a rebate.

While this past year's result was disappointing, it was by no means fatal. THSAO has continually maintained that while the potential for a rebate was and remains an effective motivator,

the benefits for companies who participate in the group extend well beyond the rebate. These benefits include improved individual safety performance that has a direct positive impact on a company's bottom line. Furthermore, by extending the existing group and ensuring better safety results across the board, the impact on the factors that positively influence assessment rates are enhanced. And, it remains part of THSAO's mandate to attempt to maximize factors that positively impact assessment rates. In our estimation, the Safety Group Program has proven to be an effective vehicle to do so.

Finally, THSAO is pleased and gratified that not only has the Transportation Safety Group remained intact, but it has continued to grow in size, both in terms of participating companies and assessment rate contributions. In our view, this is a reflection of the transportation industry and its commitment to safety. Moreover, the participating companies continue to devote the time and effort to realizing improved safety results over the course of the program. It is those impressive results we measure at this time.

You may recall when we last measured the Transportation Safety Group results, we compared the non-fatal LTI numbers of the participating companies during each year the group was in existence. However, at the



time we cautioned that we were not making an apples to apples comparison. And, while the results were impressive, relative to the rate groups we assessed then and again presently, it was not a true reflection of the performance. The reason was that we had not factored growth and expansion into the equation.

When assessing these results, it is reasonable to reflect on earlier assumptions that eventually the continued expansion of the group both in terms of participating companies and assessments represented should have a positive impact on the performance of the represented rate groups as a whole. Consequently, when analyzing the information

contained in the accompanying rate group comparison, particularly with respect to the most recent year to year results, it would not be unreasonable to contemplate that the correlation may be taking hold. See what you think.

With respect to the Safety Group results, consider the following: The comparison we offer at this time looks at companies enrolled in the Safety Group and compares their actual performance over time. Essentially, rather than look at each year's collective result, we examine the companies enrolled in each year and their respective history. This allows for a better reflection of the actual companies' performance and allows for the

fact that the group grows each year; represents an increased assessment rate base; and experiences an altered composition due to the growth and anticipated transition. For example:

In the year 2001, the 69 active companies in the Transportation Safety Group experienced 504 non-fatal LTIs. Four years previously, those same companies had experienced collectively 613. Consequently, over the course of that four year period, the non-fatal LTI decline was 109 or 17.8 percent.

Similarly, in 2002 the 113 active Transportation Safety Group companies experienced a drop of 167 non-fatal LTIs over a four year period from 819 to 652 or 20.4 percent.

The 145 Transportation Safety Group companies in 2003 witnessed a 23 percent reduction in non fatal LTIs over a four year period dropping 204 from 885 to 681.

And finally, for the 187 companies enrolled in the Transportation Safety Group in 2004, the result was the most impressive to date. In 2004, those companies collectively experienced 1,120 non-fatal LTIs. Four years previous, the total for those same companies was 2,100. Consequently, the 980 differential over that four year period translates into a decline of 46.7 percent (see attached chart).

# Transportation Health & Safety Association of Ontario 63rd Annual HEALTH & SAFETY CONFERENCE

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Canadian Centre for Occupational Health & Safety

• **Stress and Mental Health in the Workplace** – This issue and related considerations have been the subject of much public discussion of late. Concerns relating to stress and mental health, the relationship to and impact on the workplace, is something we continue to gauge. To assist us in gaining greater insight in this regard and to understand helpful strategies in this respect, we are privileged to be joined by **Joan Burton of the Industrial Accident Prevention Association (IAPA)**. During Joan's tenure at the IAPA, she was responsible for developing and establishing the IAPA's internal health and wellness program, which was recognized as contributing towards the IAPA being named one of Canada's Top Ten Employers for four years in a row. Joan has developed a specialization in leadership issues and psychosocial risk management. In 2003, Joan was recognized for her work in this field by being awarded the Canadian Workplace Wellness Pioneer Award at the Annual Health, Work and Wellness Conference in Ottawa.

#### Co-Chair Dinner, Awards Presentation & Speaker

Traditionally, at our conference, we reserve the first primary event (Wednesday evening)

to honour the recipients of safety achievement awards in their respective categories. (A description of those categories is included in the article pertaining to client/stakeholder outreach.) In the recent past, this awards presentation was hosted inside that evening's Co-Chair reception. However, in order to recognize these awards and give the recipients more appropriate consideration, we have expanded that evening's format into a dinner with a speaker.

Speaking at this year's dinner will be **Sergeant Cam Woolley of the Ontario Provincial Police (OPP)**. Sergeant Woolley is well known to the transportation industry and most everyone who watches the evening news. Sergeant Woolley is primarily responsible for highway/traffic enforcement on Ontario's roadways and is frequently offered as a spokesperson by the OPP. Cam's specific knowledge and familiarity with the transportation industry goes back several years. Most recently he, along with the THSAO President, served on the selection committee determining

the Ontario Trucking Association's Road Knights Team.

Cam's visit with THSAO promises to be both interesting and entertaining, stressing what we all can and should practice to improve road safety.

#### Thursday's Luncheon and Keynote Speaker – Darryl Sittler, former Captain of the Toronto Maple Leafs

Continuing with our hockey theme at the Thursday lunch, we are delighted this year to have engaged Darryl Sittler, formerly of the Toronto Maple Leafs. For most of us, this will be the only exposure to hockey we have this spring. However, one benefit has been to alleviate what had been a tentative booking due to our conference being held at the height of playoff season.

Those of us who remember fondly some of the Leafs' most heroic playoff performances will be well familiar with number 27. Darryl Sittler is one of the greatest players to wear the Toronto Maple Leaf. He is well remembered for his performance in February



WSIB Transportation Sector staff at the 2004 AGM



North Safety Products

1976, when in a National Hockey League (NHL) game against the Boston Bruins, Darryl scored ten points – six goals and four assists – setting a NHL record that still stands today. In the business of professional sports where all records are challenged and most last only briefly, to hold a record this impressive this long is a remarkable achievement.

In recognition of this and many other achievements, Darryl was inducted into the Hockey Hall of Fame in 1989. In 1991, Darryl Sittler rejoined the Leaf organization and now devotes his considerable talents to the areas of marketing, community relations, and alumni relations on behalf of that organization.

#### Conference Safety Group Session

The final comments relate to the members of the Transportation Safety Group. You will be aware that as safety group participants, a small percentage of the meetings over the course of the year are mandatory. We have incorporated one of those sessions in

conjunction with the conference. However, as a value added for those members, we have provided the option of just attending the safety group meeting at the traditional rate or having the cost of that session waived with the purchase of a conference package. Failing that, the further option of just purchasing a ticket to the Wednesday evening dinner or the Thursday lunch exists as well. The conference pricing options have been structured this way in the interests of providing all of our members with the maximum options and value while encouraging participation.

I hope to see many of you there. In the event you have any questions and require more detail, please visit us at our website: [www.thsao.on.ca](http://www.thsao.on.ca).

Note: A special Safety Group conference program is on the website as well.

See conference program and registration form on page 5.

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THSAO Annual Conference 2004

A note of caution when viewing these results: this information was developed from statistics obtained from the WSIB Enterprise Information Warehouse. In the case of 2001, 2002 and 2003, the statistics were calculated in January of the next year. However, in the 2004 comparison that information was derived from calculations made in December of the same year. Consequently, once all of the final information is made available and formalized, these percentages may change slightly. However, it would be unlikely any potential amendment would be significant enough to alter these percentages or trend lines to any meaningful extent.

In our estimation, the previous analysis and results demonstrate the effectiveness and value of this effort. Again, we are most pleased the 2005 enrollment has grown for a subsequent year. However, we acknowledge there are many factors that impact results and we anticipate and encourage people to examine all factors and draw reasonable conclusions. This information we provide is exactly that - information that we are hopeful will assist our members and supporters in completing any such analysis.

# THSAO Outreach

## Results Begin with Information

### Data Collection – Measuring Client Satisfaction – Multiple Channels for Input

Client satisfaction (both worker and management) is a core value of this Association. THSAO uses a variety of data collection methods and tools (both quantitative and qualitative) to gauge the satisfaction of client workplace parties.



THSAO Staff, March 2005

### IPSOS Reid Poll – Customer Satisfaction Survey – Transportation Sector

One of the most effective indicators of client satisfaction is the finding of an IPSOS Reid Poll which reveals that employers in the transportation industry are twice as likely to have heard from their safety association than employers in all other sectors. Respondents were asked to answer the question “Does a safe workplace association regularly service your company?” (As it relates to THSAO - 60% responded yes.) Moreover, while we appear to be always somewhat above average, our recognition factor has increased fifty percent in the most recent two-year time frame. Poll conducted 4<sup>th</sup> Quarter 2003 (WSIB) and reported in THSAO’S 2003 Annual Report and Spring Newsletter 2004 – Newsletter circulation is to approximately 14,000 THSAO member firms. The circulation figure provides this Association with that number of touch points with our membership.

### Health and Safety Training Programs – Client Feedback

This Association also uses the feedback from our course evaluation forms to determine the satisfaction levels of our client base (with representation from both management and workers) with the content, facilitative process and relevance of our training programs. The values that are rated are: course objectives being clear; well organized; course content being highly appropriate to health and safety matters at the workplace; the presentation was clear and understandable; my interest was held; enough time was given for discussion of issues and questions with others taking the course; instructor used an effective variety of teaching techniques; the training course has taught me valuable skills and or knowledge; content covered in the course will allow me to apply new skills and information on the job; course attendance has been a good use of my time.

### THSAO Annual General Meeting (AGM) – Worker and Management Input

We also employ an Annual General Meeting session feedback form to determine satisfaction levels of our membership with the professional development training provided at our AGM. This form is used to gather input and feedback from both management and workers relative to the conference’s overall effectiveness in delivering professional development training and updates on topical health and safety issues relative to the transportation sector. Comments are analyzed and used to improve not only the conference, but to also incorporate any suggestions for improvement in attaining our overall strategic health and safety objectives. These forms are used at all our annual general meetings.

### THSAO’S Council of Driver Trainers (CDT) – Regular Meeting Feedback

The THSAO sponsored and supported CDT is an association of driver trainers and safety professionals who work on a cooperative basis with our Association to promote health and safety within the transportation sector. The CDT is made up of volunteers from the sector who are concerned with promoting safety, along with safety system partners. There are eight chapters and four school bus chapters throughout the province which hold regular monthly meetings (summer months excepted). Enrollment province-wide totals approximately 500 members. These meetings act as a conduit for THSAO to gauge not only satisfaction levels with services provided, but to gain valuable insights into required training, improvements to existing training, and receive suggestions on transportation industry specific issues. The regular monthly meetings provide an opportunity for THSAO to receive this type of feedback in personal statements from council members approximately 80 times per year across the entire province.

### Our Operational Health and Safety Consulting Process – Encouraging Client Input

THSAO has a process of regular in-person membership visits by our consultants, their managers and even senior management. These visits are important to the Association in that they allow the Association to interface with our membership in a very direct manner. During these consultative visits a number of health and safety topics are discussed, namely: the need for a safety evaluation, a discussion of future training needs, a comprehensive review of the companies health and safety policies, procedures and compliance levels. Time is also allowed for frank discussions on past, current and anticipated levels of Association service. During this phase of the consultative process there is ample opportunity for meaningful feedback concerning satisfaction levels regarding the Association’s programs, services and products. This information is streamed through our Regional and Provincial operational meetings and is discussed with the overall purpose of improving the overall satisfaction levels of the Association’s service and program delivery to our membership.

### THSAO’S Board of Directors – Reflecting Worker and Management Opinion

THSAO and its membership also benefit from the active involvement of our long-standing, cooperative and what has evolved into a tri-partite Board of Directors. This Board (comprised of worker representatives, management and associates) has worked cooperatively and collaboratively for the express purpose of improving health and safety in the Transportation Sector with its representative constituents. In recent years we have come to increasingly rely on our third element of Associate Directors, comprised of WSIB representatives as well as Directors from the relevant Ministries

and Departments as well as the broader stakeholder community. Satisfaction with THSAO services and programs is something that is held in high regard with the Board of Directors and the members of the Board raise issues that impact this area. There is ample opportunity for the Board members to discuss membership concerns and to introduce ideas and offer direction aimed at improving satisfaction levels.

### THSAO & Health and Safety Partnership Interaction – Increasing Opportunities for Feedback

Our Association also receives valuable input from our safety partners that allows for better service to our client base. Through our active involvement in the monthly meetings of Occupational Health & Safety Council of Ontario (OHSCO), the quarterly meetings of the Transportation Sector Interagency Group (TranSIG) and monthly meetings of Prevention Dynamics (PD) our Association is well placed to stay leading edge in terms of high level prioritization of health and safety issues for the benefit of our client base. Meetings with TranSIG are concerned with developing and improving an integrated client service delivery model. This safety partner interface is aimed at worker and management satisfaction levels with the services and programs delivered by this Association. This varied partner involvement also speaks directly to this Association’s desire for the necessary alignment of the health and safety system.

### Prevention Initiatives – The Transportation Safety Group

Another indicator or measure of the values and beliefs of our workers and management is the ever-increasing enrolment in our Transportation Safety Group. The Transportation Safety Group Program is a partnership between the WSIB, the transportation sector and THSAO. The primary purpose is the elimination of workplace illnesses, injuries and fatalities within the group. Our sponsored Safety Group is based on the belief that well integrated workplace health and safety programs have the potential for reducing/eliminating injuries, illnesses and fatalities, and makes good business sense. Participating companies within the group learn from each others’ experience in implementing prevention programs and these companies become

a part of a safety network which impacts and supports their own internal responsibility system.

### Employee Recognition Programs - Safe Driver and Safe Worker

Regarding Employee Recognition Programs, in 2004 the number of companies that valued registering in our Safe Driver Award Program was over 700. This represents approximately 40,000 drivers. Year after year, this continues to be a very popular program.

The continuing popularity of both programs can be interpreted as the value that companies place in enrolling in THSAO’s recognition programs and the belief that rewarding safe performance of job related duties is an integral part of a company’s health and safety program.

You may have seen us at the IAPA Conference presenting the following sessions:

- Lift Truck Safety Program
- TDG Clear Language
- Principles of Health & Safety Leadership
- Workplace Inspections - PIRF
- Fatal Distractions
- Road Safety Think Tank

### THSAO’S Company Health and Safety Achievement Awards

THSAO deems it important to recognize the notable health and safety achievements of its client base. The companies concerned value these awards. Our Achievement Awards fall into four categories. (EIW data is used to determine if companies qualify.) Category 1 has as its criteria 100,000 – 250,000 person-hours and 25% below their rate group in frequency and cost for three consecutive years. In Category 2, the criteria are 250,000 – 500,000 person-hours and 20% below their rate group in frequency and cost for three consecutive years. In Category 3, companies with 500,000 – 1,000,000 person-hours which are 15% below their rate group in frequency and cost for three consecutive years qualify. Category 4 awards are given to those companies which have more than 1,000,000 plus person-hours and are 10% below their rate group in frequency and cost rate for three consecutive years. These awards are presented to the successful companies at our Annual General Meeting each year.

Transportation Health & Safety Association of Ontario 63rd Annual  
**HEALTH & SAFETY CONFERENCE**

May 25 & 26, 2005 - Doubletree International Plaza Hotel, Dixon Road, Toronto



This year's keynote speaker, Darryl Sittler

## CONFERENCE PROGRAM

W E D N E S D A Y , M A Y 2 5

**5:00 pm - 6:00 pm**

Reception

**6:00 pm - 8:30 pm**

Co-Chair Dinner, Awards Presentation & Speaker – Plaza B  
Sergeant Cam Woolley: Ontario Provincial Police

T H U R S D A Y , M A Y 2 6

**7:00 am - 9:00 am**

Registration – Plaza Foyer  
Conference Breakfast – Plaza B  
Booth Displays – Plaza Foyer

**8:00 am - 8:45 am**

Annual General Meeting – Plaza B

**8:45 am - 9:00 am**

Coffee Break – Plaza Foyer  
Booth Displays – Plaza Foyer

**9:00 am - 10:30 am**

Concurrent Sessions

**Session 1A – Hours of Service Update from the Policy Makers** – Plaza A  
*Brian Orrbine, Transport Canada and Pam Noyes, US DOT*

**Session 1B – Health & Safety Enforcement Strategies** – Plaza C  
*Paul Danton, HRSD and Dennis Mundy, MOL*

**10:30 am - 11:00 am**

Coffee Break – Plaza Foyer  
Booth Displays – Plaza Foyer

**11:00 am - 12:00 pm**

Concurrent Sessions

**Session 2A – Sleep in a Shifting World** – Plaza A  
*Michelle Tew, Occupational Health Clinics*

**Session 2B – Stress and Mental Health in the Workplace** – Plaza C  
*Joan Burton, IAPA*

**12:15 pm - 1:45 pm**

Lunch & Keynote Speaker, Darryl Sittler, former captain of the Toronto Maple Leafs – Plaza B

**2:00 pm - 3:15 pm**

Concurrent Sessions

**Session 3A – Temporary and Contract Workers, Know Your Legal Rights & Responsibilities** – Plaza A  
*Jodi Young, MOL*

**Session 3B – Aging Workforce – Pain, Strains & Ergonomics** – Plaza C  
*Michelle Tew, Occupational Health Clinics*





## CONFERENCE REGISTRATION



Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Postal Code \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

## SESSION SELECTIONS

### First Session - Choose One

- 1A - Hours of Service Update from the Policy Makers
- 1B - Health & Safety Enforcement Strategies

### Second Session - Choose One

- 2A - Sleep in a Shifting World
- 2B - Stress and Mental Health in the Workplace

### Third Session - Choose One

- 3A - Temporary and Contract Workers, Know Your Legal Rights & Responsibilities
- 3B - Aging Workforce, Pain, Strains & Ergonomics

**For full session descriptions, go to [www.thsao.on.ca](http://www.thsao.on.ca) or call 1-800-263-5016**

### Registration Rates

- Full conference package - \$175 + GST (\$187.25) Includes reception, dinner and guest speaker, Cam Woolley, Wednesday, May 25
- Reception, dinner and guest speaker, Wednesday, May 25 only - \$35 each + GST (\$37.45)
- Lunch and keynote speaker, Darryl Sittler, former Captain of the Toronto Maple Leafs, Thursday, May 26 only - \$35each + GST (\$37.45)

### Accommodation

For room reservations call the Doubletree International Plaza Hotel at 1-800-668-3656 or 416-244-1711 and ask for THSAO special rates (valid on bookings before April 24).

### Method of Payment

Cheque (made payable to THSAO)      Cheque Number \_\_\_\_\_

Visa       MasterCard      Number \_\_\_\_\_      Expiry Date \_\_\_\_\_

Card Holder Name \_\_\_\_\_      Signature \_\_\_\_\_

Invoice \_\_\_\_\_      Purchase Order Number \_\_\_\_\_



**Transportation Health & Safety Association of Ontario**

Please fill out one form per attendee. Mail or fax to THSAO. Photocopies are acceptable.  
 Telephone: 416-242-4771 or Toll Free: 1-800-263-5016 Fax: 416-242-4714  
 Mail To: Transportation Health & Safety Association, 555 Dixon Road, Suite 101, Toronto, ON M9W 1H8

# NAOSH WEEK 2005

## Checking the Pulse of Workplace Health & Safety

How healthy and safe are the employees in your workplace? This year during North American Occupational Safety and Health (NAOSH) week May 1-7, 2005, Ontario employers and employees are encouraged to "check the pulse" of their workplace health and safety programs and policies.

Each year during NAOSH Week, health and safety advocates and organizations across North America attempt to increase the awareness of workplace health and safety. This year, the theme is: Equip, Educate, Empower.

The Ontario NAOSH Network, a group representing many of the province's prevention partners, has developed a brief, ten-item checklist to help workplaces test their health and safety "fitness." The checklist is intended to get people thinking about basic requirements and workplace injury and illness issues. It also provides information on resources that are available so that employers can make improvements where necessary.

Good employers know that protecting the health and safety of their workers is not only law, but it is the right thing to do. Their commitment is demonstrated through active health and safety programs and enforced policies, and by putting safety before productivity. These actions build a healthy safety climate that can lead to fewer injuries.

There are several resources available to assist employers and workers in learning about safe workplace practices. "Launching

a Safe Start", a package that contains a video and booklets developed by the Workplace Safety and Insurance Board (WSIB), can be ordered free of charge by calling 1-800-663-6639 or 416-344-1016. Another useful resource is [www.preventiondynamics.ca](http://www.preventiondynamics.ca) which lists all Health and Safety Associations and their products and services.

NAOSH week is also an ideal time for organizations to enhance their knowledge of workplace safety by holding or participating in a

health and safety event. These events can range from training sessions to contests to community events - anything designed to raise awareness.

To find out more about what's being planned for NAOSH week, log on to the WSIB's website ([www.wsib.on.ca](http://www.wsib.on.ca)), select Prevention, and scroll to Events. To learn more about NAOSH week and download resources to Equip, Educate, Empower, visit [www.naosh.ca](http://www.naosh.ca).

# Legislative Updates

### Road Safety Legislation Introduced

Last February 21<sup>st</sup>, the Honourable Harinder Takhar, Ontario Minister of Transportation introduced in the provincial legislature Bill 169, the Transit and Road Safety Act for first reading. The intention of the legislation, as described by the Ministry of Transportation (MTO), is to reduce congestion and improve safety on Ontario's roads, identifying over 25 measures designed to achieve that objective. Some of those measures address issues such as speeding, flying vehicle parts, removal of vehicles and related debris and HOV lanes.

Of more specific concern to the transportation industry and the THSAO are provisions relative to Trip Inspection and Driver Education. This bill, when enacted, could significantly change the extent to which Class G (passenger vehicle) driving schools are licensed and regulated. This could lead to subsequent changes in this regard to commercial driver

training as well. This issue of commercial driver training, prior to the granting of a license, was the nature of recent inquiries to THSAO by other safety partners.

THSAO will monitor developments, and participate in the process, where appropriate. Obviously, in the event this legislation requires amendments to our training and education programs, those will be completed expeditiously and our membership advised.

### Ministry of Labour Increases Health and Safety Enforcement Efforts

In recent months, significant information has been forthcoming from the Ministry of Labour (MOL) regarding its enhanced efforts to improve workplace health and safety. Last year, the MOL identified that in 2003, Ontario had the lowest ratio of health and safety inspectors to workforce in Canada (3.8 per 100,000 workers). To remedy that, in January of 2004, 25 new inspectors were recruited raising the total to 230. By the end

of last year, another 100 inspectors were recruited and have graduated from their training program this March 22<sup>nd</sup>. Over the course of the next year, the government intends to hire a further 100 new inspectors.

The increase in available inspectors is a critical element in the government's integrated strategy to reduce the overall number of workplace accidents in Ontario by 60,000 by 2008. This comprehensive strategy involves education, training, legislation/regulation and enforcement.

The objective of the strategy is to target the poor performers in what is being described as a High Risk Initiative. Essentially, it has been determined that the bottom two percent, from a health and safety perspective, of the firms insured by the Workplace Safety and Insurance Board (WSIB) - 6,000 in number - account for ten percent of all Loss Time Injuries (LTIs) and 21 percent of all injury costs in Ontario. (Extending further, ten percent of the firms insured by the WSIB are responsible for approximately 40 percent of all injuries and costs incurred.) According to the MOL, on average there are almost 300,000 workplace-related injuries in Ontario each year, with approximately one third of those serious enough to cause people to be away from work (LTI).

This effort to achieve a 20 percent reduction or 60,000 in total would translate into 20,000 fewer LTIs in Ontario by 2008. The average cost of a LTI is \$59,000.

For further information on the MOL High Risk Initiative and other relevant health and safety considerations, please see [www.gov.on.ca/lab](http://www.gov.on.ca/lab).



## THSAO Participates on the Ontario Trucking Association (OTA) Road Knights Selection Committee

In recent weeks, the THSAO president had the privilege of being asked to participate as a member of the selection panel to determine the 2005-2006 Ontario Trucking Association (OTA) Road Knights team. Also participating on the panel was Ontario Provincial Police Sergeant Cam Woolley - the speaker at THSAO's Co-Chair Dinner and Awards Presentation in conjunction with our upcoming conference (see conference story). Other panelists included representatives from the Ontario Ministry of Transportation, Truck News (a transportation industry journal), 680 news radio and a previous Road Knight Team member.

The OTA Road Knight Team is a group (current team comprised of nine members) of professional transport drivers with first class driving records who make presentations on how passenger

and commercial vehicle drivers can safely share the road. The mission is to make our roadways safer by encouraging all road users to be partners in safety. During their two year term, team members participate in news interviews and speaking engagements providing road safety information as well as serving to increase the awareness of the economic and social importance of the trucking industry.

The program was initiated in 1995; this being the fifth team assembled. In total, 56 professional truck drivers have participated in the program. In 1996, the program was the recipient of the National Transportation Week Award of Excellence. For more information pertaining to the OTA Road Knights Team, please see [www.ontruck.org/info/knights/](http://www.ontruck.org/info/knights/).



## Rate Group Profiles: Accelerating Improvement

In an issue of THSAO News released last spring, in response to a series of inquiries, THSAO provided some trend analysis with respect to three of our major rate groups: General Trucking; Courier Services; and Warehousing. In each case, there was a noticeable decline in the Loss Time Injury (LTI) over the sample period – 1998 to 2003. Moreover, the results were presented in the context of illustrating what would have been the added costs to the companies that comprise those rate groups had those LTI declines not occurred.

In response to the positive feedback we received following distribution of that information, we have now updated it and moved the sample ahead one year from 1999 to 2004. You will note – particularly with respect to rate group 577, but true of the largest rate group 570 as well – the most recent year to year comparison demonstrates accelerating improvement.

“Injuries cost more than you think.” So says the WSIB. However, the WSIB also provides the numbers to prove it. For

example, the average Loss Time Injury (LTI) in Ontario costs approximately \$59,000. WSIB costs (direct) account for nearly \$12,000 of that figure. Indirect costs to the company make up the rest of that total which may include:

- property damage
- lost production
- manager and supervisor time
- compliance costs associated with Ministry of Labour orders
- lower employee productivity while on light duty.

The significance of these costs is apparent when you consider certain transportation industry rate groups. For example:

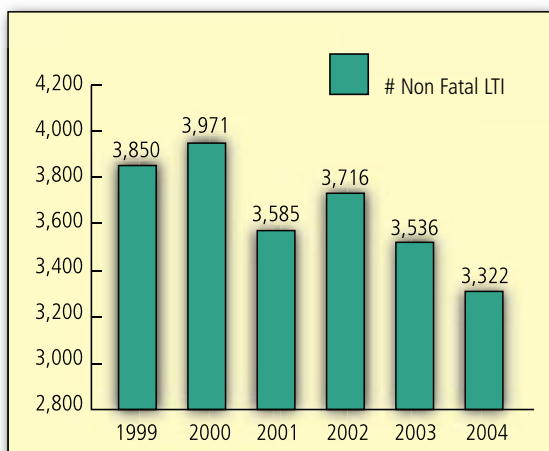
In each of these charts, we wish to draw attention to one specific trend line - reflecting the non-fatal LTI's.

### Rate Group 570 - General Trucking

The information pertaining to this rate group is noteworthy on a number of fronts. First of all, the chart and analysis demonstrates a reduction in non-fatal LTIs from 3850 in 1999 to 3322 in 2004 totaling 528 or a reduction of just below 14 percent. This compares favourably to the previous sample reduction of 10 percent. Moreover, the non-fatal LTI reduction from 2003 to 2004 was 214 or just over six percent.

When measuring these reductions against the average cost of an injury (direct and indirect), the significance of these accelerated trend lines becomes increasingly significant as well.

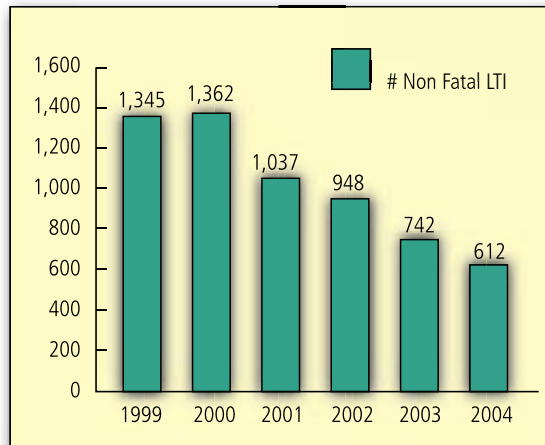
<b>Potential Direct Costs:</b>	<b>\$6.34 million</b>
<b>Potential Indirect Costs:</b>	<b>\$24.8 million</b>
<b>Potential Total Costs not Incurred:</b>	<b>\$31.2 million</b>
<b>Potential Total Costs not Incurred:</b>	<b>\$12.6 million</b>
<b>(2003 to 2004 only)</b>	



### Rate Group 577 - Courier Services

Consistent with 570, this rate group witnessed noticeable improvement in relation to last year's sample grouping. Again, the accelerating improvement from 2003 to 2004 was largely responsible for that overall reduction. For example, in 1999 rate group 577 experienced 1345 non-fatal LTIs. By 2004, that number had dropped to 612 representing an overall reduction of 733 or 54.5 percent. Moreover, the non-fatal LTI reduction from 2003 to 2004 was 130 or 17.52 percent. When assessing direct and indirect costs not incurred, we see an even greater result.

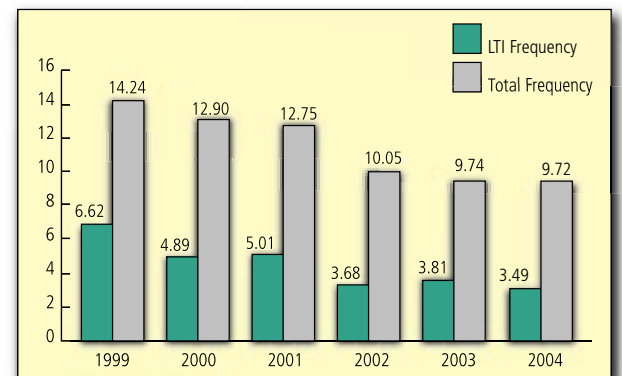
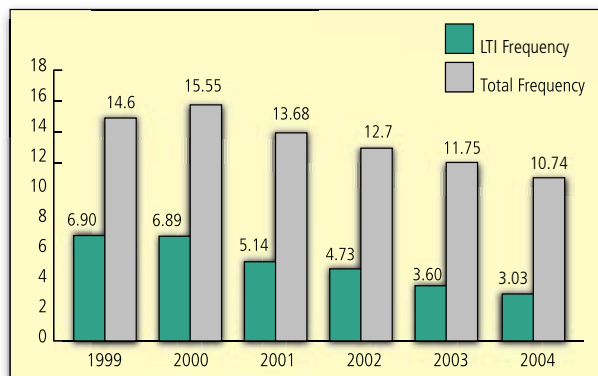
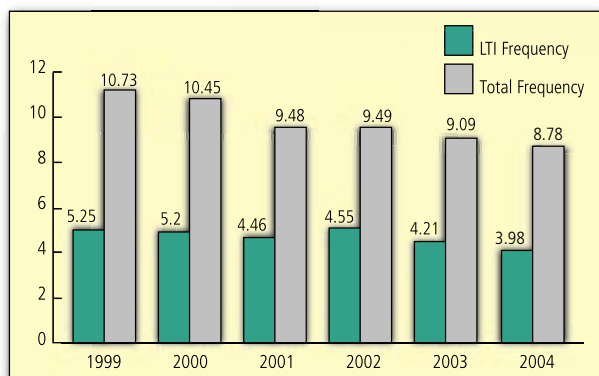
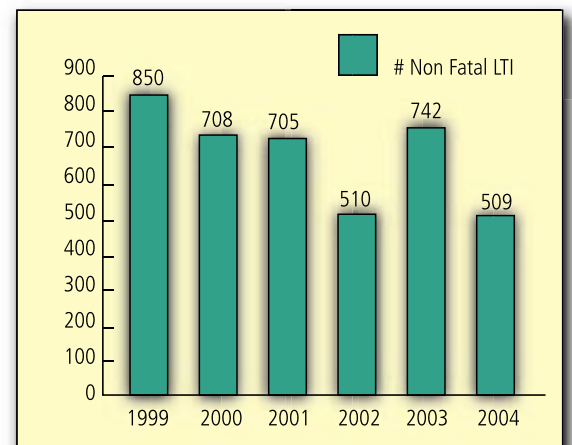
<b>Potential Direct Costs:</b>	<b>\$8.8 million</b>
<b>Potential Indirect Costs:</b>	<b>\$34.5 million</b>
<b>Potential Total Costs not Incurred:</b>	<b>\$43.3 million</b>
<b>Potential Total Costs not Incurred</b>	<b>\$7.7 million</b>
<b>(2003 to 2004 only)</b>	



### Rate Group 560 - Warehousing

This rate group continued its impressive performance described in the earlier sample group with the group we are analyzing currently. Similarly, in 1999 rate group 560 witnessed 850 non-fatal LTIs, dropping to 509 in 2004. This total decline of 341, or over 40 percent, results in the following cost savings:

<b>Potential Direct Costs:</b>	<b>\$4.0 million</b>
<b>Potential Indirect Costs:</b>	<b>\$16.0 million</b>
<b>Potential Total Costs not Incurred</b>	<b>\$20.0 million</b>



The above charts, pertaining to each of the rate groups in question, measure the reduction in accident frequency with respect to the sample groups. Furthermore, these charts measure both the declining accident frequency of the non-fatal LTIs as well as the decline of the overall accident frequency. The total accident frequency takes into consideration the non-fatal LTIs, the fatalities and the Non Loss Time Injuries (occurrences where medical treatment is required; however, no time away from the job is realized).

The relevance of demonstrating the accident frequency is to provide some added context to the aggregate numbers provided above. Accident frequency takes into consideration the growth of the sector including variables such as total assessment paid, hours worked and the number of workers engaged. Consequently, the accident frequency information verifies that with respect to the non-fatal LTIs, the aggregate numbers are declining at a time when the transportation industry continues to grow and expand.

Note: Information presented was based on material provided by the Workplace Safety and Insurance Board (WSIB) Enterprise Information Warehouse. The numbers cited pertain to the direct and indirect costs and are an average across all industries. Given that the average cost in the transportation industry tends to be above average, it could be argued that, in some respects, our estimates will tend to be conservative.



## Premium Rates in the Transportation Industry - A Ten-Year Assessment

Rate Group	Description	2005 Premium Rate	2004 Premium Rate	2003 Premium Rate	2002 Premium Rate	2001 Premium Rate	2000 Premium Rate	1999 Premium Rate	1998 Premium Rate*	1997 Premium Rate*	1996 Premium Rate*
	<b>Maximum Insurable Earnings</b>	<b>67,700</b>	<b>66,800</b>	<b>65,600</b>	<b>64,600</b>	<b>60,600</b>	<b>59,300</b>	<b>59,200</b>	<b>58,200</b>	<b>56,100</b>	<b>55,600</b>
	<b>Transportation</b>										
497	Ready-mix Concrete	3.60	3.60	3.71	3.90	4.11	5.58	5.18	5.09	4.54	4.72
551	Air Transport Industries	1.59	1.66	1.73	1.91	1.77	1.72	1.84	2.25	2.14	2.57
553	Air Transport Services	1.05	1.12	1.25	1.23	1.30	1.44	1.52	3.16	3.51	3.34
560	Warehousing	2.73	2.80	2.80	2.99	3.34	3.63	4.44	6.03	4.03	4.00
570	General Trucking	5.68	5.83	5.94	5.61	5.31	5.63	5.99	6.38	7.16	7.23
577	Courier Services	2.62	2.75	2.78	3.01	2.94	2.79	3.58	4.18	5.94	6.34
580	Miscellaneous Transport Industries	4.15	4.15	4.30	4.02	3.64	3.04	4.31	4.48	5.55	5.50
582	Cargo Handling	-	N/a	N/a	N/a	See 560	17.08	16.13	15.11	13.59	18.14
584	School Buses	2.60	2.60	2.57	2.57	2.30	2.00	1.98	2.05	2.94	3.45
586	Taxicab And Limousine Services	-	N/a	N/a	N/a	See 580	3.04	3.87	4.11	6.31	6.03
590	Ambulance Services	6.08	6.29	6.53	6.73	6.37	4.45	5.08	5.36	7.00	5.62
681	Lumber And Builders Supply	2.80	2.80	2.88	2.63	2.54	2.51	2.91	3.43	3.01	3.07
689	Waste Materials Recycling	6.71	7.25	7.97	7.69	7.64	7.32	8.26	9.03	7.33	7.25

While there has been some fluctuation in the recent past for all listed transportation rate groups, there has been a noticeable overall decline in WSIB premium rates in the past decade.

\* "STANDARD RATES" QUOTED

Most individual employers were calculated and paying premiums on account-specific transition rates.

## T H S A O A T W O R K F O R Y O U

# Road Safety Think Tank

The issue of road safety and related concerns is something that is not unique to Ontario. For example, last April the World Health Organization (WHO) devoted that year's World Health Day to the issue of road safety. This was something THSAO News reported on in some detail. Moreover, it has proven beneficial to examine road safety initiatives and programs enacted in other jurisdictions and countries to determine what may be useful and practical for implementation here in Ontario. THSAO continues to pride itself on its efforts to look at new and innovative strategies and extend its reach in providing our education and training services in this respect.

It can be argued that these efforts and that of all other safety partners in Ontario have been extremely effective. Year after year, the Ontario Ministry of Transportation (MTO) Ontario Road Safety Annual Report (ORSAR) demonstrates that with respect to road safety, this province has a very enviable record relative to other North American jurisdictions. However, the ORSAR also verifies that Ontario continues to experience approximately 800 road-related fatalities annually. In addition to the obvious tragedy these statistics represent, they also represent significant social, medical, insurance and work-related costs as well.

The requirement to engage in a constructive discussion and assessment of the available resources devoted to improving



Representing THSAO at the Think Tank, Michael Burke and Carmine Benedetti

road safety and determine how those efforts and resources could better coordinate and support each other culminated in the creation of the Road Safety Think Tank. It was understood by those participating that the objective of ensuring continuous improvement in road safety required collective initiatives, strategies and co-operation at multiple levels of government, related agencies along with community and business leaders.

With these understandings in mind, an alliance of Road Safety partners, consisting of representatives from the Ontario Ministries of Transportation and Labour, Insurance Bureau of Canada, the Workplace Safety and Insurance Board (WSIB) and the

THSAO was formed. More recently, the steering committee expanded to include the Ontario Provincial Police (OPP), Transport Canada and Human Resources Skills Development Canada (HRSDC). These efforts and resulting discussions resulted in the Road Safety Think Tank being held on October 5, 2004. We at THSAO would like to commend the WSIB for their leadership role in making this a reality. The objective of the gathering was to:

- learn what the research is advising regarding influences on road safety
- examine programs that have been successful in improving road safety

- determine critical success factors that will be used as the basis in forming strategies and action plans.

The research presentations examined three aspects of driving behavior: drowsy driving, distracted driving, and aggressive driving, along with the effects in each case. When it came to exploring solutions, the Think Tank considered the following mechanisms to improve road safety:

- **Social Marketing/Education** – The public is well aware that drowsy, aggressive and distracted drivers pose serious problems. For example, speeding, tailgating, unsafe passing, cell phone use and failing to signal are frequently

cited as road safety issues.

Education programs can assist in emphasizing the extent to which these problems could have a direct impact on the individual driver;

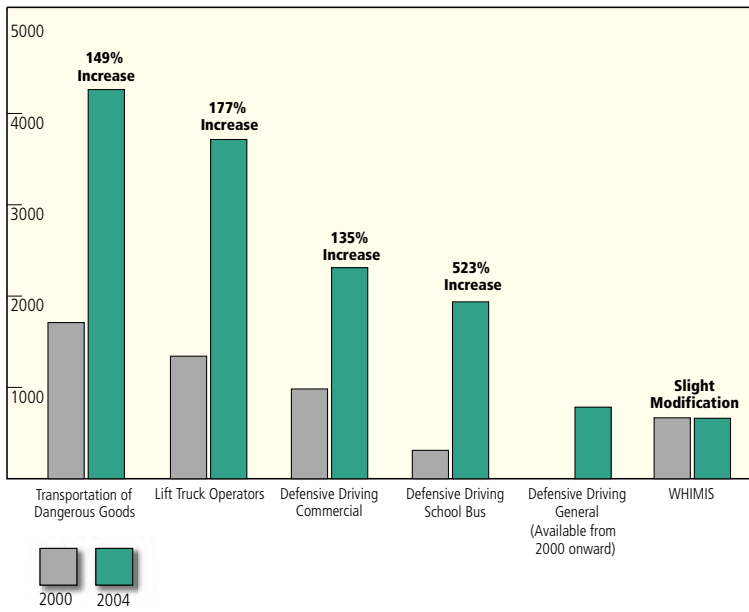
- **Legislation** – There was an understanding that the need existed to identify the perceived gaps in current legislation and improvements that could address the identified three factors of problem driving behavior;
- **Enforcement** – No amount of improved safety legislation would be effective as possible without effective enforcement. Decisions pertaining to the allocation of resources must recognize the continued maintenance of traffic enforcement as a priority; and

- **Infrastructure** – The Think Tank recognized the complexity of the Ontario road transportation system. While THSAO is pleased infrastructure considerations was included as one of the solutions to be explored, we believe that emphasis requires going beyond developing enhanced traffic management systems and should give due consideration to supply/demand pressures.

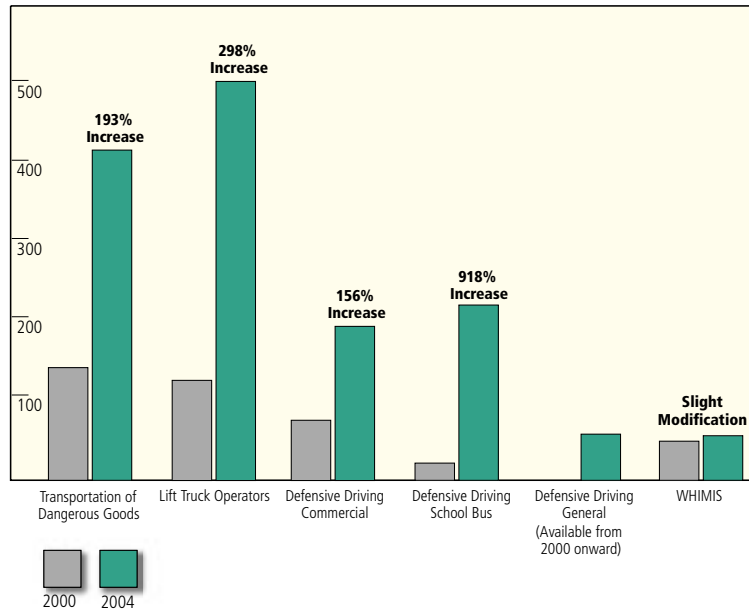
While the work of the Think Tank was effective, it is far from concluded. Currently, a number of working groups have been established to determine how best implementation of identified effective strategies could be achieved. THSAO is represented on these working groups.

# These Trend Lines are up, However, that's still good news

**Courses Delivered by Number of Participants**



**Courses Delivered by Number of Sessions**



## Extending our Reach

Last year, we provided information that demonstrated our increased activity in the field and the extent to which we are reaching more and more people in the industry. It would be appropriate at this time to express our appreciation to all of those in the industry who are working with THSAO and availing themselves of our services. The increase in this respect over the past few years is most apparent, as noted on the accompanying chart which lists our most popular courses with our industry and the corresponding participation rates.

# Products and Services – Staying Ahead of the Curve



### Load Securement

A new load securement regulation has been enacted under the Ontario Highway Traffic Act, 'Security of Loads' Regulation 367/04. The new regulation was developed to meet the National Safety Code Standard 10 'Cargo Securement' as approved by the Council of Ministers Responsible for Transportation and Highway Safety, September 23, 2004. The standard is part of a North American uniform cargo securement standard for highway transport vehicles.

Last year (2004) the United States implemented their securement standard rules. In Ontario, implementation of security of

load regulation commenced this past January beginning with an education period. However, it is anticipated that on-road enforcement will begin in Ontario this coming July.

In response to this standard, THSAO is directing our member firms to a comprehensive website, which includes a training program through a link entitled 'North American Cargo Securement Standard – update' found on the THSAO website home page. In addition, THSAO is reviewing the new standard to assess the extent to which our member firms may require further assistance with the load securement changes. Information

regarding developments in this respect will be available on our website at [www.thsao.on.ca](http://www.thsao.on.ca).

### Website Enhancement

In part, due to our extensive revisions to our website in the recent past, traffic has increased immeasurably. This is an extremely positive development. However, this greater than anticipated usage, while very welcome, has caused some access to information delays for website users. To address this, we will be embarking on a second website upgrade. In addition to addressing the above mentioned concerns, we will undergo some redesign to allow easier access of information.

### Preventing Work-Related Roadway Collisions

At THSAO's upcoming Annual General Meeting and Health and Safety Conference, the Association will be formally announcing this new training program. The Preventing Work-Related Roadway Collisions emerged from discussions that took place within the Transportation Safety Group. In response to those discussions, THSAO developed and delivered a training program which provides for any company, regardless of

size, the information to effectively manage the road safety portion of their program. This program is offered in direct support of the current Ontario Road Safety Partners initiative that aims to prevent the occurrence of work related and other road safety incidents with the objective of improving road safety overall. This serves as another illustration of our efforts to work with our safety partners with the aim of continuing to realize all potential synergies.

## Stakeholder Perspective

Recently, the Transportation Health and Safety Association was approached by the Atlantic Provinces Trucking Association (APTA) regarding an interest in certain THSAO training modules. In part, with the understanding that THSAO serves an industry that crosses provincial and international borders, we were only too pleased to offer whatever assistance we could. In appreciation for that assistance, we received the following:

"I would like to express my appreciation in your permitting the Atlantic Provinces Trucking Association the opportunity of utilizing your "Canada Labour Code" (Part II) PowerPoint presentation for training our carrier members on their responsibilities under the Canada Labour Code.....Thank you again for allowing us to partner with you to improve awareness and safety in our industry."

Ralph Boyd  
President, APTA

# THSAO Partnership Activities

This article is intended to provide a qualitative overview of THSAO activities that add value, strengthen partnerships, provide injury-prevention support to our stakeholders and impact the effectiveness of the health and safety system in Ontario.

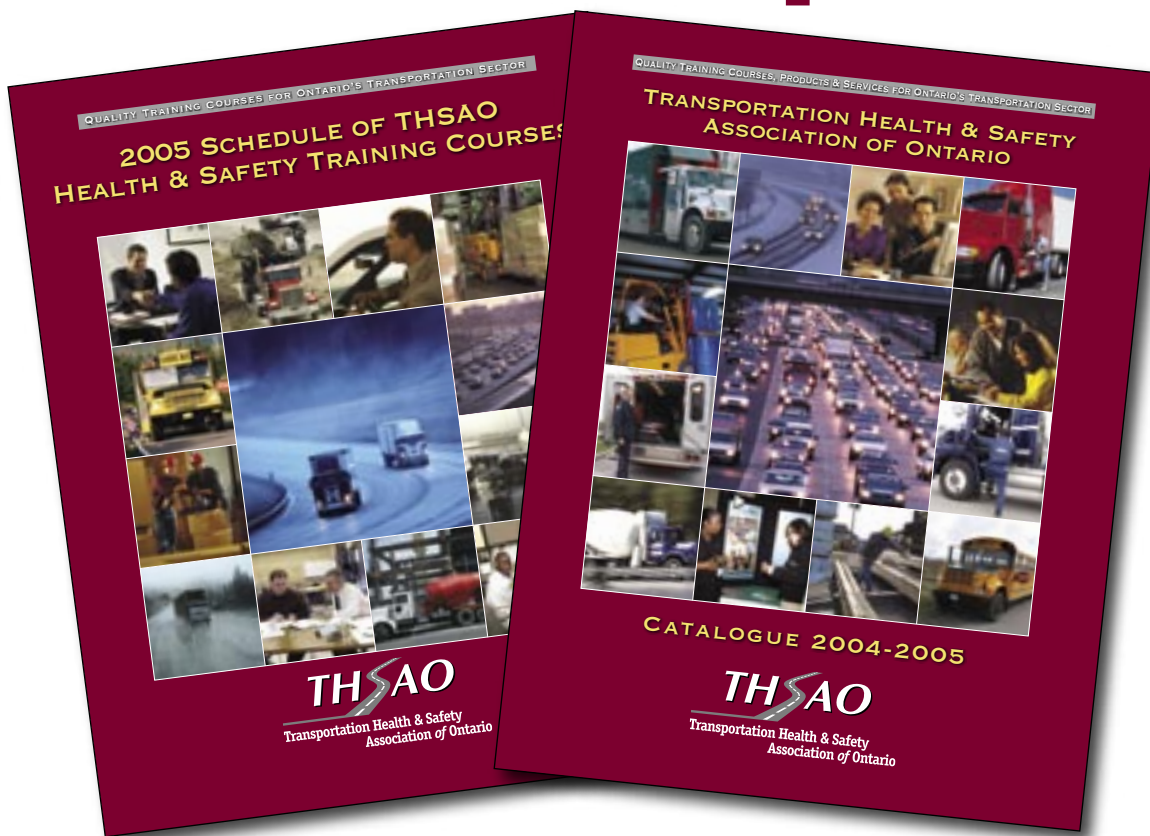
Consider the following:

## THSAO - Occupational Health & Safety Council of Ontario (OHSCO) and the Workplace Safety & Insurance Board

1. THSAO fully participates in OHSCO.

2. **TranSIG** - THSAO plays a leading role at all meetings and supports the initiatives of the Transportation Sector Interagency Group (TranSIG) provincially and through its regional interagency groups (RIG's). We have increased strategic linkages with the other TranSIG partners, namely the WSIB, Ministry of Labour and Human Resources and Skills Development Canada (HRSDC). Since 2003, we have served as a co-chair of TranSIG with the WSIB.

3. **Safety Group** - THSAO administers a successful Transportation Safety Group. We have conducted numerous presentations for our own Transportation Safety Group and one for the WSIB Safety Group Sponsors' Committee. We have



offered to provide training to other Safety Groups under the WSIB umbrella as well.

THSAO spearheaded and administered the October 15<sup>th</sup>, 2003 Provincial Safety Group Conference in Stoney Creek.

### 4. Increased Stakeholder Outreach

- We have made joint membership calls and presentations in conjunction with the WSIB Operational and Small Business Service staff. THSAO has incorporated this into a Provincial strategy, incorporating components of the WSIB Services plan into our own strategic plan.

- THSAO has developed a Northern-Sector Strategy in the Thunder Bay area, in conjunction with the WSIB Director in that location.

- THSAO continues to develop referral strategies with various WSIB operational departments to effectively bring the necessary level of health and safety programs and services to our stakeholders.

### 5. Training, Products & Services Overviews

- THSAO has provided a variety of training to WSIB Account Managers, Small Business Services and other staff. The courses provided include Pre-trip Inspection, Road Rage, Canada Labour Code, General Defensive Driving, the Highway Traffic Act and Core Certification training. THSAO has delivered an overview of our services, programs and products to the Account Managers of the WSIB Transportation Sector.

- Over the last few years, THSAO has made presentations on THSAO Services and Programs to WSIB staff in Thunder Bay, St. Catharines, Hamilton, London, Toronto, Kitchener and Sudbury with the purpose of increasing WSIB staff awareness of the range of services offered to stakeholders by THSAO.

6. **Workwell** - THSAO provides pre-Workwell training and auditing for member firms thus enhancing the capabilities and outreach of the WSIB's Workwell Department. We attend WSIB update seminars to remain current with new Workwell protocols for the benefit of our membership.

### 7. Product Development and Distribution

- THSAO completed work with the WSIB Prevention branch to develop fact sheets/safety tip posters to bring about awareness of on-the-job motor vehicle incidents (MVI's). These have been very well received by our clients and have

been added to our website. These safety posters have been added to the WSIB intranet for use by staff and as reference material for clients.

- THSAO supplies other health and safety pamphlets, decals, newsletters and posters to the WSIB Account Managers across Ontario for distribution among their clients to enhance health and safety.

- THSAO, in conjunction with the WSIB Small Business Services (SBS) developed, created, produced and distributed three "Safety Tip Posters" that were used as part of the "Health & Safety Bulletin Board" program. These posters had wide circulation within the health and safety system.

### 8. Small Business Services

- THSAO has partnered with the SBS in obtaining feedback about and recommendations from representatives of small business concerning the current health and safety delivery model. These small business company representatives were brought together in a focus-group format with independent facilitators and researchers. The final analysis of the focus group feedback is shared between two safety partners, THSAO and SBS, to enhance health and safety program, service and product delivery options to small business stakeholders.

## THSAO and the Ministry of Labour (MOL)

1. **Client Council** - THSAO participates in meetings and fully supports the Ministry of Labour (MOL) - Client Council initiative across the Province.

2. **Training** - We have provided Defensive Driving training to MOL inspectors. We have used MOL

staff at THSAO training functions and in particular the MOL along with HRSD has been instrumental in describing their Transportation-Sector Enforcement Strategy at our Safety Group meetings, Annual Conference and 2004 Safety Group launch.

3. **Liaison** - We continue to liaise and mutually assist one another on an ongoing basis, both formally in TranSIG and informally through regional contact. THSAO and the MOL serve as resources for one another regarding membership enquiries.

4. **MOL Youth H&S Initiative** - THSAO is fully involved in the MOL "youth" initiative. In addition, we are now linked to the WSIB Young Worker site and have conducted a Youth Conference during our previous Annual Conferences.

5. **MOL Young Worker Web Portal** - THSAO worked with The Ministry of Labour and system partners to develop an Internet portal for youth. This will allow young workers to get information on their rights and responsibilities as well as services available from all prevention partners. THSAO assisted in the development of this project's Charter and posters relating to supervisory and young worker responsibilities. In support, and to further provide exposure of this initiative, THSAO has made these posters available on our website.

6. **MOL is represented on the THSAO Board of Directors**

## THSAO and the Ministry of Transportation (MTO)

1. **Class-A Road Test** - THSAO served as a stakeholder committee member of this MTO-driven initiative for the purpose of re-developing the Class "A" Road Test and establishing a minimum vehicle configuration for road test purposes.

2. **CVOR Accident Point Review Panel** - In conjunction with MTO, Ontario Trucking Association (OTA) and the Ontario Provincial Police (OPP), THSAO has helped develop a CVOR Accident Point Review Panel which addresses specific Target '97 recommendations.

3. **Air Brake** - THSAO actively participated in the development and roll-out of the new Ministry of Transportation's (MTO) "12-hour Air Brake "Z" Endorsement" program and the development and training of Provincial Air-Brake Instructors.

4. **Fleet Driver Trainer Program** - THSAO is one of the few training institutions authorized by the MTO to conduct the three week Fleet Driver Trainer Program, which allows stakeholders to obtain signing authority and raise the bar of their professional qualifications.



TranSIG Committee members, March 2005

# PARTNERING INITIATIVES



program delivery with our associate/contract trainers.

**3. Research and Development** - THSAO has recently developed the following seminars for delivery to our membership, the Transportation Safety Group and our safety partners: Due Diligence, Safety Leadership, Road Rage, Federal Supervisors Training, Driver Distractions, New Worker Orientation, How to Maximize Training Investments, Material Handling, Transportation Ergonomics, How to Conduct Effective Safety Meetings, Hours of Service/Fatigue Prevention program, Working Alone, Secrets of Safety Success, Workplace Injury Investigation, as well as a new presentation with respect to Bill C-45.

**4. Trade Shows and Conferences** - THSAO supports conferences that are relevant to our stakeholders - The Lumber and Building Materials Association (LBMAO), the Ontario Trucking Association (OTA), Private Motor Truck Council (PMTC), Ontario Society for Training and Development (OSTD), the Ontario Road Builders' Association (ORBA) and Truck World.

**5. Volunteer Activities with our Stakeholders** - THSAO administers eight regional councils and coverage across the province with four bus divisions, and provides administrative assistance and strategic direction for the Council of Driver Trainers (CDT). We also supply logistical support to the CDT for the marketing, registration and coordination of a variety of seminars (e.g. MTO Commercial Vehicle Operator's Registration (CVOR), and WSIB Claims Management). Our Association conducted additional CVOR sessions in partnership and at the request of E&USA and CSAO. The Council of Driver Trainers is a volunteer organization that is open to other HSA member firms with a transportation component

and allied safety partners, such as the WSIB Transportation Sector, MOL, MTO and Human Resources Skills Development Canada (HRSDC).

**6. Products & Services Overviews** - THSAO will be commencing an initiative to strengthen stakeholder relations through programs and services presentations to trade associations aligned with our various rate groups.

**7. Niagara Highway Traffic Safety Committee** - This multi-stakeholder and safety partner group focuses on highway traffic safety and THSAO is involved in an advisory capacity.

**8. Motor Vehicle Safety Association (MVSA)** - THSAO provides staff in a director capacity for this vehicle safety focused group.

**9. Road Safety Coalition of Greater Toronto** - THSAO is also a standing member of Road Safety Coalition of Greater Toronto, a road safety initiative whose members include the Metro Toronto Police, IAPA, the City of Toronto, the Toronto Health Unit,

Sunnybrook and Women's Hospitals and the Canadian Insurance Institute.

**10. Material Handling and Management Society (MHMS)** - THSAO is a member of this society. Many of our member firms have membership as well. Apart from the networking aspect, this society keeps our Association and its member firms abreast of current material handling safety initiatives.

**11. Other Memberships** - THSAO staff have memberships in the Canadian Society of Safety Engineers (CSSE) and the Ontario Society of Training and Development (OSTD) and participate in health and safety activities of the National Safety Council (NSC).

**12. Catalogue of Products & Services** - This contains information for member and non-member firms to access our Safety Programs, Products and Services. Its new user friendly format provides for health and safety action plans by rate group.

**5. Driver Handbook Advisory Committee** - THSAO is represented on this newly formed MTO committee which consists of selected road safety experts and stakeholders to participate in future revisions of the driver handbooks.

**6. School Bus Driver Improvement Course (SBDIC) Committee** - Along with the Ontario School Bus Association, THSAO participates on this committee.

**7. The Ministry of Transportation is represented on the THSAO Board of Directors.**

## Safety Initiatives

**1. Membership Contact, Program Delivery and Safety Audits** - In 2004 THSAO combined with our contract trainers to deliver safety programs that reached nearly 12,000 participants. In addition to this, THSAO conducted 300 safety evaluations for our member firms.

**2. Improved Outreach** - Our client base benefits from our associate/contract trainer program which allows this Association to expand delivery of health and safety programs without hiring additional full-time staff. We have recently completed an initiative which strengthens our delivery and quality assurance regarding



TransSIG Committee members, March, 2005

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