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**FROM VISION TO
VISIBLE RESULTS**



**32ND ANNUAL WORKPLACE
SAFETY CONFERENCE**

MARCH 26-27, 2014 THE WESTIN HOTEL, HALIFAX, NS



**Safety
Services**

NOVA SCOTIA

SCHEDULE

AT A GLANCE

Monday, March 24

Pre conference courses, 9:00am–4:00pm

Tuesday, March 25

Pre conference courses, 9:00am–4:00pm

Delegate registration desk open 4:00–7:00pm

Wednesday, March 26, Conference Day 1

7:00 am Delegate registration desk open

7:30 am Breakfast

7:45am–9:00am Official Opening

9:15am–10:15am Concurrent sessions

10:15am Buses leave for the safety showcase (tradeshow) at the Cunard Centre

10:30am–1:30pm Safety showcase (including lunch)

1:30pm–2:00pm Buses return to Westin

2:00pm–3:00p Concurrent sessions

3:00pm–3:15pm Break

3:15pm–4:15pm Concurrent sessions

4:15pm–6:15pm Kitchen party featuring music by “Sons of Maxwell”

Thursday, March 27, Conference Day 2

7:00am Registration desk open

7:15am–9:00am Breakfast, SSNS AGM, and Plenary presentation

9:15am–10:15am Concurrent Sessions

10:15am–10:45am Break

10:45am–11:45am Concurrent Sessions

12:00pm–2:00pm Lunch and Plenary Session

2:00pm–3:00pm Concurrent Sessions

3:00pm–3:30pm Break

3:30pm–4:30pm Closing Plenary Session and Grand Prize Draw

Friday and Saturday, March 28 and 29

CRSP prep workshop with Dr. Peter Strahlendorf (registration and payment to Dr. Strahlendorf)

NOTES TO DELEGATES

After registering for the conference, delegates will receive a link to a site where they can choose sessions. Delegates who choose a 2-hour workshop (parts 1 and 2), MUST click and select both hours of the workshop. Delegates planning to attend breakfast and lunch sessions, or the Wednesday March 26 reception, must click and select those items. This enables SSNS to plan adequate numbers of meals for delegates.

Those interested in maintaining professional designations should inquire about educational credits for conference attendance by contacting their professional association.

Any delegate may register for any session. However, sessions with “basic” or “introductory” in the session description may be more appropriate to newcomers to health and safety. Sessions with “managers, front line supervisors, etc.” in the description may be delivered at an advanced level suitable for experienced safety professionals.

Delegates and their employers should assess their needs for safety supplies, consulting and training, then plan their visit to our safety showcase. The showcase features about 60 exhibitors displaying personal protective equipment and new safety technology. Other exhibitors may be health or safety associations, government departments or safety consultants. This is an excellent chance to view “what’s new in health and safety”, ask questions, obtain contact details for suppliers, and bring that information back to the workplace.

MONDAY MARCH 24, 2014

9:00AM – 4:00PM

Take this opportunity to acquire training, prior to our conference. Choose a course when selecting your conference sessions. The fees listed are in addition to your conference delegate fees.

1A Safety and the Supervisor (March 24-25) Pre Conference Special Price, \$250 (2 credits)

This two day course provides participants with an understanding of the roles and responsibilities of persons in supervisory roles and specific knowledge in functions within their role with relation to safety. Participants will also discuss and be provided tools to motivate and coach employees. This session consists of theory presentation, group exercises and interactive discussions, which provide participants with a fundamental perspective of due diligence and effectiveness at the workplace.

1B Fall Protection For Employees Working In Newfoundland (March 24-25), \$500

This two day program is designed for anyone who works at heights and uses fall protection equipment. The course focuses on establishing working solutions for fall hazards through several hands on exercises. Workers discuss and learn proper selection, usage, limitations, maintenance and daily inspection of personal fall arrest systems. Participants are also introduced to specialized fall protection systems such as self-retracting, vertical and horizontal lifelines. *This course is conducted by Safety Services NL, a WHSCC Newfoundland authorized provider.*

TUESDAY MARCH 25, 2014

9:00AM – 12:30PM

1D Respect In The Workplace Workshop, \$239 (workshop, \$199 + online program, \$40)*

Paul Kells, O.Ont., M.S.M., DCL (Doctor of Civil Law (Hon))
Workplace Respect and Safety Champion – Culture
Change Expert

People are at risk for physical injury in a workplace when others won't speak up about the hazards and inappropriate behaviours they see. Such behaviours also create distractions, resulting in more risk. For new and young workers, not only is the work unfamiliar but they are less likely to voice concerns. People on lower rungs of the ladder feel vulnerable and hesitant to cross "power" lines. Managers, supervisors and peers need to understand these perceptions to reduce the risks they create. This workshop is suitable for safety professionals and joint committee members. Participants will leave with:

- Knowledge of the underlying causes and effects of power imbalances, through a pre conference 90 minute online program "Respect in the Workplace".
- A deeper understanding of physical and mental health risks associated with distractions from inappropriate behavior.
- How power imbalances impact orientations of new and young workers.
- Methods to improve orientations by helping supervisors recognize how to deal with perceptions of power differentials.
- A tool to help assess gaps and risks in their workplace associated with bullying, harassment and discrimination .
- A basic self-created action plan to address these specific gaps.

*includes a three year license enabling the participant to retake the course and access all provincial, national and integration legislation related to violence and bullying.

4:00PM – 7:00PM

**DELEGATE REGISTRATION COURSE
INFORMATION DESK OPEN**

9:00AM – 12:00PM

1C Global Harmonization System Course, Pre Conference Special Price, \$75 (.05 credits) Stewart Sampson

This ½ day course will provide attendees with an understanding of the Global Harmonized System (GHS) that has been adopted to replace WHMIS in many countries around the world, with Canada soon to follow. The course is designed to provide participants with knowledge of the GHS so that they may prepare themselves and their organizations for implementation. The format is lecture style with interactive exercises and discussion.

9:00AM – 4:00PM

1A Safety and the Supervisor (March 24-25) Pre Conference Special Price, \$250 (2 credits)

**1B Fall Protection For Employees Working In
Newfoundland (March 24-25), \$500**

CANCELLED

WEDNESDAY
MARCH 26,
2014

7:00AM
REGISTRATION DESK OPEN

7:30AM
BREAKFAST

7:45 – 9:00AM
2A OFFICIAL OPENING

Guest Speaker: Hon. Kelly Regan,
Minister of Labour and Advanced Education

Join the WCB and Nova Scotia Department of Labour and Advanced Education and start your day with an update on the Workplace Safety Strategy for Nova Scotians 2013 – 2017 and the steps being taken to make Nova Scotia the safest place to work in Canada.



9:15 – 10:15AM
CONCURRENT
SESSIONS

3A Competency – The Key To World Class Safety
Glyn Jones, EHS Partnerships, Calgary, AB

It's been said that all that is needed for "safe work" is good workplace "communication", work "planning" and a "competent" workforce. World class safety management systems include these elements. What remains is the need for development and assurance of employee competency. This session will outline a framework for developing a competency assessment profile and a competency development plan. Tools for assessing worker competency will be demonstrated. Participants will gain an understanding of what competency means and how to set up a competency assessment and development program.

3B CSA Code of Practice For Access Scaffolds
Dave Shanahan, OHS Standards Project Manager, CSA Group, Mississauga, ON and Conrad LeLievre, P.Eng, CRSP, Safety Coordinator, CBCL Limited, Halifax, NS

CSA's Code of Practice for Access Scaffolds (Z797) was first released in 2009. Recently it has been referenced as good practice in Nova Scotia's Workplace Health and Safety Regulations (Part 23). This presentation will give guidance on compliance with the Code and give an opportunity for participants to provide feedback to CSA on plans to develop a new edition.

3C Betting the Farm on Safety
David Powers, Director of Health, Safety & Environment, Oxford Frozen Foods, Oxford, NS

Agriculture is consistently ranked among the most hazardous professions in existence, yet we gamble our safety against the "get 'er done" mentality. Using Oxford

Frozen Foods' farming groups' experiences, this session will provide some practical steps to ensure safety is alive and well on your farm and how to improve your odds!

3D Oxycontin and Beyond: Workplace Implications of Prescription Drug Abuse

Nadine Wentzell, BSc (Pharm) MAdEd, Workplace Drug and Alcohol Consultant, Nadine Wentzell Consulting Inc.

Abuse and misuse of prescription medication is at an all-time high — pardon the pun. Recent court cases and media attention are beginning to highlight the extent and significance of this multi-faceted and far-reaching problem. Prescription drug abuse is not new — although it has become more prevalent. The implications on workplace safety are significant. This interactive session will cover current trends and key considerations in addressing this expanding reality.

3E Community of Safe Practice (COSP)

Heather Matthews, Occupational Health and Safety Specialist, AWARE-NS, Halifax, NS

AWARE-NS led the development of the COSP pilot program with seven agencies in Homecare Home Support. In this session, Heather Matthews will share **A Health and Safety Management System Inventory / Safety Accountability: An Internal Responsibility System (IRS)**, JOHSC Committee Effectiveness, Hazard Identification, and Risk Analysis and Control. An employer in the Homecare Home Support sector (TBD) which has implemented this program will describe their experience.

3F What Bugs You? Occupational Risk of Ticks and Lyme Disease

Theresa McGuire, Occupational Health Nurses Association of Nova Scotia

Lyme Disease has been a nationally reportable emerging disease in NS since 2010. Who knew that the tiny black-legged tick would be making its way through the province so quickly? It is a significant risk for employees who work near forests and landscaping, on gas pipelines, hydro and power lines, military exercises, road construction, and new

housing development. Prevention, education, and early intervention are key aspects to handling and reducing the risk of Lyme Disease.

3G Reporting and Interacting with WCB and LAE

Representatives from NS Labour and Advanced Education and The Workers' Compensation Board of Nova Scotia

Are you interested in learning some of the basics about WCB and LAE? Along with the basic information about these organizations, this session will help you understand what to do when there is a workplace injury — what, when and how you report to the WCB. The session will also inform you about reporting to the Department of Labour and what to do when the Department of Labour contacts you.

10:15AM
BUSES LEAVE
FOR SHOWCASE
AT CUNARD CENTRE

10:30 — 1:30PM
SAFETY
SHOWCASE
(TRADESHOW)
REFRESHMENT BREAK, 10:30AM
AT THE SHOWCASE

LUNCH WILL BE SERVED AT THE
SHOWCASE BEGINNING AT NOON

1:30 – 2:00PM BUSES RETURN TO WESTIN

2:00 – 3:00PM CONCURRENT SESSIONS

4A Applying Psychological 1st Aid In The Workplace, Part 1

Dr. David Mensink, Psychologist, Counselling and Psychological Services, Dalhousie University

Psychological First Aid is an evidence-informed modular approach to help children, adolescents, adults, and families in the immediate aftermath of disaster and terrorism. Psychological First Aid is designed to reduce the initial distress caused by traumatic events and to foster short and long-term adaptive functioning and coping. This presentation is using this evidence-informed approach and adapting it to the workplace. Areas covered include how to identify, respond, refer, and accommodate employees with mental health issues.

4B Going To Extremes: Temperature Stresses In The Workplace, Part 1

Helen Mersereau, Chair, Health Studies, Cape Breton University

This workshop offers practical information in understanding the nature of heat and cold stress and the workplace environments in which they can occur. The effects on the human body and the symptoms of workers who are suffering these stressors, will also be discussed. The ACGIH TLVs will be presented with tips on interpreting various work scenarios. Control measures and work rest regimen design will be presented. The speaker has consulted with clients operating in cold climates

(northern Canada) and in high temperature environments (working around boilers).

4C Driver Distraction Policy Panel Discussion

George Waterman, Safety Manager (NS) Bell Aliant, Roy Swain, Consumer Service Technician, Bell Aliant and Shop Steward/Safety Rep, UNIFOR; Sgt. Dave Reynolds, Halifax Regional Police and Kenny MacDonald, Vehicle Compliance Officer, NS Transportation and Infrastructure Renewal

Join panel members discussing driver distraction from several perspectives. Learn what law enforcement observes on our roads in terms of commercial drivers and the general public who may be driving while distracted. How do businesses develop and implement driver distraction policies for employees who drive as part of their work? A local company will share its existing policy, the challenges of putting it into practice, and how those challenges were addressed. This session will help any business that is looking for a sound approach to dealing with distracted driving as a potential workplace hazard.

4D Workplace Health and Safety Regulations: Phase 2

Greg Green, CD, PEng., Manager Technical Services/OHS Division, NS Labour and Advanced Education

Phase 1 of the Workplace Health and Safety Regulations established a document into which the majority of Occupational Health and Safety Regulations will be integrated. Phase 2 will continue with the migration of stand-alone regulations and portions of the Occupations Safety General Regulations. Similar to Phase 1, this activity will involve a review of the regulations for applicability and consistency with other regulations and jurisdictions.

Greg Green will explain the process, status, how you can have input into relevant changes, and provide some insight into the future development of WHSR.

4E Designing Safety Into Renovations and New Construction

Natalie Hallett PEng, Manager of School Construction and Facilities, Department of Education, Government of Newfoundland Labrador

Thorough planning is essential in order to design safer and more efficient workplaces. This session will discuss planning for new construction or renovation of workplaces that may be used well into the future. What are the steps in the planning process? What topics, such as population trends, end users, and special considerations should be discussed during the planning? Who should be involved? Employees, suppliers, the surrounding community? The speaker is experienced in project planning within the

education and healthcare industries.

4F Leading Climate Change

Dr. Kevin Kelloway, St. Mary's University, Halifax, NS

In this session, Dr. Kelloway will introduce the concept of safety climate as well as discuss a new measure, Safety Climate Index, being developed in partnership with the WCB as a potential leading indicator of safety. As part of this discussion, the relationship between safety climate and other leading/lagging indicators of safety will be reviewed. The session will also explore the practices that lead to enhanced safety climate in organizations.

4G Components Of An Effective Arc Flash Program, Part 1

Daniel Roberts, Senior Manager — Electrical Safety Consulting, Schneider Electric Canada

This workshop will interest safety managers, front line supervisors and other safety professionals who must establish and manage an arc flash program in their workplace. Topics will include aspects of an arc flash program such as how to determine ratings, what can be done to lower magnitudes, labeling, levels of protective clothing and equipment required, and training for employees, including those who don't typically work with potential arc flash hazards. The speaker will also provide some insight as to what may be included in the next edition of CSA Z462, which is expected to be issued in 2015.

3:00 — 3:15PM BREAK

3:15 — 4:15PM CONCURRENT SESSIONS

5A Applying Psychological 1st Aid In The Workplace, Part 2

Dr. David Mensink, Psychologist, Counselling and Psychological Services, Dalhousie University

5B Going To Extremes: Temperature Stresses In The Workplace, Part 2

Helen Mersereau, Cape Breton University

5C People Are Talking...About Your Joint Committee!

John Cameron, SSI Consulting, New Glasgow, NS

One of the roles of a joint committee is to spread interest in, and awareness of, safety in the workplace. A committee that is functioning effectively generates workplace conversation. Employees read safety committee minutes when posted, approach committee members with questions and ask to be put on a waiting list to join the committee. This session will discuss how effective committees engage employees and encourage a workplace safety culture. Learn how to get people talking about your committee — in a positive way!

5D Lessons Learned From 35 Years of Collision Investigations

Dalton Brown, Owner/President, Motor Vehicle Collision Forensics, Smith Falls, Ontario

Collecting meaningful data that will shed light on the root causes of accidents is not a simple process. Yet this information is essential if businesses are going to make positive changes and improvements to safety in their workplaces. Whether the task is to investigate road accidents involving one's company vehicles or an injury that took place within the workplace itself, the speaker will share best practices gleaned from his many years as a collision investigator.

5E Waking Up To Fatigue Factors In The Workplace

Susan Sawatzky, Owner, In Scope Solutions,
Barrhead, AB

Sleep is one of our basic biological needs, yet it is often the one we know the least about. Fatigue risk exposure can exist in any organization with extended hours, seasonal work, or call outs. It may also need integrated into emergency response plans and accident investigations. Fatigue is currently 4x more likely to contribute workplace impairment than drugs or alcohol and can be a significant occupational safety hazard. This session empowers both organizations and individuals to understand the science behind fatigue and the current best practices used to effectively manage it. Practical methods and tools for developing fatigue management competency (even fatigue occurring during conferences) is shared.

5F Components Of An Effective Arc Flash Program, Part 2

5G Management Communications and Commitment New Tools in the Box for Safety Leadership

Paula Miller, Manager, Training and Organizational Effectiveness, and Donna Langille, Occupational Health and Safety Coordinator, Human Resources Department, Workers' Compensation Board of Nova Scotia (WCB)

This lively, interactive session takes you through the WCB's own journey of continuous quality improvements in health, safety, wellness and most importantly leadership. The speakers will outline the improvements that have been achieved, and those that are still evolving from undergoing the WCB Safety Certified Audit process. They will share simple "How To" tools for Safety Leadership that will help bring engagement and creativity into your JOHSC or team meetings. Learn more about developing relevant and timely health and safety messages for use in your organization or business.

4:15 – 6:15PM

6A KITCHEN PARTY FEATURING MUSIC BY

“SONS OF MAXWELL”



Join us for snacks, networking with other delegates, and the music of **Sons of Maxwell**! This kitchen party is included in your delegate fee. Take a break after a full day of learning. Brothers Dave (of United Breaks Guitars fame) and Don Carroll will “wow” you with their original compositions. Click here to learn more about Sons of Maxwell and their music! <http://www.sonsofmaxwell.com/>

THURSDAY MARCH 27, 2014

7:00AM

REGISTRATION DESK OPEN

7:15 – 9:00AM

BREAKFAST, SAFETY SERVICES NS
ANNUAL GENERAL MEETING AND
PLENARY PRESENTATION:

7A Building Trust for Measurable Results in Health and Safety

Guest Speaker: Lea Brovedani, Speaker, Author, Coach,
Philadelphia, PA, USA

In the world of safety, building and keeping trust is critically important. Developed and leveraged it allows relationships to thrive and encourages people to work with each other to build a safety culture. If trust is severely damaged it will unhinge even the best safety protocols and procedures and can ultimately destroy the company. By attending this session you will learn how to build and grow trust and identify trust issues.



9:15 – 10:15AM CONCURRENT SESSIONS

8A Workplace Drug and Alcohol Testing Panel, Part 1

Mary E. Morris, BN, RN, COHN(C), COHN, CRSP, CHRP, Director, Office of the Employer Advisor, Nova Scotia Society; John Cotterill, Manager, Clarke Road Transport, Inc.; Nadine Wentzell, BSc (Pharm) MAdEd, Workplace Drug and Alcohol Consultant, Nadine Wentzell Consulting Inc.; Susan D. Coen, Legal and Legislative Representative, Canadian Union of Public Employees (CUPE); Deon Dooley, OHS Manager, East Coast Mobile Medical, Inc., Dartmouth; Brad Proctor, Deputy Managing Partner, McInnes Cooper, Halifax

The panelists will discuss challenges faced by both employers and workers regarding drug and alcohol testing. Workers may resent the invasion of privacy, even when working in safety-sensitive jobs. What moral or trust issues are created by testing? What is the impact on the safety culture? Employers may feel that “their hands are tied” if the right of one individual to refuse testing may compromise the safety of many. What are the regulations re testing? What options are there when an employee comes to work seemingly “under the influence” or impaired?

8B Toward Effective Performance Reviews, Part 1

Kaye Parker, Kaye Parker Academy, Halifax, NS

Both employees and managers come to work planning to be successful and to make a difference. Well-conducted performance reviews help employees understand their role and where they need to make changes. This can make a manager’s job easier too; building loyalty, connection and morale on both sides. However, evaluations can also be very stressful. This workshop can help tame “the elephant in the room” — the safety performance review.

8C Life in the Shadows: Healthy Coping Skills for Shiftwork

Theresa McGuire, OHS Nurses Association of Nova Scotia

Have you ever felt like a Night Shift Zombie? For shift and part-time workers in our 24/7 society, some time requirements of the job can be tougher on the body and soul than the technical parts of work. Understanding the body's natural rhythms and how to apply optimal sleeping, eating and scheduling strategies can make all the difference in coping with the effects of shift work. This session will provide essential information to assist employers and employees with scheduling and worksite strategies, to better adjust to shift work challenges, enhancing safety, morale, and productivity.

8D Working Toward Bully-Free Workplaces

Susan Coldwell, NSGEU

The material presented in this session will be aimed at showing attendees how they can create a bully-free workplace. Highlights of the session include an excerpt from a train the trainer course. The speaker will demonstrate how attendees can introduce the Working Toward Bully-Free Workplaces program to employees within their organization. A healthcare organization (TBD) which has completed the program will speak about their experience implementing the bully-free workplace strategies in their organization.

8E Safety Leadership makes Safety 'Live'

Industry Safety Leader and Dr. Kevin Kelloway, St. Mary's University, Halifax, NS; Ron Heiman, Director Operations Services, Halifax Regional School Board

Excellence in Safety Leadership is a key driver of business success and promotes a desired safety culture throughout all levels of an organization. The question is what do effective leaders do to bring real change to their organizations and improve safety participation and outcomes? This interactive session will outline the practices and values of leaders and will engage participants to share their insights and discuss the needs of workplaces to advance safety leadership. Safety Leadership is a key focus of our shared Workplace Safety Strategy, with the vision of making Nova Scotia one of the safest places to work in Canada.

8F Management of Chemicals in Laboratories

Stephen A. Beaton, MSc, NRCC-CHO, Chemical Safety Officer, Environmental Health and Safety Office, Dalhousie University, Halifax, NS

This session provides an in-depth look at the fundamentals of handling and managing chemicals in a laboratory setting. Discussion topics include best practices for the use and storage of chemicals, identification and management of common laboratory hazards (including some that you may never have considered), and valuable resources available to laboratory personnel.

8G Effective Management of Machine Guarding Issues, Part 1

Michael Wilson, B.E.Sc., P. Eng. (Ontario), CRSP, Machine Safety Specialist, Workplace Safety & Prevention Services, Mississauga, ON

This workshop is being offered at an intermediate to advanced level. It is suitable for persons with knowledge of the CSA Z432 standard and prior experience in dealing with machine safety in their workplaces, such as front line supervisors, managers, JOHSC members and safety professionals. Topics will include risk assessment for machine safety and the challenges of implementing various machine guarding systems outlined in the CSA General Safeguarding standard

10:15 – 10:45AM
BREAK

10:45 – 11:45PM

CONCURRENT SESSIONS

9A Workplace Drug and Alcohol Testing Panel, Part 2

Mary E. Morris, BN, RN, COHN(C), COHN, CRSP, CHRP, Director, Office of the Employer Advisor, Nova Scotia Society; John Cotterill, Manager, Clarke Road Transport, Inc.; Nadine Wentzell, BSc (Pharm) MAdEd, Workplace Drug and Alcohol Consultant, Nadine Wentzell Consulting Inc.; Susan D. Coen, Legal and Legislative Representative, Canadian Union of Public Employees (CUPE); Deon Dooley, OHS Manager, East Coast Mobile Medical, Inc., Dartmouth; Brad Proctor, Deputy Managing Partner, McInnes Cooper, Halifax

9B Toward Effective Performance Reviews, Part 2

Kaye Parker, Kaye Parker Academy, Halifax, NS

9C BACK to Safety! A Corporate Health and Wellness Guide for Back Health

Pam Dempster, Ergonomic Workplace Consultant and Certified Occupational Therapist (Reg. NS & NB), BA, BScOT, Ergonomic Workplace Consulting Services

In this 1 hour education session on office workplace safety, attendees will be provided with an introduction to the risk factors that increase injury to the back, common back injuries sustained in office environments, recommended safe work practices related to back health and ongoing strategies to improve overall employee health habits/ routines as part of Corporate Health and Wellness initiatives.

9D The Looking Glass: How Internal and External Auditing Improve and Validate Health and Safety

Derek Mumford, National Compliance Manager, Weston Foods, Toronto, ON

Industry Auditing Standards (ISO, GFSI etc.) are recognizing the integral importance of a strong Health & Safety program as part of an organization's overall operation and culture. The Health & Safety performance, functionality of the JOSH team, and provision of H&S resources has become an audit item on many "Quality" and "Internal" Audits. We'll take an entertaining look at different audit techniques, the role of training for Internal audits, as well as some handy tools to unzip for your program improvement, and validation.

9E Accident Response

Mark Tector, Partner, Stewart McKelvey, Halifax, NS

The hours and days following a workplace incident or accident can be chaotic and very stressful. Depending on the severity of the situation, it may involve dealing with first responders, meeting WCB and OHS reporting obligations, implementing an emergency response plan, shutting down production, responding to NS OHS investigators and police, conducting one's own incident investigation, and providing counseling for employees. Complicating the matter is dealing with the media (both mainstream and social media). With an emphasis on practical solutions and information, Mr. Tector will discuss an employer's legal obligations when an incident or accident occurs as well as best practices when responding to such occurrences.

9F The Internal Responsibility System

Scott R. Nauss, Regional Director, Department of Labour and Advanced Education and Arthur (Art) Brown, Workplace Consultant, Workers' Compensation Board of Nova Scotia

Join us for a session focusing on the Internal Responsibility System — what it means for you, what it means for your employees, at an introductory and approachable level.

9G Effective Management of Machine Guarding Issues, Part 2

Michael Wilson, B.E.Sc., P. Eng. (Ontario), CRSP, Machine Safety Specialist, Workplace Safety & Prevention Services, Mississauga, ON

12:00 – 2:00PM

PLENARY LUNCH WITH SPEAKER

10A Branding In The Age Of Social Media

Dave Carroll, Sons of Maxwell

Dave Carroll is an award winning singer-songwriter, professional speaker, author and social media innovator based in Halifax, Nova Scotia. Known as a master storyteller, his talent was introduced to millions when his 2009 anthem and music video 'United Breaks Guitars' became a worldwide sensation.

Throughout the presentation Dave will explain how the video impacted many industries, and the areas of customer service, branding and social media making his story relevant to a wide range of audiences. He will demonstrate the benefit to your organization by improving customer service, and how embracing social media is a benefit to your brand.

This story has been called “a unique expression of a universal truth” because it resonates with the members of virtually any business or organization and Dave’s relaxed, authentic and often funny delivery of the events make for a compelling and entertaining lesson. The audience will leave with a better understanding that we are all inherently connected, that social media allows us to experience those connections and that if you can energize a network with genuine caring that everyone, from shareholders to employees to consumers, will benefit from the fact that we all matter and that one person can accomplish amazing things in the age of social media.

2:00 – 3:00PM

CONCURRENT SESSIONS

11A Sun Exposure And The Outdoor Worker: What You Need To Know

Dr. Peter Green, Division of Dermatology, QEII Health Sciences Centre, Halifax, NS

Getting a tan or burn from the sun in many ways seems like a natural phenomenon, yet skin cancer and excessive ageing of the skin are known consequences of such exposure. Nova Scotians are unique in having high rates of melanoma, a potentially deadly form of cancer so it becomes increasingly important for those of us who work and spend time outdoors to reduce this risk. Dermatologists treat pre cancerous skin changes as well as a range of other skin cancers related to the sun including basal cell skin cancer and squamous cell skin cancer. There is a clear association between ultraviolet radiation exposure and development of skin cancer and skin damage. This talk will review the short and long term effects of excessive ultraviolet exposure from the sun, with emphasis on an occupational setting. It will also clarify how to recognize early signs and symptoms of common skin cancers. Finally, prevention of skin cancer and damage will be emphasized with a review of preventive practices including sunscreens.

11B The Hardest Part Is Getting Started: Implementing A Workplace Environmental Management System

Stephen Spinney, Director: Safety, Wellness & Environmental Affairs, Acadian Seaplants Limited

While more companies are establishing environmental management systems, many are still intimidated about going ahead. In actual fact, implementing such a program follows a logical process, and like safety, requires management commitment and employee engagement. Acadian Seaplants explains how their program was implemented and how it has benefitted their company.



11C Herding Cats: Lessons Learned While Managing A Large Provincial Safety Initiative Involving Numerous Stakeholders To Address A Complex OHS Issue

Mark Williams, Physiotherapist, QEII Health Sciences Centre – Soteria Project Leader; Mike Carter – Manager Occupational Safety, Health and Wellness, Annapolis Valley Health and OHS Officer, Acadia University and Soteria Strains working group chairperson

The Soteria Strains Working Group has been tasked with creating a musculoskeletal injury prevention program for healthcare in Nova Scotia. The initial phases are focused on Musculoskeletal injuries as a result of care providers assisting patients to move (patient handling). Mark and Mike will share lessons learned and progress as the strategy moves from planning to implementation.

11D An Historical Tour of the Internal Responsibility System

Dr. Peter Strahlendorf, School of Occupational Health and Safety, Ryerson University, Toronto, ON

SSNS delegates count on Dr. Strahlendorf to deliver thought-provoking information and new insights. This time he turns his attention to the IRS. It is supposed to be the foundation of OHS Acts across Canada. Nova Scotia stands alone with a definition in its Act. Dr. Strahlendorf takes delegates on a trip through the last 4 decades. He describes how the IRS philosophy was born and how it has been interpreted. Commissions and Inquiries say one thing and governments (and others) say (almost) the opposite. The various versions and perversions of the IRS are illustrated with a whole new set of diagrams. Learn why an in-depth understanding of the IRS can change your life (as an OHS professional) and can take your organization to world class performance.

11E Making Safety A New Tradition In A Traditional Industry

Stewart Franck, Executive Director, Fisheries Safety Association of Nova Scotia

When an entire industry is known for its history of tragedy, loss of life, acceptance of risk and staunch tradition, it can be a considerable challenge to even begin to instill a vision of a culture focused on awareness and prevention. This session will look at the initiatives and strategies undertaken in an attempt to tackle safety in the NS fishing industry. The experience will interest anyone who has had to command the slow boat of change against the tides of resistance.

11F The Elephant In The Room! How Cognitive Testing Tools Are Being Used To Screen Medical Competency To Drive

Bill Bland, Senior VP, DriveAble, Edmonton, AB

This session provides an overview of how a cognitive assessment tool can be used to identify drivers affected by medical issues such as cognitive impairments, Obstructive Sleep Apnea, COPD, mobility issues and other conditions. Discussion includes how the assessment tool can help protect employers and employees from incidents linked to medical issues by identifying concerns in existing employees before an incident occurs. The speaker will also describe case studies in which the assessment tool has been used in pre-employment screening.

11G Making Difficult Safety Conversations Easier

Debbie Lawrence, President, Abundant Living, Inc., Halifax, NS

With an ever changing climate in the workplace coupled with a heightened desire to create a safety culture in every organization, more situations arise where the need for a difficult conversation is at hand. In fact, we all need to know how to have healthy uncomfortable conversations. Whether you want to know how to offer feedback that includes corrective behaviour, need to decline a request, confront someone with whom you have a difficult relationship, or want to deepen your interactions with someone, knowing how to approach the person, word and pace the conversation, and manage the other person's responses are skills that will benefit you in your professional and personal lives. Session objectives include: Identifying the reasons why people avoid having difficult conversations, the 7 essential reasons to have a courageous conversation, defining the key components of a difficult conversation, developing an effective opening statement, listing the steps required to create a conversational sandwich.

**3:00 – 3:30PM
BREAK**

3:30 – 4:30PM CLOSING SESSION AND GRAND PRIZE DRAW

12A The Energized Approach for Achieving a Safe, Healthy and Productive Workplace

Michael Melnik, MS, OTR, Minnesota, USA

Those in a position of responsibility for safety are often faced with the monumental task of “implementing change”, “getting people on board” and “energizing the workplace.” All of these can be daunting, time consuming and energy draining activities unless they are done in a way that actually generates energy from everyone involved. The Energized Approach by Michael Melnik was created to “generate and capture” the energy needed for the success of any program or initiative. Imagine the energy that can be generated in a work environment where employees purposefully try to get caught “doing something safely” rather than hiding an unsafe behavior.

Imagine the energy created when an employee has a positive response when invited to a safety meeting rather than responding with “Is it mandatory?” And imagine the energy that becomes available when an employee thanks a manager or supervisor for demonstrating a genuine concern about his or her safety. In this session Michael introduces the 10 essential energy sources and demonstrates how energy can be harnessed through the use of The Energized Approach.



POST CONFERENCE WORKSHOP

MARCH 28 – 29, 2014
8:00AM – 4:00PM

CRSP PREPARATION COURSE

Dr. Peter Strahlendorf, BSc., BES, LL.B.,
LL.M., SJD., CRSP
School Of Occupational and Public Health
Ryerson University
Cost: \$ 700 plus hst

If you are an OHS professional with at least 3 years of experience, you may be eligible for the CRSP designation. There are now approximately 4,500 CRSPs in Canada. Employers view the CRSP as evidence of professional status and experience. The CRSP is awarded by the Board of Canadian Registered Safety Professionals (BCRSP). The BCRSP website provides details of eligibility and application forms to become a CRSP.

This course prepares participants for the CRSP exam which is offered by the BCRSP twice annually. The course may be taken whether or not the participant has first applied to the BCRSP. Some people have taken the course as a last minute review and others in order to develop a study plan. Dr. Strahlendorf was presented this course to hundreds of people across Canada in the past decade.

The CRSP Prep course is \$700, plus HST. Discount is available (\$600 cost per person) if 3 or more people are from same organization.

To register, please do so on-line at www.iqsem.ca, or email your name, address, and phone number to: registration@iqsem.ca

REGISTRATION INFORMATION

2014 DELEGATE CONFERENCE PRICING	Before January 31, 2014	Before February 26, 2014	After February 26, 2014
FULL CONFERENCE			
MEMBER	\$499	\$569	\$639
NON MEMBER	\$620	\$700	\$780
DAY 1 OR 2			
MEMBER	\$324	\$370	\$415
NON MEMBER	\$403	\$455	\$507
TRADE SHOW/LUNCH			
MEMBER	\$75	\$86	\$99
NON MEMBER	\$94	\$108	\$124

WAYS TO REGISTER

GO-TO

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Accommodations

Guest room rate, \$122 until February 24th, 2014. To make a reservation, call the Westin at 496-8585 or 1-877-993-7846. Identify yourself as attending Safety Services Nova Scotia's conference to ensure your reduced rate. Book early!

MEALS AND SNACKS ARE INCLUDED IN THE CONFERENCE PRICE!

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