

THE CANADIAN CONTEXT

Health and Safety Management Systems in the Canadian context may differ from those used in other countries. Canada prides itself on ensuring we deal with Safety in a cooperative manner whereby employers and employees take a joint approach to H&S.

HSMS are tools to ensure there is a consistent way to deal with issues related to H&S, issues such as management commitment, prevention programs, training, joint committees etc. Although HSMS may be of benefit to an organization, it is not the what prevents workplace injuries or deaths.

CSA DRAFT HSMS

? Scope

? This Standard specifies requirements for an occupational health and safety management system ("OHSMS").

? The purpose of this Standard is to enable an organization to improve its occupational health and safety (OHS) performance to prevent occupational injuries, illnesses and fatalities by:

? a) establishing, maintaining and improving an OHSMS to identify and address all OHS hazards and risks through their elimination or control;

? b) assuring itself of its conformity with its OHS policy; and

? c) demonstrating conformity with this standard by:

? i) making a self-determination and self-declaration;

? ii) seeking confirmation of its self-declaration by a party external to the organization; or

? iii) seeking certification/registration of its OHSMS by an external organization.

? All the requirements in this Standard are intended to be incorporated into an OHSMS. The extent of the application will depend on such factors as the nature and location of an organization's operations, and the conditions in which it functions.

? This Standard is applicable to an organization of any size or type. This Standard is intended to address OHS rather than product and services safety.

Commitment, Leadership and Participation

- ? *Commitment, leadership and effective participation are crucial for the success of an OHSMS.*
 - ? ***Worker participation***
 - ? *Worker participation is an essential aspect of the OHSMS in the organization. The organization shall encourage worker participation through such measures as identifying and removing barriers to participation.*
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Legal and Other Requirements

- ? The organization shall establish and maintain a procedure to:
 - ? identify and ensure access to legal requirements and other requirements, and
 - ? periodically evaluate its compliance with these requirements.
 - ? The organization shall ensure that these applicable legal requirements and other requirements are incorporated in the establishment and maintenance of its OHSMS.
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Hazard and Risk Identification and Assessment

- The organization shall establish and maintain a process to identify and assess hazards and risks on an ongoing basis. The results of this process shall be used to set objectives and targets.*

Preventive and Protective Measures

- ? Preventive and protective measures shall be implemented in the following priority to address hazards and risks identified in clause 4.3.3:
 - ? eliminate the hazard;
 - ? substitute with other materials, processes or equipment;
 - ? use engineering controls;
 - ? use of safer work systems, such as awareness means (lights, signage, beepers, etc.);
 - ? provide administrative controls, such as training and procedures; and
 - ? provide personal protective equipment, including measures to ensure its appropriate use and maintenance.
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Competence and training

- ? The organization shall establish and maintain a procedure to:
- ? define the competence requirements for workers;
- ? ensure that workers are competent to carry out all aspects of their duties and responsibilities including standard safe operating procedures; and
- ? ensure that workers are aware of
- ? applicable OHSMS requirements,
- ? their OHS rights and responsibilities under legal requirements and other requirements,
- ? the importance of compliance with the OHS Policy, applicable procedures and legal requirements and other requirements, and
- ? the potential consequences of non-compliance.

Audits

- ? The purpose of an audit is to:
 - ? determine whether the implemented OHSMS elements or a subset of these are:
 - ? effective in meeting the organization's OHS policy, objectives and targets;
 - ? effective in promoting the participation of workers and worker representatives and
 - ? in compliance with the requirements of this Standard;
 - ? respond to the results of OHS performance evaluations and previous audits;
 - ? enable the organization to determine compliance with OHS legal requirements and other requirements; and
 - ? promote the goals of continual improvement and use of OHS best practices
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AUDITS *continued*

- ? The organization shall:
 - ? a) establish and maintain an audit program which includes designation of auditor competency, the audit scope, the frequency of audits, and audit methodology and reporting;
 - ? b) conduct periodic audits to determine whether the OHSMS and its elements are in place, adequate, and effective in protecting the health and safety of workers and preventing injury and illness; and
 - ? c) ensure that all of the elements in the organization's OHSMS are audited within a defined frequency.
 - ? ***In general, all elements in the organization's OHSMS should be audited annually.***
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OHSMSA TOOL

- ? Occupational Health & Safety Management Systems can be useful.
 - ? They can also be a placebo and as a result very ineffective if not used in the manner for which they were developed.
 - ? They are a tool for companies to use to help them develop a health and safety culture in the workplace.
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