

2016 *Registration Brochure*



# CSSE Vancouver 2016

PROFESSIONAL DEVELOPMENT CONFERENCE

NAVIGATING THE FUTURE OF OH&S  
SEPTEMBER 18-21 • WESTIN BAYSHORE



Register Before  
June 30, 2016  
and save  
up to \$130

Register between  
July 1 - Aug 18  
and save  
up to \$75



# Schedule of Events

## WEDNESDAY, SEPTEMBER 14 & THURSDAY, SEPTEMBER 15, 2016

8:00 am – 5:00 pm Developing Effective OHSE Training Courses  
Essentials of Risk Management  
Project Management for the Health & Safety Professional

## FRIDAY, SEPTEMBER 16 & SATURDAY, SEPTEMBER 17, 2016

8:00 am – 5:00 pm Applied Risk Communications  
Consulting Skills for the OH&S Professional  
Measurement & Evaluation in OHS  
Managed Systems  
Board of Directors Meeting

## SUNDAY, SEPTEMBER 18, 2016

8:00 am – 9:00 am Registration for National Leadership Team Meeting Attendees  
9:00 am – 1:00 pm National Leadership Team Meeting  
- *by invitation*  
12:00 pm – 6:30 pm Registration Open for all Delegates  
12:00 pm – 1:00 pm First Timer Mix & Mingle  
1:00 pm – 4:30 pm Workshops A, B and C  
4:45 pm – 5:45 pm Opening Ceremonies & Keynote Presentation  
- Bob Gray  
5:45 pm – 7:30 pm Welcome Reception

## MONDAY, SEPTEMBER 19, 2016

7:00 am – 5:00 pm Registration Open  
7:30 am – 8:30 am Group Breakfast  
8:30 am – 9:45 am Awards & Keynote Presentation  
- Bruce Kirkby  
9:45 am – 10:45 am Networking Break in Exhibit Hall  
10:45 am – 12:00 pm Concurrent Sessions #1  
12:00 pm – 12:45 pm 1<sup>st</sup> Lunch Seating, Exhibit Time  
12:45 pm – 1:30 pm 2<sup>nd</sup> Lunch Seating, Exhibit Time  
1:30 pm – 2:45 pm Workshops D & E  
Concurrent Sessions #2  
2:45 pm – 3:15 pm Networking Break in Exhibit Hall  
3:15 pm – 4:30 pm Workshops D & E (cont'd)  
Concurrent Sessions #3  
4:30 pm – 6:00 pm Reception in Exhibit Hall  
6:00 pm – 10:00 pm Dinner and Entertainment  
(additional registration required)

## TUESDAY, SEPTEMBER 20, 2016

7:00 am – 4:30 pm Registration Open  
7:30 am – 8:30 am Group Breakfast  
8:30 am – 9:45 am Keynote Presentation – Mike Mullane  
9:45 am – 10:30 am Networking Break in Exhibit Hall  
10:30 am – 11:45 am Concurrent Sessions #4  
11:45 am – 12:40 pm 1<sup>st</sup> Lunch Seating, Exhibit Time  
12:40 pm – 1:30 pm 2<sup>nd</sup> Lunch Seating, Exhibit Time  
1:30 pm – 2:45 pm Workshops F & G  
Concurrent Sessions #5  
2:45 pm – 3:15 pm Networking Break in Exhibit Hall  
3:15 pm – 4:30 pm Workshops F & G (cont'd)  
Concurrent Sessions #6  
4:45 pm – 5:45 pm CHSC & Professional Member Reception  
- *by invitation only*  
6:00 pm Dinner on own

## WEDNESDAY, SEPTEMBER 21, 2016

7:30 am – 11:00 am Registration Open  
8:00 am – 9:15 am Breakfast & Annual General Meeting  
9:30 am – 10:45 am Concurrent Sessions #7  
10:45 am – 11:00 am Networking Break  
11:00 am – 12:00 pm Keynote Presentation – David Chilton  
& Closing Ceremonies

## THURSDAY, SEPTEMBER 22 & FRIDAY, SEPTEMBER 23, 2016

8:00 am – 5:00 pm Obligations & Liabilities of Occupational Health & Safety Professionals  
Assessing OHSE Training Needs and Options

We are pleased to welcome municipal health and safety practitioners from the BC Municipal Safety Association to this year's conference.

We have worked closely with BCMSA to offer a special stream of seven concurrent sessions geared to municipal practitioners, and available as part of the workshop selections for all conference delegates. Likewise, our municipal friends will have full access to the CSSE 2016 PDC program...

it's a win-win formula!

**British Columbia**  
**Municipal Safety**  
Association

Note: Municipal stream sessions are indicated as "MUNI" within this brochure and on the registration form.



## NAVIGATING THE FUTURE OF OH&S



### Message from President & Conference Chair

Health, safety and environmental practitioners from around the world will gather together from September 18 – 21, 2016 in Vancouver... a world class seaport in British Columbia, and one of Canada's most ethnically diverse cities, surrounded by mountains and home to thriving art, theatre and music scenes.

This is Canada's "must attend" safety event where you'll challenge your thinking, enhance your effectiveness in the field and make powerful partnerships with health, safety and environmental colleagues from around the world.

**"Navigating the Future of OH&S"** is the conference theme for 2016. The very best speakers, nationally and internationally, were chosen to bring their knowledge and experience to this year's conference. The sessions will expand your knowledge and provide practical insight into emerging issues. Not only will the program at the 2016 conference be your best professional development event this year, you will take practical tools and applications back to your workplace with you to enhance the health and safety programs in your own organization.

With four powerful keynote sessions and an expanded program of 7 half-day workshops, and 35 concurrent sessions delivered by international experts, this is an educational and networking opportunity you won't want to miss.

#### HIGHLIGHTS OF THIS YEAR'S KEYNOTE SPEAKERS, CHOSEN TO TEACH AND INSPIRE, INCLUDE:

##### Bob Gray

*teaching the techniques needed to unlock memory potential to be more professional, effective, and efficient.*

##### Bruce Kirkby

*encouraging us to get out of our comfort zones, think creatively, and take calculated risks.*

##### Mike Mullane

*mixing his first-hand accounts of the inspirational and humorous aspects of the astronaut experience, with stunning NASA visuals, and serious messages of teamwork, leadership, and performance.*

##### David Chilton

*putting his business expertise and life experience to work in this informative and inspiring talk.*

Sessions were selected to provide information, tools and resources that will help delegates become leaders as they navigate the future of OH&S, in all stages of their careers. Session topics range from leadership, training, culture, safety management systems – and beyond.

Enhance your effectiveness as a safety, health and environmental practitioner. Take advantage of the tremendous opportunity to enhance your skills by taking one or more of the eight CSSE professional development courses. These educational courses are being offered before and after the conference.

The interactive and engaging nature of CSSE's Professional Development Conference attracts leading health, safety and environmental practitioners from around the world. We know that you expect a top-notch program, valuable professional development opportunities and unique and engaging peer networking – and, as always, we will deliver!

This year the Board of Canadian Registered Safety Professionals (BCRSP) will be celebrating their 40th anniversary and the International Network of Safety Health Practitioner Organizations (INSHPO) will be holding their Annual Business Meeting in conjunction with the conference.

**REGISTER TODAY!** This conference is the "must attend" professional development event of the year!  
Take advantage of our Super Early Bird savings programs tailored to save you and your organization money.

**Jim Hopkins,**  
President

**Sue McLaren,**  
Conference Chair

# Keynote Speakers



## Bob Gray

### Memory and the Turbocharged Brain

SUNDAY • SEPTEMBER 18<sup>th</sup>  
4:45pm - 5:45pm

How often have you bumped into a client or customer, but for the life of you, you can't remember their name? Socially, this can be embarrassing, but in business, it can be disastrous. Bob Gray teaches audiences the techniques they need to unlock their memory potential to be more professional, effective, efficient, and ultimately: more profitable.

Gray discovered his first memory technique when he was seven years old. He was given a magic book that showed him how to remember a twenty-item list, and shortly thereafter he was called on to 'do the memory trick' at family parties and gatherings. Since then, Gray has become a recognized authority on memory systems, and has spent the last twenty five years traveling the globe entertaining and training corporations, governments, and associations to adapt memory systems for their particular needs. To date, Gray's clients have included Bell Canada, Ford, General Motors, Hilton Hotels, Boston Pizza, and Great West Life, to name just a few.

The author of the bestselling book, *Right Brain Rapid Recall*, Gray's many media credits include Ripley's Believe It Or Not, The Steve Harvey Show, The Today Show, CBS News, and BBC One.



## Bruce Kirkby

### Award-Winning Explorer, Writer & Photographer

MONDAY • SEPTEMBER 19<sup>th</sup>  
8:45am - 9:45pm

A wilderness writer and adventure photographer, Bruce Kirkby is recognized for connecting wild places with contemporary issues. With journeys spanning around the world, his accomplishments include the first modern crossing of Arabia's Empty Quarter by camel, a descent of Ethiopia's Blue Nile Gorge by raft, a sea-kayak traverse of Borneo's northern coast, and a coast-to-coast Icelandic trek. Encouraging audiences to get out of their comfort zones, think creatively, and take calculated risks, his belief in human potential is contagious.

A celebrated writer, Bruce is a regular columnist for *The Globe and Mail*, the author of two bestselling books, and a multi-National Magazine Award winner. His work has appeared in *The New York Times*, *EnRoute*, *The Huffington Post*, *Explore* and *Canadian Geographic*, among other esteemed publications.

As a photographer, his clients include Patagonia, Lululemon, Time, Outside, *NG Adventure* and *Maclean's*. Winner of a prestigious Western Magazine Award, his photographs were selected by *National Geographic* as among "the most compelling adventure images of the decade."

He is the former host of CBC's *No Opportunity Wasted*, and the creator, producer, and star of *Travel Channel's* television series, *Big Crazy Family Adventure*.



## Colonel Mike Mullane

**NASA Astronaut**

**TUESDAY • SEPTEMBER 20<sup>th</sup>**  
**8:30am - 9:45am**

Colonel Mike Mullane accounts of his three space missions are gripping—a difficult takeoff, the shift into zero gravity, and his first view of the Earth from space. In his talks, he mixes his first-hand accounts of the inspirational and humorous aspects of the astronaut experience, with stunning NASA visuals, and serious messages of teamwork, leadership, and performance.

Colonel Mullane has been inducted into the International Space Hall of Fame and is the recipient of many awards, including the Air Force Distinguished Flying Cross, Legion of Merit, and the NASA Space Flight Medal.

Since his retirement from NASA, Colonel Mullane has written an award-winning children's book, *Liftoff! An Astronaut's Dream*, and a popular space-fact book, *Do Your Ears Pop In Space?* His memoir, *Riding Rockets: The Outrageous Tales of a Space Shuttle Astronaut*, was reviewed in the *New York Times* and on *The Daily Show*.



## David Chilton

**Former "Dragon" on CBC TV's Dragons Den**

**WEDNESDAY • SEPTEMBER 21<sup>st</sup>**  
**11:00am - 12:00pm**

Whether it's helping millions of Canadians achieve personal financial success or investing in low-fat cookbooks, David Chilton has always had a knack for recognizing great ventures, a skill he leveraged as a "dragon" on CBC television's #1 hit show, *Dragons' Den*. Called "charming, unpretentious, and funny," by *The Chicago Sun-Times*, David puts his business expertise and life experience to work in his informative and inspiring talks.

David began his career by self-publishing his book *The Wealthy Barber* in 1989. It was written in 26 months, and was specifically targeted toward those with little investment experience, in order to help them develop positive personal-finance habits. The book has become one of the most popular Canadian books of all time, selling over two million copies since its release.

His second book, also self-published, is *The Wealthy Barber Returns*, and is yet another runaway Canadian bestseller. David is also the publisher of the bestselling cookbooks *Looneyspoons*, *Crazy Plates*, and *Eat, Shrink & Be Merry!* (working with authors Janet and Greta Podleski).

David is an economics graduate from Wilfrid Laurier University, where he won the award for the highest mark in the country on the Canadian Securities Course. He is a frequent guest on national television and radio shows.

*Take advantage of the special conference rates available only with your 2016 PDC registration.*

**CSSE LIVE**  
**LEARNING CENTER**

Experience captivating conference sessions and educational resources that will engage your mind between CSSE events. Connect to more than 64 hours of recorded audio synchronized to PowerPoint presentations, MP3s and speaker materials for year-round professional development.

*When you register for...*

**CSSE Vancouver**  
**2016**  
**PROFESSIONAL DEVELOPMENT CONFERENCE**

# 2015 Exhibit Award Winners



## The 2016 Annual General Meeting of Members will be held

**WEDNESDAY, SEPTEMBER 21<sup>st</sup>**  
**The Westin Bayshore, Vancouver**  
**8:00 am - 9:15 am**

For the purpose of conducting such business as must come before an annual meeting of the members.





# White Party

MONDAY, SEPTEMBER 19th 6:00 pm - 10:00 pm

Enjoy an elegantly whimsical dinner party with amazing food and live entertainment while spending quality time with your peers... *all in white!*  
Monday Night Special Event tickets are included in the *Executive* and *Business Level* registration categories or may be purchased separately as an add-on option to your Full Conference registration.



## Special Thanks to...

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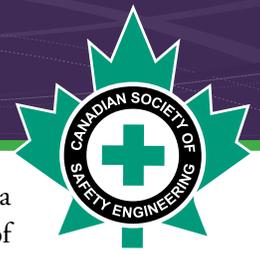
Board of Canadian Registered  
Safety Professionals

Conseil Canadien Des Professionels  
En Sécurité Agréés

**CINTAS**  
THE UNIFORM PEOPLE

**PACIFIC  
SAFETY**

# Classifications for Workshop Presentations



The classification levels of All Audiences, Intermediate and Senior offer an indication of the focus of a presentation for a delegate's consideration. While every effort is made to ensure an accurate description of a presentation, the Conference Committee does not give assurance that the presentation style and/or the subject matter will meet all individual expectations. The classification level is meant as a guide only.

## Classification Criteria

### **A** ALL AUDIENCES

- \* Health and safety programs and elements
- \* Hazard identification, assessment and control measures
- \* Compliance issues and legislated requirements
- \* Personal / Self Improvement / Self Awareness

### **I** INTERMEDIATE

- \* Health and safety management systems (goal-oriented)
- \* Introduction to risk management
- \* Integration of safety into business process and design
- \* Best practices; consensus standards
- \* Teams / Working with others development

### **S** SENIOR

- \* Risk and goal-based management systems that include health and safety systems
- \* Strategic initiatives; national/international measurement and impacts
- \* Advocacy for regulatory reasonableness and evolution
- \* Supervisory/Management



## Sunday Workshops

SEPTEMBER 18<sup>th</sup> • 1:00 pm – 4:30 pm

### WORKSHOP A

I

#### Hazards, Risks, Dangers, and Safety - Confusion

Presented by: **Dr. Peter Strahlendorf**, Associate Professor, Ryerson University

When examining OHS Acts and case law across Canada it becomes clear that legislators, regulators, judges, adjudicators and others mix up these risk terms and commit many errors in risk thinking.

How many judges think "risk" means "probability" without any consideration of the severity of harm? Does it matter to you that perhaps 25% of your employees believe "safety" means "zero risk"? Or that another large group of employees think that it is "safe" if they have personally accepted the risk? Is formal, quantitative risk analysis something that supervisors can actually do minute to minute? If not how do we educate them to think clearly about risk? If due diligence is a risk concept, how do we properly use risk terminology when discussing it?

We'll use the CSA risk standard and some new graphics to clarify our risk concepts. We'll consider better ways to communicate risk concepts to both employees and to external decision-makers. Bring your risk confusion horror stories to share.

At the end of this session, participants will be able to:

- Explain how the use of risk concepts has resulted in confusion in many workplaces.
- Explain risk concepts to workplace parties both verbally and graphically so as to enable the workplace parties to make better decisions about risk on a minute to minute basis.
- Consider ways to reform OHS legislation across Canada to clarify risk terminology.

### WORKSHOP B

I

#### INSHPO Competency Framework Workshop

Presented by: **Eldeen Pozniak**, President, INSHPO;  
**Pam Pryor** Registrar, Australian OHS Education Accreditation Board

The INSHPO framework presented and discussed describes the activities an OHS professional can be expected to undertake and the required foundational knowledge needed. The framework outlines capabilities, core competencies and body of knowledge information within the OHS profession. It details personal, professional and technical skills necessary for effective OHS practice along with performance criteria for each. Whether you are a practitioner or professional wanting to chart your professional development, or you represent an educational institution charting the body of knowledge and core competencies to include in your programming, this document and supporting tools can apply.

At the end of this session, participants will be able to:

- Apply the document to your own professional development, and positions within your organization.
- Determine the differences between a practitioner and professional capabilities.
- Participate in next step discussions and feedback of research projects.

### WORKSHOP C

A

#### Implementing a Successful Fatigue Risk Management System

Presented by: **Jason Kumagai**, Senior Human Factors Specialist, SIX Safety Systems

Worker fatigue is a major issue on any worksite where long hours, shift work or extreme environments exist. Cumulative fatigue and decreased alertness can result in impaired performance, reduced health, and a significant increase in risk to an organization's stakeholders and operations. Research clearly shows a direct link between fatigue and serious or catastrophic workplace accidents or incidents. Researchers, safety specialists and some companies are beginning to recognize that workplace fatigue is another form of impairment, much like distracted driving or drunk driving, which requires risk mitigation. Assessing for fatigue and implementing appropriate controls is critical in shift and extended hours operations. This workshop will review the key ingredients behind implementing a successful Fatigue Risk Management System.

At the end of this session, participants will be able to:

- Employ personal and team strategies to maximize alertness and get more sleep.
- Understand control mechanisms and elements of a Fatigue Risk Management System.
- Employ fatigue calculations to assess fatigue related risk.

## CONCURRENT SESSIONS #1

MONDAY, SEPTEMBER 19<sup>th</sup>  
10:45 am – 12:00 pm

1A

### Leadership for Today's Problems

I

Presented by: **Mr. Don Wilson**, Vice President, SafeStart®

Increasingly, companies see their continued competitive advantage relying on the accumulated skills and intellectual capital of their workforce. A key issue many organizations face today is how their current safety management system will protect their employees 24/7 since the vast majority of injuries and accidental deaths occur outside the workplace. The top four categories of injuries today are slips/falls, sprains/strains, cuts/contusions and back injuries. We need to provide our employees skills to increase their awareness and Critical Error Reduction Techniques to prevent these types of injuries. For most companies the cost of off-the-job injuries is higher than on the job, and command and control strategies have had little positive effect in improving off-the-job injuries. In this session, you will learn how to influence people to learn these skills and drastically reduce injuries 24/7.

At the end of this session, participants will be able to:

- Gain insight into why our traditional safety management systems will only get us so far on our journey to safety excellence.
- Recognize the repeated critical errors we make in virtually all injuries we sustain.
- Understand practical tools that can be used every day to reduce injuries both on and off the job.

## 1B Enhancing Manager's Emotional Intelligence Skills

I

Presented by: **Dr. Joti Samra**, Organizational and Media Consultant, University of Fredericton

The quality of the relationship between a manager and their direct reports is significant given that managers play a pivotal role in ensuring the psychological health and safety of a workplace. Those in management or supervisory positions are often the first to deal with individual employees who are emotionally distressed or experiencing a psychological health issue, whether the employee's emotional/psychological presentation is independent of specific workplace factors, or whether the psychological health issues are triggered or exacerbated by workplace factors.

In this session, attendees will gain an understanding of their strengths as managers, and identify areas for improvement. They will learn to understand and manage their own and others' negative emotions and reactions. Attendees will also obtain an overview of how to implement effective communication strategies, understand solution-focused resolution of worker conflict, and utilize effective performance management strategies.

This session will be delivered by Dr. Joti Samra, R.Psych., lead developer of *Guarding Minds @ Work (GM@W): A Workplace Guide to Psychological Safety and Health*, an innovative online resource used by employers to address psychosocial threats in the work environment, and member of the Technical Committee that developed Canada's National Standard for Psychological Health & Safety in the Workplace (CSA Z1003/BNQ9700).

**At the end of this session, participants will be able to:**

- Identify their strengths and areas for improvement with respect to 4 key emotional intelligence domains.
- Gain familiarity and an understanding of how to manage their personal negative emotions and reactions.
- Gain familiarity and an understanding of how to manage others' negative emotions and reactions.

## 1C One Plus One Equals Three ... The Art of Leadership

S

Presented by: **Mike Stortz**, President, Pinnacle Strategies

Ever wonder what makes an awesome team, awesome? This presentation will go beyond the theories of communication by leading the attendees through a personal roadmap; outlining the process of activating your committees, improving your conversations, and understanding when and how to engage people. Several templates will be illustrated that will guide the participants toward consistently maximizing relationships within the workplace. Participants learn how to resolve difficult conversations that will produce maximum results. Using an interactive approach in the workshop, the participants learn how relationships, people, power and decisions will produce 1 + 1 equals (3) results. They will learn how to do more with much less effort.

**At the end of this session, participants will be able to:**

- Learn how to create communication situations where everyone wins.
- Learn how to develop constructive relationships with management, staff and committees.
- Hone communication skills to cover every situation.

## 1D National Workplace Fatality Analysis & Recommendations

S

Presented by: **Claudette Fedoruk**, and **Linda Clarke** Health and Safety Analysts, Canadian Association of Petroleum Producers

The elimination of workplace fatalities is a central focus of the Canadian Association of Petroleum Producer's (CAPP) Safe Operations Strategy: Enabling Zero. Toward this goal, CAPP implemented a first of its kind nationwide, data driven decision making (DDDM) analysis to enable the industry to make informed decisions to prevent and mitigate the most serious worker incidents (fatalities). CAPP collected data from the Association of Worker Compensation Boards of Canada (AWCBC) from 134 industries and all 10 provinces plus 2 territories. The data set included 622,768 lost-time claims and 2395 fatalities, over a 13 year period (2001 to 2013). Additional data was gathered directly from the provincial WCBs, including fatality incident investigations. Preliminary data analysis was conducted to identify common themes and trends, then, with support from a task group of dedicated CAPP members, the analysis was validated, learnings were identified, and a set of next step recommendations have been proposed.

**At the end of this session, participants will be able to:**

- Understand that the best available data source describing workplace fatalities is gathered by the provincial WCBs.
- Apply the data-driven decision-making process to a large data set to objectively identify safety priorities.
- Make informed decisions and action strategic industry initiatives to prevent workplace fatalities.

## 1E A Crash Course in Vehicle Incidents: How BC Safety Authority Reduced At-fault Incidents by Over 90%

I

Presented by: **Spencer McDonald**, President, Thinking Driver, **Bryan Lundale**, Leader, Safety Culture, BC Safety Authority

In 2011, BC Safety Authority launched an initiative to dramatically reduce vehicle incidents. In the 5 years since then, they have implemented and fine-tuned a comprehensive world class program including a well thought out policy, senior management engagement, training, engineering and vehicle-centric technology including GPS and integrated in vehicle monitoring and safety systems. Since inception, incident rates and fleet costs have plummeted, at fault accidents have been reduced by over 90% and the program cost has been recovered twice over in savings. These results prove that any organization committed to improving driver safety in their operation can achieve spectacular results. This presentation provides a detailed case study examining all elements of the program including the development and implementation process and will provide a blueprint for participants who want to duplicate these results in their organization. Policy statements, forms, training materials and strategies and a self-administered fleet safety auditing tool will all be openly shared and provided with the goal of having participants fully prepared to return to their workplaces and achieve massive incident rate reductions and cost savings. Bring your questions and challenges for the open-mike Q&A workshop with the experts.

**At the end of this session, participants will be able to:**

- Analyze their current driver safety program using a provided auditing instrument.
- Complete a gap analysis to determine deficiencies in their current program.
- Discuss and plan implementation of an effective strategy to close gaps in their organization's program.

## MUNI-01

### Asbestos, Silica and Lead - They're Everywhere!

A

Presented by: **E.W. (Ev) Carefoot**, Senior Consultant, Salus Services Limited

These three naturally-occurring materials pose significant health hazards when exposure occurs, if not handled or dealt with safely and properly. Even something as common as sanding a window sill to repaint it can expose workers to lead (and possibly even asbestos). Street sweeping could cause exposure to silica ... and asbestos is potentially everywhere, from drywall joint compound to water and sewer pipe buried in the ground.

Have you done risk assessments and created exposure control plans for these three materials, and established related safe work procedures? Do you know the procedures that need to be in place, including training, to keep workers safe from exposure?

Substantial changes to the requirements in the WorkSafeBC Occupational Health and Safety Regulations are proposed for all three of these materials this year. Come hear about the current and proposed changes for working with these three materials, learn how these products could be hazardous, and find out how you can comply with the regulation and keep workers safe with a focus on these materials in the municipal setting.

At the end of this session, participants will be able to:

- Identify where there is a risk from exposure to asbestos, silica and lead in the workplace.
- Conduct risk assessments to assess the hazard these materials pose to workers.
- Understand the procedures required to prevent these materials from being hazardous to workers.

## Monday Workshops

SEPTEMBER 19<sup>th</sup> • 1:30 pm – 4:30 pm

### WORKSHOP D

I

#### The B.S. (Bold Strengths) of Safety Leadership

Presented by: **Eldeen Pozniak**, Director, Pozniak Safety Associates Inc.

Let your Bold Strengths take you where you have not been before! Learn the difference and importance of leading "Boldly" and not "Blindly" or "Bossy". People who choose to be bold are inspiring not just because they get big things accomplished, but because they also instigate growth, progress, and movement for themselves and others around them. This presentation will explore and identify some of those key strengths that are foundations pieces to your role as a safety professional in any workplace. Part II of the session is a leadership workshop. It will introduce to you a couple of tools, and we can then try them out with your specific "difficult" safety leadership situations. This session is best as a 2 part session, have information provision in the initial section and practical application in the second. If it is a one session presentation, then the tools are just introduced and not utilized. It starts with exploring why leadership is important to us and our organizations, discussions some approaches and strengths have helped me over my 20 years of experience, and provides resources and tools for the safety professional themselves.

At the end of this session, participants will be able to:

- Understand some of the dynamics of why people follow.
- Understand and apply leadership approaches.
- Utilize leadership and engagement assessment tools.

## WORKSHOP E

A

### Fatalities in the Workplace - Expectations of a Safety Professional

Presented by: **Wes Mazur**, President & Team Lead, Grand River Occupational Health & Safety Inc., **John Illingworth**, Partner, National OH&S Co-Lead, Gowling WLG Canada

This interactive session will cover the do's and don'ts for Safety Professionals who may come across fatalities in the workplace including basic investigation skills, witness interview strategies, scene and evidence preservation, deconstruction of a workplace fatality, investigation reports, asserting solicitor-client privilege, and the applicability of Charter Rights.

At the end of this session, participants will be able to:

- Understand basic Investigation Skills for Workplace Fatalities.
- Be aware of Witness Interview Strategies and Scene/Evidence Preservation.
- Identify how and when to Assert Solicitor-Client/Litigation Privilege and Charter Rights.

## CONCURRENT SESSIONS #2

MONDAY, SEPTEMBER 19<sup>th</sup>

1:30 pm – 2:45 pm

2A

### Navigating Balance between Work and Life for the Safety Professional

A

Presented by: **Shelly Bischoff** (nee Ptolemy), Senior Occupational Health Consultant, Ptolemy & Associates

Health & Safety professionals are challenged with balancing the needs of organizations, employees and legislative agencies. This session focuses on demystifying stress in the workplace while offering strategies to understand the various positive and negative effect of stress. The seminar provides participants with information and strategies to address the management of competing demands between work and the home environments. The focus is directed at building reasonable boundaries and addressing what is in the control of employees. Participants learn the difference between healthy and unhealthy levels of stress, signs / symptoms, and effects of positive and negative coping mechanisms. This seminar consistently receives high value ratings by employees due to the practical information and ability to make immediate positive changes.

At the end of this session, participants will be able to:

- Identify individual signs of imbalance in safety/ health profession.
- Utilize strategies to live/work within an environment of competing demands.
- Develop a personal approach to building boundaries.

## 2B Put Down the Donuts ... We have Work to Do!

A

Presented by: **Murray Ritchie**, Managing Director, Tri-Lens Safety

Following the deaths of four workers, in two separate explosions months apart at two separate sawmills, the B.C.'s Coroners Service launched a single investigation. Within this investigation the findings concluded that, amongst other things, in both cases there was a lack of communication between management, unions and workers at both worksites and overall the lack of a "functional" Joint Occupational Health and Safety Committee. This session will examine the tools required to move committees beyond safety posters and slogans and provide the participant with an understanding of what is required to plan committee activities in relation to operational realities, and develop and implement strategic corrective actions to guide their JOHS committees and produce sustainable step-change in organization safety performance.

**At the end of this session, participants will be able to:**

- Identify and prioritize JOHS-C activities based on current operational realities.
- Develop and utilize leading indicator measurement based on these realities.
- Motivate and sustain strategic step change within the organization.

## 2C Contractor Management 101: Are You Managing Your Contractors or Are Your Contractors Managing You?

A

Presented by: **Mike Ray**, Principal HSE Consultant, Risk Defense Inc.

Are you thinking about implementing a new contractor management program? (or maybe struggling with an existing program) to help your company identify the unique risks associated with contractors? If so, where do you start?

This presentation will discuss the challenges a company faced when it realized that it needed to increase its commitment to contractor management as part of an overall risk management strategy. This presentation will offer you straightforward guidance on what does and does not work from a company that learned the hard way through trial and error. One of the key challenges faced by this company was how to manage hundreds of contractors who perform very different types of services such as drilling, well servicing, construction, electrical, instrumentation, trucking, etc. across multiple provincial jurisdictions. This presentation is for HSE professionals from all industries who work with contractors.

Topics to be discussed include: the effectiveness and the role of contractor registries, supporting contractors through and increased commitment to health and safety, communication of HSE expectations to contractors, field tours, how to get contractors engaged in health and safety, strategies on how to manage contractors in the field, contractor feedback, verification audits and subcontractor management.

**At the end of this session, participants will be able to:**

- Understand basic components of a contractor management program.
- Identify what was successful and not successful for the company in the case study.
- Understand other contractor management initiatives used by other companies.

## MUNI-02

### Challenging our Culture of Risky Driving

Presented by: **Spencer McDonald**, President, Thinking Driver

What can be done to reduce employees' driving-risk tolerance and shift from a culture of excessive risk to one of rational and considered risk? To be effective in changing corporate driving culture we must confront worker/driver attitudes individually and collectively. In this session you will learn about the psychology of driving and how to facilitate these changes of attitude and driving culture in your workplace.

Whether or not your employees drive as part of the job or commute to and from work, one of the riskiest parts of their day is the time spent behind the wheel driving. Yet driver safety often falls between the cracks and is not adequately addressed in many organizations' safety programs.

Changing attitudes requires reflection and personal examination of beliefs, values, and motivation; leadership and commitment from management and skilled delivery of carefully crafted educational sessions that focus on the positive outcomes associated with thinking about risk and reward before accepting excessive risk based on habit, peer pressure cultural norms or emotionally driven decisions.

**At the end of this session, participants will be able to:**

- Identify how and why even the safest drivers can be influenced by personal factors to take unacceptable risk.
- Understand how employees justify excess risks and how to overcome those excuses.
- Understand the role of emotion and stress in risk tolerance and the elements of an effective attitude-based driver safety program.
- Plan and execute an attitude-based driver safety program in your organization.

**CONCURRENT SESSIONS #3**  
**MONDAY, SEPTEMBER 19<sup>th</sup>**  
**3:15 pm – 4:30 pm**



## 3A Prescription Drug Abuse: Workplace Realities and Responsibilities

A

Presented by: **Nadine Wentzell**, President, Nadine Wentzell Consulting Inc.

Pssst. The secret is out. Prescription drug abuse is on the rise - or so recent media attention would indicate. The reality is prescription drug abuse/misuse, specifically of narcotics and controlled drugs, is not new. What is new is an increasing awareness of this alarming fact. As with most issues requiring action, recognizing the problem is the first step. Knowing what to do is where the waters start to muddy. Addressing this issue requires a balancing of considerations: the employee's right to privacy and protection of human rights, and the employer's responsibility to follow due diligence and provide a safe workplace. The reality is prescription drug abuse negatively impacts the workplace, not only with the individual with the problem, but ripples out to co-workers and clients. Consequence: significant employer costs, both tangible and intangible. Addressing this problem is simple, but not always easy; it requires strong leadership and an informed consultative approach. The key is to follow a process that's fair and transparent, with a focus on health and safety. Consider the consequences of inaction. Are you willing to take that risk? Are you willing to accept that responsibility?

At the end of this session, participants will be able to:

- Identify a realistic and practical process for addressing substance abuse in the workplace.
- Create a list of key internal and external stakeholders for successful implementation.
- Determine roles and responsibilities for each stakeholder.

## 3B Managing Risk Using CSA OHS Management System Standards

I

Presented by: **David Shanahan**, Project Manager, CSA Group

The principles in Z1000 are the basis for Canadian input to the development of an ISO 45001, OHS Management System Standard. CSA has also developed a suite of OHS standards that provide management and technical guidance and which integrate into overall management systems, including:

- Z1001 - Occupational Health and Safety Training
- Z1002 - OHS Hazards and Risks
- Z1003 - Psychological Health and Safety in the Workplace
- Z1004 - Workplace Ergonomics
- Z1006 - Management of Work in Confined Spaces
- Z1007 - Management of Hearing Loss Prevention Programs
- Z1600 - Emergency Management and Business Continuity Program

New work under development includes:

- Z1005 - Management of Incident Investigations and Prevention
- Z1010 - Management of Work in Extreme Conditions

These standards can be used by organizations to improve their OHS performance and can be integrated into their business processes to manage risk and provide better business outcomes.

At the end of this session, participants will be able to:

- Learn how to apply the Z1000 OHS MSS Framework to your OHS Program.
- Obtain up-to-date information on related standards activity - including ISO 45001.
- Learn how you can have input to the Canadian OHS standards development process.

## 3C Excavations - The New Confined Spaces

A

Presented by: **Karren Kossey**, Vice President, Mid Island Safety Consulting Inc.  
**Jason Hindson**, Senior Project Manager, Mid Island Safety Consulting Inc.

Confined space entries start with accurate identification and assessment of hazards. This session will explore the hazards of excavations and the need to consider excavations as confined spaces as well as provide fundamental hazard management for your confined space entries. This presentation is interactive and will provide real life examples and put you and your company on the right path to understanding confined space hazards associated with excavations.

At the end of this session, participants will be able to:

- Clearly identify confined spaces and consider excavations as confined space.
- Understand the hazards with excavations and associated work.
- Control the hazards within excavations as they relate to confined space.

## MUNI-03

### Metro Vancouver's Port Mann Water Supply Tunnel - Construction Safety Considerations

A

Presented by: **Stephen Sokalski**, Safety Management Systems Supervisor, Metro Vancouver Engineering & Construction

Metro Vancouver has successfully completed the mining phase of the new Port Mann Water Supply Tunnel. This one kilometer long, 2.1 diameter tunnel is approximately 30 metres below the river bed, and was constructed between two 60-metre-deep vertical shafts, in which the 80-metre-long earth pressure balancing tunnel boring machine was lowered in February 2014 and removed on July 17th, 2015. The new seismically designed tunnel will replace the existing 40-year-old crossing, which was damaged by river scour and will more than double the capacity of the existing water main, and help ensure continued reliable delivery of clean, safe drinking water to the municipalities south of the Fraser River. The project team encountered some very unique safety challenges during the tunnels construction. This case study will detail the various safety measures employed during the tunnels design and construction phases. These measures include: Prevention through design - earth pressure balance equipment hyperbaric design considerations ; Shaft construction - Ground condition baseline reports / hydro milling; Tunnel construction - earth pressure balance TBM principles and; Interventions - challenges faced during tunneling.

At the end of this session, participants will be able to:

- Understand the differences between hard rock tunnel boring machines and earth pressure balancing tunnel boring machines.
- Identify key safety considerations & challenges faces during EPB tunnel operations.
- Review Earth Pressure Balance - Tunnel boring machine interventions and how to repair an EPB tunnel machine stuck 30 meters below the bottom of the Fraser River.

## CONCURRENT SESSIONS #4

TUESDAY, SEPTEMBER 20<sup>th</sup>

10:30 am – 11:45 am

### 4A A Worker-led, Management-driven Model of Dynamic Workplace Culture I

Presented by: **Dr. Philip McAleenan** and **Dr. Ciaran McAleenan**,  
Partners, Expert Ease International

The dominant perceptions of safety culture are ones that are narrowly defined and functional, requiring intervention from and oversight by a management leadership to ensure that there are agreed ways of working safely and that these are carried out by all workers. Developed from years of research by the presenters, this alternative view posits culture, in its widest sense, as the concrete manifestations of the interconnections between Man and his environment and in which safety culture dissolves into workplace culture which itself dissolves into culture per se. In the cultural theory of conscientização, the extrinsic relationship between the worker and the requirements of work is one of alienation. However in the process of becoming aware of this relationship, the potential for developing an explicit function of work that is concerned with bringing about transformation and humanization emerges. This presentation offers a model of workplace culture that recognizes its dynamic nature and elevates safety culture from a model about simple behaviours to one wherein individual (worker) and collective (team and organization) agency continuously reinterpret and reshape the work environment to meet the competing needs of all stakeholders in a safe, healthy and sustainable manner.

At the end of this session, participants will be able to:

- Identify the interrelationships between worker and environment in the context of culture.
- Interpret observed workplace phenomena holistically.
- Contribute to organization sustainability through performative OSH awareness sessions.

### 4B My Chair is Plotting to Kill Me A

Presented by: **Gina Vahlas** and **Emma Christensen**, Ergonomists, WorkSafeBC

You've probably heard that prolonged sitting is a killer. Apparently, it's more dangerous than smoking; it kills more people than HIV. That's enough to scare anyone into finding ways to avoid this treacherous activity. But what's the solution? Standing all day? Throwing a whole bunch of money into height-adjustable furniture? Come find out what makes sitting so dangerous, and what you can do to reduce the risks.

Through hands-on demonstrations, Emma and Gina, ergonomists at WorkSafeBC, will discuss the pros and cons of sitting versus standing, as well as lessons learned in the implementation of height adjustable workstations. They will review how to set up a workstation to minimize risk factors, and give you user-friendly tips to implement changes at your own workplace. They will teach you to think in creative ways to achieve healthy posture that suits your own unique work style. And finally, they will tell you what to consider when looking at height-adjustable workstations, such as how to choose the right piece of equipment, how to prioritize who needs the workstation, if medical notes should be requested, and how to control costs.

At the end of this session, participants will be able to:

- Identify the pros and cons of sitting and standing.
- Understand how to sit and stand properly.
- Effectively implement height adjustable workstations into the workplace.

### 4C Safety Program FUNDamentals I

Presented by: **Theresa Frechette** Theresa Frechette Safety Consulting Services

This is a presentation packed full of ideas to get your Safety Program from 'mandatory' attendance to 'fun activity' All the suggestions in the handout and the presentation itself, have been used with great success in several companies in a variety of industries whether they have one location or 45. During this presentation, you will not only hear about fun ways to measure the knowledge level of participants, but you will also hear how the safety program can take on a life of its own when teams are competing and having fun in the process. Some side benefits are that all employees, from newest to senior management, can compete and get to know each other while they form lasting team loyalty. This spills into their work because they are now 'teammates' with some people they may have never had a chance to know, prior to these activities. The activities you will hear about cost nothing but time, unless you have a budget you want to use, and in that case you can add frills to what is discussed during this session.

At the end of this session, participants will be able to:

- Identify ideas to inject some fun learning into their safety program.
- Understand how safety team competitions add value to production.
- Understand how this unique method of testing/reviewing levels of knowledge can help with your own program development in the future.

### 4D Stepping into the Shoes of a Safety Coordinator for Personal and Professional Development I

Presented by: **Sunil Sohani**, Manager, Safety Services, Saskatchewan Research Council

Getting employees to adapt and believe in the safety practices of an organization can be a long and challenging journey for any safety management program. There is not a magic wand to make safety practices habitual, but organizations are working on ways to make it an easier, fun and efficient transition. The Saskatchewan Research Council decided to try out a new concept to encourage employees to adapt to its safety practices. The concept involves employees to step into the shoes of a "Safety Coordinator" for a certain length of time in order to provide a hands-on experience to learn more about safety program and its implementation. To implement this concept, a framework for a "Rotating Term Safety Coordinator" position was prepared which consisted of assigning an employee to work as Safety Coordinator for three to six month period. Can such a concept affect the safety program and culture in a positive manner? Can it be beneficial to the personal and professional development of employees? This presentation will delve into these questions and discuss the framework of this novel concept, challenges and critical success factors, as well as the overall benefit to the safety management program.

At the end of this session, participants will be able to:

- Understand how the opportunity to work as safety coordinators help in personal and professional development.
- Identify how such a concept can assist organizations in improving employee engagement in the safety practices.
- Identify how the safety standards can be improved by employees after their experience as ...

4E

## Stressed for Success: Managing Stress in the Workplace

A

Presented by: **Susan Sawatzky**, Owner, In-Scope Solutions

In the recent economic downturn, greater and greater demands are often being put upon reduced workforces, setting the stage for high levels of stress in the workplace. Over 1 in 4 Canadian workers report that they are highly stressed, and 83% of Canadian employers rank stress as a top risk factor for their workforce.

Understanding key factors in a work environment that contribute to workplace stress, and recognizing the methods used to identify, assess, and control stress will assist health and safety professional in better managing stress in their workplace. Yet workplace stress is only half the issue. Much of the stress we encounter comes from everyday life and trying to achieve the work-life balance. This session also presents a Stress Control Model that provides a framework to allow everyone to understand how stress works and empowers them to take control of the key stressors in their everyday lives. Stressed for Success is designed to provide you with the tools and information you need to understand workplace stress and to empower your employees to build stress resiliency.

**At the end of this session, participants will be able to:**

- Demonstrate an understanding of how stress impacts an organization and recognize some of the key influencers of workplace stress.
- Recognize the tools available to identify, assess and control workplace stress factors.
- Understand the Stress Control Model: how it demonstrates our reactions to stress and how interacting with the model can empower one to take control of their stress and cope more effectively

## MUNI-04

### The Invisible Hazard: Fatigue in the Workplace

A

Presented by: **Mike Harnett**, VP Human Factors, SIX Safety Systems

If your staff are sleeping on the job, you can see it. But can you tell if they are at risk of debilitating fatigue just a few hours into their shift? Do you know if they had enough sleep last night or through the last week? Research has shown that the number of hours awake can be similar to blood alcohol levels.

**WorkSafeBC reports the following:**

- **17 hours** awake is equivalent to a blood alcohol content of **0.05**
- **21 hours** awake is equivalent to a blood alcohol content of **0.08** (legal limit in Canada)
- **24-25 hours** awake is equivalent to a blood alcohol content of **.10**

Fatigue accumulates when a body has insufficient sleep to recharge. It is also influenced by what time of day or night it is (circadian factors) and of course, job demands and work schedules.

Come hear about leading edge strategies and techniques for identifying and mitigating fatigue related risks.

**At the end of this session, participants will be able to:**

- Recognize the potential for fatigue in their organizations and within themselves.
- Identify the consequences of fatigue as it relates to injury, ill health, safety and performance.
- Implement controls to limit the risk of personal fatigue.

## Tuesday Workshops

SEPTEMBER 20<sup>th</sup> • 1:30 pm – 4:30 pm

### WORKSHOP F

S

#### Understanding ISO 45001 OHSMS - Opportunities, Challenges and Requirements Workshop

Presented by: **Dylan Short**, Managing Director, The Redlands Group,  
**Brenda Henry**, Manager, Environment, Health and Safety, Fanshawe College

Starting in 2013, ISO launched the development of 45001 Occupational health and safety management systems - Requirements with guidance for use. Through a global community of participants representing 80 countries and affiliate organizations, consensus was reached on a draft international standard with the final standard scheduled for publication by 2017. This workshop will introduce participants to the ISO 45001 OHSMS scope, strategic intent and key definitions. Also, we will review the use of Annex SL and the opportunity for alignment with other ISO standards. Additionally, we will workshop key elements of the standard including worker participation, incident and non-conformity investigations and continual improvement using example tools.

**At the end of this session, participants will be able to:**

- Identify the scope, strategic intent and key definitions within ISO 45001 OHSMS.
- Summarize Annex SL structure requirements between applicable ISO standards.
- Describe key elements of the standard including worker participation, incident and non-conformity investigations and continual improvement.

### WORKSHOP G

I

#### Growing the Next Generation of OHS Professionals

Presented by: **Jodi Howick**, Chair, Occupational Health and Safety, NAIT

There is a growing demand for Health and Safety professionals, and across the country, high quality opportunities are available for people who are interested in developing a formalized foundation of education on which to build their OHS careers. BUT, education is only one component; a graduate needs an opportunity to gain work experience, and that is currently a barrier in Canada. Most job postings are asking for a minimum of 3 years work experience plus education or a certification or designation. We have a gap. To address the growing demand for formalized education internationally, we need to create room and opportunity for new graduates to gain work experience after they have invested in their future career. This workshop will provide participants with an overview of the diversity of today's graduates, and by sharing other employer experiences through case analyses, develop an understanding of the value of a new graduate or Co-Op student. Participants will add to their toolbox ideas and methods to incorporate entry level OHS graduates into their OHS program in a fiscally responsible way.

**At the end of this session, participants will be able to:**

- Identify the value of a diverse OHS team.
- Discuss the opportunities that incorporating an entry level OHS graduate or Co-Op student would provide an organization.
- Identify the return on investment (ROI) of incorporating a new graduate or Co-Op student into an OHS team.

# CONCURRENT SESSIONS #5

TUESDAY, SEPTEMBER 20<sup>th</sup>  
1:30 pm – 2:45 am

## 5A Total Worker Health In Construction

A

Presented by: **Jason McInnis**, Director, Health & Safety, Boilermakers International

The Canadian heavy construction industry has many health and safety challenges. Can the idea of health protection (on the job) and health promotion (of the job) be implemented into a challenging environment like a construction site where the primary focus is safety? This session will discuss the challenges and opportunities for Total Worker Health using the first Canadian program endorsed under the NIOSH Total Worker Health affiliate status - Boilermaker Total Health.

At the end of this session, participants will be able to:

- Define Total Worker Health.
- Understand challenges to worker health, both on and off the job.
- Identify approaches and potential solutions to Total Worker Health.

## 5B Don't Let Safety Bully You

I

Presented by: **Tanya Steele**, Owner, T.R. Steele Inc.

Supervisors, Safety Coordinators and Managers are required to organize or perform safety training. Sometimes these training sessions can come out as "Do as I say" sessions. Do you sometimes feel legislation or policy seems to bully you into following safety? Do you find that your training sessions don't work? Do workers find them a waste of time and no one really buys into it? Imagine a world of creating an environment of working together in collaboration and enjoying safety! Discover proven instructional techniques that will make your safety training sessions interesting, fun and more effective.

At the end of this session, participants will be able to:

- Identify interactive methods to engage workers in training.
- Create/prepare for a training session.
- Deliver a session with techniques such as how to ask questions and techniques that will meet all different learning styles.

## 5C Resilience in the Face of Natural Disaster - an International Experience

A

Presented by: **Wendi Croft**, GM Global H&S, Compac

Every year the Ring of Fire creates tens of thousands of earthquakes and tsunamis around the Pacific Rim. New Zealand alone experiences more than 10,000 shakes a year and has several active volcanoes that are carefully monitored. We also know that the frequency and severity of floods, storms, droughts, fires and other natural disasters are increasing every year. As a result, the importance of business continuity, resilience and disaster preparedness are beginning to play more prominent roles for our businesses as well as our personal and professional lives. What are the trends globally including the financial costs and the human costs? What can we learn from the recent New Zealand earthquakes in Christchurch and Wellington? How can businesses around the world be better prepared? What role might our organizations play in a community before, during and after a major event? What role can safety professionals play?

At the end of this session, participants will be able to:

- Identify new trends in global disasters.
- Understand the experience of NZ in relation to disaster preparedness and response.
- Identify how safety professionals can stretch themselves into new business areas like Business Continuity Planning and Resilience.

## MUNI-05

### Road to Mental Readiness and The Working Mind

A

Presented by: **Claudia Canales**, Mental Health Commission of Canada

**Dr. Andrew Szeto**, University of Calgary, Mental Health Commission of Canada

The workplace can play an essential part in maintaining positive mental health. Yet it can also be a stressful environment that contributes to the rise of mental health problems and illness. No workplace is immune from these risks.

Add to that, many municipal workers are first on the scene at traumatic incidents – fire departments, public works, aquatic staff, or bylaw personnel. These workers need to have a heightened awareness of the fragility of mental health, and their supervisors need to understand signs and symptoms of when things are going very wrong. Everyone needs to know the resources and tools available to help maintain mental wellness.

The Mental Health Commission of Canada provides a variety of resources, tools, and training programs that promote mental wellness in the workplace. Come learn about two such programs, Road To Mental Readiness and The Working Mind, that are being adopted in municipalities, police departments and workplaces across the country.

At the end of this session, participants will be able to:

- Examine the effects of mental health problems in the workplace.
- Review the Mental Health Continuum Model.
- Understand the impact of stigma on people and workplace culture.



# CONCURRENT SESSIONS #6

TUESDAY, SEPTEMBER 20<sup>th</sup>  
3:15 pm – 4:30 pm

## 6A Pyramid Power

S

Presented by: **Dave Rebbitt**, President, Rarebit Consulting

This session is based on the article Pyramid Power, published in the September 2014 issue of Professional Safety, as the cover story. In 1931 Heinrich gave us our first pyramid. His work has been expanded over the years by many others. Frank Bird updated it as did Dan Petersen. Studies were done to validate the concept if not the actual numbers as recently as the 1980s. Since 1931 the pyramid has been worshipped, turned upside down, and had layers added. It has been misinterpreted, misrepresented and maligned. Many companies still use the pyramid as the basis for focusing their efforts on health and safety. It is a simple visual aid and has become a powerful symbol. Some pundits have said it is now meaningless, while others make it the foundation of their beliefs. Somewhere in between lays the truth. What meaning does the "injury pyramid" hold for us today? What is it really meant to convey? We will explore the origins, meaning and uses for the pyramid in a modern safety management system.

At the end of this session, participants will be able to:

- Understand the history of the safety pyramid.
- Understand the use of ratios in the workplace.
- Use ratios to gauge system performance.

## 6B It's Age Related: Occupational Health and Safety Issues, Challenges and Solutions

A

Presented by: **Jan Chappel**, Senior Technical Specialist, CCOHS

Occupational health and safety research shows us that both physical and mental changes occur as people age. Explore in this session how these age-related changes affect workers and what workers will need from a health and safety perspective. Discover how your organization can help aging workers or the work environment adapt effectively to tasks that involve sitting, standing, performing computer work, or carrying heavy loads. We will also explore cognitive and productivity changes and the impact on education and training. Learn how you can help both the workplace and workers by implementing - often simple - workplace solutions.

At the end of this session, participants will be able to:

- Know through research what health, safety and ergonomic factors have an impact on aging workers.
- Discover characteristics and solutions that relate to specific aging processes regarding worker hearing, vision, cognitive processing and physical abilities.
- Learn what workplace solutions can help productivity, and even what might impact your hiring and training strategies.

6C

## A Common Platform - A Springboard to Improve

A

Presented by: **Vince McNeilly**, Vice President Global Health and Safety, ContourGlobal

How do we get consistency in an approach to safety? One key area is to establish common ground and define a common understanding. Using an example of how a leading global organization has established and driven through a common platform within a complex multi-functional manufacturing network, to improve people and process safety. This approach has encompassed manufacturing and non-manufacturing and is proving successful. The presentation will use examples and tools to demonstrate how, through a common approach and using continuous improvement techniques, will demonstrate how the formulae can be adapted in other working environments.

At the end of this session, participants will be able to:

- Identify common attributes across their business to reinforce a common theme.
- Identify and utilize metrics to measure success using a continuous improvement process.
- Utilize the Shewhart Cycle of Improvement (Plan, Do, Study, Act).

## MUNI-06

### Work Disability Prevention - SAW & RTW Best Practices that will make a Difference

A

Presented by: **Judy Reilly**, Key Account Performance Consultant, WorkSafeBC  
**Elise Kobylanski**, Return to Work Specialist Nurse, WorkSafeBC  
**Patrick Whalen**, Key Account Performance Consultant, WorkSafeBC

Do you want your injured workers recover faster? This workshop will introduce you to the latest Work Disability Prevention best practices that can enhance your RTW program. We will review the guiding principles and elements critical to a successful program and the current research behind these best practices. During this interactive session you will learn from your colleagues some of their best practices and leave with tools and quick wins that you can start using immediately. Surveillance activities will also be discussed from an optimal and real world perspective.

At the end of this session, participants will be able to:

- Understand the Work Disability Prevention best practices.
- Assess their current RTW programs against these best practices.
- Identify tools for improving current RTW programs in their workplace.



# CONCURRENT SESSIONS #7

WEDNESDAY, SEPTEMBER 21<sup>st</sup>  
9:30am - 10:45 am

## 7A Medical Marijuana: How to Manage it in the Workplace I

**Presented by: Dan Demers**, Operations Manager, CannAmm Occupational Testing Services

The current Marijuana Medical Access Regulations (MMAR) was repealed on March 31, 2014, and in its place the new Marijuana Purposes Regulations have been introduced. Health Canada has introduced changes to address the manner in which medical marijuana is assessed. The goal of the change is one of enhancement over the current state, however, the implications of this change is increased access to medically issued authorizations to use a controlled substance with approval from Health Canada. Although the change is aimed at addressing a number of very serious issues, the consequence of decentralization is a structure that has fewer barriers to entry - increasing the challenges to safety in safety sensitive industries. This session is aimed at helping employers understand the current state, the implications, and provide messaging on how to manage it in the workplace.

**At the end of this session, participants will be able to:**

- Understand the current state of medical marijuana in the workplace.
- Understand the implications to workplace policies.
- Understand the steps needed to manage these implications in your workplace.

## 7B Are You Hiring Your Next Injury? An Overview of Post Offer Employment Screening A

**Presented by: Mike Allegretto**, Regional Manager, CBI Workplace Solutions

This workshop has been developed to introduce Employers to the concept of Post Offer Employment Screening. The benefits of Post Offer employment screening as opposed to the potential costs and losses of not doing so will be explored. Participants will be provided with the legal framework and basis for conducting defensible Post Offer Employment Screening, including review of the human rights and discriminatory practice and policy regarding employment screening in Canada. Participants will learn what design criteria needs to be considered to establish an appropriate and defensible screening protocol; Why appropriate and detailed Physical Demands Analysis (PDA) is required as well as what additional applications PDA's may be useful for; and how functional assessment in screening may be applied. A review of the reporting requirements and challenges to Post offer employment Screening will also be discussed.

**At the end of this session, participants will be able to:**

- Understand why Post Offer Employment Screening may be beneficial to their Organization.
- Identify the legal ramifications to consider in conducting Post Offer Employment Screening.
- Understand what tools, information and policy are required in order to conduct appropriate employment screening and how such may be applied in the workplace.

7C

## Safety Culture Transformation through Frontline Influencer Engagement - Winner of the 2015 CSSE National Special Project Award I

**Presented by: Wendy Wilson**, Director of QHSSE, Weatherford Canada Partnership

Join Wendy Wilson, Director of QHSSE for Weatherford Canada as she shares with you the framework of the HSE Excellence program that supported safety culture transformation across nearly 100 locations in Canada. A grassroots initiative, HSE Excellence is designed to identify 'locker-room leaders' working at the frontlines and turn them into HSE Champions. Wendy will reveal to you the strategies behind engaging these individuals, developing their leadership and communication skills, as well as educating them on risk management tools that will help them to execute localized action plans back at their workplace. Learn how you too can start a movement of HSE Champions in your workplace and empower them to collectively improve your safety culture and performance.

**At the end of this session, participants will be able to:**

- Understand the power of identifying and engaging existing influencers in your business.
- Review methods to develop critical skills within these influencers to transform them into HSE Champions.
- Learn how to unleash a network of HSE Champions and create an influential HSE movement.

7D

## The Changing Landscape of OH&S Practitioner Qualifications A

**Presented by: Bruce Jackson**, Senior Manager, Prevention Quality, WorkSafeBC

Whether it's law, engineering, or the skilled trades, completion of a formal program of education or training has been an established and mandatory prerequisite for entry into many occupations for decades. It has been suggested that minimum standards for those concerned with ensuring safe workplaces should also be considered. This presentation will explore the current state of OH&S practitioner education programs both in Canada and internationally, and the value of professional certification, with a view to what the future may look like, should minimum standards be established for OH&S practitioners in Canada.

**At the end of this session, participants will be able to:**

- Discuss the major OH&S education programs available to working professionals.
- Describe the benefits of earning one or more professional certifications.
- Explain why minimum qualifications to practice may be required in the future.



7E

## Confronting Asbestos - Strategies for Managing Worksite and Facility Asbestos

I

Presented by: **Travis Cooper**, Asbestos, Safety and Training Coordinator, City of Edmonton

Asbestos is a hazardous material unlike any other. As a hazard, it is difficult to manage due both to its pervasiveness in older construction and its inherent health risks. During this presentation, lessons will be shared from the environmental consulting industry as well as from managing a multi-facility asbestos inventory from a major Canadian city. This session will answer a number of questions: What is an asbestos management system? How is managing asbestos different than managing other hazmat? What information is important for an asbestos management system? What type of system do I need? How do I go about identifying, recording, managing, and removing asbestos? Managing asbestos is all about assessing the risk and weighing it with costs, future plans, and dozens of other considerations. It can be tricky, and expensive. Learn how to navigate these waters and create a plan for management that will take into account the safety of employees while addressing efficiency, cost savings, and minimal disruption to operations and work schedules. Differing management systems will be discussed with the pros and cons laid out. Nobody wants to find asbestos on their work-site or in their facility. Let's reduce the fear and anxiety around asbestos.

**At the end of this session, participants will be able to:**

- Understand how asbestos is a unique hazardous material and the challenges associated with it.
- Manage the identification, recording, and removal of asbestos in a safe and efficient way.
- Assess which asbestos management system is right for their facility(s) or project(s).

## MUNI-07

### Traffic Management Manual for Work on Roadways (TMM)

A

Presented by: **Tracy Wynnyck**, BC Ministry of Transportation and Infrastructure

WorkSafeBC Occupational Health and Safety Regulation Part 18 references the BC Ministry of Transportation Traffic Control Manual for Work on Roadways as the "rules of the road", so to speak. In municipalities, it is sometimes difficult to accommodate the traffic control rules laid out by the Ministry of Transportation and Infrastructure – after all, we're often dealing with low-volume, low-speed residential streets and cul de sacs.

Over the past several years, the Ministry has been creating a new Manual, internally called the Traffic Management Manual for Work on Roadways (TMM). The updated Manual is intended to provide greater explanation of various concepts, define processes more clearly, provide helpful tools, and bring overall clarity to roles and responsibilities of the Road Authority, right down to the Traffic Control Persons on the road. The Manual is the product of an immense amount of research, information from other jurisdictions as well as stakeholder feedback. This update provides a greater degree of consistency with traffic engineering and implementation practices, as seen in other parts of North America.

The TMM was adopted this year, with a three year phase-in period. One of the presenters was a key player in the creation of the new TMM, which consolidates past manuals, guidelines and technical circulars, and will provide insight into key changes and new processes.

**At the end of this session, participants will be able to:**

- Identify best practices in traffic management as outlined in the TMM.
- Identify changes required in their current traffic management programs.
- Understand where the TMM must be followed within their organizations.



## CRSP-01 - The Future of the Occupational Health & Safety Profession

Presented by: **Tom Cecich**, President, American Society of Safety Engineers (ASSE), **Jim Hopkins**, President, Canadian Society of Safety Engineering (CSSE), **Treasa M. Turnbeaugh**, Chief Executive Officer, Board of Certified Safety Professionals (BCSP), **Dave Turner**, Chair, Board of Canadian Registered Safety Professionals (BCRSP), **Karen McDonnell**, President, Institution of Occupational Safety and Health (IOSH)

Moderator: **Peter Sturm**, BCRSP 40th Anniversary Committee Chair

Global issues, shifting regulatory landscapes, competing professions... these are just some of the challenges that face the OHS profession today. Attend this session for a lively panel discussion on the future of the occupational health and safety profession. Panelists will provide their unique global perspectives on where we are going in the short and long-term – focusing on both the challenges and the opportunities. Panelists will also share what their organizations are doing to help shape the future.

**At the end of this session, participants will be able to:**

- Benefit from a deeper insight into international perspectives on the future of the profession.
- Learned what challenges and opportunities face the OHS profession.
- Understand what the various professional organizations are doing to help shape the future of the profession.

# Networking Opportunities



## CSSE *Vancouver* 2016 PROFESSIONAL DEVELOPMENT CONFERENCE

Each year, CSSE conference delegates tell us the most important benefit they get from the CSSE conference is the value of being able to interact with their peers in a relaxed environment. We have ensured that the CSSE 2016 conference continues to include plenty of opportunities for you to meet new colleagues and renew acquaintances with health and safety professionals from across Canada and around the globe. This year you will notice an exciting variety of networking opportunities destined to stimulate conversation. Take advantage of these fantastic opportunities to re-connect with your colleagues and exchange information important to your professional development.

### **First Timer Mix & Mingle** *(for First Timers only)*

**SUNDAY, SEPTEMBER 18<sup>th</sup> • 12:00pm – 1:00pm**

The CSSE PDC Committee and our event sponsor, CSSE Edmonton Chapter, are pleased to host a First Timer Mix & Mingle event. If you are a first-timer to the conference, please join us to meet fellow first-timers and learn some valuable tips on how to get the most from your conference experience. Light refreshments will be served; pre-registration required and limited to First Timers only.

### **Networking Breaks**

There are regular refreshment breaks scheduled between the professional development sessions throughout the conference to give delegates the opportunity to network with each other. The exchange of business cards and the completion of your Attendee Profile in the CSSE Mobi Guide is encouraged as professionals from across the country make important connections.

### **Companion Café**

Companions registered for the conference are encouraged to visit the Companion Café, located near the CSSE Registration Desk, and open from 8:00 am - 10:00 am, Monday - Wednesday. Enjoy a fresh cup of coffee or tea and meet up with other companions who may be looking for someone to partner with to explore all the wonders and adventures Vancouver has to offer.

### **Opening Welcome Reception**

**SUNDAY, SEPTEMBER 18<sup>th</sup> • 5:45pm – 7:30pm**

CSSE will host an opening reception on Sunday evening for delegates and exhibitors to the conference to meet old friends and colleagues and make new acquaintances in a relaxed and friendly environment. Hors d'oeuvres and a cash bar will be available as you talk with other delegates and catch up on what has been happening over the past year. This relaxed environment is the perfect way in which to begin your conference.

### **Breakfasts**

Breakfasts on three mornings are included in the registration fee and include hot, full service, plated or buffet meals. This is also a great way to start the day meeting people you have not yet met, and sharing which workshop sessions you are planning to attend. Monday morning, breakfast will start at 7:30 am, followed by this year's Awards Ceremony honouring the best in the Canadian occupational safety, health and environmental profession and a keynote presentation by Bruce Kirkby. Breakfast on Tuesday will start at 7:30 am and will be followed by our keynote presentation with Mike Mullane. Breakfast on Wednesday will start at 8:00 am while this year's Annual General Meeting is conducted.



# Lunch Rotations

## YOUR Time... YOUR Choice!

Lunches on Monday and Tuesday are provided adjacent to the exhibit area. Feedback indicated that you prefer the opportunity to choose when you want to have lunch... and we listened, providing two time slots for lunches each day! This programming feature gives you the flexibility to create a schedule that works best for you! During each time slot, you have the opportunity to visit exhibitors or be comfortably seated while you eat. Remember, our loyal exhibitors have put a lot into exhibiting with us, and they need your support. Of course, this mixing of people throughout the meals allows for an easy introduction to people you have not met before or to whom you have not yet had a chance to speak with. It's always nice to multi-task, even during lunch at the conference!



**White Party**

MONDAY, SEPTEMBER 19<sup>th</sup>  
6:00 pm - 10:00 pm

The CSSE Monday Night Special Event has become one of the most anticipated events of the conference... and we've pulled out all the stops to ensure you won't be disappointed in 2016!

Join us for the CSSE's White Party - an elegantly whimsical dinner party where guests arrive dressed in all, or almost all, white. Dress code is your choice and can range from glamorous to laid-back casual ...the only "rule" is to wear as much white as you can! As always, there will be a sumptuous sit-down dinner and amazing entertainment - all in the comfort and convenience of the beautiful Westin Bayshore hotel.

*(Optional and Additional Registration Required)*



**Dinner On The Town...**

*Create Your Own Dinner Group*

• TUESDAY, SEPTEMBER 20<sup>th</sup> •

This evening is the perfect opportunity for you to explore Vancouver - at your own pace. There are a variety of wonderful restaurants within walking distance of the Westin Bayshore and we encourage you to create your own dinner group, enjoy the boardwalk, and see what Vancouver has to offer!

Don't forget the **Seawall Bar & Grill**, located at the Westin Bayshore - lobby level, is open until 11:30 PM on Sunday and 12:00 AM Monday to Saturday ... a great location for a nightcap with your fellow conference attendees.



# CSSE Health, Safety and Environmental Exhibition 2016

The CSSE is pleased to bring you the 46th annual edition of the CSSE Health, Safety and Environmental Exhibition and Professional Development Conference. This Exhibition takes place at the Calgary Convention Centre and features some of North America's largest and best known suppliers of health, safety and environmental products and services.

Seeking the latest in personal protective equipment, consulting services, training programs or services, computer-assisted record keeping or new and innovative ideas in safety? Find the answers at this year's Exhibition. Speak to skilled sales and technical consultants to discuss and find solutions to your workplace concerns.

## CSSE 2016 *Exhibitors as of publication time...*

- 3M Canada & Capital Safety
- AMA Fleet Safety Services
- Argus-Hazco
- BC Construction Safety Alliance
- Brasco Safety
- BTE Workforce Solutions
- Canadian Red Cross
- CannAmm Occupational Testing Services
- CBI Workplace Solutions
- CCOHS
- Chemscape Safety Technologies
- Cintas Canada Ltd.
- Cognibox
- Cognibox
- Dakota Software
- Dekra Insight
- eCompliance
- Electrolab Training Systems
- Flip Productions
- Grand River Occupational Health & Safety Inc.
- Impacto Protective Products
- Industrial Scientific
- Innovative Fall Protection
- Intelex
- ISN
- Kee Safety Ltd.
- NeoSystems
- Pacific Safety Consulting Group Inc.
- Potti Corp.
- Pozniak Safety Associates Inc.
- ProTELEC CheckMate
- Rescue 7 Inc.
- Ronin Safety & Rescue
- SAFEmap International Inc.
- SIX Safety Systems Inc.
- Superior Glove Works
- The SafetyNet
- Thinking Driver
- Trittech Fall Protection
- University of Alberta
- University of New Brunswick
- VelocityEHS
- Winter Walking
- WorkSafe BC

# Interested in Exhibiting?



The CSSE Health, Safety and Environmental Exhibition has **SOLD OUT** every year for the past eight years.

*The CSSE Exhibition is definitely for you, but you need to act fast to participate!*

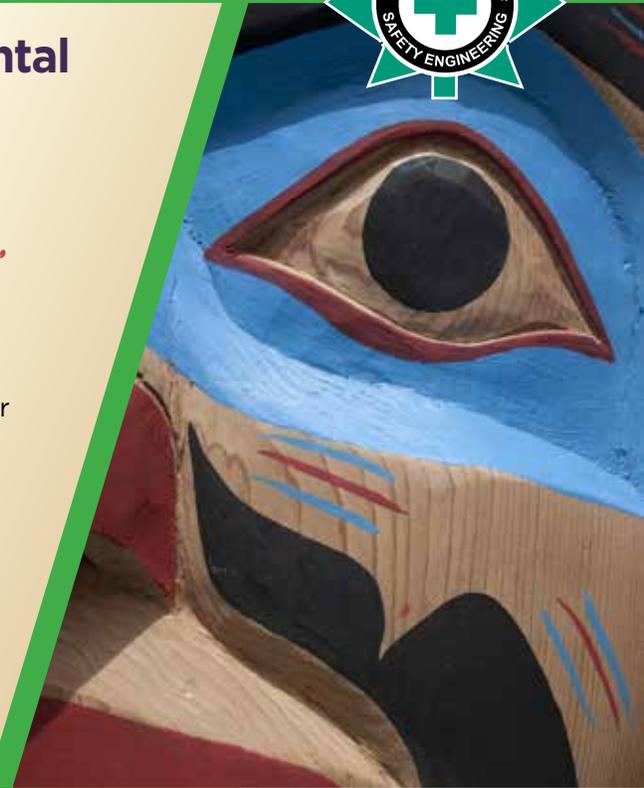
Contact Terry Cunningham at [conference@csse.org](mailto:conference@csse.org)

For more details on how participation at this year's Exhibition can give your organization maximum exposure to the OHS&E professional.

Visit the CSSE web site at [www.csse.org/2016\\_conference](http://www.csse.org/2016_conference) to view the new CSSE 2016 Sponsor & Exhibitor Guide.

## Exhibit Hours:

MONDAY, SEPTEMBER 19<sup>th</sup>  
7:00 am - 6:00 pm  
TUESDAY, SEPTEMBER 20<sup>th</sup>  
7:30 am - 3:15 pm



## Want to be a Sponsor of the Conference?

**Our sponsors are progressive organizations committed to the future of the CSSE and the many innovative programs it supports.**

Special recognition is extended to these companies during the Professional Development Conference for their generous financial and product support. Because of these organizations, we have the resources to attract top quality speakers, provide in-depth workshops and feature a full calendar of conference events.

Become one of our featured sponsors! By participating in the CSSE Sponsorship Program, your organization will benefit from excellent promotional opportunities while realizing maximum exposure to global OHS&E professionals.

Sponsors will be featured in the CSSE Contact Newsletter before and after the conference, receive prominent, special recognition on conference signage and be listed, with links to your company web site, in the CSSE Mobi Guide. As well as recognition at opening and closing ceremonies, recognition may include inserts in the delegate bag and logo featured on email marketing material to OHS&E professionals. (Please note that benefits are contingent on your level of participation).

**The CSSE 2016 Sponsor & Exhibitor Guide offers a wide range of sponsorship opportunities. You can visit the CSSE web site at [www.csse.org/2016\\_conference](http://www.csse.org/2016_conference) to view the new CSSE 2016 Sponsor & Exhibitor Guide.**

## **CSSE 2016** *Sponsors as of publication time...*

- University of Fredericton
- WorkSafeBC
- BCRSP
- Cintas
- Pacific Safety
- Grand River Occupational Health & Safety Inc.
- LMS PROLINK/Encon
- Crisis Prevention Institute
- CannAmm Occupational Testing Services
- Johnson Inc. Insurance
- University of New Brunswick
- CSSE Edmonton Chapter
- Your Brand Marketing

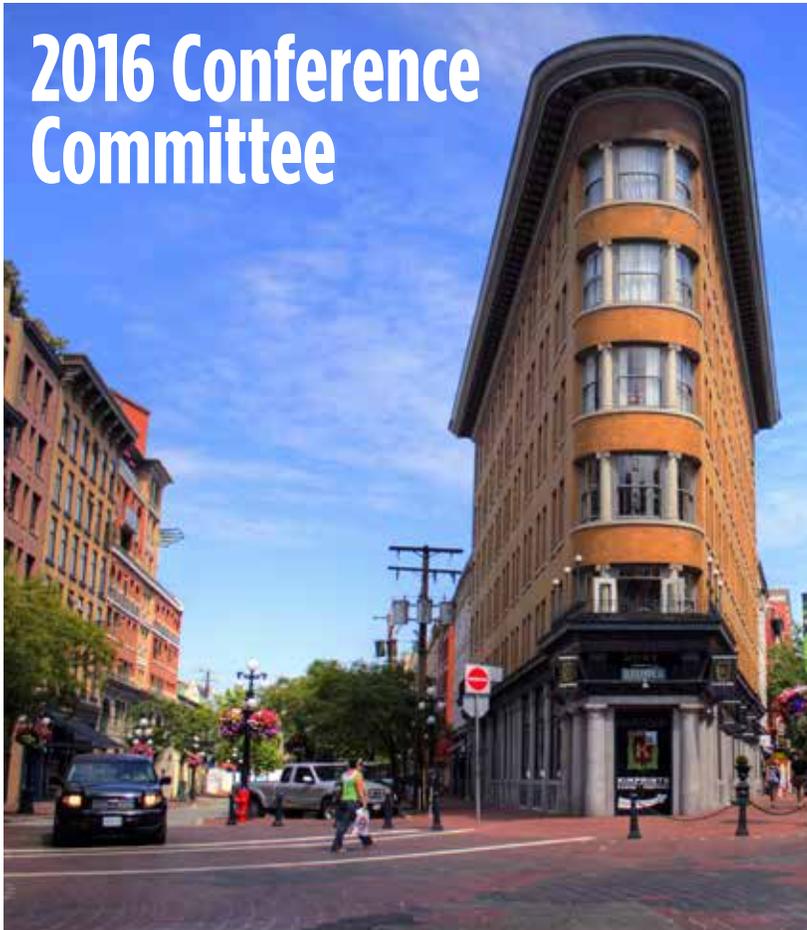
**Want to find out more details?** Contact Terry Cunningham at [conference@csse.org](mailto:conference@csse.org) or call 416-646-1600



This innovative mobile guide not only allows you to access information on the CSSE PDC schedule, session handouts, exhibitors, sponsors, special notices and alerts, it also gives you yet another networking opportunity. By completing your "Attendee Profile", your peers attending the conference will be able to interact with you, and you with them, via instant messaging! Convenient links to Twitter, Facebook, and LinkedIn are also easily accessed via the CSSE Mobi-Guide!



## 2016 Conference Committee



**Sue McLaren, CHSC, RN COHN(C) - CHAIR**  
McLaren Health and Safety Consulting, Ottawa, ON

**Barry Fitzgerald, B. Tech., CRSP - CO-CHAIR**  
Government of Newfoundland & Labrador, St. John's, NL

**Deborah Blackmore**  
University of New Brunswick, St. Johns, NB

**Kimberly Blaney, CRSP, CSP**  
KaVo Kerr Group, Ottawa, ON

**Brian Fisher-Smith, CRM, CRSP**  
Actsafes, Vancouver, BC

**Kimberly Meadows, CSS, CRSP**  
City of Victoria, Victoria, BC

**Mary Moltman**  
Pacific Safety Centre, Richmond, BC

**Jeff Peters, CHSC, CRSP, CHRP**  
City of Regina, Regina, SK

**Norm Ralph, CRSP, CHSC, CSMP**  
BC Rapid Transit Company, Burnaby, BC

**Peter Sturm, CRSP, CHSC**  
BCRSP Representative, Sturm Consulting, Mississauga, ON

**Perry Ruehlen, CAE**  
CSSE, Toronto, ON

**Terry Cunningham, CMP**  
CSSE, Toronto, ON

# Professional Development Courses



## Developing Effective OHSE Training Courses

**WEDNESDAY, SEPTEMBER 14<sup>th</sup>  
& THURSDAY, SEPTEMBER 15<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

The purposes of this two-day course is to provide the OHSE practitioner, whether an internal or external consultant, with the introductory knowledge and skills to design effective training courses based on an analysis of organizational and employee needs.

Filled with tools and strategies, the course will take course developers through needs analysis, instructional approaches, design and delivery processes, as well as assessment and evaluation elements within an overall Training Management Framework.

The course will also assist decision-makers in evaluating the effectiveness of training courses already in place or courses identified for potential implementation. The course outcomes apply to multi-industry training programs.

While it will be touched upon, it should be noted that this course will not focus on the critical identification of training needs and options as this is offered in a separate CSSE course. Students with a sound background in performing needs analyses and evaluating options will be additionally supported by this second OHSE training course.

### Course Learning Outcomes

#### Course participants will be able to:

- Develop quality learning outcomes which will demonstrate the participants' ability to integrate their new knowledge, skills, and attitudes effectively in their workplace
- Examine the results of a needs analysis to set the training objectives in order to deliver quality learning outcomes
- Develop quality lesson plans and course content to meet identified training needs
- Analyze delivery methods to ensure the most effective delivery method
- Develop appropriate evaluation criteria, strategies, tools, and techniques

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP

These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.

## Essentials of Risk Management for OHSE Practitioners

**WEDNESDAY, SEPTEMBER 14<sup>th</sup>  
& THURSDAY, SEPTEMBER 15<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

The purpose of this two-day course is to provide the OHSE practitioner with the knowledge, skills and tools to be able to

provide effective OHSE-focused risk management advice to company management and to exercise leadership in bringing an understanding of the principles of OHSE risk management to the workplace. In this manner, the OHSE practitioner contributes to the building of a Safety Culture within or for his or her business or organization.

### Course Learning Outcomes

#### Course participants will be able to:

- Explain the different levels at which risk management may be applied and value the contributions that the organization, workplace teams, and other stakeholders can give to OHSE risk management
- Use a number of conceptual models and practical tools to assist in defining and explaining OHSE risk management actions
- Use the Risk Registry process as an effective tool to manage organizational or workplace risks and hazards
- Incorporate basic concepts of OHSE Risk Management into the broader field of risk management within the context of a business or organization's overall culture

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP

These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.



## Project Management for the Health & Safety Professional

**WEDNESDAY, SEPTEMBER 14<sup>th</sup>  
& THURSDAY, SEPTEMBER 15<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

This two-day, hands-on course is designed to provide health and safety practitioners with the tools and techniques to plan, manage, close and evaluate a project related to the health and safety environment. Based on best-practices in project management today, participants will also examine the leadership skills required to link health and safety project management to the operational areas of his or her entire organization.

Participants will work in teams on a “live” project from the health and safety environment and apply PMI tools and processes to simulate a complete project life cycle: from initiation to closure. Comparisons will be drawn between participants’ current projects and past case studies. The course is hands-on, with practice simulations, using forms and templates commonly used in the project management field.

The course is based on the 4th edition of PMI’s Project Management Body of Knowledge (PMBOK®) and Canadian best practices in the safety profession.

### Course Learning Outcomes

Course participants will be able to:

- Use the terminology and processes of modern project management
- Define the business case for a H&S project
- Prepare a complete and accurate project plan for a H&S project
- Facilitate team discussion to learn from the experience of others
- Use project management forms and templates for a H&S project
- Discuss project life cycles and the importance of milestones for project control
- Build a project schedule with major milestones
- Identify the interaction of a H&S project with the day-to-day operations
- Build a communications plan for the H&S project to ensure long-term success
- Value the importance of post-project reviews and evaluating project success
- Value the benefits of a consistent project management methodology

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP  
These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society’s office at 416-646-1600.

## Applied Risk Communication

**FRIDAY, SEPTEMBER 16<sup>th</sup>  
& SATURDAY, SEPTEMBER 17<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

Communication is the key component in every aspect of health and safety, making this session invaluable to every OH&S professional, occupational health nurse, industrial hygienist and the broader risk management community.

This two day course provides OH&S professionals with an opportunity to learn new insights into the role of communication in the management of risks. Participants will engage in robust and challenging case studies; learn and apply new risk analysis techniques; pro actively plan communication messages and develop powerful risk management strategies inclusive of communication, including the even larger challenge of managing cultural change.

Participants will learn and practice more effective interpersonal communication techniques that can be applied immediately to assist in their risk management challenges and be integrated into their risk management plans. This course builds on the material taught in the Consulting Skills and Obligations and Liabilities courses.

### Course Learning Outcomes

Course participants will be able to:

- Develop an alternative definition of ‘risk’ by describing three general categories of risk situations and explaining reasons why these situations arise
- Model risk communication principles and implement techniques and strategies to resolve risk situations
- Apply ‘message mapping’ tools to facilitate effective risk communication
- Lead employers and clients in assessing risk communication needs and integrating plans to resolve risk situations

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP  
These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society’s office at 416-646-1600.



## Consulting Skills for the OH&S Professional

**FRIDAY, SEPTEMBER 16<sup>th</sup>  
& SATURDAY, SEPTEMBER 17<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

This two-day course is highly recommended for both internal and external occupational health and safety consultants. It will provide an understanding of, and practice in, the application of professional consulting skills in the context of OH&S practice.

This course reviews the functions and roles of a consultant; describes the phases of the consulting process; examines the processes of engagement, contracting and needs assessment; provides a conceptual and practical examination of client/ consultant interactions and dynamics; reviews client motives and purposes for retaining consultants; and provides instruction in aspects of project and practice management through a case study approach. The course has a strong practical component to establishing the program.

### Course Learning Outcomes

Course participants will be able to:

- Identify the qualities and attributes of an effective consultant
- Describe the functions and roles of an internal or external consultant in six phases of the consulting process
- Examine Client-Consultant interactions and dynamics and model effective processes of engagement and contracting
- Implement effective marketing of consultant services to clients and employers
- Develop a cost appraisal of setting up an independent consulting practice
- Manage on-going self-appraisal and client evaluation strategies

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP  
These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.

## Measurement & Evaluation in OH&S Managed Systems

**FRIDAY, SEPTEMBER 16<sup>th</sup>  
& SATURDAY, SEPTEMBER 17<sup>th</sup>, 2016  
8:00 am – 5:00 pm**

This two-day course will be of value to all health and safety professionals responsible for the evaluation and on-going development of high quality safety initiatives. The course should also appeal to supervisors, labour representatives, consultants, technical experts and joint workplace safety and health committee members.

As Occupational Health and Safety initiatives become more sophisticated and emphasize more of a managed systems approach, measurement and evaluation tools must also become more strategic in their intent, use and application.

This course highlights key measurement and evaluation techniques that can be used to support the development, implementation and maintenance of today's OHS intelligence based processes.

Participants will explore the intent, applications and value of such tools as baseline assessments, statistics, physical conditions audits, task observations and coaching, internal and systems auditing, cost-benefit analyses, employee satisfaction and perception surveys. Participants will be able to evaluate measurement and evaluation tools within such frameworks as CSA Z1000 and other international standards.

### Course Learning Outcomes

Course participants will be able to:

- Identify the value of measurement and evaluation tools as they apply to today's health and safety programs and management systems
- Demonstrate sound use of incident statistics as an indicator of health and safety performance
- Communicate the Safety by Objective (SBO) proves and set realistic safety related goals and objectives
- Develop a Score Card to measure supervisory safety performance
- Articulate the differences between Health and Safety Programs versus Management Systems
- Articulate key strengths and weaknesses of the audit approach and demonstrate its use to improve chances of getting more effective and reliable data
- Recognize the complexities associated with human behaviour as well as articulate the strengths and weaknesses of the Behaviour-based Sampling (BBS) approach to measurement
- Speak to the importance of the corporate safety culture as it relates to safety excellence and use a perception survey to assess a relevant health and safety management system

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP  
These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.



## Obligations and Liabilities of the OH&S Professional

**THURSDAY, SEPTEMBER 22<sup>nd</sup>  
& FRIDAY, SEPTEMBER 23<sup>rd</sup>, 2016  
8:00 am – 5:00 pm**

Because every occupational health and safety professional can be at risk, this seminar provides invaluable information to every level of experience - from the novice to the seasoned professional and from the “internal” consultant to the commercial consultant.

Take action to safeguard yourself and your clients. This two-day course is designed to develop an awareness and understanding of the obligations and potential liabilities that may be encountered by the OH&S professional when providing advice in the area of occupational health and safety. The focus is upon defining the types of obligations and potential liabilities and illustrating ways and means of reducing these risks.

### Course Learning Outcomes

Course participants will be able to:

- Balance the obligations owed to clients/employers and others
- Measure his or her performance against the standard of care and skill expected of an OHS professional
- Avoid contract disputes and negligence claims
- Interpret and apply statutes, regulations, and standards
- Identify and resolve conflicts of interest
- Consider legal ramifications when drafting and submitting reports
- Develop and implement report disclaimers to minimize liabilities
- Resolve typical ethical issues faced by OHS professionals
- Determine an appropriate balance between legal and ethical obligations
- Protect his or her client/employer through the use of solicitor-client privilege
- Identify and resolve typical ethical issues faced by OHS professionals

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP

These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.

## Assessing OHSE Training Needs

**THURSDAY, SEPTEMBER 22<sup>nd</sup>  
& FRIDAY, SEPTEMBER 23<sup>rd</sup>, 2016  
8:00 am – 5:00 pm**

The purposes of this two-day course is to provide the OHSE practitioner, whether an internal or external consultant, with the introductory knowledge, skills and tools for identifying training needs and evaluating high quality health and safety programs available to meet those needs based on adult learning principles.

The course objectives apply to multi-industry training courses. The emphasis of this course is to learn how to identify training needs through the use of needs assessments, how to identify training options (both in house and through outsourcing) and how to evaluate those options to make the best decision and recommendations to management.

It should be noted that this course will not focus on the design or development of the training courses themselves.

### Course Learning Outcomes

Course participants will be able to:

- Employ strategies and tools for performing a needs analysis
- Determine what training will meet the identified needs
- Identify specific training objectives and appropriate learning tasks
- Evaluate training courses based on the needs analysis, legal requirements, and learning performance objectives
- Advise management on appropriate delivery options

CSSE has awarded this course 16 CHSC maintenance points  
The BCRSP has awarded this course 1.0 CMP

These courses are being held at Westin Bayshore hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-1600.



## Essential Value of OHS Management Systems

**THURSDAY, SEPTEMBER 22<sup>nd</sup>  
& FRIDAY, SEPTEMBER 23<sup>rd</sup>, 2016  
8:00 am – 5:00 pm**

Individuals responsible for evaluation and on-going development of high-quality safety initiatives within organizations have become increasingly challenged with the increasing complexity of business and continual evolving demands for change. Management Systems offer the opportunity to develop a systematic approach to complex structures to greatly improve Organizations ability to identify and manage workplace risk.

Canadian and global management system standards provide benefits across a broad front and affect all stakeholders, business owners, and employees associated with the systematic identification and management of health and safety risks. Implementing a management system provides benefits and signals confidence and integrity to all parties.

However, there are a diverse variety of OHS management systems to draw upon including CSA Z1000, ILO-OSH 2001, OHSAS 18001, ANZI Z10. It's not just knowing individual management systems. Which one best fits a particular organization's needs?

The Essential Value of OHS Management Systems will provide the tools and strategies to enable the OHS leader to provide the best consultative advice to systematically evaluate the value of OHS Management Systems within a specific organizational context.

### Course Learning Outcomes

Course participants will be able to:

- Identify the required elements of an effective OHS Managed System
- Appraise the value of Canadian and Global standards in OHS Management Systems
- Determine how additional OHS Management System elements support or hinder organizational success
- Implement effective marketing of consultant services to clients and employers
- Outline a systematic approach in evaluating OHS Management Systems in order to recommend a system to best fit an organization

CSSE has awarded this course 16 CHSC Maintenance points.

These courses are being held at Westin Bayshore Hotel. Registration information is included on the conference registration form in this brochure. More information on these courses is available online at [www.csse.org](http://www.csse.org) or by calling the Society's office at 416-646-16100..



# The Host Hotel



## THE WESTIN BAYSHORE

### Room Type

### Single/Double Rate

- Traditional or Deluxe Main Building \$229.00
- Premium Tower \$249.00
- One Bedroom Jr. Suite \$329.00
- One Bedroom Lanai Suite \$379.00
- One Bedroom Tower Suite \$399.00
- One Bedroom Executive Suite \$429.00
- One Bedroom Deluxe Tower Suite \$449.00
- Additional Person (Triple/Quad) \$30.00 pp

*\*all room rates include in-room internet during your stay*

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Located in downtown Vancouver on Coal Harbour, steps away from shopping, dining, entertainment, arts and culture, the Westin Bayshore is set against the natural beauty of the 1,000-acre Stanley Park and offers direct access to the city's world-famous seawall.

The Westin Bayshore offers indoor and outdoor pools, a new 5,000 square-foot spa, a restaurant where huge windows overlook Coal Harbour and the North Shore Mountains, and a bar and grill with two patios boasting great views—plus a 60,000 square-foot conference center.

In 511 freshly renovated rooms and suites, beautiful organic textures and soothing earth tones mirror Westin Bayshore's natural waterfront setting. Floor-to-ceiling sliding glass doors in every room reveal stunning views of the harbor, mountains, and city skyline.

Reservations will be accepted at the above rates up until **Wednesday, August 24, 2016**. Reservation requests received after the cut-off date will be based on availability at the hotel's prevailing rates. Please note that CSSE does not handle hotel reservations.

The Westin Bayshore utilizes Stargroup for online reservations. You may access the site to book, modify, or cancel a reservation until September 26, 2016: [\[Click Here\]](#) to reserve your room at the CSSE group rate.

Alternatively, you may call Reservations at (604) 682-3377 or toll free at 1-800-WESTIN-1. Please ensure you specify the event name: Canadian Society of Safety Engineering or "CSSE", if reserving by phone to access negotiated rates. Individual reservations must be guaranteed with a credit card or advance deposit.

### Cancellation / No Show Policy:

If you cancel your reservation between the time of booking and 6:00 PM Pacific time **Wednesday, September 14, 2016**, there will be no forfeiture amount. If you cancel after 6:00 pm Pacific time, September 14, 2016, the forfeiture amount will be a 1 night stay plus applicable taxes. No shows will be charged one night room charge plus applicable taxes and 50% of room revenue and applicable taxes for any remaining nights (i.e., nights 2, 3, 4, etc.).

### Hotel Parking

Whether you prefer to park your own vehicle or allow the hotel to assist you, The Westin Bayshore offers you convenience and ease.

**Valet service is available 24 hours a day.**

- CND \$41 per day (including taxes)
- Self Parking is available at \$36/day (including taxes)



# General Information

## HOW TO REGISTER

You can log onto the web site [csse.org](http://csse.org) and register on line or mail or fax the attached registration form to:

### CSSE

468 Queen Street East, LL-02,

Toronto, ON M5A 1T7

Phone: 416-646-1600

Fax: 416-646-9460

*Cancellation Policy:* Registration fees are fully refundable if written notice is received by the CSSE office a minimum of two weeks before the conference. If notice is received less than two weeks before the conference, 50% of the registration fee will be refunded. Those failing to notify the office in writing of their cancellation, or those who are “no shows” at the conference, will receive no refund.

## GROUP DISCOUNTS

Registering 10 or more people from the same organization? You may qualify for a 10% group discount on registration fees.

Contact Tammy White at [conference@csse.org](mailto:conference@csse.org) or 416-646-1600, ext. 20 for more information.

## MAINTENANCE POINTS

The CSSE has applied to the following organizations to have certification maintenance points awarded for attendance at the 2016 CSSE Professional Development Conference & Exhibition:

- American Board of Certified Safety Professionals
- American Board of Industrial Hygiene
- American Industrial Hygiene Association
- American Association of Health Nurses
- Board of Canadian Registered Safety Professionals
- Canadian Nurses' Association
- Canadian Registration Board of Occupational Hygienists
- Occupational Hygiene Association of Ontario
- Ontario Kinesiology Association
- Ontario Occupational Health Nurses Associations

## TRANSPORTATION

Air Canada and WestJet have been named the official carriers for the 2016 CSSE Professional Development Conference & Exhibition.

### *Booking is easy.*

Travel may be booked through **Jo-Anne Salsbury**, the CSSE travel agent at Clarke-Way Travel

- Call: 416-507-4239 or 866-664-6565
- Email: [joanne@clarkewaytravel.com](mailto:joanne@clarkewaytravel.com)

Tell Jo-Anne that you are a delegate to the 2016 CSSE Professional Development Conference and she will ensure that you get the best rate available. You may also qualify for the savings by contacting the airlines directly by phone or online as follows:

### **Air Canada Convention Code:**

To book a flight using the CSSE promotion code, access [www.aircanada.com](http://www.aircanada.com) and enter the promotion code in the search panel.

CSSE Promotion Code: **RPK3G9U1**

### **WestJet Convention Line:**

To book a flight using the CSSE promotion code, contact the WestJet Groups Department at 1-888-493-7853. Convention codes are not available for use on [WestJet.com](http://WestJet.com) at this time.

CSSE Promotion Code: **PRD71QU**

You may also have your travel agent make the call for you.

## ATTIRE

Casual attire is the official dress for all conference events. Delegates are asked to leave all business clothes at home. Come and learn in the relaxed atmosphere of the CSSE Conference. We recommend that you dress in layers to ensure your comfort.



## MEMBERSHIP OPPORTUNITY FOR NON-MEMBERS

Becoming a member of the CSSE is the perfect means for health and safety professionals at all levels to expand their knowledge, enrich their expertise and explore future issues, strategies and trends. Check the CSSE web site at [www.csse.org](http://www.csse.org) for information on the benefits of membership.

One immediate benefit is that the difference between the member and non-member fees for the conference can be applied to the annual CSSE membership, if requested. To qualify for these savings, application for membership must be submitted at the time of registering for the conference. Annual CSSE membership dues are currently \$205 plus HST, renewable on the anniversary of joining the Society. Just register at the member rate and ask for membership on the registration form for the conference.

## COMPANION PROGRAM

Companions registered for the conference are invited to participate in scheduled conference social programming (Sunday Welcome Reception, Monday Exhibitor Reception, Monday Night Special Event), scheduled group breakfasts and lunches, and Keynote Presentations.

Companions wishing to pursue optional activities may visit the Vancouver tourism website at <http://www.tourismvancouver.com/> where you will find information and links to recreational activities, tours, and other exciting things to do in Vancouver during the CSSE 2016 PDC.

Companions are encouraged to visit the **Companion Café** each morning to meet other companions who may want to form a group for off-site activities and adventures.

## NO SMOKING AND SCENTS POLICY

In an effort to safeguard the health of all conference participants, smoking will not be allowed at any of the conference events. CSSE also supports a scent-free environment. Please be “scent-sitive” and do not wear perfumes or colognes during the conference. We appreciate your consideration for fellow conference participants and their guests.

# Registration Form

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
Company: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ Prov/State: \_\_\_\_\_ Postal/Zip: \_\_\_\_\_  
Email: \_\_\_\_\_ Tel: \_\_\_\_\_ Fax: \_\_\_\_\_  
Companion Name: \_\_\_\_\_  
Special Request: (diet, etc.) \_\_\_\_\_  
 Payment Enclosed    MasterCard    Visa    American Express    CSSE Member    Non Member  
Card #: \_\_\_\_\_ Expiry Date: \_\_\_\_\_ CSV Code: \_\_\_\_\_  
Cardholder Name: \_\_\_\_\_ Signature: \_\_\_\_\_

**CANCELLATION POLICY:** Registration fees are fully refundable if written notice is received by the CSSE office a minimum of two weeks before the conference. If notice is received less than two weeks before the conference, 50% of the registration fee will be refunded. Those failing to notify the office in writing of their cancellation, or those who are "no shows" at the conference, will receive no refund. Registrations can be transferred at any time.

**PROTECTING YOUR PRIVACY** Your privacy is important to us. Some information you provide to CSSE in this registration form may be considered personal information. The Society collects, uses and shares the information contained in this registration form for the sole purpose of processing your registration and delivering CSSE services, programs and publications to you. All photos, videos, and/or images taken at CSSE 2016 PDC may be used by CSSE for promotion of the Society and of the PDC. Your contact information will also appear, as provided, in the CSSE Delegate List which is shared with all conference delegates and confirmed Sponsors & Exhibitors.

Please DO NOT include my contact information in the CSSE 2016 Delegate List which is shared with all conference delegates and confirmed Sponsors & Exhibitors.

## SUNDAY • SEPTEMBER 18<sup>th</sup>

12:00 pm – 1:00 pm

- First Timer Mix & Mingle

1:00 pm – 4:30 pm

- Workshop A**
  - Hazards, Risks, Dangers, and Safety – Confusion
- Workshop B**
  - INSHPO Competency Framework Workshop
- Workshop C**
  - Implementing a Successful Fatigue Risk Management System

RESET SELECTIONS

## TUESDAY • SEPTEMBER 20<sup>th</sup>

10:30 am – 11:45 am

### Concurrent Sessions #4

- 4A** - A Worker Led, Management Driven Model of Dynamic Workplace Culture
- 4B** - My Chair is Plotting to Kill Me
- 4C** - Safety Program FUNDamentals
- 4D** - Stepping into the Shoes of a Safety Coordinator for Personal and Professional Development
- 4E** - Stressed for Success: Managing Stress in the Workplace
- MUNI-04** - The Invisible Hazard: Fatigue in the Workplace

1:30 pm – 2:45 pm

### Concurrent Sessions #5

- 5A** - Total Worker Health in Construction
- 5B** - Don't Let Safety Bully You
- 5C** - Resilience in the Face of Natural Disaster - an International Experience
- MUNI-05** - The Road to Mental Readiness and The Working Mind

3:15 pm – 4:30 pm

### Concurrent Sessions #6

- 6A** - Pyramid Power
- 6B** - It's Age Related: Occupational Health and Safety Issues, Challenges, and Solutions
- 6C** - A Common Platform – A Springboard to Improve
- MUNI-06** - Work Disability Prevention - SAW & RTW Best Practices that will Make a Difference

RESET SELECTIONS

## MONDAY • SEPTEMBER 19<sup>th</sup>

10:45 am – 12:00 pm

### Concurrent Sessions #1

- 1A** - Leadership for Today's Problems
- 1B** - Enhancing Managers' Emotional Intelligence Skills
- 1C** - One Plus One, Equals Three ... The Art of Leadership
- 1D** - National Workplace Fatality Analysis & Recommendations
- 1E** - A Crash Course in Reducing Vehicle Incidents: How BC Safety Authority Reduced At-fault Accidents by Over 90%

- MUNI-01** - Asbestos, Silica and Lead – They're Everywhere!

12:00pm – 1:30 pm

### Lunch & Exhibit Time

- M1** - Lunch Seating #1 (12:00 pm – 12:45 pm)
- M2** - Lunch Seating #2 (12:45 pm – 1:30 pm)

1:30 pm – 4:30 pm

### Half-Day Workshops

- Workshop D**
  - The B.S. – Bold Strengths of Safety Leadership
- Workshop E**
  - Fatalities in the Workplace – Expectations of a Safety Professional

1:30 pm – 2:45 pm

### Concurrent Sessions #2

- 2A** - Navigating Balance Between Work and Life for the Safety Professional
- 2B** - Put Down the Donuts ... We Have Work to Do!
- 2C** - Contractor Management 101: Are You Managing Your Contractors or Are Your Contractors Managing You?
- MUNI-02** - Challenging Our Culture of Risky Driving

3:15 pm – 4:30 pm

### Concurrent Sessions #3

- 3A** - Prescription Drug Abuse: Workplace Realities and Responsibilities
- 3B** - Managing Risk Using CSA OHS Management System Standards
- 3C** - Excavations – The New Confined Spaces
- MUNI-03** - Metro Vancouver's Port Mann Water Supply Tunnel - Construction Safety Considerations

RESET SELECTIONS

## WEDNESDAY • SEPTEMBER 21<sup>st</sup>

9:30 am – 10:45 am

### Concurrent Sessions #7

- 7A** - Medical Marijuana: How to Manage it in the Workplace
- 7B** - Are You Hiring Your Next Injury? An Overview of Post Offer Employment Screening
- 7C** - Safety Culture Transformation Through Frontline Influencer Engagement – Winner of the 2015 CSSE National Special Projects Award

- 7D** - The Changing Landscape of OH&S Practitioner Qualifications
- 7E** - Confronting Asbestos – Strategies for Managing Worksite and Facility Asbestos
- CRSP - 01** - The Future of the Occupational Health & Safety Profession
- MUNI-07** - Traffic Management Manual for Work on Roadways (TMM)

RESET SELECTIONS

Register online at: [www.csse.org/2016\\_conference](http://www.csse.org/2016_conference) or complete this form and email, fax or mail:

email: [conference@csse.org](mailto:conference@csse.org) • fax: 416-646-9460

CSSE 468 Queen Street East, LL-02, Toronto, ON M5A 1T7

# Registration Form

	<b>SUPER EARLY BIRD</b> Pay before June 30, 2016 <b>SAVE UP TO \$130</b>	<b>EARLY BIRD</b> Pay between July 1 - Aug. 18 <b>SAVE UP TO \$55</b>	<b>REGULAR</b> Pay after August 18, 2016
<b>MEMBER PACKAGES</b>			
<b>Executive Level</b> ● 3-day Conference Sessions ● Meals ● Program Social Events ● Monday Night Special Event ● Access to CSSE Live Learning Centre with over 65 hours of online conference recordings	\$1000	\$1100	\$1205
<b>Business Level</b> ● 3-day Conference Sessions ● Meals ● Program Social Events ● Monday Night Special Event	\$925	\$1000	\$1055
<b>Full Conference Registration</b> ● 3-day conference sessions ● Meals ● Program Social Events	\$815	\$890	\$945
<b>NON MEMBER PACKAGES</b>			
<b>Executive Level</b> ● 3-day Conference Sessions ● Meals ● Program Social Events ● Monday Night Special Event ● Access to CSSE Live Learning Centre with over 65 hours of online conference recordings	\$1265	\$1365	\$1470
<b>Business Level</b> ● 3-day Conference Sessions ● Meals ● Program Social Events ● Monday Night Special Event	\$1140	\$1215	\$1270
<b>Full Conference</b> ● 3-day conference sessions ● Meals ● Program Social Events	\$1,030	\$1,105	\$1,160
<b>OPTIONAL EXPERIENCES</b>			
<b>Companion Registration</b> ● Meals ● Program Social Events ● Keynote Sessions ● Exhibition ● Monday Night Special Event	\$204	\$204	\$204
<b>Student Registration - Full time Students Only</b> ● All events & meals at 3-day conference between 7:30 am and 5:00 pm	\$155	\$155	\$155
<b>Monday Night Special Event ONLY, September 19<sup>th</sup></b> ● Monday night themed special event ticket, includes meal and entertainment	\$110	\$110	\$110
<b>Member E-Learning Experience</b> ● Access over 64 hours of audio synchronized PowerPoint presentations plus handouts (where provided) from the Conference via the CSSE Live Learning Centre	\$75	\$100	\$150
<b>Non-Member E-Learning Experience</b> ● Access over 64 hours of audio synchronized PowerPoint presentations plus handouts (where provided) from the Conference via the CSSE Live Learning Centre	\$125	\$150	\$200
		<b>Member</b>	<b>Non-Member</b>
<b>Single Day Registration</b> ● Select either Monday, September 19 <sup>th</sup> or Tuesday, September 20 <sup>th</sup> of conference sessions, meals and social events occurring on the selected day ● Note: Monday Night Special Event not included		\$395	\$490
<b>Wednesday September 21<sup>st</sup> Conference Registration ONLY</b> ● All day sessions ● Breakfast ● Break		\$185	\$205
<b>CSSE EDUCATION COURSES</b>			
<b>Developing Effective OHSE Training Courses</b> • September 14 & 15 2016		\$749	\$949
<b>Essentials of Risk Management</b> • September 14 & 15 2016		\$749	\$949
<b>Project Management for the Health &amp; Safety Professional</b> • September 14 & 15 2016		\$749	\$949
<b>Applied Risk Communications</b> • September 16 & 17 2016		\$749	\$949
<b>Consulting Skills for the OH&amp;S Professional</b> • September 16 & 17 2016		\$749	\$949
<b>Measurement &amp; Evaluation in OHS Managed Systems</b> • September 16 & 17 2016		\$749	\$949
<b>Obligations and Liabilities of the OH&amp;S Professional</b> • September 22 & 23 2016		\$749	\$949
<b>Assessing OHSE Training Needs and Options</b> • September 22 & 23 2016		\$749	\$949
<b>Essential Value of OHS Management Systems</b> • September 22 & 23 2016		\$749	\$949
<b>CSSE MEMBERSHIP</b>		<b>\$205</b>	
	<b>Plus GST (5%)</b>		
	<b>Grand Total</b>		



**CSSE** Vancouver  
2016  
PROFESSIONAL DEVELOPMENT CONFERENCE

**CSSE** Tel: 416-646-1600 • Fax: 416-646-9460 • [www.csse.org](http://www.csse.org)

**Register online at: [www.csse.org](http://www.csse.org)**

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- or mail to CSSE, 468 Queen Street East, LL-02, Toronto, ON, M5A 1T7