

# The Raven Report

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By Steve Patterson

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### **10 Ways to Improve your Health and Safety Program**

By Steve Patterson

With over two decades of experience advising and representing leadership in occupational health and safety across the country, we've gained a deep understanding of what makes safety programs effective. It's not the length or complexity of the safety policies and program documents that matter

## **WHAT'S NEW @ RAVEN**

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### **NEW COURSES/PROGRAMS:**

Conflict and Resolution Training

Security Awareness

Annual Training for Workers:

WHMIS, AODA, 4, Step

Workplace Violence.

Annual Training for

Management: 5 Step, Workplace

Violence for Supervisors, WHMIS

for Supervisors, 5 Steps, AODA

To book please email:

[sophie@ravengroup.ca](mailto:sophie@ravengroup.ca)

most. Instead, the employers who achieve the best results are those who implement simple, practical, and effective safety programs. These employers tend to have the lowest rates of incidents, worker injuries, and fatalities. Although the Internal Responsibility System (IRS) is the foundation of Canadian occupational health and safety (OHS) laws, and shared responsibility for workplace safety among all stakeholders is commendable in theory, the reality is that employers have shouldered—and will continue to shoulder—the heaviest burden for improving workplace safety under the current regulatory regime. Governments and OHS regulators have adopted and regularly increased penalties for employers under their criminal sanctions model of OHS law enforcement across Canada. Although workers may have the most to lose personally from a workplace safety incident, employers have been the primary targets of legal enforcement following such incidents across the country.

Given that employers are primarily responsible for leading workplace safety initiatives, adopting a proactive approach is crucial for improving safety performance and minimizing OHS legal risks. Drawing from our extensive experience, we've developed a clear set of recommendations for employers to consider. These recommendations offer practical, constructive steps that employers can take to enhance safety for all workers. The focus begins at the leadership level and extends throughout the entire organization, prioritizing worker safety above all else.

1. A clear commitment from the leadership team to prioritize workplace safety for all employees.
2. Acknowledgment of the Internal Responsibility System (IRS) and the shared duties and responsibilities of all workplace stakeholders in the Occupational Health and Safety (OHS) policy and Safety Management System (SMS).
3. An OHS policy and SMS tailored to the specific industry and workplace, including a Job Hazard Analysis (JHA) for all jobs and tasks before work begins.
4. Written safety work procedures (SWP) for all jobs and tasks with a medium or high hazard ranking in the JHA, to be completed before any work on those jobs or tasks begins.
5. Training, instruction, and supervision for all workers on the employer's OHS policy, SMS, JHA, and SWP, ensuring compliance in the workplace.
6. Assignment of the OHS policy and SMS to line management for implementation and accountability on a departmental basis.
7. Enforcement of the OHS policy and SMS by line management through counseling, warnings, suspension, and termination, with oversight by the CEO.
8. An annual OHS review, audit, and assurance report conducted by an independent and impartial third-party auditor, submitted to the CEO and board.
9. Recognition and reward of line management for achieving OHS goals and milestones by the CEO and board.
10. Completion and annual review of a Physical Demands Analysis for each role within the company.

Need help developing or reviewing your program? Email us at [Steve@ravengroup.ca](mailto:Steve@ravengroup.ca)

# News That Matters:

By Steve Patterson

Workplace Injury Leads to \$70,000 in Fines for London Flooring Company:

<https://news.ontario.ca/en/court/1004910/workplace-injury-leads-to-70000-in-fines-for-london-flooring-company>

Two Workplace Injuries, One Fatal, Lead to \$290,000 in Fines For Hamilton Railcar Manufacturer:

<https://news.ontario.ca/en/court/1004898/two-workplace-injuries-one-fatal-lead-to-290000-in-fines-for-hamilton-railcar-manufacturer>

## Mol Campaigns:

<https://www.ohscanada.com/ontario-putting-focus-on-falls-from-heights-struck-bys-on-construction-sites-in-2024-2025/>



# New Consultant Bio

By: Sophie Cranley

## Jessica Aird, CET, M. Eng

An accomplished Environmental Health and Safety (EHS) Professional with over 20 years of experience. Her expertise spans regulatory compliance, risk assessment, and safety management in both corporate and consulting environments. Jessica has a decade of EHS experience in the water treatment and chemical industries, managing contractor compliance, conducting training, and performing audits to maintain ISO and regulatory standards. She is proficient with ISO 9001, 14001, and OHSAS 18001 documentation and has a strong track record in maintaining safety in manufacturing and consulting settings. Jessica excels at identifying and mitigating safety risks, conducting worksite audits, and implementing corrective measures. She develops and maintains safety metrics and reports, ensuring continuous safety improvements. As a seasoned trainer, she creates and delivers safety and environmental training sessions and oversees contractor compliance and risk assessments. In her current role as an EHS Consultant, Jessica provides technical guidance, shapes safety culture, manages WSIB claims, and conducts incident investigations. She holds an M.Eng in Environmental Engineering and a B.Sc. in Environment, and a diploma in Chemical Engineering Technology, underscoring her commitment and technical qualifications in the field of environmental health and safety.

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or drop us an email at [info@ravengroup.ca](mailto:info@ravengroup.ca)

