

**MINING ADVISORY COMMITTEE**

**Tuesday, April 9, 2019 at 11:00 a.m.,**

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**Present:**

Michael Ferguson, Clare Foladore, Mike Huard, Dan Laing, Louise Lowe, Jamie Mortson, Al Robb, Dennis Sobey (Chair), Darren Toner,

**Staff:**

Paul Andre, President & CEO  
Dennis Griem, Business Analyst, Corporate Services  
Robert Marin, Health and Safety Specialist  
Mike Parent, Vice President, Prevention Services  
Meg Parker, Marketing and Communication Specialist  
Chris Serratore, Director Specialty Services  
Tricia Valentim, Executive Assistant (Minute Taker)  
Brett Webb, Culture and Organizational Development Specialist  
Tom Welton, Director General Prevention Services

**Guest:**

Sujoy Dey, Ministry of Labour  
Dr. Stephen Ritchie, Associate Professor, School of Human Kinetics, Laurentian University

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**Safety Share:**

- Make sure that article or endorsement 37 is checked off on house insurance when it comes to snow load on roof.
- Waiting to take snow tires off until later in month as snow not necessarily gone yet.

**Call to Order & Approval of Agenda**

The Chair welcomed everyone and called the meeting to order at 11:00 a.m. The Agenda was approved.

**Approval of Last Minutes and Business Arising**

The minutes of the December 14, 2018 meeting were approved as circulated.

### **Business Arising from Minutes**

- Mike P. will try and bring the Exploration group together again for them to review the data available and simplify into something people can work with. - **ONGOING**
- Philip will bring the drone paper for the mining conference up to Sam Barbuto of WSN on the committee to see if this is something the group might be interested in exploring more. - **COMPLETED**
- Tom W. will follow up with the industrial sector to include a multi-sector and different applications for drones. – **MORE INFORMATION WILL BE PROVIDED**
- Further discuss the possibility of hosting a one-day session on construction on a mining site and look at working with the individual construction associations. – **JOINT PRESENTATION AT SEPTEMBER AGM MEETING**
- Mike P. will bring the idea of a card for contractors through WSN to the Mining Equipment Technical Advisory Committee to see if that is something, they are interested in completing. – **ONGOING**
- WSN to look at setting up a booth at the Timmins Home Show if there is value. – **WSN IN CONTACT - ONGOING**
- Bring Brett back with more time to discuss the consulting model in further depth at the next meeting – **COMPLETED TODAY**
- Next meeting Clare and Lindsay (WSN) will do a co-presentation at the next meeting regarding the Vale CAAT that WSN completed for them. Tom to advise Lindsay. - **JOINT PRESENTATION AT SEPTEMBER AGM MEETING**

### **S.W.O. Overview - Tom Welton**

Safe Workplace Ontario program started almost 20 years ago in forestry, started to help contractors, especially smaller contractors, to help guide them through the basic components of the health and safety program and allow us to provide them a designation of meeting minimum requirements from a legislated capacity, as well as physical conditions point of view in providing guidance to small contractors.

To date almost all northern Ontario has been engaged in this program and the licensees that oversee the licenses in their areas. Have about 300 logging contractors, which makes up about half the active logging operations in Ontario, and with the licensees support we have raised the level of compliance and awareness of health and safety standards and the licensees have set this as a standard for licensees to meet within a certain timeframe, to maintain it to sign their license.

Resource material to be attached to minutes that provides an overview of the SWO requirements, program content and support from WSN.

Program looking at for this year on how to include the culture aspect and make applicable to the contractors on building the culture aspect in.

Starts with onsite audit of the site by WSN rep, and then it goes into a three year cycle – year 1 a full audit and year 2 & 3 a self-assessment and looking to expand the self-assessment with the culture aspect and looking at key things like supervisor engagement

with workers and worker engagement with health and safety. Making sure in the first year that they are engaged and looking to see how measure those things in Year 2 & 3.

Discussion took place on how this would work in the mining industry, and where this stands currently in the industry. Focus on supervisor training with this.

### **State of WSN – Paul Andre**

1. Budget: With new minister and connecting with her but will still take some time for her to understand the legislative component of OMR and how that forms a part of WSN, and in terms of what we do. Provincial budget being released Thursday, and at the beginning of the year we were asked to prepare for up to 15% budget cut. WSN took internal steps with voluntary exit program with retirements, and exiting for other endeavors, and looked at ways that did not impact the front-line staff. As OMR is legislative program it would not impact them. This early exercise was a good way to get us to where we need to be. Now being told the system cut may not impact WSN as much as first perceived.
2. Business planning: Templates are distributed usually July/August and we are approving our business plan in September and we are submitting by November/December. This year that is delayed as we are still waiting for templates and that would suggest direction of budget and implications of what the new budget are.
3. Brand/Community: Outreach to community such as lunch and learn sessions, conferences and growth of them, physical presence of facility in Sudbury gets WSN brand out to the community, continuing to support the sectors and not-for-profits to help support them which helps build a stronger community and stronger workforce overall.
4. WSN Board of Directors: Recruitment for opening on WSN Board of Directors. Anyone interested should apply.

### **Remote First Aid Self-Efficacy Scale – Dr. Stephen Ritchie**

Dr. Ritchie reviewed his presentation on remote first aide self-efficacy scale and discussed the process of how this research project came about. Not a fully developed scale as DRAFT is across it but on its way. Scale attached. (Remote First Aid Self-Efficacy Scale (RFA SES) – v1.2)

Have been working with a couple remote indigenous areas and now a tribe counsel as well. Working curriculum within the differences of each community and fitting their individual needs. Scale given before the course, as well as afterwards to help compare competencies.

Approached WSN to get some feedback and insights as often work in remote areas.

1. Will this scale be useful in remote worksites?
2. Will these items be appropriate for remote worksites?

Questions WSN: What is different besides wilderness, are mental included, besides regular first aid course? What is adding to that, and what resources using?

MHFA is built into the course as there are many in remote area camps, on top of the standard first aid being taught.

Discussion if scale given six months or a year later to see what competencies are still there and how often need to redo to retain information, and how that would be next steps. Liability and validity steps next to be able to have data to predict trends and what performs best.

Discussion to see if this would be good for Ontario Mine Rescue (OMR), and putting teams together in remote operations.

- ACTION ITEM:** Bring this to OMR and have a conversation.

Discussion how underground in general would be considered a remote area and something like this might could apply to these situations. Also, in exploration and forestry and look at evacuation and how to look at those challenges in those remote areas. Ontario Natural Resources Firefighting program and look at getting connect from CROSH suggested as they jump into remote areas.

Look at how as an employer to look at this type evaluation to see if a new employee coming on is still competent when sending to remote areas especially with turnover numbers that are there.

Look to see if there are areas that could be trialed using this scale and using this as a risk assessment tool.

- ACTION ITEM:** Dennis to connect Dr. Ritchie with OMCSA.
- ACTION ITEM:** Louise to connect Dr. Ritchie with CDDA

#### Contact information for Dr. Ritchie:

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#### **Leadership Essentials – Brett Webb**

Brett shared his presentation on Leadership Essentials. Presentation attached. (Leadership Essentials Overview.pdf)

Model to look at how we start to look at cultural solutions across the spectrum of an organization and the maturity of the organization. Look at how to shift culture. Looking at making this self-sufficient and bringing leadership through the course and those who pass become peer reviewers and peer support in creating and sustaining those behaviours moving forward.

New generation looking for this and holding leadership team to higher standard, and these are the companies that embrace it and maintain staff and are successful.

Discussion took place about competency in coaching and if gender has been looked at? Example how a contractor not able to go in to do inspections as it doesn't land well with the men. Shows how gender is an issue in workplaces. If this model is used it would build a more positive environment and these skills should be able to circumvent those problems.

Discussion on choosing leaders based on competencies like communication over someone who best worker.

Working with a firm to pilot this already but if you have a firm and interested please let WSN know. Also, not just waiting for that as we are already changing the WSN Effective Presentations course and looking to integrate more of these tactics into that course.

### **Risk Assessment Root Cause Analysis Follow-up & What's Next – Sujoy Dey & Tom W.**

Attached Resource: Tom Welton Adv Ctee Mining Conference 2019.pptx.

Took what the mining industry started with their risk assessments and continued it through to the industry side with forestry. Focusing on two key rate groups where a number of fatalities and criticals. (two documents tom send – supporting to sawmill industry and related right to infographic)

1. Took key learnings as far as Top 10 risks that are easily digestible from the industry. Number one risk in Sawmill industry was substance use which was flying under the radar as unable to pull from WSIB statistics. Never able to understand the extent of it until brought everyone in the industry together.
2. Once determined that this was the number one issue, was able to do a root-cause analysis on it. Came up with similar model with Top 10 root causes in the workplace.
3. After this stage shared it with the industry but wanted to do next step so then looked at Controls and what an individual company can do today to put these things in place. Things can engage quickly in the workplace to make a change. Incorporated that in resource document (last box on the right in the infographic) Five key areas that can be carried forward, including awareness training and work with supervisors in identifying so it doesn't become a factor in incidents as supervisor able to identify and be proactive in getting the worker help before it happens.

A lot of data is more reactive, so don't understand why something is happening. If there is something that happens the blame is given but not answer question at the root-cause of why it happened.

Have a lot of data but need to talk about it and is it being factored into the risk. Starts with subjectivity and then objectivity. Need to start the conversations and have the difficult conversations.

Making sure that the information is out in public domain and shared.

Key thing that want impact in industry with risk assessment and root-cause but need to address the controls and what can do today to make the change.

Logging industry and distractive driving risk assessment. After the root cause analysis was completed carried it forward and now working with Sustainable Forestry initiative (SFL) and received some funding to develop a safe driving on logging roads training program which is under development right now. Looking at something that will accepted across all industry across Canada.

Also have a drug and alcohol awareness training for supervisors along with this. Now partner with Cann-Amm so the supervisors can get the knowledge before that stage so it should never come to a drug testing stage.

Discussion about how culture should be integrated into this training to begin with as this is a massive gap. Every time inquest there is never a culture as number one reason for it so how start the conversation about this?

[Link to additional documents:](#)

<https://www.workplacesafetynorth.ca/news/news-post/substance-abuse-top-health-and-safety-risk-sawmills>

<https://www.workplacesafetynorth.ca/consulting/safe-workplace-ontario>

#### **Communications Update – Meg Parker**

Meg P. provided a marketing and communication update. Report attached. (WSN MarCom Update 2019-05-13.pptx)

Discussion on advisory committee helping to share messages through social media. Where does it make sense and what people like and not like through messaging through their own social media? We want to push effective messaging and looking at how shift socializing culture through social media messaging.

- ACTION ITEM:** Advisory members to report back next meeting with what works for them through WSN messaging on social media and what not working for them.

Meg played Mike P.'s interview regarding the Mining Health and Safety Conference on CBC:  
<https://www.cbc.ca/news/canada/sudbury/workplace-safety-north-mining-conference-1.5090324>

### **Update on Mining Industry – Mike Parent**

Presentation attached. (WSN mining sector update for OMA March 2019.pptx)

Message is that mining vs other sectors from a few years ago to 2018 has gone down statistically, so mining is making a difference with health and safety.

### **Industry Updates:**

- a) Mining Tripartite Committee – Mike Parent  
They have not met yet as new person will be dealing with both Mining and Forestry Tripartite. The M.T.C.U. has transitioned again and new person will be actively connecting with the committees. Next meeting should have an update.
  
- b) Canadian Diamond Drillers Association – Louise Lowe
  1. New website launched. Whole new section where members can load their information into. See where industry sits compared to others.
  2. Job bank for drillers being created geographically. Launching in a couple months.
  3. Partnership with regards to health and safety survey fill out every year and taken all the data from 2005 to present in drilling industry and doing comparison to see trends. That will be done in a couple weeks.
  4. Tackling the first aid and standardization with all the different provinces. Working to see if some way to hire consultant who can go to each province and see requirements and put something together so CDDA can go to government and ask for a standard practice so workers don't have to get first aid in each individual province.
  5. Mining Industry Human Resources Council and with drillers program participated all the competencies and what the outcome of those competencies were and if want to come up with a training program for it or if look to more national certification. Can we make this program for industry to be compliant with it? Meeting Ottawa in May. Test drive with first aid and then see if consultant can push forward also.
  6. Drilling Excellence Certification Program which is a management health and safety program that deals with improving health and safety environment quality performance. Moving forward and seven companies certified in it already. When get more certified then mining companies will recognize it and mining companies not recognizing it until more are certified. Working through that with marketing firm on getting to messaging out to mining firms to let them know what it is about. Need that connection and word of mouth.
  
- c) O.M.A. Safety Training – Darren Toner  
  
Meet three to four times a year and active committee. Discuss safety and training issues with people from across the province.

- Last year did a risk assessment workshop in order to support the 40+ member firms in the O.M.A. Not all large companies who have risk management programs. Developed a one-day condensed version across the province. All well attended. Didn't realize it would be the front-line workers who attended so this year looking at coming back with more risk training geared to mid-level manager with a two-day course where GM and executive be at and second day with more mid-level managers.
- Leadership at the mid-level manager level is added to agenda this year. Where the translation is being lost and further understand. This level the weaker level that needs more support. Hopefully some way to collaborate with mine contractors to better understand that gap.

### **Risk Assessment/Root Cause Analysis in Mining – Darren Toner**

Sawmill industry doing similar stuff in mining with Sujoy, MOL, and MLRC with risk assessment on Ground Control, last year Traffic Management so right now Water Management now. Has been a good collaboration with MOL, MLRC with both labour and management. With that doing the fishbone we have this information waiting to be consolidated and give the information to data and identifying limitations and how share the information so mining industry can take that back to use as a resource. It needs to expand.

#### **Round table:**

- **ACTION ITEM:** Bringing this committee out to mine site to get different perspectives.
- Keep pushing the WSN messages and what they do and bring back to companies.
- Any discussion on Mine Rescue and surface mining. Surface mining risk assessment in 2016 and will be going back to follow up based on risk assessment on surface mining and looking at moving that forward and the focus on mining will be more on surface.
- Follow-up with Darcy fatality and coroner could not tell if it was due to epilepsy whoever not able to purchase equipment with rollover protection.
- Vale and dam release deaths and looking at what to do in situations like that. Discussion regarding what to do and there is a communication system in place besides the sirens in Copper Cliff. Need to register for Sudbury Alerts if you have not already. Text/phone calls/emails for different areas of interest.  
<https://www.greatersudbury.ca/live/emergency-services/emergency-management/sudbury-alerts/>
- Those committee members who are not showing up will be connected as changes need to happen to bring issues forward.
- April 28<sup>th</sup>, 2019 is the Day of Mourning.

**Meeting Wrap Up and Next Meeting:** September 25, 2019, 8 a.m. to 3:30 p.m., full meeting – North Bay



**Attachments:**