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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 They were either outdated or not fully implemented or maintained in any way.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.

In the next issue I will share my approach to beginning the journey towards implementing a health and safety management system.

COMING SOON

PHS Solutions has been working in collaboration with a software developer to develop an interactive [Health and Safety Management System Software](#) application. This software has been designed using my 20 years of experience in the health and safety field to assist organizations to easily design, implement and maintain a health and safety management system. Please click [here](#) to view more detailed information on the software. I am currently seeking organizations interested in beta testing the software, so if your organization is interested please contact me via phone or email.

[2009 CSSE Professional Development Conference – “Prevention Through Global Partnerships”](#) [September 20-23 Calgary, Alberta](#)

This year I will be presenting as a session on *“The Role of Safety Culture In A HSE Management System”*

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WHAT'S HAPPENING

[Ontario Ministry of Labour announces the introduction of Bill 168](#) An Act to amend the Occupational Health and Safety Act with respect to **violence and harassment** in the workplace and other matters. I have posted a copy of the Bill on my website at [Bill 168](#). [For a copy of an article on the Bill by the Law Firm Heenan Blaikie \(Click Here\)](#)

This Bill has now passed first reading, and Ontario is on its way to joining a number of other provinces in having workplace violence and harassment legislated. If your health and safety management system doesn't currently have a workplace violence and harassment prevention standard and procedure then it's time to read Bill 168 and begin to plan for its development.

Ontario Ministry of Labour Workplace [Health and Safety Blitz's](#) continue.

To view recent convictions for violations of Ontario Ministry of Labour legislation, see the MOL [Court Bulletins](#).

