



PHSS Safety Update



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Proactive Health and Safety Solutions brings your organization expertise, and a comprehensive range of customized health, safety and environmental solutions. Solutions designed to meet your needs and generate results.

**PHSS Vision**

All workplace parties in organizations understand, accept and carry out their responsibilities related to managing health and safety.

**PHSS Mission**

To assist organizations in proactively managing health and safety as part business management for the prevention of injury and illness. To demonstrate to organizations that managing health and safety is not only the right thing to do, but also creates a business advantage.

Welcome to my first newsletter designed to provide my loyal clients and potential clients with updated information related to the world of health and safety. In this inaugural edition, I would like to introduce the approach of adopting a **Health and Safety Management System** as the basis for this issue and then build upon it in my future issues. I will also try to keep you up to date in the What's Happening section of the newsletter regarding legal issues and trends.

**Health and Safety Management Systems**

In today's world organizations can no longer manage health and safety informally or reactively. Having some basic safety standards not properly designed, implemented and maintained would not stand the test of compliance and due diligence. Most importantly they will not protect your employees or your business.

Health and Safety must be managed with the same formal approach organizations are using to manage areas such as productivity, finances, quality and service.

A management system provides the framework for developing a more formal approach, and if carried out properly, allow for proactive management of health and safety.

All of the topics covered in this newsletter can be linked in one way or another to parts of a health and safety management system.

A good start would be to define what a health and safety management system is.

This is important since many organizations I have worked with thought they had a management system but all they really had was a bunch of standard all over the place not being managed by anything or anyone. They were either outdated or not fully implemented or maintained in any way.

Health and Safety Management System standards such as CSA Z1000-06 and BSI OHSAS 18001-07 define management systems as:

- a set of interrelated elements to establish and support the OHS policy, its objectives and targets and the mechanism to achieve them. (CSA Z1000-06)
- part of the overall management system that facilitates the management of the OH&S risks associated with the business of the organization. This includes the organizational structure, planning activities, responsibilities, practices, procedures, processes and resources for developing, implementing, achieving, reviewing and maintaining the organizations OH&S policy. (BSI OHSAS 18001-07)

If you truly to have a system, it must be self sustaining and not relying on one or two individuals to maintain it, and it must also be based on continual improvement. Keep in mind that your development, implementation and maintenance is never ending.

The first challenge to implementing a management system approach is have a champion that will facilitate the process and to understand the requirements based on existing health and safety management system standards. This may involve some formal training on the standards.

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### Health and Safety Management Systems (continued)

Depending on the type of work your organization is involved in you can determine which standard to consider.

If your organization only does work within Canada then you should consider the CSA Occupational Health and Safety Management System (OHSMS) Standard CSA Z100-06. If your organization is involved in doing work both nationally and internationally, you should consider BSI Occupational Health and Safety Assessment Series (OHSAS) Standard 18001-07. Both standards are very similar therefore it does not mean that more work is involved in complying with both.

The level of complexity you will need to implement will be directly based on your organization's size and hazards. If small organizations can benefit greatly for a management system approach.

The next challenge is to get senior management commitment and support to take your current health and safety program to the next level by adopting a management system. Without senior management support and commitment the chances for success will be very low.

### WHAT'S HAPPENING

New Transition Timelines – Hazardous Products Regulations – WHMIS 2015

On February 11, 2015, the Government of Canada published the Hazardous Products Regulations (HPR) in the Canada Gazette, Part II. These regulations, combined with amendments to the Hazardous Products Act (HPA), modified the Workplace Hazardous Materials Information System (WHMIS) 1988 to incorporate the Globally Harmonized System of Classification and Labelling for Chemicals (GHS) for workplace chemicals in Canada. This modified WHMIS is referred to as WHMIS 2015.

The transition to WHMIS 2015 included a three-stage transition period that is synchronized nationally across federal, provincial and territorial jurisdictions. However, Orders in Council have recently been approved to defer two of the milestones for transition. These Orders will be published in the Canada Gazette Part II shortly. In the interim, suppliers should be aware of the new transition deadlines.

Manufacturers and importers now have until June 1, 2018 to comply with the HPR. The deadline of June 1, 2017 has been delayed by one year to June 1, 2018.

The second deadline of June 1, 2018 has been delayed by three months to September 1, 2018.

The target deadline set for employers by federal, provincial and territorial (FPT) agencies responsible for occupational safety and health (OSH) in the workplace remains unchanged at December 1, 2018.

For information on employer WHMIS requirements set out by FPT OSH agencies, contact the agency in your jurisdiction. Specific WHMIS requirements for any jurisdiction can also be found at [WHMIS.org](http://WHMIS.org). These Orders extend the periods during which suppliers can comply with either the Controlled Products Regulations (WHMIS 1988) or the HPR (WHMIS 2015).

The Orders and a Regulatory Impact Analysis Statement (RIAS) will be published in the Canada Gazette Part II shortly. An email containing a link to this publication will follow as soon as it becomes available.

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