

# S.H.A.R.P. SAFETY CONFERENCE 2007

**Sharpen  
Your  
Senses  
Getting Back  
to the  
Basics**



Safety / Health Awareness Research Program

Over 125 Delegates Participated in this Year's (2007) S.H.A.R.P. Conference

**Ryan Walter**  
*"SAFETY IS A TEAM GAME"*

Ryan Walter, an NHL Veteran of 15 seasons and over 1000 games and Stanley Cup Winner was a guest speaker at this year's 2007 S.H.A.R.P. Conference in Prince George.

Ryan's inspirational presentation focused on the key characteristics of an effective TEAM and qualities of Leadership.

**VISIONING** – A common vision, mission and purpose.

**BELIEVING** – A strong belief that the vision will be achieved.

**FRAMING** – Breaking the vision down into small incremental tasks.

**DEFLECTING** – Don't take personal glory – It's a TEAM effort.

**CONNECTING** – Open, honest communication.

**PERSONAL RESILANCE** – Let the tough times fuel...

*'The Hungry Spirit'.*



## **SAFETY IS A TEAM GAME...**

**"IT IS UNACCEPTABLE FOR PEOPLE TO GET HURT"**

**"Be hungry, find a way" .....to ensure everyone goes home as good as or better than when they arrived."**

**"Leadership is inspiring people to a better future"**

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**MISSING TIM**  
**JULIE HAMILTON**

**MAKE SAFETY PERSONAL**



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Julie's heart-felt and emotional story of losing a son to an industrial accident that could have and should have been prevented left everyone in the room with a strong sense of, "WHY SAFETY IS SO IMPORTANT... It is our Sons, Daughters, Mothers, Fathers, Aunts, Uncles and friends who are getting hurt. When someone gets hurt it's like a pebble in a pond, the ripple goes on and on... *Why?* Because Julie says, "we fail to take action" and suggests three things:

1. Step-up: "Can I help you with that"
2. Think Out Loud: "I am not sure about..."
3. Ask Stupid Questions: "Do you think that is safe?"

*Everyone had the opportunity to take in displays at the "Safety Marketplace".*



**Peter Lazzarotto - TRREEN**  
**GLOVES AND SAFETY PRODUCTS**

This was my first sharp conference that I have attended. The two days of speeches and presentations have met and exceeded my expectations. I plan to come again in the future. Tolko, Soda Creek.

.....S.H.A.R.P. CONFERENCE PARTICIPANT



**Jacqueline Hubbard**  
**Abitibi - Mackenzie**



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## SPENCER BEACH

**"GET IT DONE- SAFELY"**



*Spencer describes holding his baby girl for the first time...*

### **"People Don't Realize What They Have To Protect and What's Worth Protecting"**

Everyone was awe-struck by Spencer's story of courage. The courage to admit that he made "one simple mistake" that fateful day that would change his life forever. Suffering 3<sup>rd</sup> and 4<sup>th</sup> degree burns to over 90% of his body, Spencer was given a 5% chance to live. Spencer showed further courage by choosing to overcome the suffering and pain, but most importantly Spencer continues to show courage by spreading his message for a SAFE WORKPLACE and LIFE! He had six steps to make this happen:

*Spencer is one of the bravest and greatest speakers I have heard. I applaud his guts and ability.*

...S.H.A.R.P. Conference Participant

1. BE AWARE
2. USE YOUR PPE
3. TAKE-TIME (TO BE SAFE)
4. DONT GAMBLE (DONT TAKE RISKS)
5. NEVER SAY, "IT WILL NEVER HAPPEN TO ME"
6. TEACH CHILDREN SAFETY- SAFETY IS A LIFE STYLE

*Get it done safely. I will take Spencer's message back to my workplace and home the six reasons why accidents happen. I have been to lots of safely conferences; this is one of the best I have attended. Good job to everyone. If I see someone take a short cut I will talk to that person, never again will I walk by and turn a blind eye.*

.....S.H.A.R.P. CONFERENCE PARTICIPANT



**Eldeen Pozniak**

Eldeen gave a lively and entertaining presentation on "getting back to the basics". Eldeen is well qualified as a "Certified Health and Safety Consultant" and "Canadian Registered Safety Professional" and internationally sought after speaker. Eldeen's 9-key points to workplace health and safety were:

1. Ask People What Life Means To Them? Why Is Health And Safety Important?
2. Ask, Why Do Others Do Safety...Everyone Does Safety For Their Own Reasons.
3. Explore The Safety Hazards You Work With.
4. Understand What Is Reasonable.
5. Ask Questions, Know The Hazards.
6. Assess the Risk's'.
7. Make sure controls are in place.
8. Establish and follow Policy and Procedure.
9. Celebrate your success!

## BACK TO THE BASICS

**SAFETY LIFE**



**REMEMBER**

**SAFETY IS YOUR RESPONSIBILITY**



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*Jim Stimson*

## ***...where substance abuse meets safety...***

Jim provided a frank and enlightening presentation on substance abuse in the workplace and at home. Speaking from experience, Jim has spent almost 30 years in the area of Employee and Family Assistance and is considered an expert in the field of addictions.

Jim made a compelling case for why treating substance abuse and addiction is so important for our Safety and Survival. Some studies suggest up to 70% of our work force has an addiction problem (alcohol, drugs, gambling). As a part of Jim's presentation, he outlined what made for a good E.F.A.P. The key is Education and professional diagnosis. Jim also suggested that a key-part to successful treatment is the 'family'.

Jim recommended that every company should look at using the SAGA Program to improve Employee Health and Safety.

**"it's a major issue"  
"you can make a difference."  
"change the silence."**



## **PANEL DISCUSSION – LOCK –OUT VIOLATIONS**

**Left to Right:**

**Mr. Don Hope: Conference Organizer**

**Brian O'Rourke: United Steel Workers Local 1-424**

**Ed Ma: Safety Manager Tolko**

**Mike Tasker: Work Safe B.C.**



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Mike, Ed and Brian set the tone for the conference, specific to "lock-outs", as a major safety issue and challenge. Mike Tasker pointed out in the last year there were 4 fatalities and 49 serious injuries as a direct result of lock out procedures. Ed Ma and Brian O'Rourke reinforced the fact that proper lock-out procedures can reduce and will reduce serious injury or death.

One of the major challenges is to get everyone to realize that safety is everyone's responsibility, and that safety pays big dividends (personally and corporately). We need to re-establish a Safety Culture of ZERO TOLERANCE!

**BASED ON THE PANELS PRESENTATION:** *The following suggestions for improving lock out programs were made by conference participants:*

Videos on lockout procedures done by crews and used as training video; Color code all energy sources; Injury site map and type of injury; Lock-out demonstrations every six weeks; Buddy system for lock-out; Different colour locks for different departments; Names on locks; Ensure follow-up to training; Different colour hats for new supervisors as well as new employees; Lock-out information at area in bold print; Pre-work safety check list; Reminders before shift; Safety data base (measure success; Full-time Hourly safety person; Central safety department; A,B,C, work orders by number of days; Same lock –out procedures for operators and maintenance; Start-up delay switches; "0" energy check; Grid sheets for tracking; Computer based training; Use shutdowns to train on safety; Audits and Investigation; Education and Training.

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Rob Corbeil- District 3 Health & Safety Environment Coordinator  
UNITED STEEL WORKERS

Rob Corbeil opened the conference with a moment of silence for all those who have lost their lives in the Workplace, followed by his opening remarks emphasizing the,

**THE NEED  
TO GET BACK TO BASICS**



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## **Trustees of S.H.A.R.P.**

Brad Evans – Manager, Employment Relations, Conifer  
Rob Jarvis – Regional HR Manager - Canfor  
Ed Ma – Loss Prevention Supervisor, Cariboo Region, Tolko Industries  
Tom Blake – Safety and Training Supervisor, Abitibi Consolidated Company of Canada, Woods Products Division  
Frank Everitt – President, USW Local 1-424  
Brian O'Rourke, Financial Secretary, USW Local 1-424  
Bill Derbyshire, President USW 1-425  
Terry Tate, USW, Local -1-425

**Conference was coordinated and facilitated by,  
Don Hope Human Resource Safety & Consulting  
Phone (250) 962-8118  
Fax (250) 962-8172  
donhope@telus.net**



Ed Ma

*"If everyone at this conference would take away and give one good idea that could improve Health and Safety.....then  
**WE MADE A DIFFERENCE"***



Mike Tasker noted that lock-out issues are expected to cause **130,000 injuries and 130 deaths in North America this year** and it's not only young workers but older workers as well. A single fatality could cost up to 1.2 Million.

Please check out

[www.Conifer.ca](http://www.Conifer.ca)

Follow the link to the **SHARP** page...



Kolbuc and Associates INC

Mr. P.J. (Phil) Kolbuc was MC and Marilyn Kolbuc was the photographer and producer of this document. Marilyn and Phil have a Human Resource Development Training and Consulting Company in Prince George.

Visit our Website:

[www.humanresourcetraining.ca](http://www.humanresourcetraining.ca)

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**Upon Completion Of The Conference Participants Were Asked What They Would Do When They Returned To Work, Here Is What They Said...**

- ✓ Name on lock-out labels
- ✓ Increase awareness....educate
- ✓ Increase new Employee safety training
- ✓ Increase communication and feedback
- ✓ Make safety #1 focus and time commitment
- ✓ Revisit where we are with awareness of substance abuse in our plant to see if what are doing now is effective.
- ✓ Discuss with my peers what I learned at this year's conference and get people to buy in to. "Working Safe improves your quality of life"
- ✓ Ensure proper PPE
- ✓ Walk the talk. Take it personally
- ✓ Talk to Superintendents if Supervisor is not helping
- ✓ Reinforce the mentality that we do safety because its right .....not easy
- ✓ Have Manager co-chair the JOHS Committee
- ✓ Always think about the positive
- ✓ Get delay starts installed on major equipment
- ✓ Work on drug issue
- ✓ Get workers to see lock-outs as their own personal safety
- ✓ Review absenteeism and root causes
- ✓ I will watch over others more and be aware of their safety
- ✓ Approach management on using SAGA Program
- ✓ Mobile equipment – more detailed structured course
- ✓ Get speaker like Spencer Beach to come to mill
- ✓ Find people doing things right...get positive
- ✓ Shut-down mill for one day and have multiple speakers
- ✓ Address substance abuse and addiction with our plant
- ✓ Give help and support to other employees
- ✓ Discuss enabling behaviour as part of our observation process
- ✓ Educate my children
- ✓ Do more lock-out checks and reviews
- ✓ Educate workers on how to talk to each other about safety for improvement
- ✓ Address the factors that lead to thins like stress, frustration, anger, substance abuse
- ✓ Reiterate to others how important safety really is. That is not only effects you but everyone around you, family etc. Encourage an open discussion at safety meeting. Get responses from others who may need further information.

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