STIRRING UP TROUBLE
ASBESTOS HAZARDS IN HOME RENOVATIONS
If you see something unsafe, do something about it.

That's how you prevent a workplace injury. That's how you stay safe. Learn more at worksafe.alberta.ca or call toll-free 1-866-415-8690 (Edmonton and area (780) 415-8690).
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In September 2010, Alberta Employment and Immigration released workplace injury and fatality records as a part of the government’s 10-point plan for achieving greater transparency and accountability for occupational health and safety in Alberta. The records include information about more than 140,000 employers insured by WCB-Alberta.

Information includes the following:
- number of lost-time claims
- estimated number of employees
- lost-time claim rate
- number of fatalities
- whether the employer holds a Certificate of Recognition
- industry and province-wide lost-time claim rates for comparison purposes

Employment and Immigration is welcoming your input about the information posted. Did you find what you were looking for? What information is the most useful to you? If you could add more information, what would it be? This survey is currently underway at www.employment.alberta.ca/employerrecords. Your input is encouraged.

**2011 WORK SAFE ALBERTA STUDENT VIDEO CONTEST**

First Place ($1000 for the team with a matching grant to the school)
Expect the Unexpected, by Cara Hewer, Charlene Hobbs, Morgan MacIsaac and Alex Rollheiser (Edgerton Public School, Edgerton). After a young flag person was hit and killed on a remote road, her school friends must deal with the unexpected loss.

Second Place ($750)
Neglected: It's the Small Things That Count, by Vincent Varga (St. Mary’s High School, Calgary). Cutting down trees in the forest requires more than just a saw. Even the little things are important in protecting the worker.

Third Place ($500)
Stop Think Observe Plan, by Andrea McDonald (Warner School, Warner). Students share their stories of family members injured or killed on the job. To help prevent such events, it’s important for everyone to stop, think, observe and plan their activities.

The videos are available on the Safe and Fair Workplaces website and at www.youtube.com/albertaworksafe. Application forms for the 2012 contest will be posted in September 2011. The deadline for submissions is February 10, 2012.

**ONLINE EMPLOYER RECORDS SEEKING YOUR INPUT**

In September 2010, Alberta Employment and Immigration released workplace injury and fatality records as a part of the government’s 10-point plan for achieving greater transparency and accountability for occupational health and safety in Alberta. The records include information about more than 140,000 employers insured by WCB-Alberta.

**NEW VOLUME AVAILABLE FOR OH&S IN THE HEALTHCARE INDUSTRY**

Download your copy at www.employment.alberta.ca/ohs-healthcare or contact the Occupational Health and Safety Contact Centre toll-free province wide 1-866-415-8690, Edmonton and area 780-415-8690.
NEW LOOK FOR SAFE AND FAIR WORKPLACES

The Safe and Fair Workplaces section of the Employment and Immigration website has a new look, but it remains a trusted source of information on getting paid, staying safe at work, resolving labour disputes and staying current on other workplace issues.

A short video guiding you through the website changes is available at www.employment.alberta.ca/safeandfair.

Steps have been taken to minimize the effect of these changes. Please take this opportunity to adjust the bookmarks to your favourite web pages, including Occupational Health & Safety magazine at www.employment.alberta.ca/ohsmag.

THE PRICE OF DETERRENCE

by Brian Caruk

Over time the courts have identified a number of factors to take into account in determining fit and appropriate penalties for those who violate our health and safety legislation. Among those factors, our courts have consistently stated that deterrence is the primary sentencing consideration.

Deterrence has both specific and general components. When dealing with a corporate offender, the imposition of a financial penalty (often a combination of a fine, surcharge and creative sentence) invariably deters that company from engaging in similar conduct in the future. Clearly, a company would rather spend its funds on something of its own choosing or that advances the objectives of the organization or its shareholders. The message here is specific to the offender: there is a cost for breaching the statute.

In a broader sense, a financial penalty also sends a message to other organizations that if they fail to comply with the legislation, they, too, will pay a price. That message aims for general deterrence.

Some courts have characterized the issue in terms of imposing a penalty that is sufficiently substantial and significant that it will not be viewed merely as a licence fee for illegal activity or as a slap on the wrist. Additionally, it should serve as a warning to others that it will be costly for them to engage in similar illegal activity.

There was a curious story in the media a short time ago that implicitly criticized Alberta’s prosecution rate because, for the first time in recent memory, Saskatchewan generated more convictions than Alberta in 2010. Missing from the story was the fact that the total penalties generated in Alberta last year were over $1.7 million, compared to less than $500,000 in Saskatchewan. And when our neighbour increased the volume of convictions, its average penalty per conviction dropped to just over $3500; Alberta’s average was over $157,000. Alberta courts are clearly taking deterrence seriously.

Brian Caruk is Acting Chief Crown Prosecutor with Regulatory Prosecutions, Alberta Justice.
When Murray Larkins looks back on the many house renovations he has done, there is a hint of pride in his voice that comes from restoring homes that are now more than a century old. But there is also a cautionary tone as he considers the unseen hazards of such projects, particularly asbestos. For homeowners thinking of large or small home improvements, or those in the market for a house that needs some TLC, asbestos is a threat few even realize exists.

“It’s there and it can kill you,” says Larkins. “It can kill anybody. It goes to that saying, ‘What you don’t know can kill you.’ I really view asbestos that way.”

A widespread hazard
Until the mid-1980s asbestos was used in everything from drywall mud and tape to linoleum flooring and countertops; it was in ceiling tiles and adhesives. Exposure to asbestos has been linked to mesothelioma (a cancer of the lining of the lung), lung cancer and a chronic lung disease called asbestosis. According to Health Canada, asbestos poses health risks only when the fibres are present in the air that people breathe. If the fibres are enclosed or tightly bound in a product, for example in asbestos siding or asbestos floor tiles, there are no significant health risks.
On his first home renovation, a 1915 house in Edmonton, Larkins recalls ripping out a ceiling and having vermiculite insulation that had been blown into the attic by a previous owner raining down on him. When Larkins looked into it, he found from U.S. EPA sources that about 70 per cent of the vermiculite on the North American market at that time was mined in Montana. The mine also had asbestos deposits, and the vermiculite product contained asbestos.

“I knew this was going to be bloody dirty work, so I wore a hat and sunglasses,” says Larkins. “This is very innocent ignorance. It was probably by the time I was on my third house that I came to understand vermiculite was really bad.”

The Canadian Mortgage and Housing Corporation would have told Larkins to wear an approved face mask, gloves and protective clothing. As an added precaution, he should have taped his sleeve and trouser cuffs and washed the clothes separately after use.

“If they are hiring a contractor to work in their home they should test prior to the work ... My advice is that whatever you’re doing, have it tested first.”

—Diane Radnoff, Occupational Hygienist

Protecting the public
Starting in the early 1970s a series of provincial and federal laws and international agreements came into effect to protect the public from asbestos. By the mid-1980s many products containing asbestos had been declared dangerous and prohibited, although some were still used until the late 1980s.

Diane Radnoff, a senior occupational hygienist with Alberta Employment and Immigration, says homeowners and contractors have an excellent resource in the Alberta Asbestos Abatement Manual (see Resources, page 9). The document details information on asbestos-containing products, health risks, legislation, removal and sampling procedures, and qualifications workers must meet to remove asbestos. The health and safety requirements for working with asbestos are contained in Part 4 of the OH&S Code, Chemical Hazards, Biological Hazards and Harmful Substances.

While homes built after the mid- to late 1980s are less likely to have asbestos-containing products, there is no legislation requiring homeowners to remove existing products. Asbestos is not a hazard until it is disturbed. Radnoff says homeowners who are planning renovations—even removing linoleum—should hire a company to test for asbestos before getting down to work.

“There is no legal obligation for homeowners to test. However, if they are hiring a contractor to work in their home they should test prior to the work—this allows the contractor to use the proper work procedures and will also protect the homeowner,” she says. “My advice is that whatever you’re doing, have it tested first.”

Radnoff adds that renovators should keep in mind that Alberta legislation covers employers and workers. Employers, such as renovation contractors, must conduct a hazard assessment and control hazards that could affect workers exposed to them.

Asbestos disclosure
But what if you are buying or selling a home? What are your responsibilities? Sheldon Johnston, a realtor and owner of Coldwell Banker Johnston Real Estate, says there was a time when sellers were required to disclose to potential buyers any hazardous material on the property. But most people didn’t even know if their homes had asbestos products.

“One of the reasons Alberta stopped using these property disclosure statements a number of years ago was all these sellers said, ‘My property doesn’t have this,’ but most of them were actually wrong—they just didn’t know they had these materials in their homes.”

In fact, Johnston says, hazardous waste is probably the last thing on a homebuyer’s mind: “They are looking to see if the home is a good fit for their family—if they can picture their family living there.”

Inspections and testing
Johnston strongly suggests buyers ask home inspectors to look for products used in the home, but he advises consumers to make sure their home inspector is qualified to make that decision. In Alberta, there are prescribed ways to take samples but anyone can do it—you don’t need a special licence or permit. However, testing is another matter: only certified personnel are allowed to examine samples to determine their safety.

Johnston adds that if you’re hiring a contractor to come in and do work, be sure the company has workers’ compensation coverage—it’s also a good idea to check with your own insurance company, as well, before work begins.

Few home inspectors test for hazardous materials. Whether you’re buying a home or planning renovations, Ken Strickland, who works with Dewar Western Inc., an industrial insulation and hazardous materials removal company, is the kind of guy who knows about asbestos. With more than 20 years of experience working with hazardous materials, Strickland is familiar with asbestos in homes and public buildings.

“If you’re looking to renovate a specific item like a floor or room or to drywall an attic space, it’s good to contact someone like me. We would take a sample and do tests and proceed with a cost estimate to have it removed,” says Strickland.
Asbestos abatement

Business owners who discover asbestos are required to report the findings and develop a plan for abatement, which would be carried out when appropriate, probably during future renovations. If abatement is not carried out immediately, the employer must ensure that workers are not exposed to the asbestos. According to Part 4, Section 36(1) of the OH&S Code, an employer who is responsible for removing or abating asbestos or for demolishing or renovating a building or equipment containing asbestos must notify a Director of Inspection of the activity at least 72 hours before beginning the activities that may release asbestos fibres.

Newer homes and buildings should be safe, but Strickland points out that builders could continue to use existing in-stock products that contained asbestos even after laws prohibiting their import, manufacture and sale had been passed.

“Contractors were allowed to use these materials if they had them in stock, so there are incidents where houses and buildings continue to have them. I just did a library in a small town that was built in the mid-80s and I found three samples of insulation on piping and ducting that contained asbestos.”

One of the most common projects Strickland sees where asbestos comes into play is furnace replacements in homes built during the 1940s. Back then, even duct tape contained asbestos—more than 20 per cent. He follows the rule of thumb that if there is no reason to disturb the asbestos, don’t.

Removal vs. encapsulation

One solution that saves time and money—in the short term—is to encapsulate existing asbestos. For example, instead of removing linoleum that contains asbestos, you could just install new flooring on top of it.

“I actually saw five layers of linoleum once in an older home,” says Strickland. “But in my opinion that is not the best thing to do because when you encapsulate asbestos, at any future date you have twice as much material that has to be taken out and that adds to your costs.”

Larkins, who has just purchased a 99-year-old home in Calgary, learned that lesson years ago. And he offers this advice to anyone considering renovations or improvements: make safety your priority. Larkins adds that “ignorance and a lack of money” can get in the way of safety.

Don’t skimp on safety

“Some people won’t buy the more expensive mask that will protect them, 100 per cent,” he says. “They’ll spend
that money on tools or screws and drywall—the stuff that they feel is actually going to do them the most good.

“A tough thing about asbestos abatement is that you are always selectively renovating so it is very seldom that you will go in and demolish the whole interior of a house. You’re doing this a bit at a time. You’ll do the bathroom, then the kitchen, and the problem is it is almost impossible to contain carcinogens, things like asbestos, or even dust. They do have some very clever handyman grade to commercial grade containment systems, but it is difficult when you are living in the house. You have to put your well-being first.”

Alberta Occupational Health and Safety advises that the following four principles should be followed in any work procedures where asbestos-containing products must be disturbed:

1) Isolate the work area.
2) Protect workers.
3) Minimize the release of asbestos fibres.
4) Ensure that the area is properly cleaned up after the work is completed.

Richard Cairney is a communications officer at the University of Alberta.

RESOURCES

WEB LINKS

employment.alberta.ca/SFW/12508.html
Asbestos-related information from Alberta Employment and Immigration

employment.alberta.ca/SFW/2988.html
Alberta Asbestos Abatement Manual
This manual describes the principles to be followed when selecting the most appropriate techniques for the safe abatement of asbestos-containing materials. The manual also presents basic information on asbestos and asbestos products, health hazards, requirements for worker protection, safe work procedures, inspection criteria, applicable legislation and competency profiles for those persons involved in abatement activities.

Course Guidelines—Occupational Health and Safety for the Asbestos Worker
Explains what must be covered in the course for asbestos workers.

The list of approved training agencies that teach the OH&S for the Asbestos Worker course and administer the exam.

employment.alberta.ca/documents/WHS/WHS-PUB_ch019.pdf
Asbestos at the Work Site
This safety bulletin provides basic information about asbestos at work sites and the related employer and worker responsibilities in Alberta.

employment.alberta.ca/documents/WHS/WHS-PUB_whs3910.pdf
Asbestos Project Notification Form
Alberta’s OH&S Code requires that employers give advance notification of asbestos projects. This form can be completed and submitted by either e-mail or fax.

Asbestos Prevention

Asbestos, Canadian Mortgage and Housing Corporation.
Part of CMHC’s About Your House—General Series, this fact sheet gives an overview of asbestos and its uses, and describes what problems asbestos can cause and what options homeowners have in dealing with asbestos.

DVD/VHS

ASBESTOS: A LETHAL LEGACY (VC 0031)
This dramatic video discusses the use of asbestos and its effects on the worker. Using individual case studies the film depicts the various diseases caused by asbestos and how these diseases affect the worker and the family.

ASBESTOS AWARENESS (DVD 035)
This program educates employees about the dangers of working with materials that may contain asbestos. The areas covered include the hazards, composition and nature of asbestos, where it is encountered, limiting exposure to asbestos, protecting yourself when disturbing a material that may contain asbestos and special considerations, such as air monitoring and decontamination.

ASBESTOS AWARENESS (VC 0351)
This program was developed to promote an understanding of asbestos and its hazards. It discusses asbestos forms and uses, health effects, potential locations, damage and deterioration, and housekeeping requirements.

ASBESTOS: SMALL-SCALE, SHORT DURATION ACTIVITIES (VC 0148)
This two-part program is designed to instruct employees about the work procedures to follow when working with asbestos. The program covers preliminary precautions and appropriate work practices for jobs involving asbestos found in pipe insulation, flange gaskets, pump and valve packing, and insulation above drop ceilings.

Health Canada offers assistance and information in the prevention, disposal and removal of asbestos.
I toss and turn. I stare at the ceiling. I bargain with anyone or anything who will grant me some sleep. After more of this, I despair—it’s hard to spend that much time in your own head. I think, sadly, of how exhausted I will be tomorrow at work. Oh, the curse of insomnia! Another night of little to no sleep.

Many Canadians experience similar scenarios of insomnia, insufficient sleep or poor-quality sleep. Recent research from the World Association of Sleep Medicine indicates 35 per cent of Canadian youth aged 12 to 17 and 61 per cent of adults get fewer than the recommended eight hours of sleep a night. The study found 60 per cent of Canadian adults feel tired most of the time and get, on average, 6.9 hours of sleep a night. Canadian research indicates 30 per cent of adults get fewer than six hours a night.

In addition to causing difficulties in your day-to-day personal and work life, sleep disorders can affect a person’s health and safety on the job.

“A lack of sleep is a big hazard for all of us in the workplace,” says Dr. Charles Samuels. He is the medical director of the Centre for Sleep and Human Performance in Calgary.

“Your reaction time will be slower and your behaviour will change—mostly, people become irritable or sleepy. Those are the brain behaviour factors, which have huge implications for safety in the workplace.”

Samuels identifies three main types of sleep disorders:

- sleep apnea (a disorder where sleep is briefly and repeatedly interrupted)
- insomnia (a condition where a person has trouble falling or staying asleep)
- narcolepsy (a chronic neurological disorder where a the person can unwillingly fall asleep)

He points to emergency and health care workers, truck drivers and pilots as obvious examples where sleepiness can increase danger at work. But Samuels adds that a lack of sleep can put any of us in danger on the job by impairing our ability to communicate and focus on what we are doing.

“We know with physicians, who are chronically sleep deprived, that the number one complaint to the College of Physicians and Surgeons is about communication,” he says. “If you are a chronically sleep deprived individual, your ability to communicate is negatively affected.”

A 2010 study on nurse fatigue by the Canadian Nurses Association and the Registered Nurses’ Association of Ontario found the symptoms of fatigue include increased anxiety, decreased short-term memory, slowed reaction time, decreased work efficiency and increased errors of omission.

Samuels says although getting the right amount of sleep is crucial, our society is generally sleep deprived. “The polls clearly show most people are getting about one hour less sleep per day than they require.”

In its report, the World Association of Sleep Medicine says sleepiness and sleeplessness are threatening the health and quality of life of people in countries around the globe. The report says it can be dangerous to health and safety for people to cut back on the recommended hours spent sleeping. For example, a person who has not slept for 20 hours has a level of impairment equal to someone with a blood alcohol concentration of 0.08 per cent, which is considered impaired for driving in Alberta.

For suggestions on how to improve your sleep, go to www.sleepfoundation.org/sleep-facts-information/sleeping-smart (the National Sleep Foundation’s Sleeping Smart web page). Also see www.healthyalberta.com/HealthyPlaces/685.htm (“Shift Work: Getting Enough Sleep and Physical Activity”).

RESOURCES

OTHER WEB LINKS

www.centreforsleep.com
Calgary-based Centre for Sleep

www.theglobeandmail.com/life/trouble-sleeping/article672580/
Dr. Samuels answers questions on how to get better sleep.

www.sleepfoundation.org/article/press-release/annual-sleep-america-poll-exploring-connections-communications-technology-use-
The National Sleep Foundation released a report in March 2011 on the effects on sleep of using electronic reading devices, smartphones or laptops a couple of hours prior to bedtime.

www.wasm2011.org
The World Association of Sleep Medicine and the Canadian Sleep Society are having a conference in Quebec City from September 10 to 15, 2011.
I bet you thought February 28 was just the last day in February. But from now on I hope you remember it as International RSI Awareness Day. Did you know that one out of every 15 Canadian adults has had a repetitive strain injury (RSI) severe enough to limit their daily activities?

RSI is the most common type of workplace injury in Canada. The term “RSI” refers to a large range of disabling injuries to soft tissues. These injuries typically involve repetition, and they can be caused by force, rapid movement, excessive strain, uncomfortable positioning of limbs or being in a constrained position over long periods.

Any work that forces a person into an awkward position and out of ideal alignment (see the September 2010 Ergo Tips) can lead to an RSI. For example, the forceful movement of tools (screwdriver, pliers, etc.), repetitive finger movements (typing or sewing), sitting in an uncomfortable position, bending the knees repeatedly (lifting), and moving material with extended arms (assembly lines) can lead to RSIs.

The best way to deal with an RSI is to prevent it from happening in the first place. Here are five tips:

1. **Work culture:** Workers and employers should communicate openly about any concerns so they can be dealt with immediately and appropriately. Employers should vary job tasks and allow workers to determine how quickly they work. Complete a hazard assessment and ensure controls are in place to address any potential RSI-causing tasks.

2. **Ergonomics:** Supply the proper tools for the job. Did you know that most tools are made for the “average man”? Redesign tools to fit the individual or specific task. Workers should be able to work while in ideal alignment and be provided with time to stretch. Complete an ergonomic study of a work site to look for potential improvements.

3. **Information:** Employers should provide workers with education on RSIs and how to prevent them. Employers need to train workers how to properly perform their job duties to reduce the risk of injury.

4. **Environment:** The work area should be designed to provide workers with sufficient space to change positions and vary movements. If the environment cannot be changed, make alterations for each worker (e.g., wrist supports, foot rests, elevated platforms and tools to limit the amount of reaching required).

5. **Worker fitness:** Workers must ensure they can perform the job duties and take care of their physical condition to lessen the likelihood of injury. Plan recreation activities that focus on movements different from what you do at work. Take the time to stretch and move during the day, warm up before you start work, and tell the employer if tasks are causing pain. Employers have the option of pre-employment physical testing to ensure workers are able to perform their expected tasks.

Individuals who feel they are at risk should take preventive measures before a serious RSI condition develops. Early diagnosis and treatment are vital to ensure recovery from the symptoms of an RSI. Listen to your body and pay attention to how you’re performing your job tasks. How’s your posture right now? Are you in ideal alignment? Did you take the time to stretch today?

Chiara Fritzler is an OH&S officer with Alberta Employment and Immigration.

**Next time:** Lifting out of a slump.
One of the ways that an employer can minimize the potential for work site incidents is by ensuring that workers are appropriately trained and supervised. Section 13 of the OH&S Regulation (General Protection of Workers) applies. It states, in part, that if work that may endanger a worker is to be done, the employer must ensure that the worker doing it is competent to do the work or is working under the direct supervision of a worker who is competent to do the work. In this context, competent means adequately qualified, suitably trained and sufficiently experienced to safely perform the work without supervision or with only a minimal degree of supervision.

Employers are required to ensure that their workers are competent to perform their required tasks. This competency can be established in many ways, including, but not limited to, outlining training requirements, defining qualifications and required past work experiences, arranging for formal training and certification, providing graduated supervision, and developing in-house training for specific site tasks.

So what if you or your workers do not meet the competency requirement defined in the OH&S Regulation? Does that make a worker incompetent? Questioning a worker’s competency is never a pleasant experience because “incompetent” can be seen as an offensive word. No worker, employer or anyone else in the world wishes to be found incompetent. They will immediately take a defensive tone, stance and attitude when questioned on their competency. Please remember that your local OH&S officer has no intent to slander or condescend if they issue an order to prove competency. They simply wish for you to be able to verify your qualifications, experiences and training, so that the work can get done safely.

Sean McIntyre is an OH&S officer.
The impact of auditor performance issues

Health and safety audits conducted for the purpose of Certificate of Recognition certification or maintenance must meet a number of standards. These standards help to ensure the quality of audit results and the overall integrity of the Partnerships in Injury Reduction program. Since a late or poor-quality audit report could mean the loss of financial incentives or a lucrative contract, it’s important that employers—and the auditors they work with—understand the requirements.

Before an audit report is approved and processed for a COR, the Certifying Partners review all submissions to:

- validate results and check for completeness
- verify that interview and work site sampling meet Partnerships’ published standards
- confirm that minimum timeline requirements for data gathering and audit reporting have been met

When a report does not meet Partnerships’ quality assurance standards, the Certifying Partner will work with the auditor to address the issues. However, if corrections are not made, if audit sampling was insufficient or if the report was late, the employer will be unable to use the audit to qualify for a COR or to maintain an existing certification.

Auditors should take care to ensure that both their work site sampling and their interview sampling plans meet Partnerships’ standards. Employers should also educate themselves about sampling requirements and confirm with their auditor that requirements will be met.

Missed audit deadlines can also affect an employer’s COR status. In order to accommodate all audit types, Partnerships allows a maximum of 45 days for data collection, and another 45 days for auditors to submit completed audit reports to the Certifying Partner. Reports that exceed these timelines will not be accepted.

Auditors should schedule enough time for each audit so that they can produce a good-quality result. It may be helpful to introduce a method for tracking the stages of report completion, submission and redrafting (if required). And when auditors submit reports electronically, they should always follow up to ensure the document was received by the Certifying Partner. Hard copies should be submitted in person or via courier. Courier receipts should be saved in case the report is lost.

Employers should also take steps to protect their interests in the audit process. They should start by checking the references of any external consultant auditor before they sign a contract. Likewise, it’s important that those selected to take on internal auditor responsibilities are able and willing to complete auditor training and certification, and the work involved with completing an annual audit. Employers should advise their Certifying Partner of their audit schedule. They should follow up with their auditors on a regular basis to check that report timelines are being met.

Finally, employers should avoid scheduling audits in the last quarter of the calendar year. Unless the operation is seasonal in nature and only fully active at the end of the year, audits should be conducted as early as possible. In the event that an auditor fails to meet Partnerships’ standards for audit timing or quality, having the time to re-audit before the end of the year will allow the operation to remain eligible for PIR rebates that may otherwise be lost.

For more information about audit report standards and timelines, contact your Certifying Partner. A list can be found online at www.employment.alberta.ca/ohs-partnerships.

Is that COR valid?

All CORs have an expiry date printed on the lower right corner of the copy. As more project owners and employers require contractors to hold a valid COR to either bid for or perform work, the incidence of altered, modified and expired CORs being submitted in bid packages has increased. Information on a COR can be verified quickly and easily by visiting www.employment.alberta.ca/documents/WHS/WHS-PS-COR.pdf.

Partnerships in Injury Reduction is a non-regulatory, province-wide injury prevention program sponsored co-operatively by government, labour and industry. The program offers:

- tools to implement a health and safety management system
- guidance in applying for a Certificate of Recognition (COR)
- potential for premium rebates from the Workers’ Compensation Board-Alberta

For more information, call the Partnerships Hotline at 1-866-415-8690 or visit employment.alberta.ca/whs-partnerships.
Every day, three Albertans needlessly risk their lives around power lines

Alberta’s struggle with workplace safety is a continual and growing concern. Power line incidents are no exception, but many of these incidents could be avoided with proper safety training and awareness.

The majority of power line incidents occur in the oil and gas and construction industries among construction and heavy-equipment operators, which makes these industries a top priority for the Joint Utility Safety Team (JUST).

“Comprised of Alberta’s electrical utilities and the Government of Alberta, JUST is committed to positively affect change in attitudes and behaviours toward power line safety,” states Lyndsay Thorlacius, JUST Chair. “Our long-term goal is to foster a culture of power line safety in Alberta.”

New Power Line Safety Certification targets Oil and Gas and Construction

In 2008, a committee was formed with representatives from JUST, the Canadian Association of Petroleum Producers (CAPP) and Enform (the safety association for the oil and gas industry) to create a power line safety training program for these industries. Two years of collaboration and pooling expertise has resulted in an intensive one-day Power Line Safety and Awareness Certification that is taught by Enform instructors.

“This initiative is the type of industry collaboration JUST strives for. Working with CAPP and Enform, we can help implement power line safety training by reaching supervisors and decision makers as well as the operators themselves,” explains Thorlacius. “Ultimately, this and other power line safety initiatives are about keeping Albertans safe on the job site.”

To register or learn how you and your employees can benefit from the Power Line Safety Certification, visit www.enform.ca.

For more information about trends in power line contacts in Alberta, visit www.wherestheline.ca/safety_news.html

A message from the Joint Utility Safety Team at wherestheline.ca
AnimAlS don’t HaVe An oFF SwitcH:

THE RISKS OF BEING AN ANIMAL CARE WORKER

by Wes Bellmore

The Amur tiger lay dozing under anesthesia on the floor of her indoor enclosure at a U.S. zoo, a veterinarian and a zookeeper at her side. With the examination complete, the veterinarian prepared an injection to gently revive the beast and give the caregivers plenty of time to leave the enclosure. But this time the wake-up needle was not necessary: the 300-pound female tiger had shaken off the anesthetic faster than expected… the predator’s wide amber eyes were already open and she started lurching to her feet. There was only one thing to do…

Working with animals is not an exact science; surly cats are not equipped with emergency off buttons, dogs do not listen to reason and body language isn’t a great substitute for conversation. It’s difficult enough to strive for predictability when you’re working with machines; introducing animals into the workplace brings safety challenges that can test every shred of a worker’s experience and attention.

Yan Lau is the director of Workplace Standards (Policy and Legislation) at Alberta Employment and Immigration. “The safety standard for animal workplaces is to assume the worst,” he says. “For example, if you’re dealing with dogs, you have to be prepared for them to behave erratically, and you have to be able to respond accordingly.” Lau says the cornerstone of a health and safety program at any workplace—whether you’re working
with fruit bats or table saws—is hazard assessment. “We require all employers to think of the types of hazards their workers could be exposed to, then put in the proper control measures.”

For sheer fright value, working with a tiger is on the hair-raising end of the chart. But for statistical purposes—thankfully—tiger injuries are extremely rare. Exposure to risk is one of the most important predictors of being hurt, so it is no surprise that man’s best friend tops the list of most injurious animals. From 2005 to 2009, Alberta workers suffered nearly as many lost time injuries from dog bites as from all other non-agricultural animals combined.

Exposure to risk is one of the most important predictors of being hurt, so it is no surprise that man’s best friend tops the list of most injurious animals. From 2005 to 2009, Alberta workers suffered nearly as many lost time injuries from dog bites as from all other non-agricultural animals combined.

“Large zoo species have what we refer to as ‘weapons of mass destruction’ ... so we have a heightened sense of safety when we’re working with them.”

—Dr. Doug Whiteside, Calgary Zoo

The number two category on the list of most harmful animals is more surprising— insects. Seemingly innocuous little ticks, fleas, spiders, mosquitoes, bees, scorpions and their flying and creeping cousins can cause allergic reactions, inflict poisonous bites and spread disease. And it’s not only animal care workers at risk— insects are equal opportunity victimizers. To a hungry tick, a land surveyor tastes as good as a zoo worker. Recognizing bug threats and defending against them requires the same assessment as with more menacing animals; it just does not seem quite as daring as fending off angry carnivores.

Dr. Doug Whiteside, currently the senior staff veterinarian at the Calgary Zoo, was the vet in the tiger event at the beginning of this story. The incident happened about 15 years ago when he was training in zoo medicine in the U.S. Whiteside says he and the startled zookeeper responded in the only way possible when the big cat started to wake up unexpectedly: “We scurried out of the enclosure and quickly closed the door!” The two workers grabbed their equipment and scrambled out the cage door only seconds before the tiger started pacing around her territory. “It was quite a surprise,” says Whiteside with a laugh. “Anesthetics back then were not as predictable as they are today!”

Whiteside says working in a zoo requires a great deal of forethought and preparation to keep workers safe. “We don’t have a lot of injuries because we go through very careful planning before any procedure,” he says. “Large zoo species have what we refer to as ‘weapons of mass destruction’—teeth, claws, nails, antlers or hooves—so we have a heightened sense of safety when we’re working with them. We have written protocols in place that highlight potential hazards. In addition, we meet as a group and discuss what is going to happen, how we are going to restrain the animal, or if we use drugs to sedate. We talk about the potential complications and try to mitigate those.”

Stephan Exner is a supervisor at the Edmonton Animal Care and Control Centre, where the bulk of the workload comes from canines. He says being ready for trouble is always the first order of business. “We give a lot of consideration to our surroundings when dealing with animals,” he says. “We want to have enough people handy to assist, and we want to have the right tools when we’re dealing with an animal that is overly excited and potentially aggressive.”

A bylaw officer’s judgment can make the difference between a successful capture and a bloodied pant leg when trying to nab a rampaging hound. “The officer would certainly watch the animal and do a quick assessment of its body language and behaviour to see where its stress level is at,” says Exner. “We don’t speak the same language as animals, and they don’t necessarily understand our body language, so if we don’t take the time to put the proper precautions in place, it’s very easy for an animal to turn and attack in a matter of seconds.”

### NUMBER OF LOST TIME CLAIM INJURIES, BY TYPE OF ANIMAL, 2005–2009, ALBERTA

<table>
<thead>
<tr>
<th>Animal</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dogs</td>
<td>170</td>
</tr>
<tr>
<td>Insects</td>
<td>101</td>
</tr>
<tr>
<td>Cats</td>
<td>75</td>
</tr>
<tr>
<td>Reptiles &amp; Snakes</td>
<td>1</td>
</tr>
<tr>
<td>Rodents</td>
<td>1</td>
</tr>
</tbody>
</table>

*Source: Data extracted from WCB injury claim database*
An astute worker can usually predict when an animal is about to spin out. “There are quite a few ways to tell when an animal is becoming stressed,” says Trena MacGillivray, who also works at the Edmonton Animal Care and Control Centre. “Signs of distress can include putting the ears back, a very rigid body posture, growling, repetitive movements, having the tail down, ignoring a treat, hiding at the back of the cage, refusing interaction. In most cases, you can tell when the animal is not happy.”

“There are quite a few ways to tell when an animal is becoming stressed.”
— Trena MacGillivray, Edmonton Animal Care and Control Centre

Bilinda Wagner is the manager of the Canine Enrichment Centre at the Edmonton Humane Society. She says each new dog is subjected to a lot more than a quick once-over. Her organization finds new homes for stray and unwanted dogs, and placing a dangerous dog in a family setting is the absolute last thing they want to do. The society uses a scientifically tested evaluation for shelter dogs that takes the guesswork out of deciding which animals are docile enough to be a family pet.

“We go though at least eight steps to assess each dog,” says Wagner, “to find out things such as what level of arousal it has, and if there is any innate aggression that could cause a danger to the community.”

Depending on the outcome of the evaluation, the animal could either be put up for adoption, placed on behaviour modification or, if the animal presents too great a risk of harm, it will be deemed unsuitable for placement. “Using this tool,” says Wagner, “we can advise a family that a dog will require some classes for basic training and handling, or if it’s a more timid dog we will let the family know about techniques for making the dog more comfortable and increasing its confidence.”

Although working with animals presents undeniable risks, animal caregivers keep themselves safe by using the same strategies as machine operators, millwrights or factory workers. They think about their task, recognize the dangers, make a plan, prepare themselves and carry out their functions with the proper attitude, knowledge and equipment. Injuries are always a hazard, but most animal workers would not have it any other way. For the men and women who wrangle, pursue, cajole, treat and placate creatures in distress, unpredictability on the job is “the nature of the beast.”

Wes Bellmore is a writer living in Edmonton, Alberta.

### AVERAGE BITE STRENGTH (IN POUNDS PER SQUARE INCH – PSI)

<table>
<thead>
<tr>
<th>Animal</th>
<th>PSI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human</td>
<td>162</td>
</tr>
<tr>
<td>Large Dog</td>
<td>200</td>
</tr>
<tr>
<td>Orangutan</td>
<td>390</td>
</tr>
<tr>
<td>African Lion</td>
<td>940</td>
</tr>
<tr>
<td>Alligator</td>
<td>2200</td>
</tr>
<tr>
<td>T-Rex (est.)</td>
<td>3000</td>
</tr>
</tbody>
</table>

**RESOURCES**

**WEB LINKS**

- employment.alberta.ca/documents/WHS/WHS-PUB-AL040.pdf
- employment.alberta.ca/documents/WHS/WHS-PUB_gh013.pdf
- www.edmontonhumaneanimalsociety.com

**Animal Services Workers Safety Precautions:** This safety bulletin was developed for animal shelters, animal services centres, humane society facilities and SPCA facilities to raise awareness of potential hazards and worker injury prevention measures while handling unpredictable or potentially dangerous animals.

**West Nile Virus and Workers:** This safety bulletin describes how West Nile virus is contracted and the best procedures for controlling this hazard.

Edmonton Humane Society: Specific inquiries about the animal behaviour department can be directed to the Animal Behaviour Hotline (780-491-3521) or the Canine Enrichment Centre (780-491-3888).
by Roland Lines

Confined spaces are potentially among the most dangerous of all places to work because hazards within them are often magnified. The limited access of a confined space may be combined with poor ventilation, hazardous surroundings or energized equipment.

According to the New Zealand Department of Labour, working in a confined space is 150 times more dangerous than doing the same job outside the confined space. Because of the dangers involved, most jurisdictions in Canada, the United States, Europe and parts of Asia require employers to provide their workers with a means of rescue from confined spaces.

“Under the legislation in Alberta, the onus is on the employer to do an effective rescue,” says Mark Rice, a safety specialist with Workplace Standards (Policy and Legislation) at Alberta Employment and Immigration. “The rescue planning and capability must be there before any work inside a confined space begins. Simply relying on phoning 911, for example, isn’t good enough for a variety of reasons.”

Alberta’s Occupational Health and Safety Code addresses confined spaces in Part 5. Section 55 discusses the emergency response requirements, but the legislation doesn’t specify exactly how the employer should perform a rescue.

“The employer’s in the best position to understand what the dangers of the work site are and how their operations run,” says Rice.

Most employers can adequately rescue their workers from ground-level confined spaces with minimal equipment and training, says Mark Pfeifer, a managing partner at Canpro Occupational Health and Safety and Industrial Rescue. But he says they generally lack the knowledge and skills to perform more complex rescues.

Pfeifer has worked in confined space rescue for 15 years, both as a firefighter and now for a private company. He says firefighters are good—and common—candidates for confined space rescue teams.

“For a firefighter, rescue of some sort is a fairly common event—on average once in every four-day shift,” he says. “We’re still required to run them through a couple of weeks of training, but they come with a good base.” Pfeifer says fire departments are frequent customers for Canpro’s confined space rescue training course.

Although firefighters are generally well trained in rescue, Pfeifer echoes Rice’s concerns about using 911 as part of a company’s confined space rescue plan.

“What happens if there’s a large fire going on somewhere else at the same time?” he says. Also, outside major centres it’s unlikely that firefighters will have
confined space training. “Confined space rescue is less common for firefighters. I usually only saw it four or five times a year,” says Pfeifer.

Rice says he’s aware of some situations where an employer made arrangements with the local emergency service for it to be part of the employer’s response plan. “The emergency responders themselves came to visit the work site before the work began,” he says, “just to get an orientation to the work site and have a discussion on what their capabilities are.”

But Rice cautions that local emergency responders might not necessarily have full capability to respond effectively to every type of industrial situation. “They may not be prepared to enter an explosive atmosphere or an atmosphere that is oxygen deficient, or to go through tunnels, long ladders or be suspended by life lines to access a certain point,” he says.

“The employer is required to figure out how an emergency response would be carried out based on their actual work site conditions,” says Rice.

Pfeifer says larger companies, both public and private, are Canpro’s main clients. Canpro’s head office is in Vancouver, but it also offers rescue and rescue training services out of Calgary and Edmonton. “We do a lot of work in oil and gas, in mills and for cities and municipalities,” says Pfeifer.

“As the confined space and the work to be conducted in it become more hazardous,” says Pfeifer, “the more likely a contract rescue provider is the preferred choice.”

He says Canpro is mostly contracted for rescue standby in higher-hazard situations, such as those classified as IDLH (immediately dangerous to life or health) and in extremely long confined spaces (sometimes over one kilometre).

Pfeifer says a lot of companies don’t want to take the step to train and equip their own staff to perform IDLH-level confined space rescues. “There’s a lot of expensive equipment required for high-hazard rescue, and that equipment and the rescue team’s training needs to be constantly maintained.”

Rice, who often uses his background in chemistry and industrial hygiene in his job as a safety specialist, says the term IDLH came from chemical exposures. He says one step in a confined space hazard assessment is determining if there are any toxic gases in the space and how to evacuate those gases.

CONFINED AND RESTRICTED SPACES

Confined space means a restricted space that may become hazardous to a worker entering it because of

(a) an atmosphere that is or may be injurious by reason of oxygen deficiency or enrichment, flammability, explosivity or toxicity,
(b) a condition or changing set of circumstances within the space that presents a potential for injury or illness, or
(c) the potential or inherent characteristics of an activity that can produce adverse or harmful consequences within the space.

Restricted space means an enclosed or partially enclosed space, not designed or intended for continuous human occupancy, that has a restricted, limited or impeded means of entry or exit because of its construction.


Inside machinery at a mill. Photo by Ken Lieuwen, Canpro
Confined space rescue is a technical undertaking, and many businesses are reluctant to question a rescue provider regarding its qualifications and equipment. Here are some key questions you should ask before hiring a rescue provider.

Is the rescue provider insured? In addition to having Commercial General Liability and vehicle coverage, Errors and Omissions coverage is a must if the rescue provider will be supplying any training, opinion or direction to your employees, such as during a rescue operation.

Is the rescue provider incorporated? If you need to reclaim damages after an incident, an incorporated company is easier to locate than a sole proprietorship and likely has better insurance coverage.

Are the rescue provider’s staff covered by the rescue provider’s workers’ compensation coverage? Most contract rescue providers use contract staff. If that staff is not covered, you could become responsible for any injuries.

Are the rescue provider’s staff properly trained? Ensure that the rescue provider has documentation to demonstrate its staff is qualified, has current valid certifications and receives at least yearly practices conducted by the rescue provider.

Does the rescue provider have all needed safety programs? Rescue is just one of many “jobs” that may occur in your confined space. In addition to its confined space program, the rescue provider should also have a respiratory program, a lock out program and a personal protective equipment program.

IS YOUR CONTRACTED RESCUE TEAM COMPETENT?

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Does the rescue provider have documented proof its staff complies with its programs? Just having programs does not alleviate all concerns. As the client of a rescue provider you should not hesitate to ask for proof that its staff is fit-tested, that ropes are logged and inspected and that equipment meets relevant standards, for example.

Does the rescue provider meet first aid requirements? Most jurisdictions require at least one of the rescuers to be trained in first aid and CPR. Ensure that the rescue provider has the appropriate level of first aid to meet the regulations and your site requirements, and that it has the applicable first aid equipment on site.

Does the rescue provider have written rescue procedures for you to examine? Every jurisdiction requires written rescue or emergency evacuation procedures. To cover due diligence the author of the procedures should not only be a qualified rescue person, but should also have some background in occupational health and safety.

Will the rescue provider give you a signed contract outlining what it will and will not do? Such contracts are a requirement in many jurisdictions. The rescue provider may ask for unlimited access during an emergency situation. This request is normal and is usually required by the rescue provider.

Where else has the rescue provider been contracted to work? You should find out the hazard level the rescue provider has operated in and what experience it has in similar industries and confined space situations.

“The rescue provider is not the first to arrive at the scene,” says Rice. “The first to arrive are the workers who are in the confined space.”

Rice also points out that in the event of an emergency, the rescue workers themselves will most likely be in the confined space. “Entry and exit into the confined space must be safe for all workers, including the rescue workers. It’s something employers don’t always think about,” he says.

“Often it is the co-operative effort between the employer, employees and the rescue service working together for an effective rescue,” says Rice.

Roland Lines is a communications consultant, science editor and geographic information systems technician.
RESOURCES

WEB LINKS
employment.alberta.ca/documents/WHS/WHS-PUB_cs001.pdf
Guideline for Developing a Code of Practice for Confined Space Entry:
This bulletin provides guidance to employers, supervisors, contractors
and workers about how to prepare a code of practice for confined space
entry to meet the requirements of the OHS legislation.

employment.alberta.ca/documents/WHS/WHS-PUB_ch037.pdf
Sewer Entry Guidelines:
This safety bulletin is designed to help employers, supervisors, contractors
and workers understand their responsibilities for health and safety in sewer
operations, including the entry of confined spaces such as manholes, vaults
and lift stations.

employment.alberta.ca/documents/WHS/WHS-LEG_ohsc_p05.pdf
Occupational Health and Safety Code 2009
Explanation Guide, Part 5: Confined Spaces
A plain-language explanation of the OH&S Code dealing with work
in confined spaces.

IN THE ALBERTA GOVERNMENT LIBRARY
(For contact information, please see page 12.)

DVD/VHS
CONFINED SPACE CASE HISTORIES (VC 0284)
This video program emphasizes the importance of following proper
confined space safety procedures through re-enactments of real-life
confined space accidents.

CONFINED SPACE ENTRY: NO TIME FOR ERROR (DVD 055)
This DVD features onsite footage and captivating graphics that stress the
importance of hazard awareness when working in or around confined spaces.

CONFINED SPACE ENTRY: PERMIT REQUIRED (DVD 056)
This DVD exposes the dangers of confined spaces, providing workers with the
knowledge of how to safely work within potentially hazardous conditions.

CONFINED SPACE SAFETY (CANADIAN) (VC 0313)
This video program discusses what a confined space is, what hazards are
associated with a confined space, the four main reasons why accidents occur
and how to complete a Confined Space Entry Permit.
864899 Alberta Ltd. (operating as KCB Excavating)
On December 12, 2007, workers were assembling and positioning an augering machine in an excavation pit. A worker in the pit signalled the operator of a track hoe above the pit to move the track hoe boom closer to the augering machine so the worker could change a chain. When the track hoe operator took his hands off the controls, the track hoe boom shifted, pinning the worker against the augering machine. The worker received serious injuries. On December 3, 2010, 864899 Alberta Ltd. pleaded guilty to one count, contrary to Section 2(1)(a)(ii) of the Occupational Health and Safety Act, for failing to ensure the health and safety of a worker not engaged in the work of that employer but present at the work site at which the work was being carried out. 864899 Alberta Ltd. was sentenced to pay a total penalty of $75,750: a fine of $5000; a $750 victim fine surcharge; and two installments of $30,000 and $40,000 to the Southern Alberta MedicAir Society, Helicopter Air Lift Operation (HALO).

876434 Alberta Ltd. (operating as High Mark Vacuum Services)
On December 23, 2006, a vacuum truck operator was manipulating the hydraulic controls to lower the rear door of the vacuum tank. A worker went between the rear door and the vacuum tank wall without having the safety post in place. The worker received fatal head injuries after being struck by the rear door of the vacuum tank. On November 15, 2010, 876434 Alberta Ltd. was convicted on two counts, one contrary to Section 2(1)(a)(i) of the Occupational Health and Safety Act, for failing to ensure the health and safety of a worker engaged in the work of that employer, and the other contrary to Section 7(1) of the Occupational Health and Safety Code, for failing to assess its work site and identify existing and potential hazards before work began at the work site. 876434 Alberta Ltd. was sentenced to pay a total fine of $400,000.

Charlton & Hill Ltd.
On March 24, 2008, workers were removing existing roofing materials from a warehouse building in preparation for re-roofing. As a worker dumped gravel off the roof edge into a dump truck, a wooden handle of the wheelbarrow he was using caught his jacket sleeve and pulled him over the edge. The worker fell approximately 8.5 metres and received serious injuries. On December 15, 2010, Charlton & Hill Ltd. pleaded guilty to one count, contrary to Section 139(1)(a) of the Occupational Health and Safety Act, for failing to ensure that workers used a fall protection system at a temporary work area where a worker may fall three metres or more. Charlton & Hill Ltd. was sentenced to pay a total penalty of $65,750: a fine of $5000; a $750 victim fine surcharge; and a payment of $60,000 to the SAIT Occupational Health and Safety Program.

Beck Drilling and Environmental Services Ltd.
On April 7, 2008, a worker was using an oxy-acetylene torch to cut a damaged steel plate on a drilling auger mounted on a truck. A hydraulic hose located behind the plate was punctured by the torch flame. Hydraulic fluid sprayed into the flame and created a fire. The worker received serious burn injuries. On December 8, 2010, Beck Drilling and Environmental Services Ltd. pleaded guilty to one count, contrary to Section 7(1) of the Occupational Health and Safety Code, for failing to conduct a hazard assessment and identify existing and potential hazards. Beck Drilling and Environmental Services Ltd. was sentenced to pay a total penalty of $90,000: a fine of $4250; a $750 victim fine surcharge; and a payment of $85,000 to the SAIT Health and Safety Kiosk Program.

Arrow Crane Ltd.
On May 29, 2007, a boom truck tipped and crashed through the roof of an occupied house. A load of trusses dislodged and landed in the front yard of the residence. No workers or members of the public were injured. On October 18, 2010, Arrow Crane Ltd. pleaded guilty to one count, contrary to Section 12(1)(b) of the Occupational Health and Safety Regulation, for failing to ensure that all equipment used at a work site would safely perform the function for which it was intended or designed. Arrow Crane Ltd. was sentenced to pay a total fine of $80,000.
OCCUPATIONAL FATALITIES
Investigated in Alberta

November 19, 2010, to February 18, 2011

Occupational Health and Safety investigates most work-related incident fatalities that fall under provincial jurisdiction. In general, OH&S does not investigate highway traffic, farm, disease or heart attack fatalities. In many cases, investigation into the fatalities described here is continuing. Final investigation reports are filed at the Alberta Government Library site and can be reviewed there or at employment.alberta.ca/whs-fatals.

A 60-year-old male worker fell approximately six metres through a hole in scaffolding and into duct work.

A 30-year-old male worker was struck on the head by a piece of equipment while working on a drilling rig. He died the following day.

A 28-year-old male worker was fatally injured when a seismic rig on a trailer unit was being moved onto a site. The seismic rig ran away, striking the worker and trapping him between the rig and another vehicle. The rig then continued to push the vehicle another six metres with the worker jammed between it and the vehicle.

A 23-year-old male iron worker was in the basket of an aerial work platform securing joists when a joist released and struck him.

A 58-year-old male worker was fatally injured when a sideboom pinned the worker between counterweights and a fuel tank.

A 63-year-old male worker fell through a floor hole opening into the basement at a residential home construction site.

A 41-year-old female worker died while acting in her capacity as a caregiver.

| Year-to-date occupational fatalities investigated in 2011 (as of February 18): | 4 |
| Occupational fatalities investigated from January 1 to February 18, 2010: | 3 |
| Total occupational fatalities investigated in 2010: | 32 |
| Total occupational fatalities investigated in 2009: | 29 |


If you’re interested in sharing opinions or comments about workplace health and safety issues, please contact the magazine’s editor through the OHS Contact Centre, 1-866-415-8690 (or 780-415-8690, if you are in the Edmonton area), or e-mail whs@gov.ab.ca.
TRUST your GUT!

If your safety senses start to tingle, stop and consider – if it doesn't feel right, it probably isn't. Talk to your boss.

Heads Up
work smart. work safe.

Check us out on Facebook under "Heads Up - Young Worker Safety!"