


# Municipal Safety Council Newfoundland Labrador

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# Safety Share

Tire pressure safety. I would bet 90% of the people here in this room today got in there vehicle and drove over the highway to attend this conference.



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# Introduction

Municipalities are the building blocks of our Province and the bricks of our daily lives. Municipalities are where we live, work and raise our families. Generations of people are raised, go to school, and start their first job in your Municipalities.



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# Your Responsibility

It is your responsibility as Town Employees to be leaders in your Community and to make the safety of your workers a number one priority.

***Safety for all workers need to become a way of life !***



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# Embracing Safety

Municipalities who embrace and endorse safety principles into all areas of work have developed a great safety culture. Worker protection becomes a value, and every decision, practice, and program advances this cause.



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# Make Safety A Habit

*We are what we repeatedly do; safety then is not an act, but a habit.*



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# About us

The Municipal Safety Council Newfoundland & Labrador (MSCNL) was established to promote and improve all aspects of occupational health & safety and return to work in the Newfoundland & Labrador Municipal sector.



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# Who is MSCNL

The Municipal Safety Council Newfoundland Labrador is designed and created to bring focus to the issues of workplace injuries in the Municipal Sector. We assist with safety practices, education and training for our Municipalities and Local Service Districts throughout NL



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# MSCNL Vision

To be recognized as a leading authority of Occupational health & Safety (OHS) services for the prevention of:

- Workplace Injury / Illness
- Disease
- Fatalities
- Safe and timely return to work of injured workers in the NL Municipal Sector



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# Key Objective

A key objective of MSCNL is to provide support to the Municipal Sector through the identification and co-ordination of timely and cost-effective OHS Safety training and related program advice.



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# MSCNL is a Partnership of:

- Municipalities Newfoundland & Labrador (MNL)
- WorkplaceNL
- Professional Municipal Administrators (PMA)
- Newfoundland & Labrador Federation of Labour (NLFL)
- Newfoundland & Labrador Employers Council (NLEC)
- Departments of Municipal Affairs & ServiceNL



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# MSCNL Board – Executive

- Vina Gould, NAPE – Chair
- Sheila Fitzgerald- Mayor – Vice Chair
- Colleen Butler, City of Mount Pearl – Secretary
- Ed White, CUPE - Treasurer



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# What MSCNL can do for You !

Many towns, especially smaller towns, value explanation guides, resources and templates that enable them to implement and maintain key components of their safety programs and systems. MSCNL has begun to develop learning resources that will provide guidance to towns and cities on implementing and managing key programs such as:



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# What MSCNL can do for You !

- Managing contractors and contracts
- Risk management processes, which highlight the importance of workplace safety as a consideration in all municipal planning and activities.
- Answer your questions, find solutions, and help implement the necessary changes to make every municipality a safe working environment



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# What MSCNL can do for You !

- Assist municipalities identify and meet critically important responsibilities pertaining to the OHS Act & Regulations
- Give advice to interested towns on how to meet WorkplaceNL PRIME requirements and access rebates
- Deliver programs aimed at improving municipal workplaces safety and reduce accident and incidents



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# WorkplaceNL PRIME
# Employer's Refund Program

By now, most municipalities have at least heard about WorkplaceNL PRIME Employer's Refund Program. While many are enjoying the benefits of this program by literally getting paid (through rebates) to have a good safety program, there are many, many municipalities that are not taking advantage of it at all.



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# Improving OH&S and RTW through PRIME

Preventing workplace injuries and managing claim costs can lead to lower assessments through WorkplaceNL's PRIME Program. This incentive-based program rewards employers who implement effective health and safety and return-to-work practices in their workplace, and holds those with higher injury costs responsible.



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# Improving OH&S and RTW through PRIME

Many municipalities in the province earn PRIME refunds that can be re-invested to improve workplace health and safety and return- to-work programs. Refunds could be used to create healthier and safer workplaces for it's workers.



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# For more information, go to:

[www.workplacenl.ca/prime.whscc](www.workplacenl.ca/prime.whscc)



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# Supervisor Training

Supervisors have a responsibility to protect their workers and keep the workplace safe. The *Newfoundland and Labrador Occupational Health and Safety Act*, Sections 5.1 and 5.2 outline the general and specific duties of a supervisor.

To achieve these duties, a supervisor should have a general understanding of occupational health and safety management.



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# Supervisor Health & Safety Training Standard

This certification training standard applies to:

A person who meets the definition of supervisor under Section 2 of the *Newfoundland and Labrador Occupational Health and Safety Act*

- An employer who employs a person as a supervisor
- A person who is delivering a supervisor health and safety certification training program



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# Supervisor Health & Safety Training Standard

**By the end of the supervisor health and safety training, participants will demonstrate their understanding of and discuss:**

- Health and Safety Legislation
- OH&S Programs
- Hazard Recognition, evaluation, and control
- Occupational Health and Hygiene
- Workplace Inspections
- Emergency preparedness and response
- Incident investigations
- Disability management
- OHS Program Evaluation
- PRIME



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# Questions





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# Municipalities as Employers

- Per the provisions of the *Municipalities Act* a municipal council is viewed as an employer if the municipality has one or more “employees”

- A person acting in the capacity of “town manager” and others who oversee, direct or assign work would be considered to be supervisors from an OHS perspective



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# Employer Responsibilities Summarized

The employer must:

- Provide workers with the tools, equipment and safety devices they need to work safely
- Provide adequate supervision to ensure worker safety and safe work
- Maintain tools, equipment, vehicles, work facilities etc. in safe condition, this means per the manufacturer's specifications



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# Employer Responsibilities Summarized

The employer must:

- Provide information, instruction, and training needed to ensure an adequate knowledge of hazards, required associated safety measures and how to work safely
- Take corrective action, which includes discipline, when needed
- Perform inspections and monitoring to ensure safe work and working conditions
- Cooperate with OHS Committees, Reps and/or Designates



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# Supervisor Responsibilities Summarized

Supervisors must:

- Inform workers of hazards
- Provide written and verbal instructions needed to ensure safety
- Ensure workers work safely and wear needed PPE
- Monitor and inspect work to ensure safety
- Take action to address safety issues as they are identified or reported
- Keep records of what they do to ensure safety



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# Who is a supervisor?

Anyone who:

- Assigns work
  AND/OR
- Directs when or how work is to be performed



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# Worker Responsibilities Summarized

Employees must:

- Work safely
- Cooperate with the employer, supervisors and other workers to ensure safety
- Properly use items and PPE provided, or needed, to ensure their safety
- Consult and cooperate with workplace OHS representatives
- Immediately report identified safety issues to their supervisor
- Take appropriate action to ensure serious safety issues are properly addressed



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# Questions





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# OHS and the Fire Service

## Key Legislative Requirements

Employer:

Section 5 of the *OHS Act*

Sections 14 and 25 of the *OHS Regulations*

Supervisor:

Section 5.2 of the *OHS Act*

*Workers:*

Sections 6, 7 and 8 of the *OHS Act*

Section 17 of the *OHS Regulations*




# OHS and the Fire Service

Almost all municipal fire fighters and fire services, under provincial jurisdiction, fall under the authority of the *OHS Act* and related regulations. This includes most departments labeled as “volunteer”.



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# OHS and the Fire Service

"No matter what the size of your department, the safety of all members must be priority one. Firefighting, be it in a volunteer, composite or career department, falls under the regulations as outlined in the OHS Act. In general, the Act states that all employees must be trained in safe work practices and those employers must ensure that every precaution is taken to provide for the safety of its employees.



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# OHS and the Fire Service

"In this case, the employees are the members of the fire department and the employer is the council. Employers can and will be held accountable if found that a violation of the Act has taken place. Information on the OHS Act as it relates to Firefighters is contained in Appendix J - Minimum Training Standards"



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# OHS and the Fire Service

- Section 68 – Hearing Protection
- Section 71 – Recognized Standards
- Section 72 - Instruction
- Section 74(2) – Headwear
- Section 78 – Gloves
- Section 80 – Boots
- Section 81 – Traffic Safety Apparel
- Sections 83 and 84 – Respiratory Protection



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# SCBA Requirements

- Section 83

  Establish, implement, maintain and revise a respiratory protection program per the current CSA Z94.4 “Selection, Use and Care of Respirators”

  - User screening
  - Fit testing required

- Section 84

  (3) ensure compressed air meets the current CSA Z180.1 “Compressed Breathing Air Systems”

  (6) and (7) rescue procedures

- Section 86

  (1) and (2) cleaning and disinfection

  (3) inspection and maintenance



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# Traffic Safety Requirements

- See sections 373, 374 and 375 of the OHS Regulations
- See FES-NL Vehicle Traffic Management Guidance Document
- See Traffic Control Manual for Roadway Works Operations, 2014
- Traffic control “at an emergency scene” (immediate area of an emergency) follow FES-NL guidance
- Other traffic control (e.g. traffic diversions at close by intersections) must follow TCM
- All persons exposed to moving vehicles and equipment must wear compliant high visibility traffic safety apparel, CSA Class 2 Level 2 minimum, tear away strongly recommended

Bunker gear is not high visibility traffic safety apparel



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# Conclusion

Everything we do in safety should be focused on helping people understand why something needs to happen in a particular way. “Because it’s a Regulation” or “because it’s a Policy” isn’t enough. WHY is it a Regulation? WHY is it a Policy? If they understand why change is necessary, they can care, and if they care, they can see a reason to change.



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# Questions & Answers






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# Thanks
# We look forward to working with you!