



SASM Certification
Safety Management
Systems Standard
Bronze Level

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SASM Safety Program

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Overview

The following standard for safety management systems has been written to meet or exceed the requirements of:

- ✦ Saskatchewan Occupational Health and Safety Act and Regulations as well all included and/or referenced standards
- ✦ Saskatchewan Workers Compensation Act and Regulations
- ✦ Labour Standards Act

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Definition of Standard Terminology

Term	Definition
Accident	An unplanned, unwanted event that results in a loss
Act	Legislation that assigns health and safety duties and responsibilities to individuals in the province; officially refers to <i>The Occupational Health and Safety Act, 1993</i>
Administrative Control	A method of controlling employees' exposure to hazards by rules, procedures, practices, etc.
Assessment	A process for determining hazards associated with a job or activity
Audit	A periodic methodical and in-depth evaluation of an organization's safety programs/systems. Usually the audit is done to a known audit standard
Certified	Indicating that a person or organization conforms with a standard as judged by a qualified party
Committee	An occupational health and safety committee established pursuant to the provincial health and safety legislation
Communication	An exchange of information between or among people or groups of people which could include written, spoken, visual, or other forms of media
Competent	Possessing knowledge, experience and training to perform a specific duty
Compliance	Meeting with the minimum requirements of health and safety legislation
Consultant	One who gives professional or expert advice
Contractor	A person who, or a partnership or group of persons that, pursuant to one or more contracts, directs the activities of one or more employers or self-employed persons involved in work at a place of employment
Contravention	A violation of a legislative duty and/or responsibility
Controlled Product	A controlled product within the meaning section 15(1)(a) of the Hazardous Products Act (Canada)
Critical	Essential to the health, safety and welfare of
Culture	The overall attitudes, outlook and behavior typical of a given organization
Dangerous Occurrence	Any occurrence that does not result in, but could have resulted in, a condition or circumstance set out in sections 8 of the <i>Saskatchewan Occupational Health and Safety Regulations, 1996</i>

Term	Definition
Direction	Instruction, order, command, or guidance for completing a task
Disabling Injury	An injury that prevents a person from coming to work or doing his or her usual job duties
Discrimination	Treatment or consideration of, or making a distinction in favour of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit: racial and religious intolerance and discrimination
Discriminatory Action	Any action or threat of action by an employer that does or would adversely affect a worker with respect to any terms or conditions of employment or opportunity for promotion, and includes dismissal, layoff, suspension, demotion or transfer of a worker, discontinuation or elimination of a job, change of a job location, reduction in wages, change in hours of work, reprimand, coercion, intimidation or the imposition of any discipline or other penalty
Document	Any written item, as a book, article, or letter, especially of a factual or informative nature
Documentation	The act or instance of furnishing a record or authenticating an event, process or thing
Due Diligence	The taking of every precaution reasonable in the circumstances for the protection of the health and safety of workers
Duty to Accommodate	The Supreme Court of Canada has ruled that an employer has a legal duty to take reasonable steps, in policies or conditions of work, to accommodate an employee's individual needs. This duty applies to all grounds of discrimination (race, religious belief, age, mental disability, physical disability, colour, gender, marital status, family status, and source of income, ancestry, place of origin or sexual orientation)
Elimination	The process of removing a hazardous product, substance or process
Emergency	A situation that requires immediate attention, usually relating to a medical, fire or other such emergency
Emergency Plan	Detailed procedures for responding to an emergency, such as fire or explosion, a chemical spill, or an uncontrolled release of energy. An emergency plan is necessary to keep order, and minimize the effects of the disaster
Emergency Preparedness	The overall plan, resources and response required to effectively deal with an emergency situation
Employee	An individual who works for an employer for wages or a salary

Term	Definition
Employer	A person, firm, association or body that has, in connection with the operation of a place of employment, one or more workers in the service of the person, firm, association or body
Engineering Control	The physical arrangement, design or alteration of workstations, equipment, materials, production facilities or other aspects of the physical work environment, for the purpose of controlling risk
Environment	The surrounding conditions, influences, and forces to which an employee is exposed in the workplace
Equipment	Any combination of mechanical parts that transmits from one part to another or otherwise modifies force, motion or energy
Ergonomics	An applied science that studies the interaction between people and the work environment. It focuses on matching the job to the worker
External Auditor	An auditor employed by SASM completing audits at an Auditee's location(s)
First aid	The immediate care given to a person who's injured or who suddenly becomes ill. It can range from disinfecting a cut and applying a bandage to helping someone who is choking or having a heart attack. This treatment is usually provided in house
Follow-up	The process of checking to see that corrective action has taken place after an inspection, investigation or loss
Formal	Made or done in accordance with procedures which ensure validity: a formal inspection, in a favorable sense, applies to desirable conformity with accepted procedures or practices.
Frequency	The measurement of how often a given incident occurs; for example, a lost time frequency would express how many lost time incidents are taking place per a given number of hours worked (e.g. TL/ 200,000 hours)
Guarding	Use of any device or combination of devices designed to keep any part of a worker's body out of the danger zone of a machine during its operating cycle. This usually involves guarding the point of operation, guarding power transmission components by fixed enclosures, and/or protecting the operator and nearby workers from flying fragments
Harassment	Any inappropriate conduct, comment, display, action or gesture by a person that either is based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin
Hazard	The potential of any machine, equipment, process, material (including biological and chemical) or physical factor that may cause harm to people, or damage to property or the environment.

Term	Definition
Hazard Analysis	A process of identifying the critical steps to a job, the hazards associated with those steps, and the actions required in eliminating or reducing the hazards associated with the steps. Also referred to as a Job Task Analysis (JTA) or Job Safety Analysis (JSA)
Hazard Assessment	A process for determining hazards associated with a project
Hazard Control	The process implemented to reduce the likelihood of loss from a hazard
Hazard Identification	The recognition through a formal or informal process of a dangerous object, event, behavior or condition, which could cause injury or loss
Health	The condition of being sound in body, mind and spirit, and shall be interpreted in accordance with the objects and purposes of the Act
Illness	Disease of body or mind; poor health; sickness
Implementation	To put into effect according to, or by means of a definite plan or procedure
Inclement Weather	Any type of weather condition that makes travel on roadways extremely dangerous. It can take the form of: snowstorms, heavy fog, rain and ice build-up on roads
Informal	Not according to the prescribed, official, or customary way or manner; irregular; unofficial: informal proceedings
Incident	Any occurrence which resulted in or had the potential for causing an injury or occupational disease; damage to property; or loss to process
Injuries	Harm or damage that is done or sustained by a worker
Inspection	A deliberate, systematic, critical examination of an activity, object or process.
Instruction	Giving information and direction to a worker with respect to particular subject matter
Internal Auditor	An auditor employed by the Auditee
Investigation	The process of systematically gathering and analyzing information about an accident or incident. This is done for the purposes of identifying causes and making recommendations to prevent the accident / incident from happening again
Job	A piece of work, especially a specific task done as part of the routine of one's occupation or for an agreed price, anything a person is expected or obliged to do; duty; responsibility
Job Hazard Analysis	A procedure performed to identify any present or potential hazards associated with any specific job or task

Term	Definition
Loss	The state in which something of value is lost; these losses could include production loss, property damage and/or injury, including death
Loss Control	Measures taken to prevent and reduce loss. Loss may occur through injury and illness, property damage, poor work quality, etc
Manager	A person who has control or direction of an institution, business, etc., or of a part, division, or phase of it
Material Safety Data Sheet - or "MSDS"	A document disclosing the information referred to in section 13(a)(i) to (v) of the Hazardous Products Act (Canada) and section 12(1) to (3) of the Controlled Products Regulations (Canada)
Minor Accident	An accident which does not require hospital attendance, but could require in-house (First Aid) medical attention. (Non-life threatening). Minor accident could also result in no medical injury, but consist of minor property or equipment damage
Monitoring	The systematic measurement of Health hazards to which workers are exposed. There are two types of measurements that can be taken: biological (worker) and environmental (workplace air)
Near miss	An unwanted, unplanned event that does not result in a loss; these losses could include production loss, property damage and/or injury including death
Owner	In relation to any land or premises used or to be used as a workplace, includes; a trustee, receiver, mortgagee in possession, tenant, lessee or occupier of the land or premises, and a person who acts as an agent or delegate of a person mentioned earlier. But does not include a person who occupies premises used as a private residence, unless that person carries on a business, profession or trade at that residence
Orientation	An introduction, as to guide one in adjusting to new surroundings, employment, activity, or the like: New employees receive two days of orientation
Organization	A company, operation, undertaking, establishment, enterprise, institution or association, or a part or combination thereof that has its own management. An organization may be incorporated, unincorporated, public or private
Periodic	Recurring at intervals of time, occurring or appearing at regular intervals
Personal Protection Equipment (PPE)	Any device worn by a worker to protect against hazards. Some examples are: respirators, gloves, ear plugs, hard hats, safety goggles and safety shoes
Practicable	That which is reasonably capable of being done
Practice	A standardized method for performing generic tasks or operations

Term	Definition
Probability	The likelihood or chance that an event will occur
Procedure	A step-by-step description of how to do a task, job, or activity properly
Procurement	The act of getting possession of something; "he was responsible for the procurement of materials and supplies
Quorum	The minimum number of management and worker members the occupational health and safety committee determines must be present in order to carry out its business
Record Keeping	Keeping documentation of pertinent information regarding important stats, inventory, financial, etc.
Repetitive Muscular Strain	A problem with the muscles, tendons or nerves that happens over time due to overuse. Examples of repetitive strain injuries include: Carpal tunnel syndrome and tendonitis
Responsibility	A particular burden of obligation upon one who is responsible: the responsibilities of authority
Return to Work (RTW)	A program at a company whose work specifies toward an employee's injuries or disabilities to allow an earlier return to work
Rights	Adherence or obedience to moral and legal principles and authority
Risk	The probability and severity of a worker suffering an injury or health problem, or of damage occurring to property or the environment as a result of exposure to or contact with a hazard
Root Cause	The real or underlying cause(s) of an event, Distinguished from immediate cause(s) which are usually quite apparent
Safety	The prevention of physical injury to workers and the prevention of physical injury to other persons arising out of or in connection with activities in the workplace
Safety Management System	A system including administrative and procedural plans for hazard identification, control and loss prevention; the process of putting them in place and maintaining and measuring their performance
Safety Data Sheet - or "SDS"	A document disclosing the information referred to in section 13(a)(i) to (v) of the Hazardous Products Act (Canada) and section 12(1) to (3) of the Controlled Products Regulations (Canada)
Severe Weather	Any type of weather that is a threat to life or property. It can take the form of: hail, strong winds, severe thunderstorms, tornados, or multiple combinations of severe weather striking simultaneously.
Severity	The degree of harm that results from an occurrence
Standard	A guideline, rule, principle, or model that is used as a means to compare, measure or judge performance, quality, etc.
Supervisor	A person who is authorized by an employer to oversee or direct the work of workers

Term	Definition
Supplier	A person who supplies, sells, leases, installs or provides any tool, equipment, machine or device, or any biological substance or chemical substance, to be used in a workplace
Task	A set of related steps that make up a discrete part of a job. Every job is made up of a collection of tasks. For example, answering a phone or entering data into a computer are tasks of a receptionist's job
Tool Box Meeting	An on-site safety meeting, used as an opportunity to discuss existing or potential safety hazards or concerns as well as used as an opportunity to educate personnel in specific safe work practices and procedures
Training	To make proficient with specialized instruction and practice
Worker	A person that works, a labourer or employee. A person engaged in a particular field, activity, or cause
Workplace	Any building, site, workshop, structure, mine, mobile vehicle, or any other premises or location whether indoors or outdoors in which one or more workers, or self-employed persons, are engaged in work or have worked
Workplace Inspection	A regular and careful check of a workplace or part of a workplace in order to identify health and safety hazards and to recommend corrective action. Workplace factors that have potential to cause injury or illness to employees include: equipment, materials, processes or work activities and the environment
Work Refusal	The right of a worker to refuse unusually dangerous work when the worker has reason to believe that he or she would be endangered by performing that task

Element 1: Management and Leadership

1.1 Policy Statement

Introduction:

A workplace Health & Safety Policy is a statement of principles and general guidelines that govern safety and safe work activities.

Element Content:

The health & safety policy statement must:

1. show Management's commitment to prevent occupational injuries and illnesses and strive for continuous improvement;
2. be written, communicated and posted;
3. be understood by workers, supervisors and management;
4. be clear about who is responsible and accountable;
5. be dated and signed by the highest level of current Management; and
6. be revised every three years or when changes to the system are made.

The harassment policy must:

1. be written, communicated and posted;
2. meet all the requirements of Saskatchewan Occupational Health & Safety Regulation 36(1).

1.2 Worker Rights

Introduction:

Every employee is afforded basic rights under Saskatchewan Occupational Health and Safety legislation. These rights must be implemented throughout the Safety Management System.

Element Content:

Worker Rights must be:

1. written;
2. posted, communicated to, and understood by everyone in the facility;
3. ensure that no discriminatory or disciplinary action will be taken against any employee exercising said rights; and
4. include the following:
 - a) Everyone has the right to know of any existing or potential hazard associated with their job, and the right to know about and have protection from those hazards.
 - b) Everyone has the right to participate in the identification, reporting, and resolution of safety and health concerns, including involvement as a safety representative or safety committee member.
 - c) Everyone has the right to refuse unusually dangerous work that is felt would endanger the safety and health of themselves or a coworker(s).

1.3 Responsibilities

Introduction:

In order to effectively manage health and safety in the workplace, responsibilities for employees at all levels need to be clearly defined, easily understood and fulfilled.

Element Content:

Responsibilities must:

1. be written and clearly defined for all levels of employees including management, supervisors, workers, and contractors;
2. be trained to and understood by all employees, be posted and communicated to everyone with responsibilities;
3. be revised as needed; and
4. include the following specifics for each level of employee:

Responsibilities of all Employees

- a) Report any incident, hazardous situation or condition to the appropriate personnel
- b) Cooperate with and support the health and safety representative or committee
- c) Utilize all safeguards including training provided by the employer
- d) Work in a manner to ensure your own safety and the safety of those around you
- e) Cooperate with any outside agency regarding health and safety
- f) Know and comply with all applicable company health and safety policies, rules and procedures
- g) Know and comply with all applicable health and safety legislation

Responsibilities of the Employer and/or Senior Management

- a) Provide a statement of policy relating to the Safety Management System
- b) Maintain overall control of the Safety Management System
- c) Set the goals and objectives for the organization
- d) Ensure that all safety policies are administered and enforced

Safety Management System Standard

- e) Ensure that all personnel are aware of and effectively practice the policies and procedures set out in the Safety Management System
- f) Provide information, instructions, and assistance to all supervisory staff in order to protect the health and safety of all employees
- g) Establish a health and safety committee in accordance with applicable legislation
- h) Provide a safe and healthy workplace including proper, well maintained tools and equipment and the personal protective equipment required to be worn either by company designation or legislative requirements
- i) Provide ongoing health and safety education and first aid programs as required
- j) Ensure a system to monitor the workplace and hold departments and/or individuals accountable for safety performance
- k) Provide the adequate resources to achieve and maintain the objectives of the Health & Safety Policy

Responsibilities of Line Management and/or Supervisors

- a) Ensure that goals are met for their areas of responsibility
- b) Provide instructions to employees on safe work procedures including the requirements for personal protective equipment
- c) Set a good example for others consistently directing and performing work in a safe manner
- d) Conduct regular inspections to ensure a safe and healthy environment, identify unsafe practices and conditions and ensure prompt corrective action
- e) Cooperate with others to develop safe work practices and procedures, ensure that they are routinely followed, deal consistently with safety violations by making accident prevention a priority
- f) Enforce the company safety regulations and work methods by taking disciplinary action as necessary to ensure compliance with the rules
- g) Arrange for medical treatment as required, including transportation to a doctor or hospital for injured persons
- h) Report all incidents to the appropriate outside authorities if warranted to do so

- i) Hold regular safety meetings to review safety conditions, general safety policies, or any changes to the workplace or work procedures
- j) Ensure that new or transferred employees receive orientation and detailed instructions before they are permitted to begin work

Responsibilities of Workers

- a) Carry out work in a manner so as not to create a health and safety hazard to themselves or others
- b) Report any hazards, incidents, near misses, injuries or illnesses to their Supervisor
- c) Inspect and use the correct tools for the job, keep tools in good condition and report defects in tools and equipment to their Supervisor
- d) Read, understand, and comply with workplace health and safety policies, safe work practices and procedures
- e) Use and maintain all required safety equipment and protective clothing
- f) Utilize all safety information gained from training or safety meetings
- g) Assist in the identification, reduction, and control of accident and/or illness causing conditions

Responsibilities of Contracted Workers

- a) Conduct all activities or work in a way that does not endanger anyone's health and safety
- b) Know and adhere to the organizations safety program and rules, practices and procedures
- c) Ascertain what their responsibilities are in relation to the health and safety of all workers including their own, affected by their activities in the workplace
- d) Provide any information or documentation requested including, but not limited to: safe work procedures; proof of credentials; proof of training; verification of insurance; and WCB coverage
- e) Know and comply with all legislation applicable to the work being performed

1.4 Accountability

Introduction:

Once an individual has been given responsibilities, there is a need for a mechanism to hold them accountable. This usually takes the form of some type of an accountability process or procedure.

Element Content:

The accountability system must:

1. have escalating levels of severity;
2. be applied and effective;
3. be administered without bias, and consistently enforced;
4. be written, communicated (orientation) and posted.

1.5 Safety Rules

Introduction:

All companies must have a list of basic safety rules that address common hazards as part of their Safety Management System. These may stand alone or be incorporated into practices.

Element Content:

Safety rules should achieve a purpose. The written list of safety rules must be:

1. realistic;
2. fair;
3. aimed at the objectives of the Health & Safety Policy;
4. address existing and potential hazards and ensure legislative compliance;
5. clearly communicated to everyone at the facility and posted;
6. understood and followed by all employees; and
7. consistently enforced.

1.6 Reporting

Introduction:

There must be a systematic method for reporting injuries, first-aids, hazards, near misses, health and safety concerns, as well as property damage.

Element Content:

The reporting system should:

1. include the requirement to report all injuries, including first-aids, hazards, near misses, and health & safety concerns;
2. be trained to and understood by everyone at the facility;
3. be written;
4. ensure reporting will not lead to actions that would otherwise encourage non-reporting;
5. ensure that corrective action is taken; and
6. ensure there is a process for reporting to legislative bodies when required.

1.7 Measurement

Introduction:

Measurement is the process of assessing an organization's efforts and tracking progress over a specific time period. Safety measurement allows the organization to identify whether their safety initiatives are effective or not.

Element Content:

Safety measurements must:

1. align with the organization's goals, objectives and strategies;
2. encourage safe behavior;
3. assist in improving the Safety Management System;
4. be communicated, understood, and used by all levels of the organization; and
5. include a schedule to review measurements at intervals not exceeding one year.

Element 2: Hazard Identification and Control

2.1 Risk Assessment

Introduction:

One of the most important elements of an occupational health and safety program is an effective system to identify and control hazards. Hazards may cause accidents, injuries and illnesses, and the employer may not be able to anticipate and prevent every accident, injury, or illness. However, the employer must take all required steps and precautions to evaluate, and identify risks or hazards for all existing tasks, or tasks with the potential for injury in their facility.

Element Content:

When identifying risks/hazards the organization shall develop a process to:

1. identify known and potential workplace hazards;
2. make employees aware of the assessment process and enable and encourage workers to bring forward concerns about hazards;
3. assess the associated risk;
4. implement adequate measures to eliminate or control the hazards;
5. review assessments when changes have been made to processes or facilities;
6. document activities including personnel involved, time and date of completion;
and
7. ensure that Job Hazard Analysis are completed for high hazard tasks and that those JHAs have a priority risk rating indicated.

2.2 Safe Work Practices & Procedures

Introduction:

Safe work practices are the most basic rules of the work place. Generally they include: use of basic PPE, safe use of compressed air, safe manual lifting and other broader issues that affect every worker.

Safe work procedures are the step by step actions to be taken to complete a task. Safe work procedures are work location/station and individual task specific.

Element content:

The items listed below will indicate the expectations to be met by the Safety Management System.

1. Safe work practices:
 - a) must be developed according to risk;
 - b) may be stipulated by work area (i.e. factory floor, administration, etc.).
2. Safe work procedures must be:
 - a) developed for jobs or tasks according to risk;
 - b) reviewed regularly and in a pro-active fashion, with the inclusion of affected workers and supervisors.
3. The safe work practices and procedures will include reference to:
 - a) the risks and hazards for the particular job;
 - b) how the risks and hazards have been assessed;
 - c) how the risks and hazards have been controlled;
 - d) the persons involved in developing the procedure;
 - e) the date the procedure was developed and implemented, and at what date or degree of change in the job the procedure will be revisited.
4. The safe work practices and procedures shall be documented;
 - a) available to all concerned employees; and
 - b) include reference to any specialized training that operators performing the job or task should have prior to doing the job.

5. Workers must be trained on, and follow, the safe work practices and procedures that are relevant to them, they would include:
 - a) Specific instruction on the use of machinery, equipment, hand and power tools;
 - b) specific instruction on emergency shutdown buttons, bars, etc., and all safeguards for any machine/tool that the employee may be operating;
 - c) instruction regarding lock out and tag out procedure;
 - d) instruction regarding the entry of confined spaces or hazardous environments;
 - e) instruction on the selection, inspection, care and maintenance of any specialized PPE that the job/location may require;
 - f) specific instruction on the fabrication process.

2.3 Personal Protective Equipment

Introduction:

Workers in most locations require basic personal protective equipment (PPE) for the many smaller hazards that cannot be eliminated with engineered controls or some type of segregation of the hazard. They may also require very specialized PPE when performing certain functions such as painting, blasting and working at heights. The effectiveness of the PPE must be constantly appraised and the use of PPE consistently enforced.

Element contents:

The PPE element of the Safety Management System must include:

1. an indication of type of PPE required for all areas of the organization's facilities;
2. methods employed to identify required PPE;
3. documented training on the proper use, storage, selection, inspection, and maintenance of PPE;
4. an indication that all PPE brought into the facility meets an approved standard;
and
5. ensure the availability of required, company supplied PPE.

2.4 Ergonomic Assessments

Introduction:

Ergonomics is the process of matching the work environment to the capabilities of the employee. With the demand on workers today, organizations must look at the tasks that are performed and ensure that the environment is designed to match the job to the employee in order to prevent musculoskeletal injuries.

Element Content:

“Musculoskeletal Injury” means an injury or disorder of the muscles, tendons, ligaments, nerves, joints, bones or supporting vasculature that may be caused or aggravated by any of the following:

- a) repetitive motion
- b) forceful exertions
- c) vibration
- d) mechanical compression
- e) sustained awkward postures
- f) limitations on motion or action
- g) other ergonomic stressors

The element of ergonomics must include:

1. a review of the activities at the place of employment that may cause or aggravate musculoskeletal injuries;
2. the provision of information to each worker who may be at risk of developing musculoskeletal injury of that risk and the signs and common symptoms of any musculoskeletal injury associated with that worker’s work; and
3. the provision of effective protection for each worker who may be at risk, which may include any of the following:
 - a) provide equipment that is designed, constructed, positioned and maintained to reduce the harmful effects of an activity;
 - b) implement appropriate work practices and procedures to reduce the harmful effects of an activity;

- c) implement work schedules that incorporate rest and recovery periods, changes in the workload or other arrangements for alternating work to reduce the harmful effects of an activity.
4. training of at risk workers about: the signs and common symptoms of musculoskeletal injury to protect the worker from injury associated with that worker's work as well as away from the workplace; the hazards present; and the controls implemented to reduce or eliminate those hazards.
5. where a worker has symptoms of musculoskeletal injury, the employer shall:
 - a) advise the worker to consult a physician or a health care professional;
 - b) promptly review the activities of that worker and of other workers doing similar tasks to identify any cause of the symptoms and to take corrective measures to avoid further injuries.
6. any and all activities pertaining to ergonomic assessments and/or musculoskeletal injuries shall be performed by competent personnel, and documentation shall be placed into appropriate files.

2.5 Procurement

Introduction:

The purchase of products and equipment within the organization must be monitored to ensure that the materials being brought in will not pose significant risk to those who must work with them.

Element Content:

This process should include:

1. a process to ensure that purchased goods conform to the organizations safety management requirements, applicable standards and minimum legislative requirements; and
2. the training of all employees with purchasing authority.

Element 3: Training and Communications

3.1 Training

Introduction:

Training is the process used to achieve desirable changes in the specific attitudes and behaviors of employees; it is a critical part of any Safety Management System, if certain behaviors are expected, they must be communicated to the workforce.

Element content:

The element of training must include:

1. the identification of skills required for all positions;
2. training of position specific skills and department specific WHMIS prior to performing the tasks;
3. completion of specific training for designated employees; (ie forklift or overhead crane)
4. documentation of attendance and course content; evidence of training being applied; and
5. a plan for the evaluation of training effectiveness.

3.2 Orientations

Introduction:

It is crucial to get new employees “started off on the right foot” not only when they first start with the organization but also every time they move to new job or task within the organization.

Element content:

The following items outline the expectations in this area of the Safety Management System.

1. The basic level of orientation should be delivered to every new employee, an employee returning to work after a 90 day or more absence, and reviewed at least annually with all employees. This orientation should include:
 - a) the Employer’s general Health & Safety Policy statement;
 - b) the worker’s legislated and “imbedded” rights and their concurrent responsibilities;
 - c) what to do if they have a concern or injury;
 - d) the accountability system;
 - e) the safety rules;
 - f) Return to Work Programs and employee assistance programs (if any);
and
 - g) a dated “sign off” sheet to be signed by the new worker and the person delivering the orientation, which should be retained in the employee’s personnel file.

2. The general orientation should also include a pre-work safety tour which includes:
 - a) an introduction to the new employee’s direct or area Supervisor;
 - b) the employee’s work area;
 - c) a tour of the lunchroom, common areas, and, personal hygiene facilities;

- d) location of first aid stations, fire exit and alarm locations, eyewash and emergency shower stations and muster areas;
 - e) an indication of any prohibited, restricted, and especially hazardous locations; and
 - f) an introduction to the new employee's OHC representative.
3. A job specific safety orientation should be delivered by someone who is experienced in the specific location/job. It shall be delivered to EVERY employee starting at a new location, or returning to a former location after a long (90 day or more) absence from that location, regardless of job type or position and shall include:
- a) instruction on the hazards related to the location and job, how they have been controlled, and what to look for as indicators of impending hazards for that job/location;
 - b) instruction on the safe work procedures for the job/location;
 - c) the observation of an experienced, competent person performing the job as per the safe operating procedures;
 - d) instruction on the selection, inspection, care and maintenance of any specialized PPE that the job/location may require;
 - e) what to do/who to contact if they have a safety concern regarding that job location;
 - f) observation the new worker performing the job and coached by a competent person; and
 - g) a dated "sign off" sheet to be initialed or signed by the new worker and the person delivering the orientation/observing the work, to be filed in the worker's personnel file.

3.3 Communications

Introduction:

The safety communications system employed must be diverse and dedicated, employing both passive and active methods to reach all employees.

Element Content:

The communications system must include but is not limited to the following items:

1. A method for employees to raise concerns
2. The Health and Safety Committee or Representative:
 - a) populated as per the appropriate legislation with every member receiving committee member training;
 - b) the committee shall meet no less than once in the first two weeks after being struck, hold three subsequent meetings at intervals not exceeding one month, and at least once every three months afterwards;
 - c) the committee shall perform formal inspections of the facility on a scheduled basis;
 - d) shall provide no less than 2 members of the committee to investigate all serious accidents, dangerous occurrences and work refusals;
 - e) assist regulatory officers as required; and
 - f) post committee meeting minutes, the names of the committee members and any other information required by applicable provincial legislation on the bulletin board(s) located within the facility.
3. Safety bulletin board:
 - a) which is reserved exclusively for posting safety related items;
 - b) which is easily available and visible by all employees; and
 - c) shall be updated quarterly with the removed postings filed for future reference.

3.4 Employee Involvement

Introduction:

Employee involvement is an essential part of an effective safety management system. It ensures safety awareness in all activities that may take place inside an organization. The employees are an invaluable resource when identifying and controlling hazards, as they are the ones that most commonly face the risk.

Element content:

The element of employee involvement must include a plan for participation in health and safety activities to ensure:

1. employees are involved with the development and review of policies, risk assessments, safe work practices and procedures, inspections and investigations; and
2. employees are consulted before changes are made that may affect workplace health and safety.

3.5 Document /Record Design and Control

Introduction

The element of document design and control is necessary to ensure that all of the information required to properly operate a Safety Management System is available in consistent, readable, and understandable fashion.

Element content:

The following items are all part of document design and control:

1. document design and approval prior to issue to ensure that all potential relevant information can be readily extracted;
2. design should be periodically reviewed, updated, and documents withdrawn as may be necessary;
3. document control must ensure that changes to, and the current revision status of documents are identified;

4. ensure that the relevant versions of applicable documents are available at the likely point(s) of use;
5. document control must ensure that documents remain both legible and readily identifiable;
6. ensure that documents of an external origin determined to be necessary are identified;
7. must prevent the continued use of obsolete or withdrawn documents;
8. the Safety Management System shall make provisions for adequate record control to provide evidence of conformity to the SMS requirements. Procedures shall provide the controls needed for the identification, secure storage, protection, retrieval, retention, and disposition of records in accordance with applicable legislation;
9. procedures must provide workers the knowledge and ability to access applicable records while protecting the need for confidentiality; and
10. records will include but may not be limited to:
 - a) records arising from the implementation of the SMS;
 - b) records of workers training and orientation;
 - c) records of incidents, accidents and near misses and the investigations thereof;
 - d) records of inspections;
 - e) records of minutes arising from safety committee;
 - f) preventative maintenance records;
 - g) records arising from legal requirements;
 - h) records monitoring the working environment, exposures and health concerns, and the results thereof;
 - i) records of changes or improvements made to eliminate or control hazards and risks; and
 - j) documentation of emergency drills held as per applicable regulations.

Element 4: Inspections

Introduction:

The element of inspections is an invaluable tool to assess the workplace for substandard conditions and acts. Inspections are also a mechanism to confirm hazard controls are adequate.

Element Content:

The element of Inspections includes developed processes to:

1. document a procedure for inspections; this includes a review of relevant information such as people, equipment, materials, and the work environment;
2. determine the work areas, equipment, and work activities that require inspection for substandard acts and conditions;
3. determine inspection requirements, including type of inspection, schedule and assignment of personnel, and that they are congruent with legislative requirements and corporate policy based on the level of risk associated with the activity;
4. determine the completion of inspections, including accompanying documentation;
5. confirm corrective actions are identified and implemented for elements of non-compliance with legislative requirements;
6. forward inspection documentation to appropriate personnel including the workers;
7. confirm corrective actions have been taken;
8. confirm inspections are completed according to a schedule; and
9. ensure that all equipment is inspected in accordance with the manufacturer's recommendations.
10. All inspectors must be trained on the completion of inspections.
11. A maintenance program that meets OH&S Regulation 25.

Element 5: Investigations

Introduction:

The element of Investigations combines both hazard identification and control. If an incident has taken place, there has been a failure of the safety system; organizations will need to identify where the failure in the system occurred. The purpose of investigations is to identify where the failure has occurred and correct it.

Element Content:

The element of Investigations includes developed processes to:

1. establish investigation requirements, including a documented procedure that includes injuries including first-aids, near misses, and work refusals;
2. determine responsibilities for investigations that include all pertinent parties in the work place such as Supervisors, Management, and OHC;
3. determine appropriate training for all investigators;
4. conduct investigations and designates persons responsible for the investigation, including follow through with the investigation procedure, identifying all probable causes, and identifying corrective action;
5. monitor and confirm the corrective actions have been taken are adequate; and
6. ensure prompt reporting to appropriate regulatory bodies when required.

Element 6: Emergencies

Introduction:

The size and complexity of an emergency response procedure should reflect the potential and existing hazards in the workplace. Whenever possible, organizations should develop an emergency response process that provides solutions to any potential or existing hazards.

Element Content:

The element of Emergencies must include:

1. a written plan that includes, but not limited to: fire & explosion, chemical spill or release, injuries, medical other than injuries, and power outages;
2. regularly scheduled drills to practice the procedure;
3. evacuation plans posted in highly visible areas;
4. training for all affected employees; and
5. provision of first responders, including training, supplies and facilities as required under applicable legislation.

Element 7: Return to Work

Introduction:

Injuries and illnesses can result in disabilities that affect a worker's ability to perform certain tasks. Organizations have a duty to accommodate workers that may have a disability, whether permanent or temporary. A Return to Work program is a documented process to manage work absences due to disabilities incurred from workplace injuries.

Element Content:

The Return to Work element should include:

1. a process to notify WCB of an injury requiring medical attention;
2. a process to ensure confidential material is safeguarded;
3. a process that identifies tasks, or modified tasks, to be made available to workers capable of returning to work; and
4. a process that will accommodate and re-introduce said individuals to the work force.