

THE SAFETY NET

ONLINE SAFETY TRAINING NETWORK

KEEPING ALBERTANS SAFE

Improving safety in the
pressure vessel industry via
online learning

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SHATTERING SAFETY RECORDS

Geotech Drilling Services Ltd.
reveals its keys to success

BREAKING RIBS AND SAVING LIVES

OVERCOMING OBSTACLES

in safety training PAGE 27

AWARD
FOR EXCELLENCE
IN SAFETY PRACTICES



Deadline for nominations: June 1, 2012



AWARD FOR EXCELLENCE IN SAFETY PRACTICES

The Award for Excellence in Safety Practices, to be presented in the fall of 2012, is an annual award that recognizes Canadian companies that demonstrate exceptional leadership in safety standards, training, and management throughout the year. Award-winning companies are known for having industry leading strategies that promote a positive attitude towards safety.

Nominate a company based on the following criteria:

- High safety standards and detailed protocols.
- Effective strategies for encouraging safe attitudes and behaviours.
- A safety culture that permeates every level of the organization.
- Clear safety goals that are set, achieved, and celebrated upon success.

One winner and five honourable mentions will be chosen by votes from SafetyNET partners and will receive recognition in the next issue of The SafetyNET magazine.

Nominate a deserving company today at:
www.thesafetynetwork.ca/award



photo: Vincent Chia

KEEPING ALBERTANS SAFE

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ABSA explains how transitioning to online learning will increase safety and protect Albertans from potential industrial accidents involving pressure equipment.

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By Carmen Delisle

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What is the **SafetyNET**?

Every day people go online to make more effective use of their time and money. Being able to perform tasks at our own pace, in our own homes and on our own schedule has come to be expected. The ability to access safety training online is no exception; thus The SafetyNET was born. The SafetyNET is a network of safety training companies from across North America that are developing and delivering their industry recognized training courses online. By joining the network, companies can access the course library created by all SafetyNET partners. Together, partner companies are building what will soon be the most comprehensive library of online safety training courses available on the net.

In this issue of The SafetyNET magazine you will find profiles of our newest network partners whose expertise lies in the fields of first aid, electrical safety, transportation, orientation training, and more. This issue also presents valuable tips for keeping workers safe by sharing fire extinguisher maintenance guidelines (p.32) and providing a checklist of essential items to be included in every company vehicle emergency road kit (p.8).

Additionally you'll find features on companies that are achieving great success in safety. Pajak Engineering Ltd. (p.16) is looking to set a new standard in its industry through online safety training while Geotech Drilling Services Ltd. (p.12) is setting new safety records through behaviour based training. Through eLearning, ABSA (p.18) will be connecting to local and international clients to ensure the safety of Albertans through the safe design, maintenance, and operation of boilers throughout the province.

As the success stories accumulate, we invite any organization with an interest in online learning, whether it's in developing their own courses or simply making The SafetyNET course library available to their employees and clients, to contact us to discuss becoming a SafetyNET partner.

We look forward to hearing from you and hope you enjoy this edition of The SafetyNET.

Sincerely,
Carmen DeLisle



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INTER PROVINCIAL SAFETY RESOURCES LTD.

SAVING LIVES THROUGH TRAINING

Inter Provincial Safety Resources Ltd. (IPSR), based in Calgary, Alberta, has been providing government approved first aid training since 1991. Martin Lesperance, IPSR founder and owner, draws upon his 25 years of experience as a firefighter and paramedic to ensure that IPSR's first aid courses are relevant, informative, comprehensive, and entertaining.

As the provider of Global Training Centre's first aid programs since the start of Global's popular Safety 2000 programs, IPSR provides first aid instruction to most of the major players in Alberta's oil and gas industry. The realistic scenarios enacted at the Global Training Centre have been the topic of conversation in the safety training industry for years.

New for 2011, IPSR is combining online theory with practical training to produce a blended learning program for first aid in Alberta. This innovative approach will not only save companies money and reduce scheduling problems, but will also improve retention because of its self-paced delivery and high entertainment value.

For more information about this upcoming course, contact:

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ONLINE COURSES

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ALBERTA STANDARD FIRST AID*

This course covers information needed to respond to emergency situations either on the job or at home.

*Blended learning - Online theory combined with hands-on training

Driver Training Is **Not** Cost Effective

Training a driver to conduct a thorough vehicle inspection is not considered cost-effective because drivers seldom actually do an inspection anyway. Why waste money training drivers to complete a task if we have no expectation that they will actually do it?

A distinct polarization occurs whenever the issue of drivers doing inspections comes up. One group feels that drivers should be doing effective inspections. Another group is of the firm conviction that it is the company's responsibility to ensure vehicles are safe.

Does your company culture support the position that the driver should not be expected to go under the vehicle to conduct an effective inspection? Check with your legal department for their opinion on liability issues. There are standards in place that require the driver to ensure the vehicle is safe to operate by inspecting critical components. Employers who do not train and expect their drivers to conduct effective inspections that include going under the vehicle could be "grossly negligent."

While most drivers won't be able to detect the technical defects, we should be demanding that they find the obvious defects. Vehicles are placed out of service daily for things like broken springs, missing brake linings, major air leaks, cracked frames, loose wheels, flat tires, or worn steering.

Corporate culture is the problem, not whether the driver is, or should be, capable of conducting an effective inspection. Companies often tell me that they are afraid drivers will quit if they are required to do an effective inspection. Drivers that have a sense of responsibility and professionalism will, to the best of their ability, ensure the vehicle they operate is safe to be on the road. The rest of the drivers have a number of explanations for not doing an inspection (I am not a licensed mechanic; the company doesn't pay me to do an inspection; it just came out of the shop). The condition of the vehicle usually reflects that attitude.

We have sunk to a level of "Normalization of Deviation;" we have settled for deviating from taking responsibility for the vehicle we are operating and conducting effective inspections for so long that it has now become normal not to expect it. Conducting effective vehicle trip inspections is cost effective as it reduces breakdowns, downtime, enforcement actions, and delayed delivery times. And every once in a while it might save a life. If we want training drivers to be cost effective, we have to expect them to inspect their vehicles.

Doug Fulgham

CayCan Safety Consulting Ltd.
www.caycan.ca



As Hydraulic Technology Evolves, **So Does Hydraulic Safety**

People have used hydraulic energy technology for hundreds of years. Hydraulics is simply defined as the control of fluid in a confined space used for power transmission. As advancements in hydraulics technology have progressed, new hazards have also evolved. The list of hazards that exist with energy and power is extensive, and each technological advancement adds to that list. Hydraulic energy has been a cause of death, injury, property damage, and environmental damage throughout all industries.

In the employer-employee relationship it is everyone's right and duty to be aware of hydraulic hazards and to spread the knowledge of their existence. With the advantage of having access to global information, the incidents involving hydraulic energy are now not so isolated as reports of hydraulic related incidents can be easily found. This wealth of information on hydraulic incidents has substantiated a need for hydraulic safety training, and this need is beginning to be met, with safety training courses continuously evolving to assist both employers and employees with awareness and compliance.

Colin Bonner

Hydraulic Safety Authority of Canada Inc.
www.hsac.ca



TRAINING AND TECHNICAL SOLUTIONS

With over 30 years of experience, A&E Training and Technical Solutions specializes in providing training and consulting services to industrial users and producers of electricity including electrical utilities, power generation facilities, and manufacturing operations. To meet the needs of its clients, A&E draws on its team members' wide range of expertise in the electrical and mechanical industries to provide electrical program and project management consulting services, conduct power system studies, and offer technical solution services.

Program and Project Management Consulting

A&E provides expert staff that can assist clients with all phases of a project. From the initial idea to testing the completed project, its team is equipped to handle and assist with all types of electrical projects and programs.

Power System Studies

A&E's experienced staff of certified technicians and professional engineers can provide clients with a detailed analysis of their power system to ensure worker safety and that *CSA Z462 Workplace Electrical Safety* requirements are met. A&E's system studies take

an analytical approach to arc flash hazard mitigation while ensuring that clients' power systems are installed, maintained, and operating safely.

Technical Solutions

A&E's wide range of experts in the electrical and mechanical industry provide clients with economical solutions when a power system is not meeting expectations.

To complement its current service offering, A&E Training and Technical Solutions now provides online courses on many health and safety related topics. It has developed courses on Electrical Safety as well as Arc Flash Awareness, which are sanctioned by the Engineering Institute of Canada and qualify for continuing education unit credits. For more information about its online courses and associated credits, contact:

A&E Training and Technical Solutions
www.aets.ca
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ONLINE COURSES

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ARC FLASH AWARENESS

This course helps individuals understand the dangers of electricity from a shock and arc flash protection point of view.



ELECTRICAL SAFETY TRAINING

This course covers the basics of electrical safety and helps individuals understand the associated dangers.

ENSURING YOUR COMPANY VEHICLES ARE PREPARED FOR WINTER DRIVING

Most Canadian drivers are well aware of the potential dangers of winter driving and therefore have stocked their vehicles with supplies to help them manage emergencies. But are their company vehicles as equally prepared? Ensuring that work vehicles have the necessary tools to handle a winter emergency is important. The following items are the essentials for any winter driving kit.

THE BASICS

☐ First Aid kit ☐ Flares ☐ Booster cables ☐ Shovel ☐ Sandbag ☐ Whistle ☐ Snowbrush

KEEP WELL

- ☐ **Snack Food:** There is no need to carry food for a week, but high-protein snacks will keep energy and morale up for anyone stuck in the vehicle for a period of time.
- ☐ **Water:** Keep water in bottles that won't break if frozen.
- ☐ **Flashlight with extra batteries:** Using the interior light will drain the vehicle battery.

KEEP WARM

- ☐ **Emergency blankets:** Include more than one in case there are passengers in the vehicle.
- ☐ **Toques:** An estimated 30-40% of body heat is lost through the head. The driver and passengers may not have left home wearing one.
- ☐ **Candles, matches, and a tin can:** Together, these items create a small heater should the vehicle be inoperable.

A MOBILE PHONE

While most drivers will have their own mobile device, perhaps even a company one, their phone may not be fully charged or accessible. Keeping a low-cost cell phone (with pre-paid minutes) in the glove box can link the driver to a supervisor and family should he or she get stuck in a blizzard.

WHERE TO STORE IT?

Depending on the situation, it's not guaranteed that the driver will be able to leave the vehicle to retrieve an emergency kit. Keep the kit in the cab of the vehicle where it can be easily reached in any emergency.



Access the people required to support your health and safety needs.

Whether you're looking for a short-term resource or a long-term consultant, Canadian Professional and Industrial Training can provide the expertise you require to assist with your health and safety needs.

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www.cpit.ca
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the **TRUTH ABOUT CPR**

Breaking ribs and saving lives



Without a doubt, the ability to save lives through CPR is contingent on the training received. Morgan Douziech, founder and president of Specialized Emergency Training states, "As paramedics interact with the public, it's obvious that if more people learned real CPR, more people would be alive today. Unfortunately, many people learn these life-saving skills from instructors who lack real-life experience."

Speaking from his personal experience as a primary care paramedic, Morgan Douziech elaborates, "When you perform proper CPR (cardiopulmonary resuscitation) on both children and adults, you should expect to break ribs. If a responder fails to break ribs in the chest, he or she will not have the flexibility needed to compress the heart. Without proper compressions, the heart will not fill with blood and circulate to keep the brain and other vital organs alive." Douziech has yet to meet someone saved by CPR who has complained about broken ribs.

"But CPR changes all the time, and I can't remember how to do it." This is probably the most common statement Douziech hears in class. "This is



"When emergency strikes, **stress** goes up and **intelligence** goes down."

frightening because when emergency strikes, two things happen: Stress goes up and intelligence goes down."

Spoken by someone who has performed CPR on many people, Morgan Douziech says: "Proper chest compressions, started immediately, is the difference when it comes to saving lives. Easier to remember CPR guidelines are rolling out this year—this would be a great time to refresh your skills." ◀

Visit www.emergtraining.com for more information about Specialized Emergency Training and its services.

Be Prepared

Know how to operate the speaker phone on mobile devices

For those who do not know or cannot remember how to properly perform CPR in an emergency situation, a 911 dispatcher can coach them through the process. Knowing how to put a cell phone on speaker-mode, however, is key so that both hands are available when emergency strikes.



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POSITIVITY IN BEHAVIOUR BASED TRAINING

Geotech Drilling Services Ltd. shatters records by
making safety personal

By: Erinne Sevigny

“**Behaviour based safety** is a program that enables our employees, and us as the employer, to **work together** in a positive and safe environment.”



it by ensuring that the cup is on a steady surface or by pouring slowly. It's a simple and mundane example, but the point is to make safety obvious.

'Planned Job Observation' is yet another strategy to promote safe practices. Employees are periodically observed on the job to ensure they are performing their duties safely. Once complete, the result is a document that Zurowski uses, of course to correct behaviours, but also to find the positives in how workers carried out their tasks. "[The planned job observation]

"Have a safe day!" This is how front-end staff at Geotech Drilling send off employees from their offices for the day.

A portrait of a woman with long dark hair, smiling, wearing a black button-down shirt with a 'Worship' logo on the left chest. She is standing in front of a wooden wall with a red fire extinguisher visible on the left.

With over a thousand days without a lost time incident, one might wonder how Geotech is achieving such impressive statistics and how it correlates to injury reporting; however, Zurowski responds confidently: "We encourage reporting because we cannot continue to improve our safety without learning from past incidents." Below the tracker are online

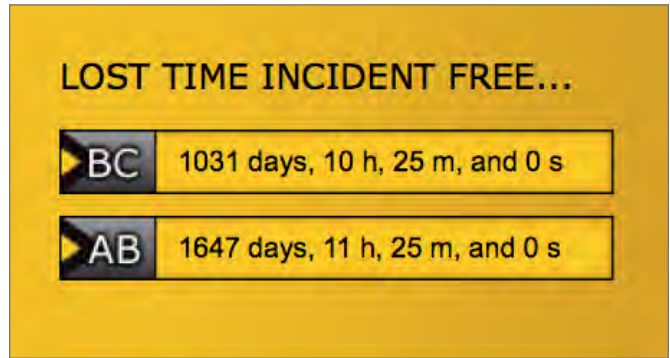


Establishing routines that reinforce prudent behaviour is another tactic used to form a habit of safety. One such routine is the Last-Minute Risk Assessment (LMRA), a mental review to identify hazards. Zurowski uses the example of a cup of coffee. By mentally acknowledging that pouring a cup of coffee could lead to, say, a potential burn, a person's behaviour is modified: they will take extra caution while filling their cup, be

forms to report incidents or even near misses so that safety issues can be addressed promptly.

“We encourage reporting because we **cannot continue** to improve our safety without **learning** from **past incidents**.”

Yet, should an employee get injured on the job, the clock doesn't automatically stop. To prevent lost time, workers are offered modified work duties, sometimes even in the office. “We attempt to accommodate around an injured worker's capabilities by providing meaningful work so they are contributing successfully. We find it important for any injured employees to be engaged so they continue to contribute to the team... Keeping them involved in the workplace ensures this.”



“We want to make safety personal,” says Zurowski. With behaviour based training, keeping safety as a positive and rewarding experience reinforces safety as the first thought in every situation. “We want our workers to see safety as a way of life and not [just] procedures that need to be followed at work.” And indeed, whether on the job or simply putting up Christmas lights around the house, safety has become a habit that follows Geotech workers home. ◀

Canadian Industrial & Construction Training Inc.

For more than 11 years, Canadian Industrial & Construction Training has been providing an extensive array of training programs to fulfill its clients' training needs. CICT provides training and consultation to a wide range of mining, construction, and petroleum based companies. As specialists in the field, CICT provides qualified and experienced instructors and consultants who possess extensive hands-on experience.

CICT is committed to providing quality training and consulting that promotes safe work practices and assists clients in eliminating incidents on their worksites. CICT is dedicated to assisting clients in understanding the potential for workplace hazards and managing these hazards to create a safer, healthier, and more productive workforce.

A comprehensive list of online courses available for purchase through CICT can be viewed at www.cict.ca.

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FROM **SAFETY** TO
LEADERSHIP

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THINKING DRIVER

IT'S ALL ABOUT ATTITUDE!



Thinking Driver, founded by Spencer McDonald, has been providing corporate driver safety training and consulting services across North America since 2001. Well-known and respected, Thinking Driver has a long list of clients including major utility and oil & gas companies, construction and manufacturing firms, as well as government agencies.

Setting it apart from other driver training organizations, Thinking Driver's courses speak to the important topic of driver attitude which is often inadequately addressed in driver training programs. Realizing that from time to time good drivers might take unacceptable risks while knowing that their actions could be unsafe, Thinking Driver's courses proactively seek to improve driver attitude and knowledge in order to minimize potential injuries.

To fulfill its clients' needs, Thinking Driver now offers some of its popular driver training courses online. These courses combine the extensive experience of the company's team of professional drivers with real-world practical techniques and top-quality videos to improve driver safety.



*Thinking
Driver*

For more information about Thinking Driver's online driver training courses, contact:

Thinking Driver
www.thinkingdriver.com
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ONLINE COURSES

CURRENTLY AVAILABLE



WINTER DRIVING FUNDAMENTALS

The Winter Driving Fundamentals course explores the main risks associated with winter driving and offers simple solutions on how to reduce those risks.



BACKING FUNDAMENTALS

The Backing Fundamentals course explores the main risks associated with backing up a vehicle. Learn the seven fundamentals of preventing backing incidents.

Becoming the Standard through Online Training

Pajak Engineering Ltd. steps ahead of the curve

By: Erinne Sevigny

In an ongoing effort to provide added value to the consultants and client companies they serve, Pajak President Mickey Sutherland and the Pajak management team sought a method to remotely train Pajak consultants. Travel costs, scheduling, downtime, and instructor costs made training sessions a once-a-year, spring breakup event. Now, online sessions enable any consultant to train throughout the calendar year.

Founded in 1966, Pajak provides engineering, project management, and well-site supervisory services to the oil and gas industry. With a portfolio of domestic and international clients, Pajak has consultants working in over 19 countries worldwide.

"We see [online training] as a great opportunity to take advantage of technology," says Stephen Andrade, HSE & Compliance Manager. The decision to begin moving some of its training online was fast, the initiative being one that executives at Pajak see tremendous value in. Senior Business Development Consultant Barry Rookes agrees. "We see that we can stand ourselves apart from our competitors in our industry."

Promoting Individual Growth

Regardless of location, Pajak consultants will have improved access to the training they need by being able to complete it online. Along with Pajak's own eLearning courses, its consultants will also have access to a library of other courses from companies in the online training network.

The convenience of online training eliminates scheduling constraints as courses can be completed in evenings and on weekends, or even during downtime on the way to a job site, leaving consultants with fewer obstacles preventing them from taking additional, non-mandatory training.

"It's not just collecting a bunch of tickets, but actually good learning... From a curiosity standpoint, all of a sudden we have individuals that have [increased] understanding, and that makes them more marketable and more competent... [It] encourages their personal growth," says Rookes. In this way, eLearning becomes an opportunity to expand knowledge and expertise and also acts as a recruitment tool for Pajak.

Solidifying Personnel Credibility

eLearning courses allow Pajak to track their consultants' training results and thus have a better understanding of where each individual's strengths lie. Pajak will be able to provide



clients with competent consultants, and "we can provide the right individual to the right task," explains Andrade.

Confirmation of a consultant's competency via comprehensive web reports will offer a measure of comfort to its clients. Rookes compares it to hiring a painter for your home. "They [say] they're a painter and they have experience. You trust them in doing a good job, but you'd like to know a little more about what credentials they do bring." Rookes believes that clients will use Pajak consultants because their competency is documented. "They don't just have to take our word for it that we're good painters."

Becoming the Standard

Pajak's first internal orientation eLearning course is set to be released before the end of 2011. Andrade foresees its course library expanding significantly in the near future and made available not only to its consultants, but to external clients to purchase as well. "We'd love to get to a point where a 'Pajak certified, trained consultant' really means something in our industry, and our clients and competitors want to send their people to us for the training that we provide."

With online training, Pajak is making a substantial investment in its consultants, and by doing such is moving itself into a position where its training becomes the standard in the oil and gas industry. "We're all really excited about using this [online] system," says Andrade. "We want to be ahead of the curve, and we believe our contractors will benefit from that." ◀

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KEEPING ALBERTANS SAFE

from
pressure
vessel
dangers

Article by: Erinne Seigny
Photos by: Vincent Chia



The Alberta Boilers Safety Association (ABSA), the pressure equipment safety authority in the province, has been working with owners, fabricators, operators, manufacturers, and many others interested in pressure equipment safety. Looking to reach a greater number of clients who design and fabricate pressure equipment that will be operated in Alberta, ABSA is trying a new approach in continuing education and training by means of eLearning.



Dangers and Disasters of Pressurized Vessels

The potential energy can be very significant in both large and small vessels. Pressurized vessels vary in size, and the pressure stored inside can range from a few pounds (kPa/psi) to thousands of pounds. ABSA follows a stringent code of construction in the design review, conducts routine inspections, and promotes good preventative maintenance. "This will keep the energy where we want it, and that is in the vessel. It is unfortunate that this stored energy has, in the past, been accidentally released. It serves as a reminder of the importance of safety in all stages of the life of a pressure vessel," says Siggers.



photo provided by ABSA

In 1982, an explosion at a plant near Edmonton, Alberta left pieces of the structure scattered across a highway and was felt more than 30 kilometers away. In another incident at a technical college in Canada, a boiler exploded and shot itself through floors and ceilings, eventually landing in the school's parking lot. Thankfully, in this case, there were no fatalities, "but this opens our eyes to the damage that can be caused with the accidental release of stored energy."

A sudden release of energy is not the only hazard from pressure equipment. A small crack or pin-hole leak in a high pressure steam pipe can cut through metal like a laser, damaging nearby equipment and injuring employees.

Accidents have occurred world-wide; however, Bruce McWhirter, resident engineer at ABSA states, "We have an enviable safety record in Alberta."

In 1995, ABSA was delegated by the Government of Alberta as the organization responsible for the administration and delivery of all safety programs related to boilers and pressure vessels under the *Safety Codes Act*. ABSA is a not-for-profit organization that is responsible to the Minister of Municipal Affairs.

Protecting Communities

Due in large part to the abundance of natural resources, Alberta has the largest density of pressure vessels per capita anywhere in Canada. In dealing with such a large amount of equipment, ABSA and their concerned parties work together to keep pressure equipment operating safely so that energy will not be released triggering accidents of potentially catastrophic proportions. To achieve this, ABSA reviews the designs of pressure equipment to ensure it is built to code, and works with all manufacturers, fabricators, operators, and any other users of pressure equipment.



"Unless you live in the pressure world, you may not realize that pressure equipment is operating safely all around you and **sometimes you take it for granted."**

—John Siggers, *Training Coordinator.*



"If you don't design it right, build it right, and operate it right, then it's not going to be safe."

—Bruce McWhirter, *resident engineer.*

John Siggers, ABSA's Training Coordinator, explains: "It's right from the ground up (the birth of the vessel). Once a person decides to build a pressure vessel, he or she has to get the design registered with ABSA. We then bring people in to review its construction to code and, once it is in operation, we work with the owners to assure proper inspections and operation of the vessels."

There are several different types of inspections, approvals, and certifications when it comes to pressure equipment. To assist in the inspections, ABSA issues certificates of competency to both in-service pressure equipment inspectors and some pressure equipment operators. "To summarize (everything that we do), there's one thing that stands out: it's safety," says Siggers.



photo provided by ABSA

"An accidental rupture could be catastrophic."

Any vessel that is imported or built in the province must first have its design registered by ABSA. In this way, ABSA is an essential element of Alberta business operations for many industries whose functioning relies on pressure vessels.

A First Step with eLearning

The first course ABSA is developing for online delivery will be the Design Registration course. A complete and correct design is the first way to ensure a safe piece of equipment. On the same token, properly made designs must also be properly submitted; there is no margin of error when it comes to registering designs for a safe apparatus.

Until now, educating people to submit their designs correctly has been difficult. Unfortunately, this lack of knowledge could mean a lot of back and forth between ABSA and its clients. Mistakes in a design submission to ABSA can result in long delays before a design is finally registered. "When you're talking about that in a chemical plant or oil refinery, just imagine the dollars!" says Siggers.

In some cases a company might build a vessel while still in the process of submitting the design to ABSA, but this could be problematic should the design not get approved. Siggers compares the progression to building a house. "Say you hire a carpenter to build a house and you've never seen the plans, but you've got specifics on your wants and needs, on the things that you feel are necessities... If he builds the house and says 'This is your house,' and you look at it and say, 'Hang on a second, where's the front door? Where are the windows?' you're going to reject it. You're not going to pay for that house. It's not usable."

ABSA currently offers an in-class session that runs approximately six times a year. With the volume of equipment needed in the province and the number of people building vessels, it would be valuable for all persons (for example: engineers, designers, owners) to take the training before the designs are submitted. eLearning will open up more training sessions for all persons who are involved with the design of pressure equipment.

ABSA has had requests to bring educators and equipment overseas to instruct the design registration course. "Now there's a group that [will benefit from] eLearning," says McWhirter. By putting the course online, ABSA is making it easier for international manufacturers to obtain the information they need to get their designs approved and



—Gordon Campbell, *general manager at ABSA.*

registered the first time they are submitted. “If we can get people to do it right, it makes our job easier, but it also makes their job easier.”

Design Registration will be developed into an online course over the next year. The course will be in English, though Siggers says that ABSA is open to the possibility of translating the course into other languages.

Narrowing in on Needs

ABSA intends to make many of its other courses available through online delivery. After receiving feedback from its classroom based sessions, Siggers realized that in some cases while one group of participants from a class found certain sections of a course useful, another group of the same class found the same sections irrelevant and vice versa. By breaking down ABSA's courses into smaller, more specialized components that can be taken online, participants are able to streamline their training and avoid wasting time covering topics that are not useful to their specific needs.

“We recognize that there are other companies out there that have been using eLearning for a number of years and that have been very successful with it,” says Siggers. ABSA is looking to follow suit by making eLearning commonplace within Alberta's boiler and pressure vessel industry. Safety will continue to improve as eLearning makes the training accessible to more and more people.

Thus far, ABSA is proud of the safety that has been built into the pressure equipment industry, particularly when it comes to design registration. Online training will make ABSA's clients easier to reach, whether they are in a busy refinery just up the highway or in an office overseas. “It's not something we're required to do, but we want to do it,” says Siggers.

As always, the benefit of better education is a better and safer product, and this could not be more significant in any other province in Canada. “Going into eLearning, there is a [single] reason for it, and the reason for it is to improve pressure equipment safety. That's our goal.” ◀



ABSA and Alberta History

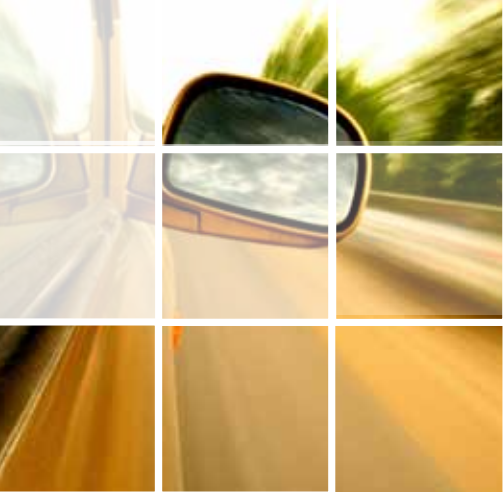
In many towns and museums, historical steam traction engines that were once pertinent to progress in the prairies are being displayed and, at times, even driven. Before these classic engines can be operated they need to be inspected for pressure vessel integrity.

The evolution of boilers and pressure vessels is an integral part of Alberta's history. “[Inspecting historical pieces] is not a big part of our job at ABSA, but those things are particularly important to us. It's important that when they go into operation, that they are operated safely,” says McWhirter.

“As time goes on, you'll see fewer and fewer [steam tractors] operating, but never let us forget where steam power had its beginning.”

—John Siggers, *Training Coordinator.*

The Reynolds Alberta Museum has graciously provided ABSA with a retired steam tractor for long-term display at ABSA's Edmonton location to recognize contributions steam power has made to Alberta's growth over the past hundred years.



MEDEA & ASSOCIATES

Virtual Tranquilizer®

Medea & Associates Inc., creators of the Virtual Tranquilizer® program, aim to help workers and drivers understand how stress can affect their performance and lead to accidents and injuries.

The American Institute of Stress estimates that 60-80% of all industrial accidents are related to worker stress. When distracted, workers or drivers may make judgment errors or mistakes that can be dangerous to themselves or others. Drivers may act impulsively or back into equipment as if they had forgotten it was there. Workers may fumble with dangerous chemicals or act without considering the consequences on their health and safety. These are not just signs of carelessness; these are signs of mental impairment caused by stress.

Fighting stress and distraction at work:

*Know the dangers. Spot the symptoms.
Clear your head.*

Virtual Tranquilizer® online courses teach drivers and workers how to recognize when their brains are not functioning normally.



They will learn to:

- Notice when stress or frustration has clouded their thinking.
- Be cognizant of common dangers such as small motor impairment or loss of peripheral vision.
- Use practical techniques to clear their heads and regain focus and control.

Virtual Tranquilizer® programs have been produced for the American Bar Association, the Illinois National Guard, and the Illinois Department of Administrative Law Judges.

ONLINE COURSES

COMING SOON



THE EFFECTS OF STRESS IN INDUSTRY The Virtual Tranquilizer® for Workers

Stress and frustration lead to accidents and injuries. Learn the five signs that one's thinking is impaired and five ways to regain clear thinking.



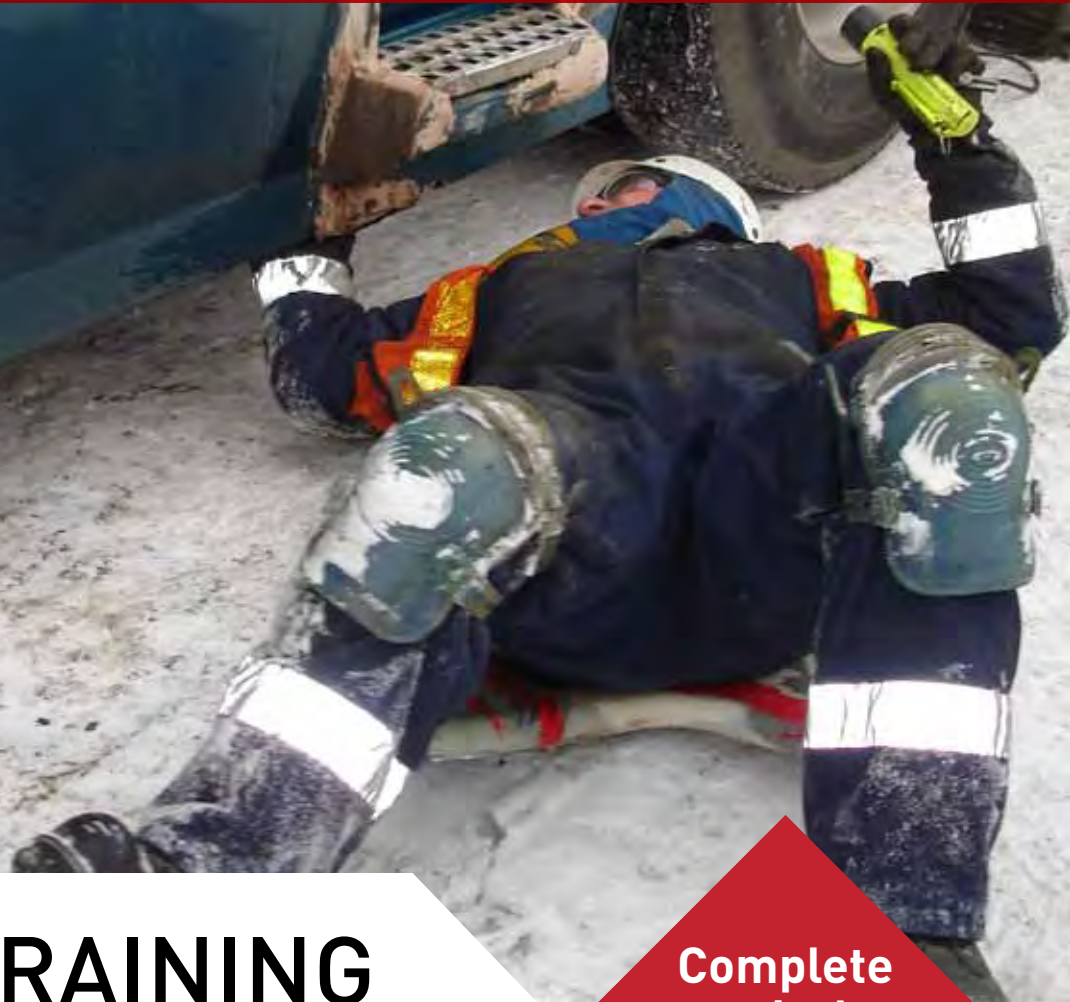
THE EFFECTS OF STRESS ON DRIVING The Virtual Tranquilizer® for Drivers

Specifically for drivers, this course identifies tell-tale signs of road stress and provides effective strategies for clearing one's head and arriving at destinations safely.

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IMPACT Orientations Inc. specializes in developing basic hazard awareness orientation training programs for operations personnel, supervisors, administrative workers, and contractors. IMPACT's orientation training serves every industry and allows workers to complete their training in the office or in the field. The goal of this training is to raise worker awareness of their individual responsibilities in the workplace and increase their ability to recognize hazards and to work safely for themselves and their co-workers.

Industrial Safety Training System

IMPACT Orientations offers a new and innovative digital based orientation awareness training program for all positions within an organization. ISTS assists clients with meeting Occupational Health & Safety legislation as well as Certificate of Recognition (COR) audit standards. This training awareness program also meets IRP16, common prequalification registries, and site access requirements. ISTS is reliable and has proven to be the most cost effective and consistent method of orientation training today.

Ongoing Quality Assurance

IMPACT Orientations utilizes a dynamic framework whereby its content is reviewed and updated on an ongoing basis by a technical advisory board. The board consists of professionals with extensive knowledge of health and safety, risk analysis, human resources, legislation, COR, auditing, incident investigating, and IT. IMPACT's technical advisory board determines required updates to the orientation content based on COR audit protocols, legislative changes, significant incidents, industry requirements, and input from employers, certified orientation instructors, and workers.

Worker Orientation Training **IMPACTS** Everyone's Safety

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- Workplace Hazards
- Personal Protective Equipment
- Personal Physical Care
- Equipment Hazards
- Operational Hazards
- Excavating and Trenching
- Confined Space
- Chemical Hazards
- Biological Hazards
- Emergency Response
- WHMIS
- TDG



For more information on this upcoming online course, contact:

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 1-888-554-0080

ONLINE COURSES

COMING SOON



INDUSTRIAL SAFETY TRAINING SYSTEM

This course covers basic hazard awareness and legislative responsibilities including inspections and hazard assessments, WHMIS, the need for an MSDS for any controlled product, and the requirement for reporting incidents, injuries and near misses.



VERTICAL AND CONFINED ACCESS SPECIALISTS

MISAFETY is a safety training and consulting company comprised of technical experts in the fields of fall protection, fall rescue, and confined space entry & rescue. Applying its in-depth knowledge and expertise of these fields, MISAFETY's services include OSSA fall protection, confined space entry, and confined space monitor training, as well as fall protection system installation, on-site rescue services, and rope access.

MISAFETY's objective is to set the standard for professionalism in the provision of fall protection and confined space related safety services.

To learn more about its current and upcoming online courses, contact:



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Navigating through the maze of safety-related legislative requirements and client requests can be confusing and time consuming for small business owners. Without resources for full-time safety staff, the growing demands placed on these businesses can be overwhelming.

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Sotera Safety is excited to be offering online safety training courses. More information is available by contacting them at:

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eLearning now available!





The eLearning MOVEMENT

Effective safety training for employees

By: Robert Day

Society, in general, has turned to the internet to improve and simplify quality of life in a variety of ways. Be it purchasing event tickets without having to wait in line, connecting with people where it would normally be impossible to meet face-to-face, or getting news that is up-to-the-minute, each process has been improved by going online.

Safety training is no exception. Not only is online safety training making more effective use of resources (time and money), it also allows individuals to set the pace for their learning which helps to improve comprehension.

Traditional classroom training procedures all too frequently fall under one of the two following categories.

The Dull Routine

Robot-like instructors at busy safety training facilities deliver training material repetitively. The familiarity of repeated

content often results in a monotone, memorized delivery. The constraints of the course plan and restricted timelines limit success. As well, classrooms are often filled with disengaged workers who have attended similar courses numerous times due to various client-site training requirements. This unfortunate process is in desperate need of attention.

The Juggling Act

More common in small organizations, training duties are frequently managed by internal personnel with numerous job functions and pressures. The result is training personnel who have little practice and experience in delivering effective training due to their concurrent duties. All of this results in a half-hearted training experience where slides or pages are read aloud and questions from employees are deferred to their supervisors (assuming the question is remembered when the employee arrives at the job site).

Occupational Health & Safety legislation requires the employer to ensure personnel have the required information to work safely, to understand and respond to the hazards they are exposed to, and to perform a safe evacuation when necessary. Unfortunately this has been interpreted by many as a requirement to expose personnel to training content for a given period of time without consideration of individual learning needs and comprehension.

The courts have echoed this in cases where the defense established that the written content was extensive and orientations conducted, but in the end, the process to convey the required information was lacking, comprehension was not verified, and training was not maintained.

Why best-in-class online training is the most effective:

- 1) Without the pressure of a classroom setting where they may feel judged for the questions they ask or any additional time they require, individuals learn at their own pace.
- 2) Accessible at any time and from any location, the requirement to miss work or be away from family to attend a course is removed and allows training and retraining to complement onboarding and operational processes.
- 3) Frequent comprehension-checks can solidify a learner's understanding.
- 4) Online training includes digital media (video, audio, pictures) that explain and clarify scenario-based training where a written or oral explanation may not be adequate.

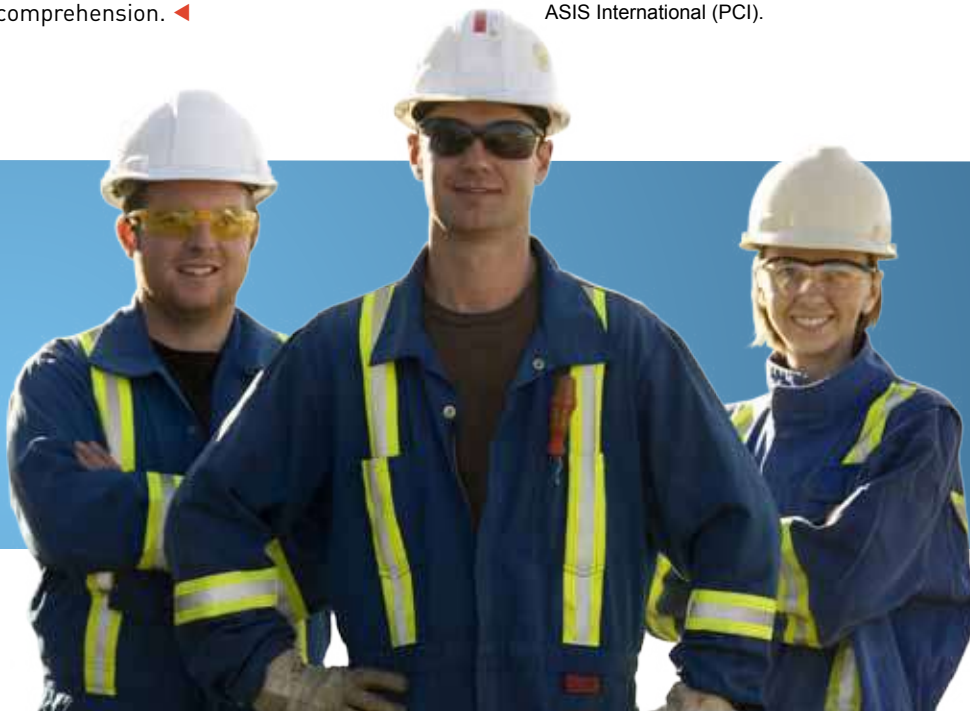


So, is there a way of providing training that moves at the pace of the student, confirms individual comprehension of key points, and is just as good on the first day of training as it is a year later? Simply put, yes.

Online training, when professionally designed, includes subject matter experts in the development and determination of content, videos, narration, pictures, questions, and exercises. Professionally produced and designed training focuses on ensuring worker comprehension and allows a consistent level of training as long as it is being conducted.

Any form of practical or online training will benefit an employee. However, at the pace of today's society, online training is the most cost and time effective, and the most flexible approach toward individual training, while ensuring better employee comprehension. ◀

Robert Day is the Director of Technical Services with PICS, a renowned contractor prequalification company that is the global standard in the Chemical, Oil & Gas, Power, Construction, Mining and Manufacturing industries. Mr. Day's working experiences range from technical health and safety auditing, HAZMAT instruction, security assessments, facility licensing, critical incident investigations to legislative interpretation and advocacy. He currently holds the designations of Fire Engineering Technician, Certified Safety Professional (CSP), Graduate Member of the Institution of Occupational Safety and Health (Grad IOSH), Chartered Professional Member of the Safety Institute of Australia (CPMSIA), Canadian Registered Safety Professional (CRSP), Certified Protection Professional (CPP) and Certified Human Resources Professional (CHRP), as well as being a licensed Investigator certified through the Government of Alberta and ASIS International (PCI).



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Stress Sets the Stage for an Accident

by Andra Medea

An employee is working on Saturday because the company is behind on production. Worried about meeting quota and already exhausted from a long week of overtime, he is trying to wrap up and go home. Hurrying, he drops a tool into a moving machine and immediately grabs for it.

The machine takes his arm off.

The National Institute for Occupational Safety and Health (NIOSH), the research sister agency to The Occupational Safety and Health Association (OSHA), states it is suspected that stress “set(s) the stage” for workplace injuries. In *Industry Week*, Dr. Paul Rosch, president of the American Institute of Stress, estimated that 60-80% of all work-related accidents can be attributed to worker stress.

Under stress, adrenaline floods the brain, which causes the brain to malfunction. This can lead to an accident in any number of ways.



Mind Not on the Job

People are easily distracted when under stress. Rather than thinking about the task at hand, an employee can get caught up thinking about other things; for example, a recent argument with a partner, running late for dinner, or how to pay for a new transmission. Nearly every driver has a story about an accident or near miss due to being upset and thinking about something other than the road.

Clumsiness

Stress affects small muscle coordination. Workers might fumble and drop things like tools or dangerous chemicals. They suddenly get *butterfingers* or become *all thumbs*. If someone is driving or operating machinery, his or her “fine tuning” may be off and powerful machines will magnify initially small errors.

Poor Judgment

Drivers or workers who have caused an accident often ask themselves, “What was I thinking?” Stress disrupts good judgment. Pressured or frustrated employees may get distracted, cut corners, or impulsively take risks they wouldn’t normally consider.

Know the Warning Signs

When stress disrupts the brain, it’s often accompanied by a tell-tale, ‘hassled’ headache. You might recognize it as the way your head feels when you’re running late, worried about bills, or stressed about everything you need to do that day.

Clumsiness is another warning sign. Knocking over coffee, fumbling with pens, or dropping tools can be precursors to more serious incidents.

Everyone has red flags for stress: some outward way of telling when stress has clouded their thinking. Knowing the warning signs can ward off stress overload before it puts people at risk. ◀

Medea & Associates president, Andra Medea, founded the company in 1987. She developed her innovative techniques for dealing with workplace stress while teaching at Northwestern University and the University of Chicago. Medea is the author of *Conflict Unraveled: Fixing problems at work and in families*, which was short-listed as a core book by the American Library Journal. Articles about her techniques have appeared in *Entrepreneur*, *Fortune*, *Fast Company*, *The Washington Post*, and dozens of industry publications. She is also the developer behind the Virtual Tranquilizer® programs.

HRSGROUP INC.

Human Resources Services Group Inc. acts as an extension to its clients' human resource department by providing health and safety training and consulting services, assisting with the development of health and safety policy and procedure manuals, and conducting workplace health and safety assessments.



Health & Safety Training and Consulting

HRSGroup strives to stay current with ever changing legislation in order to bring its clients and their staff the information needed to comply with Occupational Health and Safety Legislation and maintain a healthy and safe workplace.

Policy and Procedure Manuals

Working with their clients' Health and Safety Coordinator, Representative or Joint Health and Safety Committee, HRSGroup's consultants will develop a health and safety policy and procedure manual that meets legislative requirements.

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HRSGroup helps its clients protect their workers by conducting workplace health and safety assessments for the following:

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- Air Quality

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This course provides information about propane handling including propane properties, cylinder types and valves, leak testing, as well as techniques for the proper inspection, installation, and storage of cylinders.



CHAINSAW OPERATOR SAFETY

This course covers important aspects of chainsaw safety including chainsaw parts, inspection and care, PPE, site preparation, grip and stance, as well as felling, bucking, and limbing techniques.

KEEPING WORKERS SAFE FROM FIRE

Fire Extinguisher Inspection and Maintenance

By Erinne Sevigny

Fire extinguishers are a safety tool that we often take for granted. We see them in our buildings and on vehicles and assume they will work when we need them. They might not work, however, if they have not been properly inspected and maintained. A faulty fire extinguisher can result in the loss of revenue and lives.

All fire extinguishers need to be inspected manually or electronically every 30 days. The owner, the owner's designated agent, or the occupant of a property is responsible for the inspection as well as for having any maintenance completed for the fire extinguishers located on their property.

Maintenance must be completed by a certified technician.

Quick Inspections

A "quick inspection" completed every 30 days verifies that the fire extinguisher:

- is in its designated location
- is easily seen and obtainable
- pressure gauge is in the operable range ("in the green") for it to function
- is full

* If a fire extinguisher is located where it is susceptible to damage, it should be inspected more thoroughly and frequently.

Documenting the Inspection

According to the *National Fire Protection Association Standard for Portable Fire Extinguishers (NFPA 10)*, the date the inspection was performed and the initials of

the person performing the inspection must be recorded. If the inspection was completed manually, the record should be kept on a tag or label attached to the fire extinguisher or on an inspection checklist maintained on file. These records must show that inspections have been made for at least the previous 12 months.

Annual Maintenance

If not done after a monthly inspection, maintenance and repairs must be completed once a year or after a hydrostatic test. Stored pressure fire extinguishers should be emptied and undergo maintenance every six years as detailed in the manufacturer's service manual.

Ensuring that fire extinguishers are inspected and maintained according to the requirements laid out in the NFPA standard means that you can be sure your extinguishers are ready to use if they are needed to control and extinguish a small fire. ◀



HYDROSTATIC TESTING

A hydrostatic test means that the pressure of the fire extinguisher shell is tested, usually using water that has been dyed for visibility. The time period between tests depends on the type of extinguisher involved. For example, a carbon dioxide stored fire extinguisher will require retesting every five years whereas a dry chemical stored pressure extinguisher's test interval is every twelve years.

Information from this article was sourced from NFPA 10, Standard for Portable Fire Extinguishers, 2010 Edition and Ed Masson, Manager of Program & Instructor Development for Astec Safety, a safety training company with locations in Lloydminster, Bonnyville, and Provost, Alberta. To learn more about the products and services offered by Astec Safety, visit www.astecsafety.com

ONLINE COURSES



ARC FLASH AWARENESS

This course helps individuals understand the dangers of electricity from a shock and arc flash protection point of view.



ELECTRICAL SAFETY TRAINING

This course covers the basics of electrical safety and helps individuals understand the associated dangers.



BASIC FIRE FIGHTING

This course is designed for individuals who may be required to use a 20 lb. or 30 lb. stored pressure or cartridge operated extinguisher to respond to a small fire.



HAZARD ASSESSMENT

This course helps individuals understand the importance of hazard assessments on the overall performance of health and safety management systems.



WINTER DRIVING FUNDAMENTALS

The Winter Driving Fundamentals course explores the main risks associated with winter driving and offers simple solutions on how to reduce those risks.



BACKING FUNDAMENTALS

The Backing Fundamentals course explores the main risks associated with backing up a vehicle. Learn the seven fundamentals of preventing backing incidents.



HYDRAULIC SAFETY: HIGH RISK MAINTENANCE LEVEL

This course is designed for maintenance personnel engaged in procedures that expose them to hydraulic equipment hazards.



HYDRAULIC SAFETY: EXPOSURE LEVEL

This course is designed to increase awareness of hydraulic hazards in the workplace.



LITHIUM BATTERY

The Lithium Battery Safety course addresses the unique dangers lithium anode batteries present to workers servicing and repairing industrial equipment.



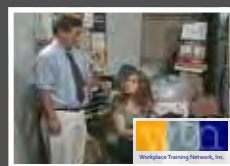
WHMIS

This course provides a comprehensive series of lessons on the essential topics of the Workplace Hazardous Materials Information System.



ALCOHOL AND DRUG AWARENESS

This course helps employees understand why their company prohibits the use of alcohol and drugs at the workplace. It also explains an employee's duty to comply with industry standard policies.



WORKPLACE HARASSMENT: THE REAL DEAL

This course defines harassment & retaliation and explains important aspects of supervisor responsibilities, employee complaint procedures, and legal issues as they relate to these topics.



SEXUAL HARASSMENT PART 1: HOSTILE ENVIRONMENTS

This course helps employees identify hostile environments and understand their legal rights and responsibilities in relation to this form of harassment.



SEXUAL HARASSMENT PART 2: QUID PRO QUO & RETALIATION

This course helps employees identify and respond to quid pro quo and retaliation situations in the workplace.

ONLINE COURSES



ALBERTA STANDARD FIRST AID*

This course covers information needed to respond to emergency situations either on the job or at home.



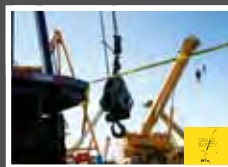
TRANSPORTATION OF DANGEROUS GOODS (TDG)

Designed to teach individuals about Transportation of Dangerous Goods Clear Language Regulations, this course covers regulations for ground transport within Canada.



FALL PROTECTION*

This course is designed for individuals who plan, supervise, or perform work at heights. It covers various aspects of fall protection including selection, inspection, and maintenance of fall protection equipment.



SAFE SLINGING AND RIGGING PRACTICES

This course covers the regulations, practices, and techniques required to safely sling and rig loads.



DRIVERS RESPONSIBLY INSPECTING VEHICLES EVERYTIME (D.R.I.V.E.)

This course teaches drivers how to properly perform required vehicle inspections and what to do in the event that a deficiency is found.



STANDARD FIRST AID, CPR, AND AED*

This course concentrates on CPR skills, controlling bleeding, treating shock, and performing primary and secondary surveys.



INDUSTRIAL SAFETY TRAINING SYSTEM

This course covers basic hazard awareness and legislative responsibilities including inspections and hazard assessments, WHMIS, the need for an MSDS for any controlled product, and the requirement for reporting incidents, injuries and near misses.



GROUND DISTURBANCE

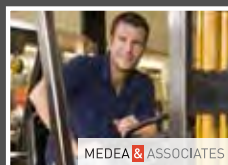
This course is designed for planners, managers, supervisors, and employees who are or will be required to develop, plan, and implement any type of ground disturbance.



THE EFFECTS OF STRESS ON DRIVING

The Virtual Tranquilizer® for Drivers

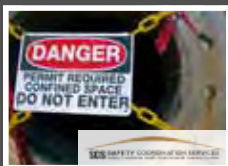
Specifically for drivers, this course identifies tell-tale signs of road stress and provides effective strategies for clearing one's head and arriving at destinations safely.



THE EFFECTS OF STRESS IN INDUSTRY

The Virtual Tranquilizer® for Workers

Stress and frustration lead to accidents and injuries. Learn the five signs that one's thinking is impaired and five ways to regain clear thinking.



CONFINED SPACE ENTRY*

This course is designed to instruct individuals responsible for planning, supervising, or performing work within confined spaces.



CONFINED SPACE MONITORING*

This course is designed to instruct individuals responsible for planning, supervising, and controlling worker access into and out of confined spaces.



PROPANE CYLINDER HANDLING AND EXCHANGE

This course provides information about propane handling including propane properties, cylinder types and valves, leak testing, as well as techniques for the proper inspection, installation, and storage of cylinders.



CHAINSAW OPERATOR SAFETY

This course covers important aspects of chainsaw safety including chainsaw parts, inspection and care, PPE, site preparation, grip and stance, as well as felling, bucking, and limbing techniques.

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