

# WHSCC News



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## NEW DEPARTMENT ESTABLISHED TO PROVIDE RIGHT TREATMENT AT RIGHT TIME

In March 2005, the WHSCC established the Rehabilitation Program Development and Evaluation (RPDE) Department to assess rehabilitation services provided or purchased by the WHSCC.

“By ensuring our injured workers get the right treatment at the right time, we provide optimal opportunity for recovery,” says Barb Keir, director of the RPDE department. “We are always looking for ways to improve results for our injured workers. And by improving results for injured workers, we also improve results for employers,” she says.

Keir sees the department’s role as three-fold:

- 1) To strategically plan and regularly evaluate all rehabilitation services – clinical, vocational rehabilitation and case management.
- 2) To recommend changes to service, based on the evaluations.
- 3) To develop standards of best practice and monitor compliance.

The department’s first year has been a busy one, with seven audits completed, most notably audits of gradual return to work (GRTW), acute primary physiotherapy, work conditioning,



The RPDE Department comprises: (seated, left to right) Kay Fitzgerald; Jacek Brachaniec; Pam Wasson; (standing, left to right) Heather Murray; Thérèse Beaudin; Barb Keir.

chronic pain, work capacity evaluation and a review of claims of varying duration.

One of the department’s first projects was an analysis of clients who scored high on the Pain and Activity Questionnaire, delivered in May 2005 to identify claimants for whom pain impedes activity and return to work. The results prompted the department to implement a pilot for a revised treatment program for these claimants, who have longer claim durations and higher costs.

[Continued on page 2]

## H&S PROGRAM TAILORED TO SMALL BUSINESS

In August 2005, the WHSCC launched TALK, KNOWLEDGE, CONTROL, a public awareness campaign designed to help small businesses develop custom-tailored health and safety programs to protect their workers from injuries and occupational disease.

TALK, KNOWLEDGE, CONTROL is based on three practical steps, aimed at encouraging small business owners to: 1) TALK to their employees about health and safety; 2) obtain the KNOWLEDGE they need to implement a health and safety program in their workplace; and 3) CONTROL their workplace hazards.

The campaign included direct mail of *The Small Business Guide to Health and Safety*, an interactive easy-to-use mini CD-Rom presentation that walks users through the basic steps of building a health and safety program.

This tool allows the WHSCC to stay in touch with users as they progress through the guide, learning about legislated requirements, identifying workplaces hazards, implementing solutions to eliminate those hazards, and appointing health and safety representatives. The campaign was promoted through television and radio ads, and newspaper announcements were offered as an incentive to small business owners who completed the program.

The campaign is significant because it is the first aimed specifically at small business, a sector that represents 86% of New Brunswick’s business landscape. And although this sector typically records few accidents, they also often lack the resources to devote to workplace health and safety.

“We believe that health and safety is critical for small business”  
[Continued on page 2]

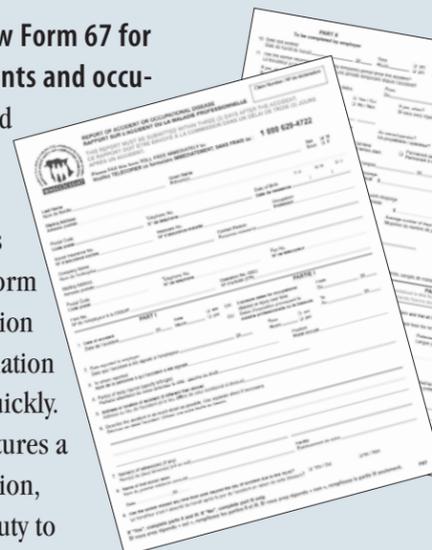
[did you know?]

## NEW FORM 67 SHORTER AND SIMPLER

WHSCC has developed a new Form 67 for reporting workplace accidents and occupational diseases. Developed and piloted in consultation with several employers throughout the province, this new shorter and simplified form will ensure that the Commission captures the essential information to adjudicate claims more quickly.

The new Form 67 also features a Declaration and Release section, information on employers’ duty to accommodate injured workers, and simplified wage reporting.

To obtain copies of the new Form 67 contact the Commission at 1 800 222-9775 or visit: [www.whscc.nb.ca](http://www.whscc.nb.ca).



## [continued from page 1]

### RPDE *from page 1*

The review of acute physiotherapy prompted a research project with Dalhousie University's School of Physiotherapy to identify current practice for the treatment of low back pain by the WHSCC-approved network of private physiotherapists. Current practice will be compared to best practice to identify opportunities for improvement.

To develop best practices, the RPDE Department first identifies the clients' needs, and then identifies the services or service providers, both internal and external, for these needs. "We research who they are, what they're doing and the results. We review literature and talk to other jurisdictions, and develop standards for best practice based on these results," she says. These standards include: staff

qualifications, work/treatment practices, documentation, timelines, safety, process, and equipment.

"If all our services reflect best practices, we will make a difference," Keir says.

### PROGRAM *from page 1*

nesses," says David Greason, vice-president of WHSCC's WorkSafe Services Division. "When you consider the potential for serious injuries to workers as well as costs associated with accidents including replacing an injured worker, and the tight margins under which many small businesses operate, injury prevention not only makes sense, it becomes a moral and financial imperative."

The WHSCC applauds the following small businesses that have completed the program:

**Ossekeag Publishing** *Hampton*  
**Tehcnico Inc.** *Saint John*  
**RDI Plastics** *Edmundston*  
**W.J. (Bill) McGrath** *Moncton*  
**Mr. Lube** *Moncton*  
**Castle Bowling** *Miramichi*  
**Loyalist Painting** *Saint John*  
**Glenn's Auto Care** *Miramichi*  
**Grand Falls Dry Cleaning** *Grand Falls*  
**Wendy's Fredericton** *Fredericton*  
**Robinson Forensic Engineering** *Moncton*

For a copy of the *Small Business Guide to Health and Safety*, e-mail: [brewerp@whscc.nb.ca](mailto:brewerp@whscc.nb.ca).

## [noteworthy]

### Pandemic Flu, Bird (Avian) Flu

Health agencies advise of the potential for a serious outbreak of Bird Flu worldwide. Although there are no examples of person-to-person transfer of this disease, some agencies suggest that such a situation could develop. If a pandemic occurs, there could be ramifications to New Brunswick employers, particularly farms and poultry operations.

The WHSCC has prepared precautionary information for employers should a pandemic occur in New Brunswick, including measures to reduce disease transmission and to prepare for possible employee shortages. This information is available on our website at: [www.whscc.nb.ca](http://www.whscc.nb.ca).

## ZERO TOLERANCE

Because lives are at stake, the WHSCC has been compelled to take a zero tolerance approach to compliance in high-incident areas. In 2005, the Commission developed a strategy to aggressively promote and enforce zero tolerance in areas that have seen a marked increase in fatalities, injuries and near misses – trenching, lockout, and fall protection.

The strategy is two-fold – it's about education and enforcement. The first phase was launched in May 2005, with a campaign directed at promoting trenching safety. In January 2006, the Commission launched its lockout and tag campaign, and this July will see the rollout of the fall protection campaign.

**Zero tolerance** means the Commission will not tolerate any violations of the *OHS Act* and its regulations in these three areas of focus. Health and safety officers have stepped up workplace inspections to communicate the requirements of the legislation and enforce compliance – if infractions are discovered, depending on their severity, the Commission will stop work, restrict equipment use, issue a fine or prosecute.

The number of Stop Work Orders written against employers for trenching violations increased by over 300% from June 2005 to Feb 2006, indicating the extent of the problem.

Violations may also result in a demerit, an additional assessment charged to employers for repeated violations or for performing unsafe work practices where there is a high risk of serious injury, illness or death. Demerits are based on the employer's assessed payroll, and can vary from \$1,250 to \$25,000.

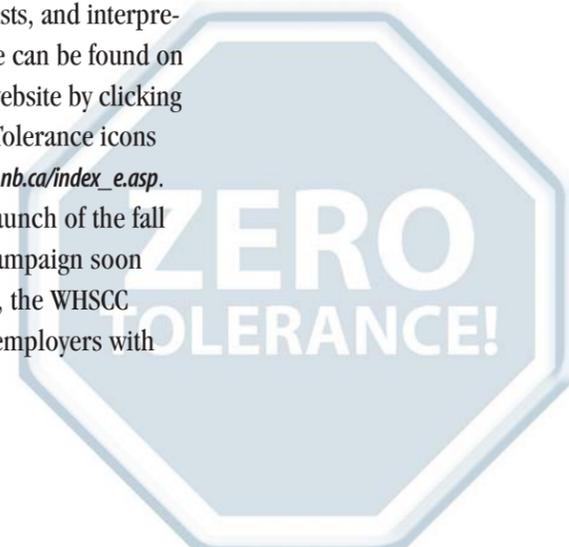
The WHSCC would rather avoid imposing fines or demerits and, instead, see

unsafe practices eliminated. To that end, the Commission is providing employers with information to ensure that workers are properly trained in trenching, lockout and fall protection, that they know the hazards, and that they have the tools to do their job safely.

The education component of the campaigns includes workshops and direct mail of the following resources: flyers, hazard alerts, stickers, safety talks, checklists, and interpretations. These can be found on the WHSCC website by clicking on the Zero Tolerance icons at: [www.whscc.nb.ca/index\\_e.asp](http://www.whscc.nb.ca/index_e.asp).

With the launch of the fall protection campaign soon approaching, the WHSCC encourages employers with

workers who are at risk of falling to revisit the regulations and ensure their workers are properly trained and that they have the appropriate personal protective equipment to work safely.



## MIKE ALLEN, HEALTH AND SAFETY CO-ORDINATOR, MOOSEHEAD

As an Emergency Medical Technician, Mike Allen saw first-hand the tragic results of accidents. It was having to deal with these results – the broken bodies and broken hearts – which led to his current position as Health and Safety Co-ordinator at Moosehead Breweries in Saint John.

“I thought, rather than just working on treating injuries it would be better to focus on preventing them from happening in the first place,” Allen says. “Becoming involved with health and safety on the prevention side was a natural progression for me.”

Married for 13 years and a father of two, Allen says health and safety is not just a job, it’s a way of life. “I owe it to my family, and the families of my co-workers, to keep our workplace safe. We all want to go home at the end of the day, healthy and sound.”

Allen joined Moosehead Breweries in 1987 as a

labourer, fresh out of high school, and began training in emergency services the following year. In 1994 he joined the company’s Joint Health and Safety Committee (JHSC), and, in 2000, Allen landed his current job as the company’s health and safety co-ordinator.

“My background in emergency services not only prepared me for my current role, but instilled a passion that is more intense because I’ve seen the outcomes of what happens when good health and safety practices are ignored,” he says.

It is this passion for health and safety that prompted Mr. Allen to join the Canadian Society of Safety Engineering (CSSE), Canada’s largest and most established organization for occupational, environmental and public health and safety professionals.

“I believe the CSSE is the best organization for health and safety practitioners,” Allen says. “It provides a national network for dialogue on important issues, and is really

very efficient at promoting safety not only in the workplace, but at home, in schools and the community.”

Allen joined the CSSE in 2000, and cites North American Occupational Safety and Health (NAOSH) Week as one of the best examples of the organization’s successful safety initiatives. NAOSH Week evolved from the CSSE’s Canadian Occupational Health and Safety Week, which had been observed from 1986-1996. When labour representatives from Canada, the United States and Mexico discussed workplace safety during the North American Free Trade Agreement (NAFTA) talks in the mid 90s, the idea for a tripartite celebration was born. The CSSE was approached to support and expand their COHS week into a North American wide program, and the plan for NAOSH Week was implemented between 1997-2000.



Since then, the CSSE has sponsored NAOSH Week with the support of Human Resources and Social Development Canada (HRSDC) and the Canadian Centre for Occupational Health and Safety (CCOHS), and was successful in bringing its American counterpart, the ASSE, on board.

A member of the Board of Directors of the provincial chapter of the CSSE for the past three years, and NAOSH Committee chair, Allen is currently working diligently at promoting NAOSH Week in New Brunswick. “We (the CSSE) have a lot of support from HRSDC and the

WHSCC,” Allen says. “It’s a great team effort.” NAOSH Week activities include a series of breakfasts for JHSCs across the province, featuring talks on health and safety issues.

This year’s theme is “Review. Refresh. Revitalize.”

“It’s all about ensuring that safety programs are examined and updated regularly, and it’s a reminder to avoid complacency. If safety performance begins to slide, accidents will happen,” he says.

For more information on NAOSH Week, please visit: [www.naosh.ca](http://www.naosh.ca)

## CLEARANCE CERTIFICATES NOW AVAILABLE ON LINE

The WHSCC is pleased to announce that employers can now obtain clearance certificates online through Service New Brunswick.

“This is a result of the WHSCC’s ongoing commitment to improve employer services,” says Claude Savoie, manager, Assessment Services. “Employers indicated they wanted this service and we are happy to have delivered it,” he says.

Obtaining a clearance certificate could be a tedious process, especially if certificates were required for multiple businesses. “The process now takes minutes, as opposed to what might have been hours. It saves valuable time for our employers, and it frees up resources on our end as well,” he says, adding that employers can obtain as many as 100 certificates at a time online.

A clearance certificate indicates that an employer’s account is in good standing

with the Commission and is necessary for employers doing business with a third party, such as a broker or contractor. “It’s very important when doing business with a third party to obtain an up-to-date clearance certificate,” Savoie says. “Otherwise, you are liable for that party’s unpaid assessment and any assessment related to work carried out with them.”

Up and running since February 20, the online

service is a hit with employers, such as Lana Cammack with Lafarge Canada Inc., who says: “I just tried the new site and the instructions are very easy to follow. I will definitely use this site again.”

To access the service go to [www.whsc.nb.ca](http://www.whsc.nb.ca), choose your language preference, and click on *Online Services* under *Topics* on the left side of the page. Then click on *Employer Clearance Certificates*. You can also access the certificates by going directly to [www.snb.ca](http://www.snb.ca),

choosing your language preference, and proceeding to the WHSCC Employer Clearance Page. For more information please contact the Assessment Services department at 1 800 222-9775, or at 506 632-2820.



## BOARD MEMBER PROFILE: BRAD BRINSTON

### Nominated by the New Brunswick Construction Trades Council, Brad

**Brinston** was appointed to the WHSCC Board of Directors as Worker Representative on January 21, 2005. When Brinston looks back on his first year of tenure on the board it is with what he can only describe as a “feeling of nervousness.”

Brinston’s sense of nervousness does not stem from a lack of experience, however. A journeyman plumber and pipefitter, Brinston has served as business manager of the United Association of Plumbers and Pipefitters

Local 694 for the past 12 years, and was recently re-appointed for a three-year term. In this position, he helps manage the union’s health and welfare plans and pension plans, experience which he was able to bring to the table during the labour dispute in February with Local 1866.

“With the high rise in healthcare costs we had to cut benefits to our own Local 694 members,” he says. “Some hard choices had to be made, but the alternative was bankruptcy. My experience as business manager with Local 694 helped me empathize with the board. But I’m also a union member. I was able to analyze the situation objectively, from both sides.” (He is also secretary-treasurer of the New Brunswick Pipe Trades Association.)

So what caused Brinston’s first-year jitters? “I just want to ensure that we’ve covered all the bases...that we’re doing the best job possible for both New Brunswick’s workers and employers,” he says. “It’s a huge responsibility, and one I take to heart.”

Another thing that makes him nervous is the new accounting principle imposed on the board, which removes “smoothing”, the common practice of averaging investment gains and losses over a four-year period. The Commission will now have to manage these gains and losses annually, something that Brinston says may result in volatile swings in assessment rates. “There will now be even more pressure on the board for its investment returns in order to build a cushion to counter the lack of smoothing.”

But Brinston is confident

*“My experience as business manager with Local 694 helped me empathize with the board. But I’m also a union member. I was able to analyze the situation objectively, from both sides.”*

the board will rise to its challenges. “We achieved full funding status, and that was one of our biggest challenges. I’m pleased with the direction in which the board is headed. I feel we’re doing a pretty good job, and am impressed with the organization’s professionalism and its commitment to constantly improve.”

Although his regular day-job, his union positions and now his work on the board keep him hopping, Brinston still manages to find time for his hobbies – golfing, hunting, fishing and fly-tying, a pastime that demands

tremendous patience and attention to detail. These qualities will serve Brinston well, as he continues to serve the interests of New Brunswick’s workers on the board, and as a member of the board’s Financial Evaluation Committee and the Ad Hoc Appeals review Committee.

Brinston lives in Riverview with this wife Kathy and their two children, Kaitlin, 19, and Joshua, 21.

## [in the courts]

**Barry Kincade Ltd.** – A health and safety officer was conducting an inspection on a construction site when he saw the top of some staging that appeared to be off vertical and found that it was mounted to the roof of a one-ton van. The employer was ordered to stop using this set-up and was charged with multiple counts relating to the unsafe staging. The employer pleaded guilty and was fined \$1,200. No employees were injured using this staging.

**Fundy Roofing Ltd.** – A health and safety officer came upon a roofing project where the employees were not using the required fall-arrest equipment. The officer ordered that the work be stopped until the proper equipment was on site and the employees trained to use it. The on-site supervisor asked if weatherproofing material could be rolled out to prevent damage to the house. The officer allowed this, but clarified that, with only this exception, the job must stop. Two days later he saw that the roofing job had been completed despite the stop-work order. The employer was charged with failing to comply with that order, entered a guilty plea, and was fined \$1,500.

**Louis Jean Vienneau** entered a guilty plea under section 380(1) (a) of the Criminal Code for defrauding the WHSCC of \$30,726.71. Vienneau was receiving full workers’ compensation benefits and falsely reported to the WHSCC that he could not work and had no earnings. Vienneau was sentenced to five months of house arrest and ordered to make restitution to the WHSCC.

**Envirem Technologies** was fined \$3,000 after pleading guilty of failing to comply to section 56(1) of regulations 91-191, which requires an employer to ensure that unconsolidated bulk material that is stockpiled is regularly inspected for hazardous conditions, and is deemed safe before allowing an employee to work close to, or on top of, the pile.

**St. Isidore Asphalte Ltée** was fined \$3,600 after being charged under section 93(1) of the regulations 91-191 for failing to have curbing on a scale, when a dump truck slid off the side of a weigh scale at their asphalt plant.

**Bonté Foods Limited** was fined \$8,000 after pleading guilty to charges of failing to provide the necessary instruction and supervision to protect a worker, under section 9(2) (c) of the *OHS Act*. The worker sustained a serious arm injury.

**Guy Dean Blakely**, of Miramichi, was sentenced to nine months house arrest for defrauding both the WHSCC and the Blue Cross of nearly \$32,000. Blakely received six months for defrauding the WHSCC and three months for defrauding the Blue Cross. The two sentences will be served consecutively.

**Jiffy Products (N.B.) Ltd.** was fined a total of \$6,000, after pleading guilty to two charges. The employer was charged with failing to provide proper training to an employee, under section 9(2) (c) of the *OHS Act*. The second charge was laid under section 239(4) of regulations 91-191, for failing to ensure that an employee puts a machine in a zero-energy state before working on it. The charges stemmed from an accident where an employee was injured while operating an energized machine.

[good news]

## FARMING FOR A NEW CAREER LEADS TO SUCCESS

In November 2002, Len Horsman began experiencing a lot of pain in his shoulder and arms. But Horsman, a labourer at Hub Meat Packers, worked through the pain, regarding it as “just part of the job.”

When an MRI confirmed just how severe the damage was, the pain extended beyond the physical to the emotional. After undergoing four surgeries in 15 months and a lot of physiotherapy, the WHSCC determined that Horsman was unable to return to work as a labourer. With a wife and two young children at home, Horsman, the family’s primary breadwinner, was devastated.

“It was rough,” Horsman says. “I probably aged 10 years from the stress. I couldn’t handle not working.”

Because Horsman was only 25-years-old, and had multiple injuries, the WHSCC began early intervention to

increase his chances for a successful return to work, says Darlene Doiron, his rehabilitation specialist at WHSCC. This included career exploration, interest testing and retraining. Doiron worked with Francine Gallant, Horsman’s case manager.

“We worked with Leonard to explore career opportunities to use the transferrable skills gained through his several years experience working on a farm, while keeping in mind the limitations imposed by his injuries. With a passion for farming and animals, Leonard wanted to stay connected to the agriculture industry, and we worked together to try to make this happen,” Doiron says.

The first step in his retraining was a 63-week Business and Computer Applications Program at CompuCollege. Horsman graduated with honours in August 2005.

Horsman and his team at the WHSCC explored the



possibility of a career as a veterinary assistant, but a study of that job market showed it was not a viable option. But a second option – a career in sales – was.

Why sales? “I enjoy it,” Horsman says. “And I was born with the gift of gab.”

But the sales profession is a difficult one, as Horsman learned when he applied for designation as a Certified Sales Professional through the Canadian Professional Sales Association.

What was even more difficult was finding a sales job in agriculture. “I grew up on a farm, and my father still runs a farm. It’s what I know. But I knew those jobs were one in a million.”

As fate would have it though, just such a job happened to be advertised in Farm Focus, a weekly agriculture publication. “This job just showed up. To qualify you needed a degree in Animal Sciences, or extensive background. I had the background,” he says. So he applied, and two interviews

later was offered the job as Farm Consultant with Clarence Farm Services Ltd. (Purina). “I love my job. I am able to support my family again, and there’s lots of room for advancement.”

“At Hub I had a pension and was guaranteed 40 hours a week. But I couldn’t go back there and sit on light duties. I’m a physical outdoors person, and didn’t want to be stuck behind a desk.

Everything worked out for the better.”

Horsman says he is grateful to his WHSCC team for their assistance. “They helped me get back on my feet and in the job I have today. It wasn’t easy, but nothing worth having is.”

## ENVIRONMENTAL CONDITIONS CREATE UNSAFE WORKING SITUATIONS

A woodcutter died instantly when a strong gust of wind uprooted and knocked down a large tree, which struck him on the head.

Eight workers received electrical shocks when a steel structure they were working on was hit by lightning.

A worker drowned while attempting to drive across a streambed that had risen significantly because of heavy overnight rainfall.

Environmental conditions can cause a variety of serious incidents, such as heavy snowfall that hides underlying hazards or causes branches to spring up unexpectedly, and wind that topples towers and causes sudden movement of suspended loads.

The environment can add considerable hazards to workplaces and it is important to be alert and aware of these dangers. Employers should have policies to deal with any environmental conditions that can negatively impact their workers’ health and safety. Procedures for

reporting and addressing these situations should also be created, if they don’t already exist. Workers must be alert to dangerous environmental conditions and advise their supervisors of their concerns. If action is not taken, or if workers think that environmental conditions are creating dangerous working situations, they can apply their right to refuse this work.

[hazard alert]



# GLOSSARY OF SOME WHSCC ABBREVIATIONS

## **ABS** Adjudication and Benefit Services

WHSCC department under WorkSafe Services responsible for the management and adjudication of claims, pensions and long term disability.

## **ADP** Assistive Devices Program

WRC department responsible for occupational therapy, prosthetics and orthotics.

## **AERS** Automated Earnings Reporting System

A voluntary verification program that protects the integrity of the Employment Insurance (EI) fund and reduces administrative costs for employers. Through AERS, employers electronically submit payroll information to HRSDC, remaining fully compliant with federal and provincial privacy legislation. Although employers may choose to provide their payroll data each pay period, they must provide the data at least once every 4 weeks.

## **AT** Appeals Tribunal

If a worker, their dependent or an employer is dissatisfied with a decision made by the WHSCC, they can appeal it through the Appeals Tribunal.

## **CCO** Chief Compliance Officer

The Chief Compliance Office includes the director who is the Chief Compliance Officer (CCO) designated under the *OHS Act*, a resident engineer and administrative support. The Office ensures that New Brunswick's health and safety legislation is interpreted and applied consistently. The CCO is authorized to review and grant requests for JHSC variances and deviations from the legislation, as well as hear appeals of orders issued by health and safety officers. The Office also develops provincial guidelines and other publications that provide best-practices information on tasks not clearly covered by legislation, co-ordinates several committees that address issues such as high-risk industries and prosecutions, and provides input into the review and amendments of Occupational Health and Safety legislation.

## **CMO** Chief Medical Officer

The CMO oversees and co-ordinates the planning, development, implementation, monitoring and evaluation of clinical standards, protocols, practice guidelines and outcome measures for the rehabilitation of injured workers for physicians and other assigned healthcare providers, in conjunction with internal and external stakeholders. The CMO maintains, monitors and evaluates the WHSCC's electronic formulary; acts as head of discipline for medical advisors; and provides medical opinion on organization-wide and emerging issues.

## **CPPD** Canada Pension Plan Disability

A monthly disability benefit paid by the Canadian Government to workers who have met minimum contributory criteria and who are disabled according to Canada Pension Plan legislation.

## **CSI** Client Satisfaction Index

The CSI identifies some areas of 'importance' vs. 'satisfaction', which the Commission could better perform. These gaps in satisfaction, weighed with the importance to the respondent, offer the best opportunities for the Commission to meet clients' expectations in the future.

## **CSSE** Canadian Society of Safety Engineers

CSSE is a national organization, supporting the operation of 31 local Chapters. Chapters provide a local forum for information exchange and networking among professionals. Through chapter meetings and activities, members promote and enhance the profession's profile in communities throughout Canada.

## **CTD** Cumulative Trauma Disorder

An injury to a nerve or to a functional bone-tendon-muscle unit, which results from the cumulating of successive micro-traumas originating from the performance of repetitive movements, in which strength, poor posture and lack of adequate rest periods play a major functional role. Examples: "Tennis Elbow" (Epicondylitis), Carpal Tunnel Syndrome, De Quervain's Tendonitis, Rotator Cuff Tendonitis

## **CTS** Carpal Tunnel Syndrome

Occurs from compression of the median nerve within the confines of a fibro-osseous canal on the palmar surface of the wrist.

## **CUPE** Canadian Union of Public Employees

With more than half a million members across Canada, CUPE represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines.

## **CY** Current Year

## **ERS** Experience Rating System

System which uses new injury costs to determine adjustments to basic assessment rates.

## **F67** Form 67

Report of Accident or Occupational Disease, filed by injured workers and employers.

## **F8** Form 8

Physician's Initial Report

## **F8c** Form 8c

Chiropractor's Initial Report

## **GECA** Government Employee Compensation Act

Provides compensation for loss of earnings, medical care and other related benefits to federal employees injured in the course of employment or disabled by reason of an industrial disease due to the nature of the employment.

## **H&S** Health and Safety

## **HRSDC** Human Resources and Social Development Canada

Responsible for providing all Canadians with the tools they need to thrive and prosper in the workplace and community.

## **HSIS** Health and Safety Improvement System

A model designed on the principles of leadership, whereby workplaces are expected to comply with NB's health and safety legislation. Workplaces are challenged to accept a continuous improvement approach to health and safety, including management commitment, accountability, managing hazards and risks, educational opportunities, etc.

## **IJA** Interjurisdictional Agreement

The IJA benefits workers and employers whose business or work takes them into more than one province or territory in Canada. Under the IJA, workers can choose which jurisdiction they will get benefits from if injured on the job, and employers avoid paying premiums twice to cover the same worker.

**IWAC Injured Workers' Advisory Committee**

A WHSCC-sponsored committee formed in June 1993 to provide a forum to injured workers and their representatives for discussing their concerns. The Committee provides suggestions to help improve the quality and type of services and programs offered by the WHSCC.

**JHSC Joint Health and Safety Committee**

A committee established to support improving workplace health and safety.

**JOHSC Joint Occupational Health and Safety Committee**

Same as JHSC.

**LTD Long Term Disability**

LTD benefits provide long-term compensation for injured workers whom the WHSCC has identified as suffering from a permanent work restriction.

**MAAP Monthly Assessment on Actual Payroll**

The MAAP Program allows employers to use an online tool, accessible by password protection on the WHSCC website, to report actual monthly payroll amounts, and then automatically pay a monthly premium amount using pre-authorized electronic funds transfer.

**NAOSH North American Occupational Safety and Health**

Annual initiative led by the CSSE in partnership with the CCOHS and HRSDC. In New Brunswick, WHSCC partners with CSSE and HRSDC to promote NAOSH Week.

**NBIAE New Brunswick Industrial Aggregate Earnings**

The amount set by the WHSCC as of January 1 each year, which shall be equal to \$27,323 for the year 1993 and which shall thereafter be increased by the percentage increase in the CPI for Canada for all items for the 12-month period ending June 30 each year as determined by the WHSCC in August of each year, on the basis of monthly reports published by Statistics Canada for that period.

**NBMS New Brunswick Medical Society**

Professional association for New Brunswick doctors.

**OHS Act Occupational Health and Safety Act**

The *OHS Act* explains the legal obligations of employers, owners, contractors, sub-contractors, employees and suppliers. It also outlines requirements for the establishment of JHSCs or the appointment of a health and safety representative, and the powers of occupational health and safety officers.

**OT Occupational Therapist**

Provides information and advice regarding occupational therapy rehabilitative goals; direction for early intervention or assessment needs; performs consultations, evaluations at both the home and worksite; and develops and implements gradual, modified and alternate return-to-work programs requiring occupational therapy services.

**PET New Brunswick Department of Post-Secondary Education and Training (Formerly TED)**

Works to find long term solutions that are needed for New Brunswickers to obtain the right skills, education and work experience which will lead them to the right jobs.

**P&P Policy and Planning**

Definition

**PPE Personal Protective Equipment**

Any piece of equipment or clothing designed to be used to protect the health or safety of an employee.

**PPI Permanent Physical Impairment**

Demonstrable, permanent impairment of body function arising from a compensable accident.

**PTSD Post Traumatic Stress Disorder**

Development of characteristic symptoms following a psychologically distressing event that is outside the range of usual experience.

**RSI Repetitive Strain Injury**

Strains or sprains caused by repeatedly performing the same activity.

**RTW Return to work**

The act of re-introducing injured workers to safe and productive employment that eliminates or minimizes wage loss, as soon as medically possible.

**SUB Supplemental Unemployment Benefit**

A plan aimed at providing supplemental payments to EI benefits during a period of unemployment due to temporary stoppage of work; training; illness, injury or quarantine. The employer chooses which of the above-mentioned types of unemployment to supplement.

**TOJ Training on the Job**

A WHSCC program aimed at creating re-employment opportunities for workers and providing employers with the opportunity to hire custom-trained employees.

**WC Act Workers' Compensation Act**

Provides workers with protection against loss of earnings if they're injured while doing their jobs. In turn, employers are provided with a no-fault liability insurance program and protection from legal action by injured workers.

**WCB Workers' Compensation Board**

Crown Corporation established in 1919 to protect workers and employers with a no-fault insurance system. Merged with the Occupational Health and Safety Commission in 1995 to form the WHSCC.

**WHMIS Workplace Hazardous Materials Information System**

Provides employers and employees with information about hazardous materials that are produced, handled, stored, used or disposed of in the workplace.

**WHSCC Workplace Health, Safety and Compensation Commission**

Administers no-fault workplace accident and disability insurance and comprehensive accident prevention health and safety initiatives for employers and their workers, funded solely through premiums paid by employers.

**WRC Workers' Rehabilitation Centre**

The centre is designed to offer health care professionals and injured workers an intensive, specialized approach to rehabilitation, and has treated injured workers since 1965.

**WSIB Workpace Safety and Insurance Board**

Ontario equivalent of WHSCC

# [upcoming events]



# [hot off the press]

- 2005 Annual Report
- Ergonomics and Musculoskeletal Injuries: Prevention by Design – pamphlet
- Waste Collection Guidelines – pamphlet
- Lockout materials (Safety Talk, pamphlet, poster, flyer)
- Day of Mourning – poster

#### Hazard Alerts:

- Lockout – Your Life and Limbs Depend on it
- Frozen ‘mushroom cap’ handle traps worker inside freezer
- New Brunswick worker killed in cable-pulling operation
- Hook smashes through window, strikes worker

#### The following safety videos are now available on DVD:

- Basic Scaffold Safety
- Understanding and Controlling Welding Health Hazards
- Basic Safety in Forestry Operations
- Air Purifying Respirators: Information to Know

## Day of Mourning, April 28

Canada's National Day of Mourning is a day to remember workers killed, disabled, injured, or afflicted with an occupational disease in the workplace. Please call your local District Labour Council for the times and locations of events planned in your community.

## 2006 Symposium on Safety, April 26-28

The New Brunswick Safety Council Inc. hosts its annual safety symposium at the Delta Brunswick in Saint John. This year's theme is "Living Safely with Energy." For more information visit: [www.nbsafety.com](http://www.nbsafety.com)

## North American Occupational Safety and Health (NAOSH) Week, April 30-May 6

NAOSH Week focuses the attention of employers, employees, the general public and all partners in occupational health and safety on the importance of preventing injury and illness in the workplace and at home. This year's theme is "Review. Refresh. Revitalize." For more on NAOSH Week, visit: [www.naosh.ca](http://www.naosh.ca).

## Workers' Rehabilitation Centre (WRC) Open House, June 2

In recognition of Disability Awareness Week, the WHSCC will host its 5th annual Open House at the Workers' Rehabilitation Centre in Grand Bay-Westfield. This event will give all invited employers and physicians an overview of the services provided by the WRC for injured workers, including a tour of the facility. Registration is free to New Brunswick physicians and employers. However, spots are limited so register today by calling Lucie Savoie at 632-2804 (in Saint John) or toll free at 1 800 222-9775, ext. 2804.

## Disability Awareness Week, May 28-June 3

The Premier's Council on the Status of Disabled Persons is pleased to announce this year's theme for Disability Awareness Week (DAW): "Inclusive Education ... Learning Together." A variety of new and exciting activities related to the theme are being planned, as well as community projects across the province. Regular updates on DAW events will be posted on the Council's website. For more information, please visit the website at: [www.gnb.ca/0048](http://www.gnb.ca/0048).

## CASHRA 2006, June 14-16

The New Brunswick Human Rights Commission and the Atlantic Human Rights Centre will host the Annual National Conference of the Canadian Association of Statutory Human Rights Agencies (CASHRA) at the Lord Beaverbrook Hotel in Fredericton. This conference will examine the roots of human rights in Canada, our achievements and challenges. Topics include: Accommodating People with a Disability; Balancing Security and Human Rights: Immigration and Multiculturalism; and, The Legacy of John Peters Humphrey. For more information visit: [www.cashra.ca](http://www.cashra.ca) or call 1 888 471-2233.

## WHSCC Workshops

### Claims Management

- May 2: Edmundston (F), Bathurst (E), Saint John (E)
- May 3: Moncton (E)
- May 4: Bathurst (F), Moncton (F), Woodstock (E), Fredericton (E)

### JHSC Core Training

- May 9-11: Dalhousie (F), Saint-Quentin (F), Moncton (F), Fredericton (E), Saint John (E)
- May 16-18: Woodstock (E), Campbellton (E), Fredericton (E), Moncton (E)
- May 23-25: Saint John (E)  
(F) Workshop offered in French  
(E) Workshop offered in English

# [appointments]

The WHSCC Board of Directors is pleased to announce the re-appointments of **JOHN MAHAR** (term expires January 21, 2008) and **LIN HUPMAN** (term expires December 20, 2008) as Employer Representatives.