

# PARTNERS IN PREVENTION 2023

## REGIONAL HEALTH & SAFETY CONFERENCE

REGISTER  
EARLY & SAVE



### A SHARED VISION



*Ottawa, ON*



*inclusion*



*integrity*



*innovation*

# EASTERN

JUNE 13, 2023

Ottawa Conference and Event Centre



Workplace Safety  
& Prevention Services®

# PARTNERS IN PREVENTION 2023 REGIONAL HEALTH & SAFETY CONFERENCE

## A SHARED VISION

In the face of increasing demands and many unprecedented challenges, Ontario businesses have adapted and persevered. Now, health and safety leaders are ready to focus forward with **A Shared Vision** for a sustainable future, driven by a more resilient workforce and a collaborative, proactive approach.

Partners in Prevention Regional Conference series is an opportunity for transformational learning through shared experiences, open dialogue, and cooperative successes. We'll explore best practice approaches to enhancing business performance, strategies to promote a healthy and safe workplace culture and workable tactics to boost brand impact and the bottom-line.

With **A Shared Vision** and purpose, we will champion workplace cultures that protect people, promote health and contribute to businesses success, strengthening the social and economic fabric of the communities they serve.

## Thank You To Our Generous Sponsors

### Platinum



### Gold



### Bronze



### Media Sponsor



Registration & Continental Breakfast 7:00 am

Trade Show 7:00 am – 2:15 pm

Morning Keynote 8:00 – 9:00 am



### Managing OHS... 20% of efforts... 80% of results

**Marc-André Ferron**

*President, Ferron SST, Health and  
Safety Management Consultant*

Sponsored by:



Based on simple facts and basic principles of risk management, Marc-André leads participants to understand their roles and responsibilities related to Occupational Health and Safety (OHS). Thus, the three major legal duties of organizations to ensure proof of due diligence (duty of foresight, effectiveness, and authority) are transmitted through examples and concepts of great simplicity and applicability to everyone. In this session, participants will learn how to reduce the number of injuries that occur in their organization; recognize the importance and utility of risk assessments; understand the importance of clear roles, responsibilities, and rigor; and how to put 20% of efforts to obtain 80% of results while simultaneously ensuring due diligence and performance.

Afternoon Keynote 1:00 – 2:00 pm



### Improving the Culture of Safety in High-Risk Environments

**Jill Heinerth**

*Renowned Underwater Explorer, Photographer & Author*

Good leaders create a safe culture in the workplace, but how is it accomplished? Jill Heinerth addresses three primary categories that relate to risk assessment, leadership, and safety culture, including strategies and tactics for reaching a sustainable, incident-free workplace. By drawing on her experiences cave diving into some of the most dangerous places on earth, listeners will learn how to apply universal risk management strategies in their own teams and organizations.

# 9:15 – 10:15 am

Choose One

## Managing Impairment in the Workplace: A Reboot & Refocus on Fitness for Duty

**Dan Demers**, BSc, C-SAPA, Director of Business Development, CannAmm, Occupational Testing Services

Impairment in the workplace comes in many forms and presents genuine risks to workplace safety and the public. Safety professionals are constantly pushed to improve performance despite increasingly complex tasks and hyper-dynamic work environments. Notwithstanding the best efforts of highly competent safety professionals, loss of life stems from worker impairment. Canada has developed the first standard with an explicit focus on addressing worker impairment in the multitude of forms it presents. The Canadian Standards Association's (CSA) Z1008 Management of impairment in the workplace is both unique and informative to all employers who rightly assess a worker's state to be as crucial to workplace safety as the environment and related safety systems in place. This session will bring us back to the basics of managing impairment in the workplace, review the last five years of workplace drug use, summarize the CSA Z1008 standard for action, and explain a deadly emerging trend of fentanyl-laced fake prescription pills.

**G** **HR** **HZ** **JHSC** **LD** **LL**

## Managing Due Diligence in Hybrid Work Environments

**Veronique Bisaillon**, Health and Safety Consultant, Workplace Safety and Prevention Services (WSPS)

With hybrid work environments quickly becoming an accepted/favored "way of working," workplace managers are faced with emerging challenges as it relates to occupational health and safety. This session will highlight some important due diligence considerations for managers tasked with managing a "split work force" and provide some key management considerations relating to specific workplace health and safety topics, such as supervision of employees, management systems documents/processes, emergency procedures, employee training and others.

**LL** 

## SESSION TRACKS

To help you maximize your conference experience, we've divided sessions into seven categories. Choose the sessions you want from any category, however you want.

<b>G</b> General H&S	<b>HR</b> Human Resources	<b>LD</b> Leadership	<b>WMH</b> Workplace & Mental Health
<b>HZ</b> Hazards	<b>JHSC</b> JHSC	<b>LL</b> Legislative & Legal	 Federal Sector Session

## Workplace Psychological Health and Safety: Supporting Staff Retention, Mental Health, and Stay at Work/ Return to Work Programs

**Tegan Slot**, Lead, Specialized Services  
Public Services Health & Safety Association (PSHSA)

This session will provide participants with information on new and emerging programs, resources, and tools to elevate workplace health and safety, improve employee retention, manage employee mental health concerns, and best practices by adopting psychological health and safety (PHS) prevention strategies in the workplace. Learn how to navigate a PHS program in your workplace, explore tools and resources such as policies and procedures, and find out how to support a stay at work/return to work program using this approach. Participants will receive a copy of a policy template, program framework, getting started checklist, and a program guide.

**G** **HR** **HZ** **JHSC** **WMH**

## Reimagining Your Office Ergonomics and MSD Prevention Program

**Sarah Hobbs**, Specialized Consultant (Ergonomics)  
Workplace Safety and Prevention Services (WSPS)

**Mike Lanigan**, Specialized Consultant (Ergonomics)  
Workplace Safety and Prevention Services (WSPS)

Like it or not the way in which we work has changed forever. Some workplaces have moved to a fully remote workforce, others remain primarily office-based, and some are a mix of both. Regardless of the working model, our normal work practices, routines, and equipment have changed over the past few years. With all that change, it's time to reimagine your MSD Prevention Program. This session will discuss critical factors to consider when creating or redeveloping your MSD Prevention Program to suit the current working climate, regardless of where you fall in the journey. Join us as we provide an overview of the ergonomic considerations when working from home, in the office, or working hybrid and highlight how those considerations should fit within your program. We will point to resources from a provincial and federal lens to assist you in your program development, with ties to legislation. We will explore case studies from customers who recently redesigned their MSD Prevention Program to highlight their experiences, opportunities, and obstacles. We will also discuss best practices and ideas that may resonate with your workplace moving forward.

**G** **HZ**



**9:15 – 10:15 am**

Choose One

**The Law of Safety in 2023****David Law**, Founder, LAWatWORK

Lawyer David Law examines recent trends in the law of occupational safety. Participants will learn about the direction of regulatory enforcement efforts and what safety authorities are focusing on; if the "due diligence" defense in prosecutions is still real and recognized by our courts in 2023 and the key tool that few organizations use effectively when appealing orders. David will also highlight the maximum fines under the OHSa that have been increased twice in the past five years and how that is playing out in court. He will also address the fact that the pandemic was the biggest health and safety event in Canadian history – did we learn anything from it?

LL

**The Full Cup:****Job and Task Planning for Modern, Fast-Moving Workers****George Minow**, Principal, Safety Infusion

In today's ever-evolving world, do you ever feel like your cup is full? Recognizing that we all may feel like this more often than we would like, there is a need for us to manage situations as best as possible so that they don't result in an injury. The principles of this session will focus on providing you with proven effective and efficient tools used by the electrical sector to plan jobs and tasks effectively so that you can execute your duties without letting your full mind get the better of you. This session will provide participants with a structured approach that will help to organize work by integrating health and safety into an already busy day to save time and people.

G

HZ

JHSC



**Early Bird Rate: \$279 + HST****Register on or before May 12, 2023****.....  
SAVE \$60**

# 11:15 am – 12:15 pm

Choose One

## Key Legislative Updates for Federally Regulated Employees



**Amanda Gorman**, Health and Safety Consultant  
Workplace Safety and Prevention Services (WSPS)

Occupational health and safety (OHS) regulatory requirements play a critical role in workplace safety management and employers are expected to ensure their workplace safety management applications remain current to the most updated versions of applicable OHS regulations. This session will refresh attendees on Federal OHS regulations updates/revisions from the last 5-10 years, to help ensure employers/employees/safety committee members and others, returning to the workplace or transitioning to a hybrid work environment, are working to the most current OHS regulatory updates.  

## MLITSD Update and Future Outlook

**Dr. Joel Moody**, Chief Prevention Officer, Ministry of Labour,  
Immigration, Training and Skills Development (MLITSD)

**Sandra Lawson**, Assistant Deputy Minister, Ministry of Labour,  
Immigration, Training and Skills Development (MLITSD)

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) will discuss the 5-year Ontario Health & Safety Strategy “Prevention Works” and the strategies and initiatives underway for 2023-24 to help reduce workplace injuries and illness. Some data and trends will be shared for the province and for eastern Ontario.  

## Preventing Occupational Stress Injuries: Supporting Mental Health and Resiliency at the Workplace

Public Services Health, and Safety Association (PSHSA)

Supporting workplace mental health is strongly encouraged as an organizational priority – not just because of absenteeism, claims management, HR, recruitment, and retention challenges – but because your organization cares and it is the RIGHT thing to do. Join Sherri Bastos and gain enhanced awareness and resources on occupational stress, mental health, why it matters and how it relates to the workplace; find out how psychosocial factors at work can impact psychological health and safety; enhance your awareness about chronic mental stress and PTSD prevention; learn about introducing a psychological health and safety framework to develop an effective workplace program; explore potential controls and prevention practices to support a positive mental health culture; and identify specific actions organizations can take, along with resources and tools to support mental health and resiliency.

11:15 am – 12:15 pm

Choose One

## Creating a Psychologically Safe Workplace Built on Trust

**Esther Fleurimond**, Health & Safety Consultant (Workplace Mental Health), Workplace Safety and Prevention Services (WSPS)

**Kelly Hultink**, Health & Safety Consultant (Workplace Mental Health), Workplace Safety and Prevention Services (WSPS)

---

As a leader, how do you establish a culture of respect, connection and trust? By recognizing strengths, developing self-awareness, embracing diversity and inclusion. Leaders supporting mental health and promoting psychological safety see higher levels of productivity, job satisfaction, retention, and growth. Learn tools and resources to create a safe environment, reduce mental health stigma and thrive as a psychologically safe leader committed to a culture built on trust.

G

HR

WMH

## Health and Safety Auditors, Risk Assessment Practices that Work

**Marc-André Ferron**, President, Ferron SST

---

Understanding the importance of monitoring the effectiveness of different hazard and risk management programs in your workplace is critical. You need to know how to plan, prepare, execute and follow an audit and ensure that each stakeholder understands their roles and responsibilities. This session will identify the ways to avoid audit pitfalls and mistakes while building a best practice approach that is both efficient and effective. Participants will gain a better understanding of how to monitor the effectiveness of its prevention activities within the OHS management system framework. Walk away with the knowledge of applying sound audit methodologies, defining employee roles and responsibilities, and recognizing the different types of audits necessary for success.

G

JHSC

LD

## High Five for Better Decisions, Better Recommendations, and Better Committees

**Tova Larsen**, Health and Safety Consultant  
Workplace Safety and Prevention Services (WSPS)

---

Learn to use the innovative High Five Consensus Building Process to drive collaborative team-based decision-making while building trust and strengthening working relationships, and learn how to research and craft committee recommendations that make senior leaders excited to implement them.

G

JHSC

LD



2:15 – 3:15 pm

Choose One

## Machine Safety – CSA Z432 Standard Highlights

**Michael Wilson**, Specialized Consultant (Machine and Robotics)  
Workplace Safety and Prevention Services (WSPS)

The current CSA Z432 (2016) standard for safeguarding machinery will soon be replaced by an updated edition. The goal of this session is to introduce and briefly discuss the potential changes in the 2023 edition. The session will also highlight the importance of risk assessment and how the changes to the Z432 standard could impact Pre-Start Health and Safety Reviews. Safety professionals, machinery builders and integrators, end-users, and anyone involved in machine design or machine safety should be aware of these changes. **HZ** **LL**

## Silica Exposure in Industrial Workplaces: Protecting Workers

**Warren Clements**, Specialized Services Lead (Occupational Hygiene)  
Workplace Safety and Prevention Services (WSPS)

**Kimberly O'Connell**, Executive Director of Ottawa and Sudbury Offices  
Occupational Health Clinics for Ontario Workers (OHCOW)

**Matt Neundorf**, Regional Program Coordinator Construction  
Ministry of Labour, Immigration, Training and Skills Development (MLITSD)

According to Cancer Care Ontario approximately 200 cases of lung cancer each year in Ontario are caused by exposure to crystalline silica in workplaces. It is the second leading cause of occupational lung cancer after asbestos. An outstanding statistic which has prompted the MLITSD to conduct a Healthy Worker in Healthy Workplaces initiative on building awareness and prevention of exposure to crystalline silica. Whether silica is present, produced, processed, used, handled or stored in your workplace, there is a potential that your workers might be at risk to exposure. In this session, Occupational Hygiene experts from WSPS, MLITSD and OHCOW will share valuable information to help you better understand silica, a designated substance in Ontario, and discuss prevention controls while providing a look at some tools that can help develop appropriate exposure control strategies. **HZ**

## Spectrum of Substance Use

**Caroline Bala**, Public Health Nurse Addictions and Substance Use Health team, Mental Health and Addictions and Substance Use Health Unit

**Shawn Fisk**, Systems Stigma Navigator, Community Addictions Peer Support Association (CAPSA)

This session will help participants understand the full spectrum of substance use health, including no use, beneficial use, lower use guidelines, problems occurring, and substance use disorder (SUD). It also addresses stigma and the power of words, and what is meant by substance, substance use health, and the difference between addiction and SUD. **G** **HR** **WMH**

2:15 – 3:15 pm

Choose One

### De-escalation and Mental Harm Prevention

**Esther Fleurimond**, Health and Safety Consultant, Mental Health Workplace Safety & Prevention Services (WSPS)

**Kelly Hultink**, Health & Safety Consultant (Workplace Mental Health), Workplace Safety and Prevention Services (WSPS)

As we continue to understand and cope with pandemic-related challenges, workplace violence and harassments hazards are increasingly putting Ontario workers at risk. This session will explore why there is an increase in abusive behaviours that are so often misdirected at front line workers and how to prepare them to navigate these interactions effectively. There are many ways workplaces can control hazards associated with workplace violence and harassment, which we will touch on, but the focus will be on how to identify and de-escalate customers/ clients that are becoming agitated. Supporting workers during and after these high-stress situations is an important aspect of psychological health and safety and will help to decrease the likelihood of someone experiencing mental harm or mental injury.

G

HR

JHSC

WMH

### Is Your Business Compliant When It Comes to Protecting Your Workers?

**Julie Mclachlan**, Account Manager  
Workplace Safety and Prevention Services (WSPS)

**Rishma Brenner**, Specialized Services Lead (Management Systems)  
Workplace Safety and Prevention Services (WSPS)

The *Occupational Health and Safety Act* sets out requirements to prevent injuries and illnesses for workers in Ontario, however it can be overwhelming to know exactly what you need to be compliant. Where do you start? Are you falling short? Are you meeting or exceeding the legislation? How would you know? Employers are responsible for a written Occupational Health and Safety Policy, posting specific information, working with the JHSC/HSR, maintaining equipment, providing personal protective equipment among many other requirements. Attend this session and learn some tools and skills to stay in compliance as well as some resources that are available to you. This session will help guide you to be in compliance, while encouraging you to go above the minimum requirements.

G

HR

HZ

JHSC

LD

# Visit The Trade Show

7:00 am – 2:15 pm

Visit the trade show to meet a range of vendors, network with peers and gain valuable knowledge on new products and best practices at your workplace. You may even win a prize!



For exhibitor or sponsorship information contact:

**Terri Boorne**, Events Coordinator

Mobile: 289-326-5115 | Toll Free: 1-877-494-9777 x2216

email: [terri.boorne@wsps.ca](mailto:terri.boorne@wsps.ca)

## Visit the WSPS Booth for your chance to WIN!

**Fujifilm Instax Mini 11**  
**Instant Film Camera** with  
Fujifilm Instax Mini Instant Daylight  
Film Twin Pack, 20 Exposures



\*Model may vary from photo shown.



**Early Bird Rate: \$279 + HST**  
**Register on or before May 12, 2023**

**SAVE \$60**

## Hotel Information

### Hampton Inn by Hilton

100 Coventry Rd.  
Ottawa, Ontario

Phone: 613-741-2300

Toll-Free: 1-877-701-1281

Book by: May 12, 2023

Rate: **\$189.<sup>00</sup>** + applicable taxes & fees.  
(2 Queen Beds or 1 King Bed)



Please book directly in order to receive the special rate and reference Workplace Safety & Prevention Services.

## Mental Harm **Prevention** Roadmap

[MentalHealthRoadmap.wsps.ca](https://MentalHealthRoadmap.wsps.ca) 



**Assess** your current state. **Build** your action plan.  
**Monitor** your results.

Sign Up  
**FREE**  
Today!

 **WSPS.CA**

# Register Now!



## EARLY BIRD RATE

**\$279 + HST**

Register on or before May 12, 2023

## REGULAR RATE

**\$339 + HST**

## STUDENT RATE (On-site only)

**\$49 + HST**

Available to full time students with proof of student ID#. Limited space available! Early bird discounts do not apply.

**NOTE: Minimum number of participants must be registered in order to run the conference. Register early to avoid disappointment.**

## Registration Details

### PAYMENT METHODS

Visa, Mastercard, or AMEX. Invoices available on approved credit only; contact Customer Care at: [customercare@wsps.ca](mailto:customercare@wsps.ca)

### VOLUME DISCOUNTS

5%	6 – 9 registrations
10%	10 – 15 registrations
15%	16 – 20 registrations
20%	21 or more registrations

**REGISTRATION RATES** include continental breakfast, keynote speakers, lunch, conference sessions, and trade show admission. Early Bird rate cannot be combined with any other discount or special offer. Volunteer, safety group, volume discounts and any other discounts or special offers cannot be combined.

**Cancellation Policy** Cancellations received in writing before **May 30, 2023**, will receive a full refund less a \$50 cancellation fee. Cancellations received after this date will not be accepted and the full conference fee will be forfeited without exception.

- Delegate substitutions are accepted at anytime and must be received in writing by **June 6, 2023**, of the event.
- If the cancelling delegate is a member of a group registration, the remaining group members may be subject to a higher fee as outlined within the WSPS event fee structure.
- Cancellations and/or substitutions must be made through Customer Care at: [customercare@wsps.ca](mailto:customercare@wsps.ca)

### Terms & Conditions

- Program subject to change without notice. WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event.
- Delegate registrations are accepted on a first-come, first-served basis; online advanced registration is strongly encouraged. If circumstances arise that require capacity to be reduced, any impacted individuals will be notified as soon as possible and be provided with a full refund.
- Where in person capacity limits may restrict the number of patrons allowed in the facility, onsite registration may not be allowed. WSPS Organizers will provide more details regarding this process closer to the event opening.

### Health & Safety Measures

Protecting the health and safety of our delegates, speakers, exhibitors, and staff is, and will continue to be, top priority at WSPS. Should any level of government or respective agency impose restrictions or regulations that may impact the event, WSPS Organizers will make every effort to communicate such updates closer to the start of the event.

To register or for more information:

**PartnersinPreventionConference.com/Eastern**  
**1 877 494 9777**



# What's Your Vision?



Visit the trade show and **Share Your Vision** for a healthy and safe workplace on our vision board.

## Let's Get Social!



Use **#PiP\_Conf**  
to join the  
conversation!



@WSPS\_NEWS



Workplace Safety & Prevention Services



# Protecting Employees. Protecting Business.



**WSPS CAN HELP.**

**1 877 494 WSPS**

CONNECT  
WITH US



Workplace Safety  
& Prevention Services®



RETURN POSTAGE GUARANTEED  
PORT DE RETOUR GARANTI



**Early Bird Rate: \$279 + HST**  
**Register on or before May 12, 2023**  
.....  
**SAVE \$60**

**Workplace Safety & Prevention Services™** is the largest health and safety association in Ontario, responsible for more than 174,000 member firms across the agricultural, industrial/manufacturing and service sectors.

CONNECT  
WITH US



5110 Creekbank Road  
Mississauga, ON L4W 0A1  
1 877 494 WSPS (9777)  
T 905 614 1400 | F 905 614 1414  
E [customercare@wspcs.ca](mailto:customercare@wspcs.ca)  
[WSPS.CA](http://WSPS.CA)

This product contains a minimum of  
10% Post-Consumer Waste and is  
100% recyclable.

©2023 Workplace Safety & Prevention Services.  
All rights reserved.



610-BNF-01-EGOT | PRINTED March 2023