

MINUTES

WSN Mining Advisory Committee

12:00 p.m. to approx. 3:00 p.m., Tuesday, April 17th, 2018

235 Cedar Street, Sudbury ON

Conference call 1-866-613-5223

Access code: 3755200#

Attendees: Dan Laing (Chair), Denis Sobey (Vice-Chair), Jamie Mortson, Mike Ferguson, Mike Huard, Draper Selman, Al Robb, Claire Foladore, Mike Parent, Tricia Valentim (recorder)

Guests: Robert Marin, Angele Poitras, Paul Andre, Ted Hanley

1. Welcome & Call to Order

Chair

Housekeeping items included an introduction regarding the WSN Centre of Excellence facility, how continue to look to work with community non-profits such as Meals on Wheels through catering, offering free mental health first aid training to local non-profit organizations, hosting the Steps of Life walk for Threads for Life.

Safety Share from Denis included a story about someone who had a sore back, shoulders, and ended up having a heart attack. If you aren't feeling right, then don't hesitate to get help.

2. Approval of Agenda

Chair

Approved

3. Approval of the Last Minutes (Dec 14, 2017) and WSN update (Feb 13th, 2018)

Chair

Approved

4. Business Arising from Last Minutes - Action Items

None

Chair

5. WSN Updates

a. Mine Rescue

Ted Hanley

Ted Hanley did a presentation on Ontario Mine Rescue (OMR) program as next year it will be 90 years for them.

His presentation can be viewed at this

link: http://prezi.com/mqbixfq6qpbn/?utm_campaign=share&utm_medium=copy

1. OMR through the years and how it developed after the 1928 Hollinger Mine Fire when they had to call in mine rescue teams from the US to come up and help,
2. How funding comes from insurance premiums from the mines,
3. The eight mine rescue stations and their catchment areas.
4. How the program itself is small with very few staff but 900 volunteer responders who are the real engine of the mine rescue program.
5. Discussed their technical advisory committee who help and bring input into the programs and needs.
6. Wally Adler to retire in June and Jeff Farquharson to be his replacement.
7. Their mandate and legislation for mine operations that during emergency they are legally in control of that emergency and action taken.
8. Enforcement and the MOL Inspectorate
9. Rope Rescue update starting last year.

10. Competitions starting off regionals the first week of May, so if anyone interested you can come get involved. Winners move on to provincial comp June 5-8.

IMRC – every two years Canada do it so 27 teams in 13 countries – underground hardrock mine – unique things is that it was the largest ever held – simulation was real so that was different as they were underground and challenged them with tasks – feedback was that they appreciated the effort they put into real life scenarios

Watched the IMRC video – <https://www.youtube.com/watch?v=JYj-GZEVmrY>

11. Projects on go: Qualification Management Plan, Standardized lesson plans, briefing officer training, relief MRO certifications, Rope equipment
12. Tablet communication – digital communications to bring underground.
13. Vital Sign Monitoring – physiology data versus categories, what doing when putting apparatus on but this was our first way we can understand the needs for officers
14. Integrated communication within the mask itself for better communication.
15. e-simulation learning with NORCAT.
16. Emergency services training division with Tim Ebbinghaus who runs a specialty workshop outside that core programming already discussed. Started with grant and now a fee for service but can assist on surface with tasks such as hazardous material spills response, industrial firefighting, high angle rope rescue, confined space rescue a common one.

Mandate that PTSD is part of the program WSN is looking at with employers – mine rescue often works as ‘counsellors’ but we do have access to people coming in but might not be a right fit and looking to see if mine rescue can take from other emergency services – open project – about educating before rescuers are in the situation – worst case scenario they will know the person they will assist and difficult to prepare people for that. Have worked with coroner’s office to lay ground work to something they can use? – giving the spouses mental health first aid to help their spouses bring safety home.

17. Mining review- preparedness review report – three main ones – not to change any training ways – the gap was analyzed and we are on low end of jurisdictions but as of now no changes from the mining review to change that.

NOTE: *Ted is looking for feedback anytime, so please feel free to connect with him.*

b. Program/Product Development

John L

Four program related items:

1. Supervisor common core:

- a. Two Day Ground Control program: full overhaul and almost there with print material for classroom, the bulk remaining are the videos that will be part of the course experience. Full program chunked out on how material on course broken down. 20-25 min. of content of footage at Lac Des Iles and completed two projects in partnership with NORCAT. Hoping to have it fully up and running in the Fall of this year. Philip will be there to lend his expertise as well. Video work can be slow but worth it.
- b. Mine Ventilation: video content already done from past and still up-to-date so video work not needed for this program, condensed from two days to one day. This change was based on the feedback from mine specialists, to make sure it works and information on important topics are all there. In order to get all the information might be looking at resorting back to two-day by the Fall.

2. JHSC certification: looking at *Part 2 Mining* as it is three days and exceeds MOL standard on what needs to be provided, but we didn’t have enough surface content so we started working on some modules on hazards and diesel exhaust emissions, and we have enough content to do two session each 2-day *Part 2 for Mining*. Can now look at three day Mine Ventilation, three day Ground Control and a three day blended of

the two depending on need. Suite of all three to meet industry needs. All material fresh and up-to-date on legislation and best practices. Looking to launch this multi prong suite in the Fall, ideally September. Just need some tweaking on how to best format which we are looking to Mike and mining staff and advisory. Making *Part 2* better as many companies are in need to deal with surface events. Robert Marin in his new role of open pit specialities and will help in that topic.

3. Risk Assessment Training: MASHA had developed a good risk assessment course: one-operational and other field level. The team is now working on *Principles of Risk Assessment* looking at in a more focused way, looking at middle management and JHSC and teach them what to look at for risk assessment. Will be looking at MOL and their Risk Assessment guidelines, a lot of mines Risk Assessment guidelines and looking at one day training package and how set up as team. This might be towards end of 2018 potentially, or a little more time. Looking to fill out gaps that organizations need for their employees. This is not to compete against OMA, but rather we would support. OMCSA hosted a session and we sent two WSN staff so we know what OMA members will be learning so we can put a one day course vs. OMA more facilitated one. This will align with work already being done between Glenn Lyle and MOL. Looking to see what workers need, what the gaps are, how to facilitate and how to have an impact.

ACTION: Can WSN put something together that we can give front line workers? Asked questions in different way in form of a Think Card? Where they put down the task for day, communication during line up, and can't do job until you get to bottom of the card. Communication on what knowledge is missing, and what that tool is supposed to do for them. If want their own tool we look at the gap and how to do it for them. Put together an infographic, short video or something to give to workers. Have that ability to use tools with general guiding principles. What the focus and guiding document is so you see who needs coaching.

c. Communications

Mike P

LinkedIn saw a lot and committee could share WSN posts that would help spread the word. Committee agrees that they see value in the emails and communications.

Feed Your Brain

Angele

Angele explained how the Feed Your Brain (FYB) series started with a conversation, and with her interest in mental health and the community, and ways to meet the needs of funders. They are taking place in Sudbury, North Bay, and Kirkland Lake. To date have touched over 300 people and 100% sold out and 100% said they had something to take back with them. In 59 minutes we can convey message that they take back to their organization.

In the Fall, going to be talking about culture, and how to bring into work place. DMC and Don Langlois who works for them will be talking about mental health in workplace and really trying to bring people into the centre who may not have been able to otherwise. The non-profit mental health first aid training does the same thing.

ACTION: If there is anything that your organization is looking for that could help others, please let Mike or Tricia know.

Discussion took place on items or topics such as: Targeting supervisors, How to deal with certain types of personalities, facilitation and communication, as we take really good miners and make them supervisors and then upwards but never really continue their instructions on how to be good in that role. Other thoughts included non-verbal communication, body language, anything that would have impact no matter what organization at the city, or corner store, anyone who has someone in their role as supervisor. Also look at fit for duty as young supervisors are not given training or may not have the courage to challenge workers.

6. Technical Advisory Committee Update/Discussion

Philip

a. Review Scopes of Work – Attached document

Mine rescue rope training will be happening.

Sujoy Dey and the MLRC subcommittee Ground Control sub-committee root cause analysis so that has been brought to group. And at some point WSN maybe in that but specialities will looked at.

There was a group that met with surface operators to do a risk assessment for open pits and quarries, but not available to view at this point. Ministry does not have enough resources so hopefully reach out to HAS's to help out with that. We have people outside of Canada who want to be a part of that group.

ACTION: have for next meeting and talk about it. And copy of it.

Mobile Equipment: they will hopefully have a scope of work when they leave their meeting today.

Workplace Environment: Last project was the info graphic. They are looking at what their next project will be in their meeting right now.

7. Industry Partners – Update (standing item)

Mike Parent

a. OMA Safety and Training

8. Current and Future Initiatives

Mike Parent

Leadership

Brett will do the next steps after the CAAT audit and the company is asking what they do now. Brett leading CAAT audits and then will work with Tahoe to develop the solutions piece to get desired outcomes. Included in the package is the infographic components. Gaps: where need to spend time so need to know (this what CAAT audit does) then looks at how to develop leadership commitment, then beyond with the others that lead into strategy. Most effective is how you engage your leadership. This is what Brett is working on with Tahoe over next 12 months as this will include the competencies to shift the behaviours. Want to see the behaviour that we are trying to develop. Discussion took place on how some companies are struggling right now with Safety Culture in workplace and no one has a clue what to do with trying to get young workers to automatically do the things needed to be safe. What is culture and why is it important? Example: WAH we trained ½ million people and no impact because not tied to change in culture. We want to work with industry, work with CAAT and now work with this leadership component in the coming years.

Investing in Staff: WSN is investing in their staff through a variety of initiatives, such as defensive driving, in-house coaching, and this year working with Flawless Consulting. Working with group to have the training and then follow up as a team to continue the valuable training.

Centre of Excellence: The bar is set high and now looking at Timmins and looking at what can be done in North Bay in the space they currently have.

New Hires:

- Kevin Plant: so getting more employees outside of mining, Kevin is looking to help cross training in his specialties with other team members.
- Paige Spillane: Paige is coming in to help continue the service at the Sudbury facilities, and helping with providing some policies for consistency across the Centers, as well as assisting with conference and other events for the team.

Exploration aspect: Discussion took place about wanting to promote discussion and continuing the contribution to the exploration piece. Looking to organizations who already have done this, and then work with our resources to make it in a nice package for our team and we can go from there. Smaller companies really floundering in this area and in field level and gaps and dangerous situations coming.

ACTION: Look to developing a checklist type thing that would help with this. Would need some more conversations to see how to focus it for the need the companies have. A goal would be to have something ready for PDAC to have a form or paper to communicate that this exists. Michael and Draper already have some guidelines they can share and we can go from there.

The challenge is that we need more commitment from this group: three key people (ask Mike who reference, Draper, Claire and?)

ACTION: Doodle poll for those on the committee Michael Ferguson, Clair and Draper. Need a firm commitment to move issue forward.

9. Round Table sharing of best practices, health & safety concerns and innovations

All

Discussions included:

- 1) We talk about culture in the workplace, how does that extend to when we are not in the workplace? The conversation over culture starts to shift to values and can only go so far. Relevant in how we need to go beyond and use the practices in our lives, not just our workplace.
- 2) Understanding that injuries being reported are more than just hurting people at work but in their lives in general, as there are a number of cases on the table at the moment.
- 3) Guards staying on and being useful, especially when adapting the guards. People not expressing issues before they become an issue. Letting people know.
- 4) Last couple of years number of orders on drill, and it seems to be that some of the controls we put into place are time consuming and not one simple solution at a time. Fencing, barricading, or opening a gate 60 times a shift. Some of these issues it will take next generation to solve. Ex. Gate tool: defeats the purpose because the machines just aren't set up in this manner. Trying to field fit things that working with manufacturer if no one else asking for it then they won't change it. This probably means that other companies are doing their own fixes, rather than voicing to manufacturer to make the changes.
- 5) Reported that Goldcorp Dome underground close to 13 months to no injuries even though mine was shutting down. Took the time to take sure everyone safe great accomplishment Goldcorp. What drove that was keeping things positive and not blaming when issues came up. Worked with workers to make it safe. Everyone happy coming to work.
- 6) Contractor fatality falling out of gator utility vehicle at mine, one year anniversary date and unable to get any information on what happened from ministry. Would like to start doing updates on those situations again like there used to be.

AGENDA: Denis Griem can come in and review those in September meeting.

ACTION: Paul can share the fatality inquest information that is shared with him, as well as the response that the ministry gave to that situation.

- 7) Discussion on rotating equipment and worker working at the face and scoop bucket dumped and stop order was given. Some mines there was stop order as it is not clear with MOL. It was up to inspector. Other places they took the orders and they don't work out of scoop buckets. Solution was working out of baskets from other equipment but need to be aware of other issues that come up with that as well.
- 8) Discussion on the struggle with the issue of mental health as small departments sometimes have people away on short and long term disability and one worker with an issue going on in the field. Managing that is a struggle emotionally as well as being a perceived weakness.
- 9) Conversation around Risk Assessment as small companies may not have anything in place and even the term Risk and people don't really understand as see as the danger but really it about the calculation. Need to worry about the 80% on that curve and the language – ex. Routine and non-routine.

10. Next Meeting(s) schedule for 2018

Chair

- Coordinate with AGM September 26th, 2018 all agreed. Mike can propose the next one with Dan. Potentially align with the OMA meeting in December and then find a February date for something that people already coming and then conference April 9-11 2019.