

# Workplace Wellbeing

McMaster’s Workplace Wellbeing Newsletter focuses on the promotion of health, safety and wellness. Inquiries and feedback about any of the information in this newsletter may be sent to [ehss@mcmaster.ca](mailto:ehss@mcmaster.ca). This newsletter can also be provided in an accessible format upon request.



## Health, Safety and Risk Management

## Organizational Development

### Environmental and Occupational Health Support Services (EOHSS)

### Employee Health Services (EHS)

### Wellness Initiatives

A team of health, safety & risk management specialists committed to supporting the University’s commitment to creativity, innovation and excellence, and strives to achieve these standards in the areas of environmental and occupational health, safety, loss prevention and mitigation.

A team that provides programs & services to help employees lead healthier lives, in and out of the workplace. We are committed to supporting employees in a healthy & safe return to work following an injury or illness, facilitating workplace accommodations & fostering healthier work environments.

A team that offers a supportive working environment through strong employee engagement, employee recognition & wellness. We also encourage individuals to enhance their personal and professional growth by recognizing that our employees and partners are our most valuable assets.

# Health, Safety and Risk Management

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## NAOSH 2017

### North American Occupational Safety and Health Week - May 7-13

EOHSS is proud to announce another exciting week of events for the North American Occupational Safety and Health (NAOSH) Week running from May 7 - May 13.

EOHSS will be offering special sessions throughout the week as well as our annual **BBQ and Vendor Fair** in recognition of NAOSH Week. The theme for NAOSH 2017 is “Make Safety a Habit”.



More information is available on our [website](http://naosh.ca).



### McMaster Health and Safety Award of Excellence



The McMaster Health and Safety Award of Excellence is presented to a person or group from our McMaster community who has done an outstanding job of promoting health and safety in the workplace. The award will be presented at the NAOSH Barbeque and Vendor Fair.

## Risk Management Manual Programs

The following RMM programs have been updated and approved by Senior Management since the February 2017 issue of the Workplace Wellbeing newsletter:

**RMM 106 Biosafety Committee Terms of Reference**

**RMM 600 Biosafety Program**

**RMM 111 Contracting Work Safety Due Diligence Program**

[www.workingatmcmaster.ca/eohss/prevention/posted/](http://www.workingatmcmaster.ca/eohss/prevention/posted/)

For a full listing of all RMMs please visit: <http://www.workingatmcmaster.ca/rmm/>

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## NAOSH Vendor Fair and Barbeque - May 10th

Join **EOHSS** on May 10th for the annual **Vendor Fair and Barbeque** from 11am to 2pm on the Burke Science Building lawn, weather permitting. In the event of rain, the fair will be held in the atrium of the McMaster University Student Centre.

Vendors attending this year include:

- Levitt Safety
- Lawlor Safety
- AtWork Office Interiors
- Pinchin Ltd.
- RPR Environmental
- Healthy Workplace
- Employee Health Services
- Emergency First Response Team (EFRT)
- International SOS
- Homewood Health
- Student Affairs
- Facility Services
- Workers Health and Safety Centre



Joint Health and Safety Committee (JHSC) members can enjoy a **complimentary lunch** as a thank you for contributions toward health and safety at the University. All others are welcome to attend the BBQ for a minimal cost of \$5.

**Guest speaker Claus Wagner** from Hamilton Police Services will be addressing the crowd on the topic of pedestrian and cycling safety.

EOHSS now has a Twitter account! Visit us on Twitter **@McMasterSafety**. Watch for daily communications from EOHSS on Twitter and via email during NAOSH week. Each day of the week will include a special health and safety theme, which are highlighted in the newsletter.

To kick off the week look for our **NAOSH Challenge**. Participants who correctly complete the challenge will be entered into a draw to win a **Fitbit**.

# NAOSH Day 1 Theme - Workplace Hazardous Materials Information System (WHMIS) 2015



The Workplace Hazardous Materials Information System also known as WHMIS 1988 has changed to align with the Globally Harmonized System (GHS). The new legislation is now known as WHMIS 2015. Changes include: new classes of hazards, additional requirements for supplier labels and safety data sheets formerly referred to as material safety data sheets will use a 16-section format with standardized information. A noticeable change is the new pictograms in place of the WHMIS symbols, as well as the use of a signal word (warning or danger). Standardized pictograms which immediately show the user what type of hazard is present, will be on supplier labels and safety data sheets.

Posters with the new pictograms are available through Environmental and Occupational Health Support Services (EOHSS). All users of hazardous materials are encouraged to display this poster in their respective work areas.

The WHMIS 2015 legislation is now in force. However, there is currently a transition period where suppliers may choose to either continue with the WHMIS 1988 requirements or change to the new WHMIS 2015 requirements. As such, you may receive products with either material safety data sheets (WHMIS 1988) or products with safety data sheets (WHMIS 2015) that have new pictograms, labels and signal words. This transition period is effective until **December 1, 2018**. As of this date, all suppliers and users of hazardous materials must comply with the requirements of WHMIS 2015. This means that all hazardous products with WHMIS 1988 labels will need to be relabelled and material safety data sheets (MSDS) replaced with safety data sheets (SDS). **We would encourage you to start thinking about how this impacts your specific work area and to have a plan in place for these changes.**

Note – Unlike WHMIS 1988 requirements, safety data sheets are not required to be updated every 3 years. They must be updated only when new information about the product becomes available.

WHMIS 2015 training is now available online through Mosaic and has replaced WHMIS Core, Office WHMIS and WHMIS Update. All McMaster employees are encouraged to complete this training as soon as possible. The goal of the training is to familiarize you with WHMIS 1988 and WHMIS 2015 in order to ensure your safety throughout the transition period.

### Helpful Resources –

**Environmental and Occupational Health Support Services (EOHSS)** – <http://www.workingatmcmaster.ca/eohss/>

**Ontario Ministry of Labour WHMIS 2015 FAQs** - <https://www.labour.gov.on.ca/english/hs/faqs/whmis2015.php>

**Canadian Centre for Occupational Health and Safety –**

[http://www.ccohs.ca/oshanswers/chemicals/whmis\\_ghs/general.html](http://www.ccohs.ca/oshanswers/chemicals/whmis_ghs/general.html)

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# NAOSH Day 2 Theme - Safe Travel Tips



**Dr. Allan Rosenfeld - Travel Medicine, Pre-travel Check ups - Tuesday May 9th, 1:00pm - 2:00pm, Mills Library Connection Centre Room L113**

Heading out on a long awaited vacation? Unsure if you need to take antibiotics or bug spray?

Can't get in to see your family physician to discuss? Come and hear Dr. Allan Rosenfeld, McMaster's Occupational Medicine Consultant, provide an overview of the risks of travel and the resources you can tap into to gain more knowledge to protect your health and safety, and get well on your way to a great holiday.

[Click here to register.](#)

## International SOS

As part of McMaster University's commitment to our travelers, we are pleased to announce we have invested in global medical and security assistance through **International SOS**. This program is designed to keep our faculty, staff and students healthy, safe and secure while they are traveling or living abroad within a McMaster capacity. We strongly encourage you to take advantage of these services and online resources.



**International SOS** provides medical, security and logistical expertise to help safeguard our international travelers. So, if you lose your medication in Prague, need to see a doctor in New Delhi, get pick-pocketed in Rio or, in a more serious circumstance, are in a serious accident International SOS can assist. **For all issues contact your out of province benefits provider first.**

Travelers can conveniently dial one phone number that will connect them to the International SOS network of medical and professional service teams that operates 24 hours a day, 365 days a year, all over the world.

You simply carry the International SOS membership card with you at all times or download the [Assistance App](#) to use this service. Both contain our membership number and key phone numbers along with the website address [www.internationalsos.com](http://www.internationalsos.com).

**Further details on International SOS will be available on our website beginning the week of NAOSH, May 8th.**

# NAOSH Day 3 Theme - Pedestrian and Cycling Safety



### **Don't miss special guest speaker - P.C. Claus Wagner, Hamilton Police Services @ 12:10pm during the NAOSH Barbeque**

Claus Wagner is a Support Services - Traffic Qualified Breath Technician/Drug Recognition Evaluator, Police Vehicle Operations Instructor/SAP. Claus will be discussing the importance of pedestrian and cycling safety. Be sure to stop by and visit Claus at the vendor fair.

## Safety Responsibilities for Pedestrians

It is not only up to drivers but also pedestrians to keep everyone safe on roadways.

- Cross only at marked crosswalks or traffic lights. Don't cross in the middle of the block or between parked cars.
- Make sure drivers see you before you cross. If the driver is stopped, make eye contact before you step into the road.
- Wear bright or light-coloured clothing or reflective strips, especially at dusk or when it's dark.
- At a traffic light:
  - Cross when traffic has come to a complete stop.
  - Begin to cross at the start of the green light or "Walk" signal, where provided.
  - Do not start to cross if you see a flashing "Do Not Walk" symbol or the light turns yellow. If you already started to cross, complete your crossing safely.
  - Never cross on a red light.
- Watch for traffic turning at intersections or turning into and leaving driveways.

<http://www.mto.gov.on.ca/english/safety/pedestrian-safety.shtml>

# NAOSH Day 4 Theme - Psychological Health and Safety in the Workplace



### What is Psychological Health and Safety?

Psychological Health and Safety (PH&S) is a relatively new concept in Occupational Health. In 2013, The National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard) was released. It is the first of its kind in the world, and is a set of voluntary guidelines, tools and resources that can help guide organizations in promoting mental health and preventing psychological harm at work.

The Standard and implementing a PH&S management system is not about assessing an individual employee's mental health. It is about considering the impact of workplace processes, policies, and interactions on the psychological health and safety of all employees. A PH&S Management System is primarily intended to be preventive for mental injuries to the **entire** workforce in the same way that occupational health and safety systems are preventive for physical injuries and illnesses.

A psychologically healthy and safe workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts..... Psychological health comprises our ability to think, feel and behave in a manner that enables us to perform effectively in our work environments, our personal lives, and in society at large. Psychological safety is different - it deals with the risk of injury to psychological well-being that an employee might experience. Improving the psychological safety of a work setting involves taking precautions to avert injury or danger to employee psychological health. (*Guarding Minds @ Work*)

The Standard has been summarized into 13 Psychosocial Factors. The 13 Factors are elements that could affect employees' psychological response to work and work conditions, potentially causing psychological health problems. The Factors relate to the way work is carried out (deadlines, workload, work methods) and the context in which work occurs (including relationships and interactions with managers and supervisors, colleagues and coworkers, and clients or customers).

For more information about your role in PH&S in the workplace, the 13 Factors and 'how to have that talk,' check out the video series by Ottawa Public Health and the Mental Health Commission of Canada at:

<http://ottawa.ca/en/residents/public-health/healthy-living/mental-and-emotional-health/have-talk#resources>

#### Resources:

<http://www.mentalhealthcommission.ca/English/national-standard> <http://www.guardingmindsatwork.ca/info/safety>

<https://www.workplacestrategiesformentalhealth.com/psychological-health-and-safety/introduction>

**[Click here](#) for the Mental Health First Aid Training schedule.**

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## #GETLOUD

Last year, more than 70 Ontario landmarks, including McMaster's University Hall, were lit green during Mental Health Week to raise awareness about the importance of mental health. We're supporting this movement again this year during Mental Health Week 2017 (May 1-7). University Hall will be lit up and we will be spreading the word through Twitter @McMasterOD and by wearing green.



Want to get in on the action? Participating is easy. You can join the movement by wearing green during Mental Health Week and spreading the word about the campaign on social media using the hashtag #GETLOUD.

Visit [www.greenformentalhealth.ca](http://www.greenformentalhealth.ca) to learn more about the campaign and view the list of buildings being illuminated this year.

## Mental Health Awareness Week

McMaster University is committed to employee well-being. The supports provided at McMaster aim to foster mental wellness in you and those you know. In support of Mental Health Awareness Week (May 1-5), McMaster is pleased to offer the following supports and initiatives to enable you to flourish in your personal and professional life:

- ❑ Register now for the upcoming Mental Health workshop, [Increasing Our Understanding of Mental Health in the Workplace](#)
  - ❑ In today's society, there remains a lack of awareness, and sometimes bias, regarding mental health problems. This wellness session will assist participants in enhancing their understanding of the personal and environmental factors that can have an impact on mental health, the common signs and symptoms of mental health concerns, and the most appropriate prevention and intervention strategies.
    - ❑ Main Campus, May 15, 2017 12-1pm (MDCL 3023)
    - ❑ One James North (OJN, Room 112), May 17, 2017 12-1 pm
- ❑ Join the Discussion/Workshop, "Letting Go of Stress", led by Dr. Nathan Cooper on May 4 from 12-1 pm. Visit the [Healthy Workplace Website](#) for further details.



# NAOSH Day 5 Theme - Healthy Lifestyles



### **Please register for a special session - No Gym? No Time? HIIT the Stairs - Climbing your way to Better Health**

Be ready to participate in an active and physical session. Please wear appropriate footwear, and comfortable clothing.

**Location:** David Braley Athletic Centre -Mindfulness Centre, Room B108

**Date & Time:** May 12th - 1:00p.m. - 2:00 p.m.

Interested in learning more about ways to incorporate physical activity into a busy schedule? Wondering if a workout is worthwhile if you only have a few minutes to spare? High intensity interval training (HIIT) involves alternating periods of higher and lower intensity exercise. While HIIT is often portrayed as a training method for athletes, research conducted within the Kinesiology department at McMaster has demonstrated that brief, intense workouts can be effective at improving fitness and health in diverse populations. Come out to our interactive session on Friday May 12th to learn more about the science behind *The One Minute Workout* by Dr. Martin Gibala. **Attendees will have the opportunity to participate in a brief interval stair climbing session in the Ron Joyce Stadium with your colleagues.**

[Click here to register.](#)

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## Smoking Cessation

Thinking about quitting? Ready to quit? Not ready just yet, but would like information? Want to help someone else quit?



If you or someone you know have ever tried quitting, you know how difficult it can be. Smoking is very addictive and quitting requires considerable planning, determination, and courage.

Visit the resource links below for a wealth of information and support to help you (or someone you wish to support) quit smoking and remain smoke-free.

### Smoking Cessation Community Resources for staff, faculty and students

#### Smoker's Helpline

For news, tips and to be in touch with those who have quit, are trying to quit, or are supporting others, connect on Twitter at: [twitter.com/SmokersHelpline](https://twitter.com/SmokersHelpline), [www.smokershelpline.ca](http://www.smokershelpline.ca)

#### Hamilton Public Health

Hamilton Public Health Services – Telephone Service – Tobacco Hotline 110 King St. W., 4th Fl, Hamilton, ON L8P 4S6 905-540-5566

<http://www.hamilton.ca/public-health/clinicservices/quitting-smoking-clinics-programs>

#### The Lung Association

Before you set your quit date you need to prepare. Take time to think about when, where, and why you smoke. If you understand your smoking habits and triggers, you'll have a better chance at success. <https://www.lung.ca/lung-health/smoking-andtobacco>

#### Canadian Cancer Society STOP Program Nicotine Dependence Clinic

The Canadian Cancer Society quitline is available to help you. It's a free, confidential service for smokers. Find out more information or register online for the self-directed quit program.

[www.cancer.ca/en/support-and-services/supportservices/quit-smoking](http://www.cancer.ca/en/support-and-services/supportservices/quit-smoking)

#### The STOP Program

The STOP Program is a province-wide initiative that delivers smoking cessation treatment and counseling support to eligible Ontario smokers who wish to quit smoking. The STOP Program has provided free smoking cessation medication and counselling support to over 100,000 Ontarians who wanted to quit smoking.

<https://www.nicotinedependenceclinic.com/English/stop/Pages/Home.aspx>

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## The Nicotine Dependence Clinic

The Nicotine Dependence Clinic offers several specialized outpatient treatments for anyone who wants to quit or reduce their tobacco use. We offer assessment, medical consultation, group counselling and medications to quit/reduce smoking. Our clinic provides service to clients with concurrent substance use and/or mental illness as well other medical conditions.

[http://www.camh.ca/en/hospital/care\\_program\\_and\\_services/addiction\\_programs/Pages/TobaccoAddiction-Treatment-Clinic.aspx](http://www.camh.ca/en/hospital/care_program_and_services/addiction_programs/Pages/TobaccoAddiction-Treatment-Clinic.aspx)

## Smoking Cessation Resources for Staff & Faculty

### Homewood Health Program

The Homewood Health Plan Smart Smoking Cessation Program empowers you with the information and support you need to help you quit smoking and remain smoke-free. A personal coach will help make it simple to start and guide you step-by-step. The program addresses the psychological and physical dependence and creates a foundation for successful behaviour change.

<http://www.workingatmcmaster.ca/link.php?link=healthy-workplace:ee-supports-and-family>

### Sun Life Health Benefits

Between May 1, 2017 and June 20, 2018 McMaster University has added coverage to the Sun Life Extended Health Benefits: products to help a person quit smoking that legally require a prescription, up to a lifetime maximum of \$500 for each person.