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WSN Mining Advisory Committee

Date & Time: Wednesday, November 27, 2024

Attendance: Michael Ferguson (Chair), Louise Lowe, Julia Salvalaggio, Darren Toner, Steve Wrixon (Vice Chair),

Regrets: Chris Bamberger, Aaron Duckworth, Don Langlois, Tyler Neeley, Tom Rannelli, Rob McVeigh

WSN Staff: Chris Serratore, Director Health and Safety Services
Cindy Schiewek, Director Health and Safety Services
Tiana Larocque, Manager, Education Services

Location: Virtual

1. Welcome and Introductions

Safety share was discussion around communication when operating equipment. Individuals with the same name and how to rectify the communication hazard identified. An example would be using equipment numbers. Also, there was a discussion around what positive communication should look like.

2. Review and Approval of Agenda

Approved

3. Approval of Previous Meeting Minutes

Approved

4. Review of Action Items and Recommendations

Action:	Who:	Deadline:	Notes:
Posting committee agenda and minutes online.	Michael Ferguson		<ul style="list-style-type: none">Website meeting notes are updated once approved at the next advisory committee.An external Teams channel will be sent to all committee members.Michael and Cindy Schiewek to complete a membership review and sector representation. Communication will be sent to this group to assist with recruitment.

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Recommendation for TAC to look at silica (given OEL updates) and thermal management.	Michael Ferguson		<ul style="list-style-type: none"> Connected with Philip and WE TAC regarding silica hazard. Discussion around interest from this group to make sure that there is a hazard guide regarding the management of this hazard. Currently they have not completed work around this, and connected to see if it is something they would be interested in completing work in. Philip will add to their agenda at their meeting this afternoon. <ul style="list-style-type: none"> Currently, Silica Control Tool Launches in Ontario - OHCOW is tailored towards construction and would like to see something focused on Mining. Steve Gore (IH for WSN) has put offer out for people who have questions about the tool or questions they can reach out on guidance on how to use it.
Look for opportunities to promote the work this advisory committee is doing and how they are making workplaces safer.	Tiana Larocque		***Joint Meeting Discussion
WSN acting as a central point of collection for HIPO. Anonymous hazard alert creation and communication.	Cindy Schiewek		***Joint Meeting Discussion
Supervisor soft skill development and tools (effective safety share, gaps with language barriers) Suggestion to include shorter module within competent supervisor/common core, framework and verification.	Cindy Schiewek		<ul style="list-style-type: none"> Challenges with this as not sure what could be achievable. There is a need to get past looking at downside. Must figure out how to start. With data and learning from that. Buckets and themes – confidentiality and collective of these – Cindy has contact within ministry to try and get data reports as right now WSIB with injuries and Ministry with criticals and we don't get them together. Have put together for construction sector so looking to work with Minisry team to do same for us with Mining and Forestry. Person on leave so will set back but work in progress.

a. Case Study – Hazard

Steve discussed a critical injury incident involving a scoop operator where the operator was injured when the scoop rolled back on an incline and ran over his leg. Measures such as interlocks and human factors were considered to prevent such incidents. This is an example of a hazard where it would be great to get out to industry, however, how do you do that without Ministry using it in their investigation. Used to be that it would take a year for charges to be laid and now it is pushing two years. Discussion around how to alert the industry without involving names and identifying characteristics.

Michael highlighted a global blitz on unintended fueling incidents on surface rigs, emphasizing that these issues recur due to rushing due to cold conditions or different sites/different areas.

b. Health and Safety Information Exchange: Open forum for members to exchange sector-specific information, experiences, and concerns.

6. WSN Update: Program and Service Feedback

a. Risk Assessment & Root Cause Analysis Update – Occupational Disease (Tiana)

On October 16 and 17, 2024, industry stakeholders, with the support from WSN, OHCOW, and MLITSD, hosted the Root Cause Analysis for Occupational Disease. The usual two-day event when holds one day for development of the Fishbone diagram, and second day to discuss controls, had great discussions and turned into a two-day Fishbone exercise with a very robust diagram. The information has been forwarded to the MLRC who will be taking look at findings. Everything from vibration illnesses to respiratory hazards was included. As the incident statement was a little generalized, it allowed a lot of information was given so MLRC will review.

Also identified focus areas that we can use to help other items WSN is doing.

b. Mining Supervisor Common Core Update and Proposed Development of SCC Refresher Training (Chris)

The Mining First-Line Supervisor Refresher course by WSN is in its pilot phase, with internal and client site pilots conducted since September. The two-day course, focused on risk assessment and management, has received positive feedback for its engagement levels. Further revisions are being made based on participant surveys. Another in-house pilot is scheduled for December, with more sessions planned for the new year. The course aims for a hard launch by April 1, 2025. There is also a consideration for a self-paced e-learning version.

c. Coaching for Performance Pilot (Chris)

The program is currently in a pilot phase with positive feedback from supervisors. It has not yet been launched as a formal offering. It involves coaching sessions, shadowing, pre- and post – feedback points, interactions with crews, online learning modules, and self-reflection exercises to identify gaps and improve performance.

The services are tailored to client needs and aim to provide comprehensive feedback and benchmarks for improvement. Additional sessions are planned for December and January, offered at no cost. Honest feedback is emphasized as crucial.

Whatever our services are, we need to fit into our clients' needs and be able to provide them with benchmarks, and learnings on how to retain the information from their training.

d. Learning Management System (LMS)

i. E-learning for Competent Supervisor Refresher (Tiana)

Discussions on the e-learning initiative for a Competent Supervisor Refresher course, emphasizing its modular training standard for first-line supervisors. It contrasts this with another multi-sector course that has a different curriculum and is more suited to various industries. Also discussed was the launch of a new Learning Management System (LMS) next month and highlights the importance of technology in meeting industry needs. While in-person interactions are valued, a self-paced e-learning option for a multi-sector audience will be launched at the start of the next fiscal year. Feedback is important to make an impact. If anybody wanted to try the self-paced learning other one for the multi sector audience please contact Tiana.

Advisory Committee involvement in the piloting participation process. An invitation was sent out for participation, and the goal is to continue with sessions to gather feedback and ensure a fair shot at hybrid sessions. The challenge lies in finding the right technology for virtual and in-person participants to ensure a good learner experience. We are looking at all avenues, such as geography and technology. The aim is to find the best process and fit for the client.

e. Initiatives and Development

i. Future Advisory Committee Goals: Areas of interest include traffic management, lockout improvements, working at heights, confined space, and mobile traffic.

- Traffic management discussion focused on the need for new systems and developments to enhance safety. There was a suggestion to have someone come in

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and speak about these systems, including collision avoidance and proximity detection systems, and their pros and cons. The idea is to create a best practice or risk assessment cheat sheet for employers to help them understand and implement these systems effectively. As not one works for everyone, not one type of solution or model. What needs breaks automatically, or tags, nuisance signals, as potentially could hurt other people if things not used or understood. Have an assessment tool to go through that exercise to go through checklist and analysis and touching all areas so employer can integrate to their systems.

ACTION: was identified to put together a sketch of what this tool would look like and review it with the group and ME TAC

ii. To consider short-form videos to share information, including clear messaging and key points – easier to consume this type of content and more opportunity to share information on social media.

- Discussion highlighted the potential of using short-form videos to share information. These videos to share information. These videos can deliver clear messaging and key points, making the content easier to consume and more shareable on social media.
- It was noted that videos might help retain more information compared to other formats.
- From HR perspective, this approach aligns with the preferences of the younger generation and accommodates neurodiversity and different learning styles, such as visual and auditory.
- The explosion of AI presents opportunities to integrate small bits and pieces of multimedia content with existing print materials, complementing rather than replacing them.
- Infographics are still needed for safety boards.
- Videos playing on screens were found to be more engaging than paper and email messages, which can be overwhelming.
- There was also a discussion on how and who would be responsible for creating these videos and it was encouraged to send along any safety topic themes through, Cindy Schiewek and Tiana Larocque, that would benefit from a multimedia approach to disseminating the message.

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7. Next Meeting Date – *** Joint Discussion
- Book 2025/26 – Michael Ferguson

	1st Quarter Meeting (April – June)	2nd Quarter Meeting (July – September)	3 rd Quarter Meeting (October – December)	4 th Quarter Meeting (January to March)
Committee Format	Tour/Meeting on-site at a host facility.	In-person individual committee meeting.	Virtual Crossover meeting with individual committee meetings.	Virtual Crossover meeting with individual committee meetings.
Key Focus	<ul style="list-style-type: none"> • Tour at a facility with meeting onsite. • Presentation from TAC representatives who can also take part in the tour, which provides networking opportunities for committees. (depending on numbers) 	<ul style="list-style-type: none"> • Joint advisory committee professional development opportunity in person. • In-person meetings • AGM attendance 	<ul style="list-style-type: none"> • Review of the past year for WSN strategic goals. • Review of the year for advisory committee and how benefited WSN strategic plan. • Discussion on future goals for the upcoming year. • Review of Terms of Reference during crossover period. 	<ul style="list-style-type: none"> • Finalized agreement on goals for the new year. • Discussion on where Q1 tour host will be • Guest speaker: common trends/hazards etc.

8. Adjournment

Joint Meeting:

Initiatives and Development

1. **Marcom & Events Update** (Meg Parker, Kass Bazinet, Paige Jones)
 - a. Meg's presentation (attached)

Note: Thanks was given to Meg Parker for her work over the years. This will be her last meeting as she is retiring, Kass Bazinet will be the liaison moving forward.
2. **Advisory Committee Professional Development:**
 - a. Mental Health Training/Open Forum
 - i. Mental Health training is still wanted and needed. Want to bring back to our teams. Coping/Prevention strategies. [Workplace Mental Health: A Framework for Leaders | Workplace Safety North](#). Decision was made that this training will take place the day ahead of the AGM and meetings.

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Note: This year there will be shift for the AGM to be held in the Sudbury office. Professional Development day will be the day before for advisory committees, and the next morning during meetings there will be an open forum for discussion on the training and follow up conversations, if needed.

b. HIPO Database – Chris

The discussion focused on Ontario's legal framework, which differs from BC's mandatory enforcement branch where a notice goes out at a high level, with no company details, and onto WorkSafe BC's site, updated regularly. Only 3-4 lines and what sector it happened in.

There was a concern about the potential legal issues and nervousness around handing information to the ministry, which could lead to charges. The approach suggested was to sanitize the information and make it general enough to focus on prevention while capturing key points.

A template was proposed that outlines how the information will be used, allowing different groups to bring it to their companies and legal teams for approval.

There was also a mention of redesigning hazard processes. The importance of sharing information internally and externally was emphasized, with a focus on controlling messages.

- <https://www.workplacesafetynorth.ca/en/news-resources/news/hazard-alerts>
- Typical format: [https://www.workplacesafetynorth.ca/sites/default/files/2024-02/Hazard Alert More fires linked to power tool batteries-WSN-2024-02-12.pdf](https://www.workplacesafetynorth.ca/sites/default/files/2024-02/Hazard%20Alert%20More%20fires%20linked%20to%20power%20tool%20batteries-WSN-2024-02-12.pdf)

WSN's practice of removing logos and identifiable faces from photos used in hazard alerts was highlighted. The discussion also touched on keeping the focus on hazards rather than incidents and using incidents to inform which hazards should be prioritized.

c. Advisory committee promotion of opportunities

- When committee members can forward information about hazard incidents we can then put up onsite.
- Include TAC committee updates
- Tours of facility for advisory committee can include JHSC as a participant for learning opportunities, if there is room to do so.
 - Arranging outside tours with other companies can happen at any point. Not have to wait until advisory committee tours.

3. **Meeting Dates:** From March up to 2026

**please let us know what dates won't work for you so we don't make the same dates.