Evolving as a Health & Safety Professional
Evolving as an OHS Professional

- **Evolve**: To change or develop slowly, often into a better, more complex or more advanced state

- **Professional**: A person who works in a particular profession
■ Profession: A *calling* requiring *specialized* knowledge and/or competency, often long and developmental efforts

■ Calling: A strong desire to spend your life doing a certain kind of work

■ Specialized: Highly differentiated with a specific direction or purpose

■ Prevention: The action of stopping something from happening or limiting the effect or impact
Although wording is jurisdictionally specific, common duties for directors, managers and supervisors include a requirement to act (i.e. take reasonable steps) based on:

- Their duties
- What is known or
- What ought to have been known to prevent bodily harm

The term “reasonable steps” could refer to compliance with applicable OHS statutes and regulations, industry standards, codes of practice and in some cases, best practices.
AUDIT PROCESS

1. TfS Awareness Raising
2. TfS Audit Preparation
3. TfS Audit Execution
4. TfS Corrective Action Plan
5. TfS Audit Report Sharing
6. TfS Follow Up

Opening Meeting  Site Tour  Interviews  Document Review  Closing Meeting
ROOT CAUSE ANALYSIS

Organisational change presents challenges to barriers

Managing human failure
- Human factors in design
- Procedures
- Staffing
- Training and competence

Maintenance, inspection and testing
- Safety critical communications
- Fatigue and shiftwork

Lagging indicator reveals failings after RCS failure has occurred

Leading indicator identifies failings in RCS during routine activities

Organisational culture supports system defences

Incident
OCCUPATIONAL HYGIENE

Process Flow for Annual Audiometric Testing

1. Schedule audiometric testing with EI. Establish dates and shift breakdown.

2. Confirmation letter and blue audiogram cards are sent via UPS. Employee cards are preprinted with demographic information. Employees fill out otologic history questionnaire. (Available in Spanish)

3. Employees are trained and tested in groups of 6. Each group will enter the mobile unit and receive hearing conservation training (DVD). They will then proceed to the testing booth and take the hearing test. Otoscopic examinations can be administered before the hearing test if so desired.

4. Upon completion of the hearing test, employees receive an individual notification report including baseline comparison, STS notification and medical referral. Test data and results are stored on secure AudioAssessor® servers and are accessible 24/7 via the internet. Site contact is notified that data is available.

5. Site contact receives summary report (email and hard copy) with documentation of training and testing results. Executive summary included which directs site contact on follow-up procedures.
PROCESS
The owner of a roofing company in California and his foreman have both been sentenced to county jail (one year and six months respectively) in connection after the death of an employee.

Their employee fell 38 feet. OSHA investigation found lack of fall protection to be an underlying cause.

Charges included:
- Involuntary manslaughter
- Willful violation causing death and violation of state labor code
Worker died due to injuries sustained after a fall through a fragile roof panel.

Employer charged with corporate manslaughter under the Corporate Manslaughter and Corporate Homicide Act 2007

Company directors charged with gross negligence manslaughter.
A 48 year old truck driver died from electric shock injuries sustained when a truck elevated its trailer and made contact with a power line while off-loading gravel. An Officer of the company faced three charges that carried a maximum penalty of $1.5 million.

The due diligence steps that the Officer was required to take include acquiring and maintaining up-to-date knowledge on workplace health and safety matters, as well as gaining an understanding of the nature of the company operations and the hazards and risks associated with those operations.
Four workers died when their swing stage scaffold collapsed and plunged 13 stories

Employer plead guilty on two counts of failing to take reasonable care.

Project Manager charged and convicted of criminal negligence causing death (3½ year jail sentence).

CHARGES: Four counts of criminal negligence causing death and one count of criminal negligence causing bodily harm

The site supervisor tested positive for marijuana and found to be a “senior officer” due to the nature of his duties that had departed from the reasonable standard of care.
AWARENESS CAMPAIGN

KILL A WORKER, GO TO JAIL

ONTARIO FEDERATION OF LABOUR
Competency Management From The Perspective Of An LAPD SWAT Member
Which of the following is your professional obligation, is unacceptable and requires senior leadership attention - what action would you take based on the occurrence?

1. E.g. Your site Orientation has a knowledge exam to confirm comprehension and you have learned that the instructor has been providing workers with the answer

2. A supervisor who has repeatedly shown a disregard for conducting line locates has just failed to locate the lines on a current job, but there were no line strikes or even a near miss during the work

3. WHMIS training conducted for the company does not include training on the chemicals handled by the company (is generic training that covers labels, MSDS, etc.)
DO WE AGREE?

1. That health and safety systems, regulatory requirements and our own efforts can be of life saving importance?
PERSONAL SURVEY

1. Do you feel properly qualified to work that you do? (add 20 if you answered yes)
2. Do you fully understand the work that your company does? (add 20 if you answered yes)
3. Does your current level of experience negatively impact your professional capabilities? (add 20 if you answered no)
4. Do you have a way of determining your current professional limitations? (add 20 if you answered no)
5. Do you have a person or persons that you compare yourself to as a gauge of your current professional progress? (add 20 if you answered no)

- 100 = Unconsciously Incompetent
- 60 - 80 = Consciously Incompetent
- 20 - 40 = Conscious Competence
- 0 - 20 = Unconscious Competence
Four Stages of Learning (Burch, 1970) is a model that suggests that there is a natural progression learners make in developing new abilities.

- **Unconscious Incompetence**: “You don't know what you don't know about how to do something.”
- **Conscious Incompetence**: “You know that you don't know how to do something.”
- **Conscious Competence**: “You know how to do something and can do it with effort.”
- **Unconscious Competence**: “You know how to do something and you can do it without effort.”

As all individuals have areas of both ‘competence’ and ‘incompetence’, a key goal of any personal development is to become self-aware of weaknesses. By knowing your weaknesses, you are progressing.
Research suggests that people are not adept at spotting the limits of their knowledge and expertise.

“If people lack the skills to produce correct answers, they are also cursed with an inability to know when their answers, or anyone else’s, are right or wrong.”

- David Dunning, Kerri Johnson, Joyce Ehrlinger, and Justin Kruger
Less competent individuals can suffer from illusory superiority, mistakenly rating their ability much higher than is accurate.

Highly competent individuals tend to underestimate their relative competence, erroneously assuming that tasks which are easy for them are also easy for others.
“There are lots of factors that affect induced voltage. The higher the voltage the easier to induce voltage. A parallel line will induce more than a crossing line. The longer the parallel the more the power that will be induced.”

“I have been knocked to my knees by induction on a 7200 volt line before. I don’t know the math to figure it out. Just ground it and work it as if it is hot.”

“No disrespect, but I would think a safety man would know about the possibility of induction on parallel lines.”
Only an individual self-aware enough to know their weaknesses will be able to find the motivation and commitment required for the developmental activities that can provide them personal benefit.
Does a person knowing their potential areas of weakness make them safer...
“Without continual growth and progress, such words as improvement, achievement, and success have no meaning”

Benjamin Franklin
1. That health and safety systems, regulatory requirements and our own efforts can be of life saving importance?

2. If we don’t know what we don’t know, we will not know where to improve nor have the motivation to improve.

DO WE AGREE?
Position: Environment, Health, & Safety Specialist

Required experience and competencies:
- A NCSO, CRSP or OHS certificate/diploma.
- 3-5 years of experience in safety and environment is required.
- Proficiency with requirements of ISN, PICS and Browz
- Excellent oral/written communication skills
- PC competent (Microsoft Office: Excel, SharePoint, Word & PowerPoint)
- Previous experience with client site requirements

Required education:
- High school or equivalent
PERSONAL LIMITATIONS

- How does our professional development effect our perspective and focus?

- What are the occupational risks that will need to be addressed based on the following worksites?
That health and safety systems, regulatory requirements and our own efforts can be of life saving importance?

If we don’t know what we don’t know, we will not know where to improve nor have the motivation to improve.

That an individual’s perception and thus capabilities are directly linked to their level of competency.
CORRELATION BETWEEN PERCEIVED / ASSESSED COMPETENCY AND SIF EVENTS

Competency: Perceived Vs Actual

- Fall from Heights
- Re-energize of 13.8Kv
- Excavation of 13.8Kv

% Competency
LEARNING: THE VISIBILITY OF COMPETENCY ACCELERATES PERSONNEL DEVELOPMENT

“What gets measured gets done”

Peter Drucker
Management Guru
(1909-2005)
IF YOU WANT TO CHANGE THE VISIBLE

FIRST, CHANGE THE INVISIBLE
FINDING: LEADERSHIP INTERACTION WITH FIELD PERSONNEL INCREASED WITH THEIR AWARENESS AND DEVELOPMENT OF THEIR PERSONAL COMPETENCY
FINDING: “ORGANIZATIONS RELY ON CUMULATIVE COMPETENCY TO MANAGE OPERATIONAL RISK”
1. That health and safety systems, regulatory requirements and our own efforts can be of life saving importance?

2. If we don’t know what we don’t know, we will not know where to improve nor have the motivation to improve.

3. That an individual’s perception and thus capabilities are directly linked to their level of competency.

4. That by making our competency gaps more visible we can greatly impact risk mitigation.
A GLOBAL EFFECT

Problem: the “lack the resources, knowledge and technology to identify and control workplace exposure to disease-causing agents.”

Workplace Health Without Borders (not-for-profit)

“despite the fact that occupational diseases kill six times as many people, accidents attract greater attention.”
Our training focus?
Management system focus?
Audit focus?
Inspection focus?
Hazard assessment focus?
YOUR EVOLUTIONARY GOAL

- How have your developmental choices, actions or inactions effected your ability to evolve?

- What action can you take to identify your weakness so you can become more self-aware, more effective and establish a developmental plan that can ensure you evolve as a OHS Professional?