



Workplace
Safety North



Annual Report 2022-2023

A Platinum Year

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About Workplace Safety North

An independent not-for-profit, Workplace Safety North (WSN) is one of four sector-based health and safety associations in Ontario. Headquartered in northern Ontario, WSN provides province-wide government-approved workplace health and safety training and services for the mining and forest products industries.

Vision

Every worker, home safe and healthy.

Mission

We are a force for positive action – anticipating and responding to the greatest needs of our clients, and bringing together our partners, members, and diverse communities to build safer, healthier, stronger workplaces.

Values

Compassion, integrity, respect, and team spirit shape who we are and how we work.



Forestry

Logging - Conventional
and Mechanical

Milled Wood Products includes wood
container, pallet manufacturing,
structural wood products

Sawmills

Silviculture

Veneer, Plywood, and
Wood Preservation



Paper, Printing, and Converting

Corrugated and Solid Fibre Boxes

Folding Cartons

Paper Products

Printing, Platemaking, and Binding

Pulp, Newsprint, and Specialty Paper



Surface and Underground Mines

Diamond Mines

Gold and Silver Mines

Mine Drilling

Mine Rescue

Mining Support Activities

Nickel and Copper Mines

Salt Mines

Other Mines



Message from the Board Chair and Chief Executive Officer

690

A Platinum Year

A year to celebrate advancements in occupational health and safety

2022 was a year of recognizing and celebrating advances in workplace health and safety, including our own. Workplace Safety North was the proud recipient of the Platinum Level Award of Excellence from Excellence Canada, a national authority on organizational excellence established by Industry Canada.

Platinum Level builds on the achievements and outcomes from the previous three levels with a focus on establishing sustainable practices. The key outcomes of the Platinum Level include a sound systemic approach to workplace health and safety, continuous improvement is a “way of life” with full integration into culture and systems, and the organization is viewed as a leader in terms of knowledge sharing and best practices.

Our ability to deliver strong results, advance our strategy and provide expert help to Ontario’s mining and forest products sectors this past year comes from a standard of excellence embraced by our people, our partners, our Board and our funder. Thank you all for your tremendous efforts.

The following pages are filled with achievements and highlights only made possible by an amazing team of purpose-driven individuals passionate about bringing every worker home safe and healthy.



A handwritten signature in black ink, appearing to read 'Lydia Renton'.

Lydia Renton
WSN Board Chair



A handwritten signature in black ink, appearing to read 'Paul Andre'.

Paul Andre
WSN President and Chief Executive Officer

Workplace Health and Safety Snapshot for Ontario Forestry, Paper, Printing, and Converting Sector in 2022

[Click to view full infographic](#)



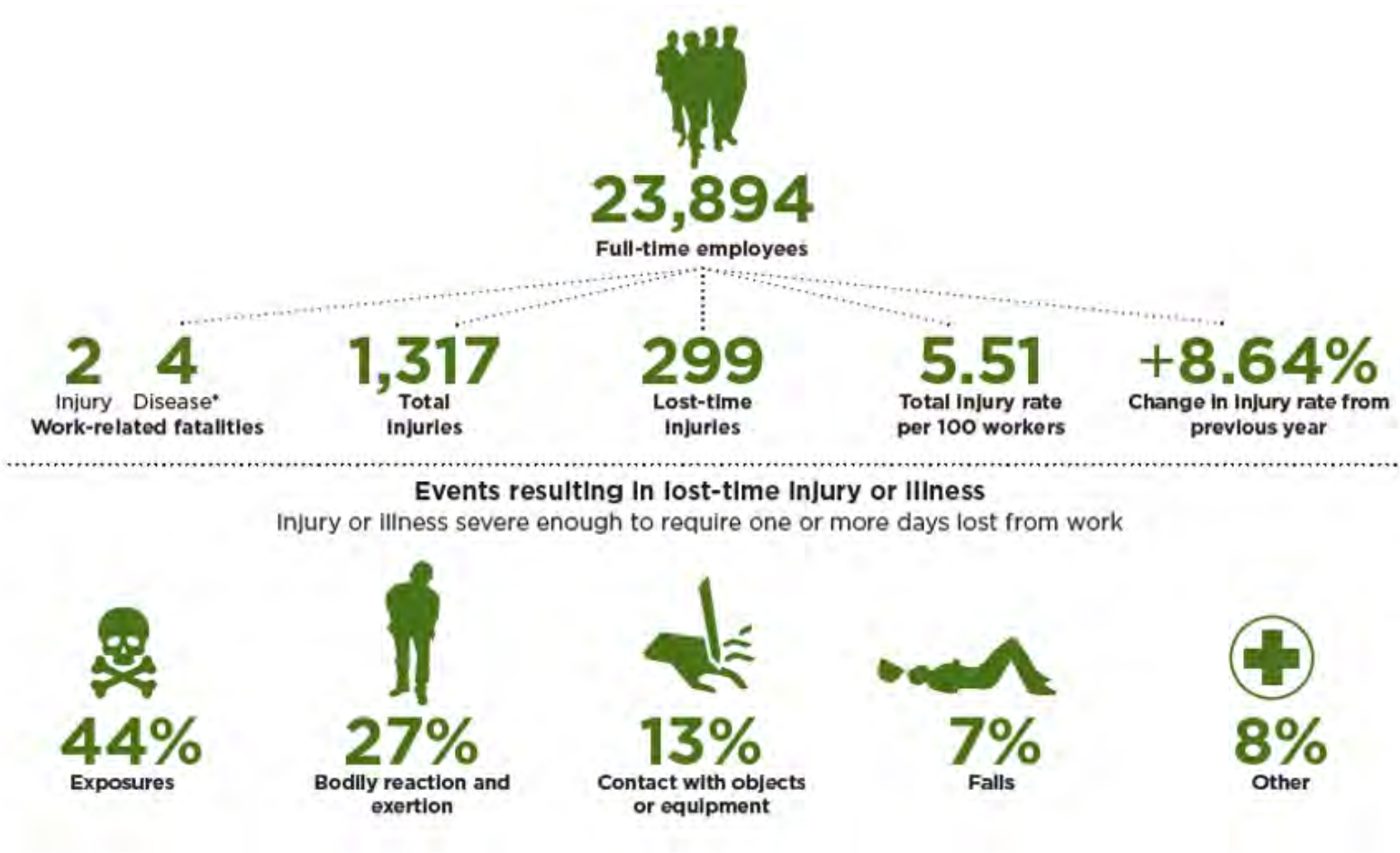
Events resulting in lost-time injury or illness

Injury or illness severe enough to require one or more days lost from work



Workplace Health and Safety Snapshot for Ontario Mining Sector in 2022

[Click to view full infographic](#)



The Year in Numbers: Ontario Forest Products and Mining Sectors

	2020	2021	2022
Client consultations	950	751	889
Total consulting hours	7,908	5,709	4,315
Participant training days - Prevention Services	4,224	6,803	8,782
Participant training days - Mine Rescue	5,823	5,546	7,304
Information products distributed	856,923	1,351,797	2,038,369
WSN Member lost-time injury rate	0.82	1.31	1.24
WSN Member total injury rate	4.59	4.32	4.29

The Year in Numbers: Forest Products

	2020	2021	2022
Forestry			
Full-time equivalent workers	21,413	22,704	26,884
Lost-time injury rate	1.69	2.47	2.1
Total injury rate	6.44	7.08	6.47
Paper, Printing, and Converting			
FTE workers	47,145	46,689	42,943
LTI rate	0.57	0.79	0.70
TI rate	2.31	2.58	2.24

The Year in Numbers: Mining Sector

	2020	2021	2022
Mining			
FTE workers	21,589	24,971	23,894
LTI rate	0.82	1.25	1.25
TI rate	4.59	5.07	5.51

Source: Workplace Safety and Insurance Board Enterprise Information Warehouse

Lost-time injury (LTI) and total injury (TI) frequency rates are a ratio of the injuries reported per 100 full-time equivalent employees (FTE) for the injury year specified.

Note: With the WSIB changing sector category definitions from its rate groups to the North American Industry Classification System (NAICS) in 2020, the mining sector category no longer includes steel industries, and the forestry sector category now includes mill products and tree nurseries.

A photograph of three workers in a factory setting. In the foreground, a man in a yellow safety vest and a woman in an orange safety vest are shaking hands. A second man in a yellow safety vest stands behind them, smiling. The background shows industrial equipment and bright lights. The text 'Achievement Highlights' is overlaid in white in the center.

Achievement Highlights



889

Client consultations

4,315

Total consultation hours

8,782

Participant training days - Prevention Services

7,304

Participant training days - Mine Rescue

6

Industry Advisory Committees

41

Firms participating in the Health and Safety
Excellence program

370

Firms participating in Safe Workplace Ontario program

2,083,369

Information products distributed via email, newsletter, video,
social media, and media partners





New Risk Management Awards program

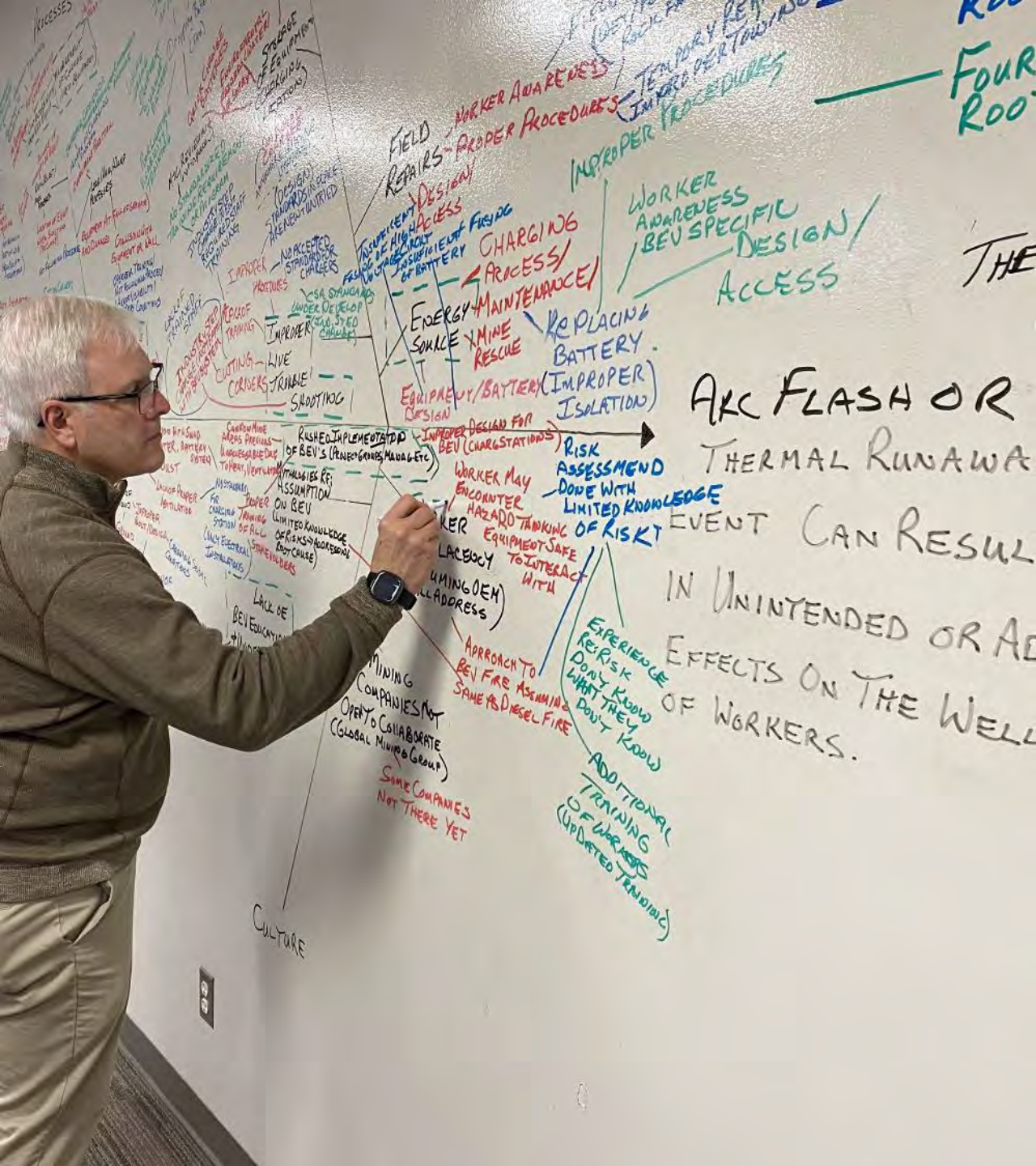
Ontario resource companies to receive recognition for managing top risks in their sector

- Builds on provincial risk-based analysis program
- Uses the industry's own evidence-based research to focus on the most effective ways to protect workers
- Rewards firms that follow control activities designed to minimize risk and keep workers healthy and safe
- Top mining sector risk targets pedestrian and mobile equipment interaction
- Top forest products sector risk targets lockout-tagout of machines and equipment to address stored energy hazards

[Read more](#)

A man in a dark shirt stands at the front of a meeting room, pointing to a large wall diagram. The diagram is a complex flowchart with various boxes containing text like "THE CURRENT CAN VIEW", "LIMITS TO CURRENT CONCEPTS ON SAFE LIMITS", "ECONOMIC ENVIRONMENT", "PHYSICAL ENVIRONMENT", "LEGISLATION", "WORKER FLUIDITY", "DETERMINING FACTORS", "ENVIRONMENTAL", "SERIOUS WORKPLACE INJURY", "RELATED LOCATION", "LIMITS TO CURRENT CONCEPTS ON SAFE LIMITS", "PHYSICAL ENVIRONMENT", "LEGISLATION", "WORKER FLUIDITY", "DETERMINING FACTORS", "ENVIRONMENTAL", "SERIOUS WORKPLACE INJURY". The room is dimly lit with a greenish tint. In the foreground, the backs of several people's heads and shoulders are visible as they sit at a long table. One person on the right is holding up a white sheet of paper. A water cooler is visible on the left side of the room. A television screen is mounted on the wall to the left, displaying some data. The overall atmosphere is that of a professional meeting or presentation.

Prevention Office and Evidence-based Initiatives



Industry risk-based analysis

2022-2023 completed research:

- Mining sector surface diamond drilling risk assessment
- Surface diamond drilling root-cause analysis on emergency response time
- Corrugating sector root cause analysis on pedestrians struck by mobile equipment
- Silviculture risk assessment focused on driving hazards
- Logging risk assessment focused on highway travel

Research results provide a strong basis for prioritizing industry needs, training and resources.

Programs developed because of research

In 2022-2023 WSN continues the implementation of two Chief Prevention Officer-approved programs to support the results of risk-based workshops.

[Safe Driving on Forest Roads](#) training course, which helps the logging sector address its greatest risk 'distracted driving,' is now available in French.

[Lockout-tagout \(LOTO\)](#) - This high-risk task which significantly affects the resource sector was explored in detail by a multi-sector advisory committee. They recommended the content for a LOTO program workplace assessment tool. The tool is currently being used by WSN staff to conduct on-site LOTO workplace assessments. Aggregate data from these assessments will be used to guide the development of a LOTO train-the-trainer program.



[View brief promotional video](#)



Psychological Health and Safety Project

Funding for the three-year workplace mental health (MH) project is being used to develop and deliver in-person and online training programs for mining and forestry operations, including an online portal where workers and employers can access mental health tools and resources 24-7, as well as free resources and awareness sessions for small businesses.

Accomplishments

- Six courses added to catalogue
- Mental Health 101 Course
- Mental Health Train-the-Trainer Pilot Course
- Mental Health Awareness for Leaders Pilot Course
- 106 Sessions
- 54 Unique clients
- 87 Workplace mental health consultations

85,490

Mental health materials distributed

337

Attendees of mental health education events

978

Mental health training participants

73%

Felt comfortable discussing mental health
in the workplace

89%

Increased their prevention knowledge

86%

Changed their practice or behaviour



Lindsay Digby and Melanie Jorgensen, WSN Health and Safety Specialists, pose with students at Mental Health Awareness training in Sudbury. To celebrate Healthy Workplace Month, WSN hosted free in-person mental health training sessions in October throughout northern Ontario.



45

New workplace mental health materials developed

3

Mental health educational events

106

Mental health training sessions

54

Firms consulted regarding workplace mental health

561

YouTube views of WSN mental health
safety talks, webinars

107

Attendees at free workplace mental health events

Mining manager champions new mental health program

Builds on WSN workplace mental health training

Dennis Sobey, Senior Ontario Health and Safety Manager at Agnico Eagle, began putting a mental health program in place for mine workers at the Detour Lake Mine near Cochrane, Ontario.

The initiative has since expanded to the company's Macassa Mine in Kirkland Lake, and its Timmins offices.

Sobey believes a key factor in getting their mental health program off the ground was the partnership with Workplace Safety North. [Read more](#)



Dennis Sobey, Senior Ontario Health and Safety Manager at Agnico Eagle, shares his experience and methods with the hope of inspiring other companies to pursue a strong and sustainable mental health program.



Help for Small Business

40

Excellence program occupational health
and safety materials developed

20

Educational webinars on prevention

4

Collaborative partnerships

10,633

Small business participant training hours

1,392

Small business consultation hours

222

Small businesses receiving consultation

Workplace Safety North is an approved provider of the Workplace Safety and Insurance Board (WSIB) [Health and Safety Excellence program](#).

Through the Excellence program, WSN helps small businesses develop health and safety program material to meet WSIB program requirements and achieve a successful valuation.

Successful firms not only improve workplace safety but also receive a financial reward in the form of a WSIB premium rebate.

125

WSIB Excellence program training session participants

\$182,325

WSIB Excellence program rebate for 41 WSN-sponsored firms that advanced their health and safety programs



Mike Patenaude, Health, Safety, and Environment Manager at Foraco International, says the Ontario Health and Safety Excellence program helped them improve workplace safety, reduce costs, and earn a WSIB rebate. [Read more](#)



Ontario Mine Rescue

All underground mine operators are required to maintain a roster of actively trained mine rescue volunteers capable of responding in sufficient numbers across all working production shifts.

879

Mine rescue training sessions

58,432

Participant training hours

900

Ontario Mine Rescue volunteer responders

Ontario Mine Rescue is responsible for a staff of District Mine Rescue Officers, a province-wide inventory of mine rescue response equipment, and the assurance of emergency response capability at all operating mines.





Mine Emergency Incidents

13

Mine Rescue operations conducted

1,662

Miners forced to take refuge

Chief Ontario Mine Rescue Officer receives national award

Shawn Rideout awarded Mining Safety Leadership Medal

In May 2022, Shawn Rideout, Chief Mine Rescue Officer at Ontario Mine Rescue, and Stephanie Bleker, Manager of Vale Totten Mine, received the Mining Safety Leadership Medal from the Canadian Institute for Mining, Metallurgy and Petroleum at its annual convention awards gala.

The award was in recognition of the planning and execution of the safe evacuation of Vale's Totten Mine, September 26-29, 2021.





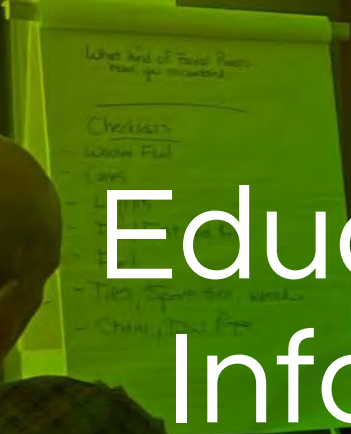
Ontario Mine Rescue 2022 provincial competition champion is Newmont Musselwhite Mine, Red Lake District, from left to right: Vice Captain Philip Mullin, Briefing Officer Ryan Lepage, Alexa Dumaine, Jimmy Sinclair, Captain Jack Lawson, Nick Gosselin, Scott Lawson, and Taylor Poling.

Mine rescue skills put to the test at annual competition

From June 7 to 9, 2022, Ontario Mine Rescue hosted the provincial competition at Vale's Creighton Mine in Sudbury and announced the winners at a banquet on the final evening.

[Read more](#)

Education Programs and Information Resources





Training Initiatives

Expanded offerings include JHSC Part 1 e-learning, JHSC Refresher training in French, which completes the WSN suite of full French JHSC training (Part 1, 2 and Refresher).

Promotion of Health and Safety Representative training and its offer to employers at no cost and paying them \$150 for an employee's successful completion of the program.

Required annual refresher training for Working at Heights and JHSC conducted via third-party trainers' completion of questionnaires related to program material and their experience as trainers. This also provides WSN ongoing feedback from its trainers and confirms continued understanding of program requirements as well as consistency of program presentation.

In addition to its extensive training catalogue, WSN developed and introduced the following updates.

- **Expanded French-language programming** to include Safe Driving on Forest Roads.
- **Introduction to Professional Chainsaw Operation (IPCO) and Introduction to Professional Chainsaw Operation Train-the-Trainer**, and significant enhancement to the Cutting Edge manual and IPCO Train-the-Trainer. These significant changes were shared with training partners through refresher training sessions. This represents the most significant update to the WSN suite of chainsaw training programs in the past several years.
- **Mining Supervisor Common Core training suite** is under review with the Mining Supervisor Common Core.
- **Updated Auxiliary Mine Ventilation manual** for mining industry and to support WSN Mining Supervisor Common Core, Mine Ventilation training.
- **Competent Supervisor Training programs** both classroom and virtual have been updated and in response to requests from past training program participants we have developed a Competent Supervisor Refresher Training programs.
- **Continued enhancement to WSN virtual training offerings**, ensuring they all meet program development criteria, plus enhanced internal training for virtual trainers to ensure the highest level of quality and consistency in WSN training. WSN also initiated exploring expanding our training offerings to include a hybrid training format.
- **Promotional videos** produced for new WSN Excellence Canada recognition video and WSN Mining Health and Safety Conference.

289

New occupational health and safety materials developed

2,038,369

Occupational health and safety materials distributed via email, newsletter, video, social media, and media

161,053

YouTube video views

19

New videos

20,790

Total YouTube watch time hours



EVERY WORKER

Health and safety news to bring every worker home safe and healthy



What's new and changing for workplace health and safety in 2023

Upcoming events and legislative changes in Ontario

In 2022, there were changes to Ontario workplace health and safety legislation that will affect businesses in the year ahead. The provincial government ...

[Read more](#)



224,660

Workplacesafetynorth.ca website sessions

525,711

Total page views

131,200

Website user events: 84,004 downloads,
43,415 outbound links, and 3,781 emails

11,458

Top download "Heat Stress Awareness Guide"

20,863

Top landing page: "How to manage heat stress
in the workplace"

816

Participants attending twelve online and
in-person events

168

Earned media stories promoting safer workplaces

15,478

Combined social media audience on LinkedIn, Twitter,
YouTube, Facebook, and Instagram



Battery Electric Vehicle Safety in Mines

Mining industry professionals gather annually for the opportunity to network and share knowledge about the risks associated with newer technology and explore ways to manage hazards.

For the first time, WSN offered the popular event with hybrid option to attend in-person or online.

Symposium topics

- Industry case studies
- Hazard management
- Equipment manufacturing
- Training and risk assessment

[Learn more](#)



The poster features a green background with a white text box containing the event details. Below the text box is a stylized illustration of a yellow battery electric vehicle (BEV) truck. At the bottom left, there are three logos: Workplace Safety North, Ontario Mine Rescue, and NORCAT.

One-Day Symposium:
Battery Electric Vehicle Safety in Mines
February 9, 2023 | Sudbury, ON | 8:30 am - 3:00 pm ET

Workplace Safety North
ONTARIO MINE RESCUE
NORCAT

Mining Health and Safety Conference

Annual event gives professionals the opportunity to learn about the latest advancements in mining health and safety.

Due to the pandemic, the 2022 conference was held virtually and hosted 214 attendees.

Conference topics

- Moving forward post-pandemic: Organizational culture
- Using drones underground
- Industry panel on workplace mental health
- Training and risk assessment



Ontario Partners in Prevention

WSN regularly works with Ontario health and safety system partners to share information and resources and offer expertise. Many industry and academic partnerships are also formed from ongoing risk-based research and measurement of outcomes.

Centre of Research Expertise for the Prevention of Musculoskeletal Disorders

Centre for Research Expertise in Occupational Disease

Centre for Research in Occupational Safety and Health

Infrastructure Health and Safety Association

Institute for Work and Health

Lakehead University, Thunder Bay

Laurentian University, Sudbury

NORCAT

Occupational Cancer Research Centre

Occupational Health Clinics for Ontario Workers

Ontario Ministry of Labour, Immigration, Training and Skills Development

Public Services Health and Safety Association

Sustainable Forestry Initiative

WSN Advisory Committees and Member Firms

Workers Health and Safety Centre

Workplace Safety and Prevention Services

Workplace Safety and Insurance Board

A photograph of a desk setup with a laptop, a pair of glasses, and some papers. The image is overlaid with a green and blue gradient. The text "Governance and Industry Advisors" is centered in white.

Governance and Industry Advisors

April 2022-March 2023

Industry Advisory Committees

Helping make Ontario workplaces safer

WSN Advisory Committees are made up of industry volunteers who meet quarterly to discuss industry issues and provide guidance on WSN programming and resource material.

Board and committee volunteers help WSN fulfill its safety mandate and maintain closeness and familiarity with the day-to-day realities of Ontario resource industries.

Companies participate in WSN-sponsored research, planning, and events – all of which have helped to build solid working relationships with industry.

This collaborative approach helps increase awareness, knowledge, and consistency with regards to the occupational health and safety needs of Ontario workplaces.

Forest Products Advisory Committee

David Berry (Chair)

Human Resources Manager
Resolute Forest Products, Thunder Bay

Norm Antonio

Machine Operator - Lead Hand
Atlantic Packaging, Brampton

Scotia Biloski

Forestry Advisor - Metis Nation of Ontario/Lands, Resources
and Consultations Branch, Thunder Bay

Mike Fitzpatrick

Multi-Plant Health and Safety
Cascades Containerboard Packaging, Vaughan

Beckie Gallardi

Vice President, Human Resources
GreenFirst Forest Products, North Bay

Darrell Hamlyn

Director, Health and Safety
Atlantic Packaging, Scarborough

Jesse Kydd (Vice Chair)

Senior Environment, Health and Safety Specialist
GreenFirst Forest Products, Cochrane

Robin McCullough

Occupational Health and Safety Coordinator
Brinkman Reforestation, British Columbia and Ontario

Troy Rosborough

Health, Safety and Environment Manager
Jones Healthcare Group, London

Stewart Taylor

Health and Safety Manager
Graphic Packaging International, Cobourg

Provincial Forestry Tripartite Committee

WSN participates in an industry-led Provincial Forestry Tripartite Committee which plays an integral role in development of Ministry of Labour, Immigration, Training and Skills Development modular training programs.

Mining Advisory Committee

Dennis Sobey (Chair)

Health and Safety Manager
Kirkland Lake Gold, Kirkland Lake and Timmins

Chris Bamberger

Independent Mining Consultant
Ontario

Aaron Duckworth

Certified Worker Representative
Compass Minerals, Goderich

Michael Ferguson

Engineering Manager - Capital Equipment
Boart Longyear, North Bay

Don Langlois

Manager Health, North Atlantic Operations
Vale, Sudbury

Louise Lowe

Executive Director
Canadian Diamond Drillers Association, North Bay

Robert McVeigh

Technical Service Manager
Compass Minerals, Goderich

Tyler Neeley

Health, Safety and Training Lead - Projects
Dumas, Timmins

Tom Rannelli

North American Underground Operations
Major Drilling, Val Caron

Julia Salvalaggio

Regional Human Resources Manager
MacLean Engineering and Marketing, Sudbury

Darren Toner

Manager of Health, Safety, Environment and Risk
Vale, Sudbury

Steve Wrixon

General Manager Health and Safety
Cementation Canada, North Bay

The WSN Mining Advisory Committee also oversees three Technical Advisory Committees (TACs) made up of volunteers from the mining industry: ground control, mobile equipment, and workplace environment. Thank you to the many volunteers and your sponsoring organizations – your contributions are critical to advancing health and safety.

Ontario Mine Rescue Technical Advisory Committee

Iain McKillip (Chair)

Glencore Kidd Operations
Timmins District Industry Representative

Andre Lefebvre (Vice Chair)

Glencore, Sudbury INO, Fraser Mine
Active Mine Rescue Volunteers' Representative

Jim Ahrens

Compass Minerals, Goderich Mine
Southern District Industry Representative

Brad Bastien

Glencore Sudbury INO, Fraser Mine
Onaping District Industry Representative

Shaun Carter

Ministry of Labour, Immigration, Training and Skills Development
Government MLITSD Representative

Dan Demers

Kirkland Lake District Industry Representative
Alamos Gold, Young Davidson Mine

Peter Gagne

Silver Lake Resources, Sugar Mine
Algoma District Industry Representative

Ted Hanley

Vice President, Ontario Mine Rescue
Workplace Safety North

Brian Kraft

PureGold Mining, Madsen Gold Mine
Red Lake District Industry Representative

Greg MacMillan

Vale Canada, Creighton Mine
Sudbury District Industry Representative

Jamie Mortson

McIntyre and Associates
Ontario Mine Contractors Safety Association Industry Representative

Gord Paddock

Thunder Bay District Industry Representative
Impala Canada, Lac des Iles Mine

Shawn Rideout

Ontario Mine Rescue Chief Rescue Officer
Workplace Safety North

Shawn Shail

Ontario Mine Rescue Officer Representative
Workplace Safety North

Brent Woods

Kirkland Lake Gold, Timmins
Kirkland Lake District Industry Representative

Board of Directors

Thank you to the WSN Board of Directors for helping ensure accountability, transparency, and excellence in all that Workplace Safety North does.

Lydia Renton (Chair)

Director – Corporate Occupational Hygiene and Safety
BluMetric Environmental , Ottawa

Tim Bremner (Vice Chair)

President
Foraco International , North Bay

Jason Bubba

Chief Operating Officer
NORCAT, Sudbury

Derek Budge

Health, Safety and Environment Director
The Redpath Group, North Bay

Louise Caicco Tett

President
Health and Safety Professionals, Sault Ste. Marie

Marilyn Findlay

Health and Safety Manager
Domtar, Dryden

Michele Gilbert

Learning and Development Manager, North Atlantic
Operations
Vale, Sudbury

Eric Haapamaki

Vide President, Business and Product Development
The EPCM Group, Oakville

Sandra Haddad

President
JDB Haddad Legal Services, Sudbury

David Kelly

Underground Heavy Equipment Mechanic and
Mine Rescue Volunteer
Compass Minerals, Goderich

Andrew Tempelman

Process Technician
Resolute Forest Products, Thunder Bay



Staff Highlights



Staff Service Loyalty Milestones

5 Years

Dennis Griem
Jo-Anne Rousseau
Jeff Farquharson
Ron St. Jean
Tricia Valentim
Tiana Larocque
Lindsay Digby
Paige Jones
Kevin Plant
Andre Bouchard

10 Years

Anders Lykke
Danny Taillefer

15 Years

Duane Crosswell

25 Years

Carol Lessard

30 Years

Tom Welton

Retirements

Gilles Boisvert
Mike Lemay
Fran Martin
Grant Saunders

Employer-supported volunteer hours in 2022

WSN employees are encouraged to volunteer their time and energy to community causes that are important to them with up to one paid employer-supported volunteer day per calendar year. WSN staff contributed 218 employer-supported hours towards community causes that are important to them.



WSN staff volunteer to help prepare and serve lunch at The Gathering Place, a community food centre in North Bay.

Healthy Workplace

In 2022, WSN received the Platinum Canada Award of Excellence from Excellence Canada in the Healthy Workplace category. This level builds on the achievements and outcomes from the previous three levels with a focus on establishing sustainable practices.



Strategic Directions



The strategic plan builds on WSN strengths in three intersecting themes for impact: sector focus, system collaboration, and digital optimization.

[View Workplace Safety North Strategic Plan](#)



Sector Focus



System Collaboration



Digital Optimization



workplacesafetynorth.ca

[Download financials](#)