



2018

WCB Workplace Health & Safety Conference

Thursday, April 26, 2018

CONFERENCE BROCHURE

Delta Prince Edward Hotel
Charlottetown, Prince Edward Island
8:00 a.m. - 4:00 p.m.

Event Check-In

7:45 a.m., Foyer

Welcome Remarks

8:45 a.m.- 9:00. a.m.

High Voltage: A Personal Journey

9:00 a.m.-10:20 a.m.

Key Note Speaker: Curtis Weber

Curtis Weber comes from Battleford, Saskatchewan, where he has been inspiring and influencing change in safety behaviours across North America for over 10 years. Working in safety as a Trainer, Consultant, Officer and Speaker, following a near fatal workplace incident, Curtis has been able to develop a unique way of challenging audiences to change the way they perceive safety. Curtis believes that before we can develop or change a safety culture, first we must understand and influence human behaviours towards safety. Using his own personal experience of a near fatal workplace incident, let Curtis take you on his journey and challenge you on the way you think about safety.

This heartening presentation shows how a tragic, life-changing, and near-fatal experience turned one man's experience toward passion and purpose.



Nutrition Break

10:20 a.m-10:40 a.m.

First Session

10:40 a.m.-12:00 p.m.

Creating Mentally Healthy Workplaces

It can be challenging to create, and successfully maintain, healthy workplaces that address both the psychological and physical well-being of your employees. In this session, Sue Freeman from the Canadian Centre for Occupational Health and Safety (CCOHS) will outline how to implement a comprehensive workplace health and safety program that integrates both. This session will explore the workplace factors that can have a direct impact on worker well-being, and will include a methodology to address psychosocial hazards as well as strategies around the courageous conversations that need to take place when fostering a mentally healthy work environment. Participants will have the opportunity to take part in interactive discussions and focused exercises to help them recognize how to successfully apply these prevention practices in the workplace, and ultimately create a healthy workplace.

Workshop Leader: Sue Freeman

Sue Freeman is a Program Manager at the Canadian Centre for Occupational Health and Safety (CCOHS) within the Communications group. She is responsible for delivering workplace mental health facilitated workshops, supporting business development activities, managing projects plus the CCOHS Speakers Bureau Program.

With research interests centering on Positive Workplaces, Sue uses her background in experiential psychotherapy, emotional intelligence and positive psychology to bring awareness to workplace issues. Sue is also one of two appointed Mental Health Champions at CCOHS. Sue has a Masters of Science-Marketing from the London School of Business and Finance and the University of Wales, Cardiff. Her thesis focused on how social marketing campaigns help promote both community and workplace health and safety.

Supervisory Development– What Do I Really Need to Know?

This session addresses safety, health and environmental issues through an interactive approach. It will highlight the importance of identification and assessment of hazards, incident prevention, and your role in the safety, health and environmental program at your workplace.

Workshop Leader: Jim Arsenault

Originally from Prince Edward Island, Jim spent his early years travelling the globe, first as a member of a military family and later as a member of the military with his own family. After leaving the military, Jim operated a commercial diving company that works world wide, specializing in explosive work.

Deciding to spend more time with his family, Jim worked with a local transportation company in Fredericton as an operations manager and corporate health and safety manager. He later joined the New Brunswick Safety Council as their Program Manager for a number of years before choosing to start his own safety consulting firm.

After that, Jim was recruited as the Senior OSH Specialist with the Province of British Columbia. After a full circle, he found himself back with the NB Safety Council (now known as Safety Services New Brunswick) as the Director of OSH and Traffic Safety. One of the key functions in the role was to design programs based on client needs.

A few years later, Jim was approached to put together a program that focused on what supervisors need to know pertaining to health and safety. The program was adapted and delivered to managers and supervisors at NB Power, the Provincial Department of Transportation and Saint John Energy.

Lift Smart & Stay Safe: A Guide to Injury Prevention and Safe Lifting at Work

Lift Smart and Stay Safe will provide practical and best practice approaches for injury prevention and safe lifting in the workplace.

Workshop Leader: Chris Johnson

Chris is an Occupational Therapist and Regional Manager of CBI Health Group's Health, Physiotherapy, and Rehabilitation Centres on Prince Edward Island. Chris brings over 17 years of experience as a consultant and educator, working with employers to help reach their health and wellness goals and providing rehabilitation and return to work services for injured workers.

Safety Culture: Beliefs, Values, Actions

The term "safety culture" is widely used, yet there is little consensus on how the term is defined and understood. Safety culture is often expressed and learned within the workplace. However, it can be fostered, adapted, and improved by strong leadership and good resources.

Safety Culture can be positive when there are shared values and beliefs within an organization on health and safety. In this presentation, methods for assessing your organization's current Safety Culture will be shared. In addition, there will be a review of some current resources available to foster an improved Safety Culture. The workshop will be presented in an informal, fun way with practical tips and real life stories of Safety Culture.

Workshop Leader: *Elizabeth Pederson*

Elizabeth has spent the last 20 plus years working as an Adult Educator. She has a passion for helping people. She is very focused on safety at Island workplaces and wants to share this knowledge and help to promote safety. She is an Education Consultant with the Occupational Health and Safety Division of the Workers Compensation Board of PEI.

Elizabeth works helping Island employers and workers with education about their responsibilities under the PEI Occupational Health and Safety Act.

Lunch

12:00 p.m.-1:00 p.m.

Second Session

1:00 p.m.-2:20 p.m.

Workplace Policies #TrendingNow

This session will cover the Employer's legal obligations when introducing new workplace policies and amending existing workplace policies. While the focus will be on the legal requirements, we will draw examples from interesting and #trending topics such as drug and alcohol policies in the time of marijuana legalization, and respectful workplace policies in the time of the #timesup movement.

Workshop Leader: *Kiersten Amos*

Kiersten practices in the area of Labour & Employment Law and Pensions & Benefits Law. She regularly advises employers and human resources professionals on a wide variety of issues including: employment agreements, workplace policies, performance management, absenteeism, duty to accommodate, employee benefits and compensation, executive compensation, human rights issues, discipline, and termination. She also routinely advises on labour relations matters including the interpretation of collective agreements, collective bargaining, and grievance arbitrations. In addition to advisory services, Kiersten regularly presents on labour and employment issues, and provides training sessions for human resources professionals. She is also an instructor for the Advanced Trust Management Standards Certificate Program offered through the International Foundation of Employee Benefit Plans.

Kiersten is a member of the Law Society of PEI, the Nova Scotia Barristers' Society, the Atlantic Regional Council of the Association of Canadian Pension Management, and the Canadian Bar Association ("CBA") including the National Pensions and Benefits Section Advocacy and Government Relations sub-committee. She is also a member of the Board of Directors of the Associated Alumni of Acadia University.

Finding Opportunities After Loss

This session will chronicle the journey of Mark Arendz from a traumatic farm accident on PEI when he was only seven years old, to becoming a Paralympic Medalist and a World Champion in Biathlon and Cross Country Skiing. It will showcase how attitude and goals can help you achieve any dream.

Workshop Leader: *Mark Arendz*

Growing up, Mark was very involved in a variety of sports. However, at the age of seven, Mark was involved in a farm accident, which resulted in the loss of his left arm above the elbow. He was attempting to put corn into a grain auger and lost his balance. After his accident he worked for the War Amps organization as a junior counsellor. He used his experiences to teach others about farm safety. While this accident was a life-altering experience, it did not affect his love of sport or deter him from any future aspirations. His dream had always been to make it to the Olympics one day. The accident did not change that; it only changed his dream from Olympics to Paralympics.

Mark was a member of the Vancouver 2010 Paralympic team and has continued to rise in the international standings ever since. He produced a breakthrough season in 2010-11, ranking second overall in the IPC World Cup standings collecting three gold, two silver and a bronze medals. In 2011-2012, he also earned two gold, two silver and two bronze medals in the World Cup, which again, ranked him second overall. Mark entered the 2014 Sochi Paralympics as the reigning World Cup biathlon champion and the world champion in the 7.5 km biathlon sprint.

He also earned the Duke of Edinburgh Gold Award and is currently a student at the University of Calgary in Human Movement Studies.

Safe Business is Smart Business

Using two key principles, promoting workplace safety and returning injured workers back to work as soon and as safely as possible, you can help your business reduce your workers compensation claim costs. WCB staff will give an overview of how WCB rates are affected by claims, and the importance of having a good occupational health and safety program AND return-to-work program.

Workshop Leaders: *Kelly Heydens, Lori Wakelin*

Kelly Heydens is the Return to Work Coordinator for the Workers Compensation Board of Prince Edward Island, and has been in this role for 7 years. Kelly has been involved in the compensation system for almost 20 years having worked in a variety of roles at the Workplace Safety and Insurance Board in Ontario. Kelly has a strong commitment to assisting both workers and employers during the return to work process. She is able to provide direction and understanding to workers and employers about the benefits of a timely and safe return to work.

Lori Wakelin is an Education Consultant at the Workers Compensation Board. She has been serving Islanders in this role since 2007, helping educate workers and employers in PEI of their occupational health and safety requirements under the provincial workplace safety laws.

Accident Investigation for Today's Workplace

Accident investigations often come too late to prevent those involved from getting hurt, or preventing damage to company property. There are many reasons to investigate accidents, with the most important reason being to prevent repeat accidents. By working to prevent accidents from happening, you show your commitment to preserving the health and well-being of your employees. This program gives information for completing 10 steps to a successful accident investigation and will help you to better understand the importance of an effective accident investigation in preventing future accidents.

Workshop Leader: *Terry Jeffery*

Terry Jeffery is the owner of TNT Training Solutions in Charlottetown and has been involved in the safety training sector for more than twenty years. He has vast experience in establishing and delivering sound training programs. Terry got his start in safety as the operations supervisor for Cavendish Agri Services where, along with his regular duties, he conducted and regulated plant compliance safety audits to identify and correct potential hazards.

Terry has steadily built his business over the past 12 years by providing personalized services to companies of all sizes. He currently works with construction and general industry clients to build written safety programs, conduct jobsite safety inspections, conduct accident investigations, provide customized safety training, provide toolbox talks, and assist with Occupational Health and Safety partnering. Terry sits on the Construction Association of PEI Board and is a member of the Canadian Society of Safety Engineers.

Nutrition Break

2:20 p.m.-2:40 p.m.

Third Session

2:40 p.m.-4:00 p.m.

Using Behavioural Insights to Nudge Workers Back to Work

Sometimes on the path to recovery workers get stuck. Using various evidence based techniques we can nudge workers out of being stuck and moving forward in their recovery. In this session you will learn:

1. How workers perceive the path to return to work
2. How to use social norms to increase the confidence of workers and set expectations for recovery
3. How to increase the effectiveness of reassurance
4. Why some workers are reluctant to return to modified duties and how to nudge them to return to work

Workshop Leader: *Jason Parker*

Jason Parker is the President and Senior Work Disability Consultant of Centrix Disability Management Services. He has also developed a Return to Work Toolkit, which is the only strategic behavioural work disability prevention tool of its kind. The Toolkit has been delivered internationally to over 2000 participants and is recognized as advanced training in Work Disability Prevention. Jason has extensive experience in Work Disability Prevention and Stay-at-Work/Return to Work programs with over 20 years of experience covering almost every employer group. Over the years, he has developed a unique proprietary method of case management that is evidence based and worker centric. Jason oversees the leadership of Centrix as well as continues to work in providing direct consulting to organizations while maintaining his hand in case management. Jason holds a Bachelor of Human Kinetics from the University of British Columbia.

Finding Balance: A Self-Care Approach to Managing Your Life

Learn how to create more balance in your life and manage stress by understanding and prioritizing your values, and learning how to manage stress through mindfulness, healthy boundaries, and self-care.

Workshop Leader: *Dianne Birt*

Dianne is a Counselling Therapist in a private practice in Charlottetown. She has a BSC. in Health Education from Dalhousie University, a Diploma in Public Administration from UPEI, and a Masters of Education in Counselling from UNB. She began her private practice on a part-time basis in 2008 while working full-time as a Career Counsellor at Career Development Services, and has been working in private practice exclusively since 2014. In addition to providing counselling therapy services, she also facilitates various workshops like this one on topics such as stress management, wellness and work/life balance, and mindfulness. Dianne has also worked in child care in inner-city Vancouver, and in the non-profit sector at AIDS PEI. In 2017 Dianne completed a 200 hour Yoga Teacher Training and has been teaching yoga in various locations since last June. Dianne is passionate about holistic health and wellness and brings that passion and philosophy into all aspects of her life and career.

Fire Safety in the Workplace

This presentation will cover some of the fundamental requirements and responsibilities for employers and employees, as well as highlights on Home Fire Safety.

Workshop Leader: *Dave Rossiter*

Dave Rossiter's Fire Service career began 32 years ago. He quickly moved up the ranks holding every position in the department and becoming Fire Chief, a position he held until 2012. The positions he held included Fire Safety Officer in the Provincial Fire Marshal's Office, Deputy Fire Marshal, and Provincial Fire Marshal. During these years Dave was also active in other Fire Service organizations, such as President of the St. Peters Firefighters Association, Chair of the St. Peters Fire District, Chair of the Kings Mutual Aid group, President of the PEI Fire Fighters Association, Vice President of the Maritime Fire Chiefs Association, Director with the Canadian Association of Fire Chiefs, Director on the Chief Fire Officer Designation Council, member of the PEI Hazardous Materials Response Team, and an instructor at the PEI Fire School. He is currently President of the Canadian Council of Fire Marshal's and Fire Commissioners. Dave has always been a strong believer in continued education in the Fire Service, and has attained certificates in Fire Service Management, Hazardous Material Technician, Management Development as well as Fire Service Leadership and Fire Service Administration Diplomas from Dalhousie University. Dave has also attained the Chief Fire Officer Designation from the Canadian Association of Fire Chief's, Graduate Status with the Institution of Fire Engineers out of the United Kingdom, and is a certified Fire and Explosives Investigator with the National Association of Fire Investigators.

Safety Communications at Maritime Electric

Informing workers and the general public about safety is an important responsibility. Join Katherine Baird, Communications Officer from Maritime Electric, as she discusses some of the effective techniques that they have used in their recent successful safety campaigns.

Workshop Leader: *Katherine Baird*

Katherine Baird joined Maritime Electric as a Communications Officer in 2016. A Charlottetown native, she received her Bachelor of Arts from UPEI and her Bachelor of Public Relations from Mount Saint Vincent University in Halifax, Nova Scotia.