

February 2005

## Violence Prevention Course Offered

One of the new provisions in the Occupational Health and Safety Code addresses workplace violence; several of you have asked us for a course on violence prevention. Violence is defined in the Code as:

*"whether at a work site or work related, means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury"*

The source of the violence could be internal (co-workers) or external (rate payers, public). Employers are to consider violence as a potential hazard when conducting hazard assessments. In addition they must develop policies and procedures respecting workplace violence, train their employees, and have reporting and response procedures in place in the event of a violence incident.

Violence doesn't generally happen just out of the blue. Usually there is an escalation of events arising from being involved in stressful or difficult situations. To help prevent violence in the first place, it makes sense to give employees the skills to manage these stressful or difficult situations.

AMHSA has teamed up with the Red Deer College to offer a 2 day workshop, entitled

### **DEALING WITH: DIFFICULT PEOPLE; WORKPLACE VIOLENCE; AND ITS AFTERMATH**

This course was developed jointly by the Red Deer College with the City of Red Deer, to meet the needs of City staff. Feedback from City of Red Deer employees has been very positive. It made sense to AMHSA to make this course available to other municipalities.

We are going to first offer the course once in Nisku and determine if this meets the needs of our members. We will assess the feedback and decide how to proceed from there.

Details:

- AAMD&C office, 2510 Sparrow Drive, Nisku
- April 26 and 27, 2005; 8:30 - 4:30 each day
- \$100 per person, municipal employees; \$150 per person, associate members
- Maximum capacity - 18 participants

For more information or to register for this course, contact AMHSA: 1-800-267-9764, or in the Edmonton area 955-3701.

## Upcoming Conferences - mark your calendars:

- **BC Municipal Health and Safety Conference**

This conference is offered every three years by the BC Municipal Safety Association. This

year the conference will be held in Victoria from **April 17 - 19**. Topics cover a wide variety of issues relevant to municipal employees, and include: confined space entry; grow-ops and clandestine labs; bullying in the workplace; contractor safety; and much more. For more information, go to the conference website at [www.municipalsafety.bc.ca](http://www.municipalsafety.bc.ca).

- **For Whom the Decibel Tolls: reducing the impact of noise**

This conference will provide a forum for the discussion of innovations in environmental and occupational noise control strategies. It will be held in Banff from **May 23 - 26**. More information can be found at [www.eub.gov.ab.ca/BBS/new/announcements/noise\\_management.htm](http://www.eub.gov.ab.ca/BBS/new/announcements/noise_management.htm).

- **Health and Safety Conference Society of Alberta**

*Health and Safety - the next 100 years...* is the theme of this year's Alberta Health and Safety Conference. As the theme suggests, presentations will focus on emerging issues in health and safety. The conference will be held in Calgary from **November 7 - 9**. The conference website is [www.hsconference.com](http://www.hsconference.com).

- **RUSA/ACSC/AMHSA Health & Safety and Utilities Workshop**

The dates for this conference have now been set for **November 28 - December 1** in Red Deer. Conference organizers are already organizing speakers, based on the feedback you gave us at last year's conference. As well, a RUSA website is being developed, and conference information will be available on the website shortly. In the meantime, if you have any questions about the conference, contact Rose Ann at AMHSA: 1-800-267-9765 or [roseann@amhsa.net](mailto:roseann@amhsa.net).

## Day of Mourning

The annual Day of Mourning will be held on April 28 to commemorate those workers who have been killed or injured on the job. It is also an opportunity for all of us to recommit to improving health and safety in the workplace. In Alberta, 108 workers died last year. The good news is that this is a decrease from 2003. But the decreases were in motor vehicle collisions and occupational disease. There was an increase in the number of worksite incident fatalities in 2004 compared to 2003. And to date six people have already been killed in workplace incidents this year. Please take some time to remember those people who died as a result of their work, and their families. Please also take some time to think about health and safety in your organization... What is the safety culture now? What things can be improved?

## North American Occupational Safety & Health Week

NAOSH week is a joint occupational health and safety venture between Canada, the United States and Mexico, with representation from government, industry and labour. The goal of NAOSH week is to focus the attention of employers, employees, the general public, and all partners on the importance of preventing injury and illness in the workplace and at home.

**EQUIP ♦ EDUCATE ♦ EMPOWER** is the theme of NAOSH week 2005, to be held from May 1 - 7.

- To EQUIP is to provide tools that will keep people safe - including appropriate and properly maintained machinery, protective equipment, as well as resources.
- To EDUCATE means to transfer knowledge and skills in a positive and proactive manner. Education addresses the hazards of the work, and proper procedures to do the work safely.
- To EMPOWER conveys commitment, shares leadership and shows confidence.

If people have the education and tools, and are empowered to make decisions, then the work can be done in a safe and healthy manner.

All organizations are encouraged to participate in this year's NAOSH week. Suggestions include: officially acknowledging NAOSH week by a proclamation, etc; hosting a symposium; sponsoring a health and safety project contest for employees and their families; hosting an open house, showcasing health and safety initiatives of your organization. There are lots of other ways to get involved. To get other ideas, and to order promotional materials, go to the NAOSH week website at [www.naosh.ca](http://www.naosh.ca).

## Luminaire Service Worker Course

Replacement of ballasts and socket ends in fluorescent light fixtures is normally only to be performed by an electrician. However, an authorization has been granted under the Apprenticeship and Industry Training Act that individuals who have other recognized competencies may perform this work if they receive a certificate as a Luminaire Service Worker. The certificate authorizes individuals to remove and replace ballasts and socket ends for fluorescent luminaires up to 150 volts. This course is offered by NAIT over the course of 4 weeks in the evening. It includes 12 hours of theoretical and hands-on instruction. Cost is \$250. To find out more about the course and other requirements, go to NAIT's website: [www.nait.ca](http://www.nait.ca) and do a search on "luminaire service worker".

Some of AMHSA's members have expressed interest in this course, but the distance makes it difficult to send their employees on 4 separate evenings. NAIT is willing to offer the course over a 2 day period for a group, and will work with AMHSA if the demand exists. If people are interested in participating in a session like this please contact Rose Ann at AMHSA.

## Auditor Recertification Courses

Auditors are certified by AMHSA to conduct health and safety management system audits within the municipal sector. These audits could be internal, maintenance audits of their own municipality's system, or external, peer audits of another municipality's system. In order to ensure we maintain the high standard of auditing that exists within the municipal sector, AMHSA requires auditors to conduct at least one audit every calendar year, and reviews all these audits for auditor quality.

We also require that auditors attend a one-day recertification course every 3 years. Any auditor whose certificate expires in 2005 **must** attend a recertification course this

year. Please check your auditor certificate to determine when your certification expires. Even if your certification does not expire, you are welcome to attend. Courses are free, but pre-registration is required. Courses are being offered at the following locations (courses may be cancelled due to low registration). Contact Lorraine at 1-800-267-9764 to register.

<b>Date</b>	<b>Location</b>
April 27	Parkland County
May 4	Medicine Hat
May 9	Grande Prairie
May 11	Cochrane
May 17	Red Deer
May 25	Cold Lake