

# DUNK & ASSOCIATES / SYSTEMS 24-7 NEWS 24-7

**Excellence  
program: WSIB  
HSEp Resources**

**Important Dates:  
Safety and Health  
Week, Victoria Day  
Closure**

I love this time of year!  
Victoria Day, kicks off  
summer fireworks.

Remember,  
fireworks aren't toys.  
Read instructions, and  
keep a safe distance.



**JHSC Certification Prices**

**Supervisor Skills:  
Employee Engagement  
and Development**  
*Register Today!*

**Custom Webinars**

**Feature Article:  
Heat Stress**

Click icons to jump ahead to sections



**SAFETY  
UPDATES**



**EXCELLENCE  
UPDATES**



**LEGISLATION  
UPDATES**



**WELLNESS  
UPDATES**

## IMPORTANT DATES

### Safety and Health Week

May 6<sup>th</sup> - 11<sup>th</sup>

The goal during Safety and Health Week is to focus employers, employees, partners, and the public on the importance of preventing injury and illness in the workplace, at home, and in the community. Together, we can create safer workplaces and communities.

Don't forget to join our upcoming webinar in May on [Conducting and Maintaining Hazard/Risk Assessments](#).

<https://www.safetyandhealthweek.ca/english/>

Let us know how you participated in Safety and Health week for a chance to be featured in our next newsletter.



Safety  Health Week



Click image to enlarge

### Victoria Day (Office Closure)

May 17<sup>th</sup> - 20<sup>th</sup>

Victoria Day is also commonly referred to as the “May two-four weekend” or the “May long weekend” and marks the unofficial start of the summer.

After the death of Queen Victoria in 1901, an act was passed by the Parliament of Canada establishing a legal holiday on May 24 in each year.

Dunk & Associates/Systems 24-7 will be closed for Victoria day on both Friday, May 17<sup>th</sup> and Monday, May 20<sup>th</sup>. We wish you a safe and happy day with your friends and family.



**Dunk & Associates will be closed on both  
Friday, May 17<sup>th</sup> and Monday, May 20<sup>th</sup> for Victoria Day.  
We wish you a safe and happy day with your friends and family.**





## Join us for a webinar on **Supervisor Skills: Employee Engagement and Development**

We've all heard "no one wants to work anymore", but the truth is our workforce dynamic has changed over the years. Just like with technology, our workplaces need to keep up with the changing times. Employers and managers need to make adjustments in the workplace to align with what employees are looking for to feel satisfied at work.

So, how do you engage with employees so they not only show up but actively participate in making your business successful? Join us as we explore various opportunities for employee engagement and development.



**Date: July 17, 2024, 1:00 pm - 3:00 pm**  
90-minute webinar, 30-minute Q&A



**Who should attend:**

- Owners
- Managers and Supervisors
- Anyone wishing to further their professional development



**Attendees takeaways:**

- Learn to engage with employees to boost business success through increased participation.
- Ideas and resources for engaging and investing in your employee's future
- Participation certificate
- Access to webinar recording

**Download Registration Form Here**

**\$35/person (private clients) \$40/person (public)**

Applicable taxes will apply.

Sign up today by visiting [systems24-7.com/webinars/supervisor-skills](https://systems24-7.com/webinars/supervisor-skills)

## Compliance Packages Posted

For those clients using our Safety Professional Services, your compliance packages are posted. Log on to **Systems 24-7** and select the Compliance Package feature to view your instructions.

For health and safety, all assignments must be completed to keep your program in compliance.

# SAFETY UPDATES

## ANNOUNCEMENT

### Custom Webinars

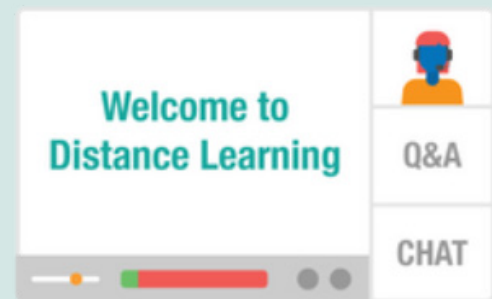
Are you planning an internal training/development event for this year or looking for ways to engage with your management team and increase their skills and confidence? We'd be happy to host a custom webinar or offer on-site training (travel and accommodation will apply) for your workplace!

**Picture this:** an engaging experience led by seasoned Dunk professionals. Our facilitators are masters in their craft, adept at not only sharing knowledge but igniting discussions, sharing real-world stories, and equipping your team with actionable tools tailored specifically to your workplace's needs.

See our list of sessions designed to tackle the most pressing challenges faced by today's workplaces. Have a specific topic in mind that's not on our list? Fret not - we're here to tailor our expertise to your unique requirements.

#### Here are some sessions we'd love to instruct

- Workplace Violence, Harassment and Respect (For Manager or all Workers)
- Conducting Workplace Harassment Investigations (For Managers / HR)
- Managing Workplace Injury Claims
- Performance Management (For Managers)
- Employee Engagement (For Managers)
- Accommodations and Return to Work (For Managers or all workers)
- Supervisor Responsibilities for Health & Safety



Joining our webinars is a breeze - simply log in to our Adobe Connect sessions from your computer, whether individually or as a group. Dive into dynamic training sessions where participation is encouraged, questions are welcomed, and collaboration thrives. Plus, each participant receives a certificate of participation, which you can also track on your Systems 24-7 platform.

Elevate your workplace dynamics, foster growth, and embark on a journey of transformation with Dunk's custom webinars and on-site training. Reach out to us today for pricing and availability at [support@systems24-7.com](mailto:support@systems24-7.com).



# SAFETY UPDATES

## Recent Important Legislation Updates

When the law changes, it rarely hits the mainstream news. Don't worry, Dunk & Associates does the work for you! Each month we monitor the changes and communicate them to you here! If the update has or will result in changes to training, we are responsible for making them. For our private Health and Safety or HR clients, we update relevant policies and programs and communicate with you regarding any changes in your compliance packages.

To see a list of recent changes, please [click here](#).



## UPDATE

## JHSC Certification Prices

Effective June 1<sup>st</sup>, the cost of our Ontario JHSC Certification training will be increasing. Sign up now to take advantage of the current pricing. You are always able to purchase "seats" to guarantee pricing to use at a later date. Any additional "seats" purchased must be used within a 1 year period.

For more information about our JHSC Certification Training, visit us online at <https://www.systems24-7.com/ontario-jhsc-certification>

|  | Current Pricing   | New Pricing   |
|--|---|---|
| <b>JHSC Certification Part 1 eLearning</b>         | Current Member of a Dunk Program*<br><b>\$315/learner</b><br><br>General Public<br><b>\$320/learner</b> | Current Member of a Dunk Program*<br><b>\$315 - no change</b><br><br>General Public<br><b>\$340/learner</b> |
| <b>JHSC Certification Part 1 Distance learning</b> | Current Member of a Dunk Program*<br><b>\$415/learner</b><br><br>General Public<br><b>\$420/learner</b> | Current Member of a Dunk Program*<br><b>\$425/learner</b><br><br>General Public<br><b>\$450/learner</b>     |
| <b>JHSC Certification Part 2 Distance learning</b> | Current Member of a Dunk Program*<br><b>\$350/learner</b><br><br>General Public<br><b>\$360/learner</b> | Current Member of a Dunk Program*<br><b>\$360/learner</b><br><br>General Public<br><b>\$385/learner</b>     |
| <b>JHSC Certification Part 2 Distance learning</b> | Current Member of a Dunk Program*<br><b>\$350/learner</b><br><br>General Public<br><b>\$360/learner</b> | Current Member of a Dunk Program*<br><b>\$360/learner</b><br><br>General Public<br><b>\$385/learner</b>     |

# SAFETY UPDATES

## FEATURED ARTICLE

### Heat Stress



With the colder weather in our rearview mirror, we are patiently waiting for the arrival of the days of sunshine and heat. Now is the time to consult our heat stress policies and programs to make sure we are ready for the heat to arrive.

One item that we see missed or overlooked frequently in many heat stress programs is acclimatization. Heat acclimatization is the process of improving heat tolerance that comes from gradually increasing the intensity and duration of work performed in a hot setting. This process is an important component of any heat stress prevention program.

An effective heat stress program accounts for the need for additional breaks, a cool and shaded place to rest, access to fluids, and the ability to have time to adjust to the heat. This time must be flexible given the intensity of the heat, level of humidity, the worker's physical fitness, and their experience on the job.

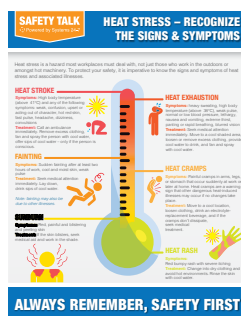
In Canada, we are fortunate to have the four seasons which allows us to acclimatize with the changing seasons. However, this informal acclimatization process is likely not enough to acclimatize your workers to the heat. This is especially true for new and young workers.

New and young workers' exposure to heat should be on an incremental level and should increase slowly. The best results in an acclimatization process takes place by gradually exposing the worker to hot conditions over a period of one to two weeks. This will allow the body to effectively sweat which helps to cool the body and regulate temperature.

In addition to the gradual exposure to heat, workers should also eat regular healthy meals, drink lots of water, and take breaks as needed.

Have questions about acclimatization or need guidance on how to implement an effective heat stress program? Reach out to our professional staff and we will be happy to guide you!

Click on images to open complimentary resources



# EXCELLENCE UPDATES

## REMINDER

### Mandatory Webinars for HSEp

This is your friendly reminder that all Guidance & Instruction webinars are mandatory for all of our HSEp Members (both the SB HSEp and regular HSEp). Attendance is taken for each webinar and if not attended, there are recordings on the Dunk Portal for you to watch which are found on your Dashboard.

Attending these webinars will provide you with updates to the program and legislation in Ontario. If not attended, you could possibly receive an incomplete in the program as you did not follow the program requirements. This would also result in more work as your evidence submissions will be sent back by Dunk for you to redo until the program requirements are met.

Below is a link to all upcoming webinars along with what program participants should attend. We have also included a link to the recording of the most recent webinar. Don't forget to send us an email to let us know you watched the recording to [excellence@systems24-7.com](mailto:excellence@systems24-7.com) so we can add your attendance to the list.



## UPCOMING HSEp WEBINARS

### SMALL BUSINESS HSEp INSTRUCTION WEBINAR: STEPS 4, 5, AND 6

June 11, 2024 | 9:00 - 11:00 am EDT

### HSEp GUIDANCE AND INSTRUCTION WEBINAR

July 16, 2024 | 9:00 - 11:00 am EDT

## RECORDED WEBINARS

### HSEp GUIDANCE AND INSTRUCTION WEBINAR

Recorded on: April 16, 2024

Health and Safety  
Excellence program  
**Approved provider**  
**wsib 2024**

# EXCELLENCE UPDATES

## FEATURED ARTICLE

### WSIB HSEp Resources

Hello everyone and thank you for tuning in to another monthly Excellence newsletter. This month, we wanted to take some time to go over a very important resource, the **WSIB Program Member Guidelines**. The WSIB Program Member Guidelines were developed to assist businesses with understanding the program requirements, and the administration and key milestones of the program.

There are 5 documents (Step 1. Join, Step 2. Develop, Step 3. Demonstrate, Step 4. Achieve, and the HSEP - Health and Safety Topics Guide) that contains everything you need to know about the Excellence Program, and we recommend these are one of the first documents you go through when you begin your Excellence journey. You will find information on the health and safety assessment, the safety culture survey, topic selection guidelines, and other information that will assist you in the first stages of the Excellence process.

Most importantly, the HSEP - Health and Safety Topics Guide includes the requirements for each of the available topics. We cannot stress how important it is to review these topic requirements before you select your topics. The WSIB will be looking to see how your organization applied the steps of implementation to all the topic requirements. As such, it is important to look at the requirements and make sure that you are aware of the expectations of the topic, rather than simply going off the name of the topic.

For example, it would be fair to assume that the First Aid topic would cover the First Aid certification (not the actual training, but making sure there are the legislatively required First Aiders). However, the topic requirements reveal that this topic requires organizations to develop a treatment reporting process, First Aid kit inspections, and ensuring legislated requirements are met. Sometimes what you think the topic would involve turns out to be much more. Better to be aware of these requirements before it is to late!

All of the WSIB Program Member Guidelines documents can be found on both the **Dunk HSEp Portals** under the **“Program Resources”** menu. If you are having trouble finding it, please send us an email at [excellence@systems24-7.com](mailto:excellence@systems24-7.com) or give us a call at **1-866-754-8839** and we would be happy to assist you.





# MAY WEBINAR

Register now for our monthly webinars

## Conducting and Maintaining Hazard/Risk Assessments

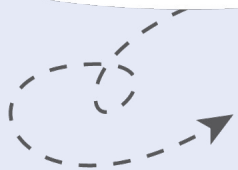
May 15, 2024 | 1:00 - 2:00 pm EDT

Hazard/risk assessments are a legal requirement that are often ignored, forgotten, or avoided. While a well-done assessment can be time-consuming to create, they provide a huge benefit to your organization in identifying hazards and implementing controls which protect your workers. You are responsible for reviewing and updating them on a regular basis as your health and safety program is constantly evolving. In this webinar, we will teach you how to create and maintain hazard assessments and how to use them in your workplace.

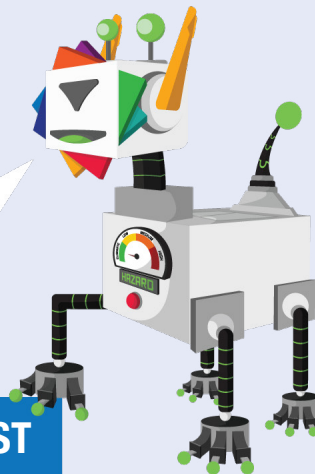


**REGISTER**

Registration is **free** to all our monthly webinars. Seats are limited, register today!



**2024 WEBINAR LIST**



## **RECORDED WEBINARS**

Breaking the Stigma (Mental Health) | March 20, 2024 | 1:00 - 2:00 pm EST



# WELLNESS UPDATES

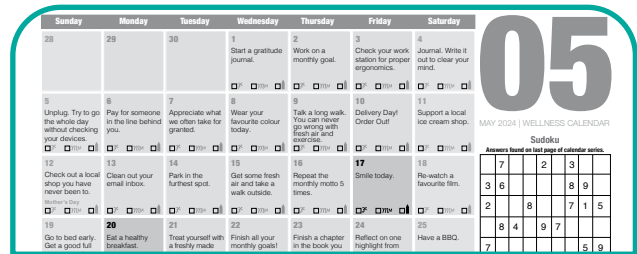
## 2024 WELLNESS CALENDAR

Building wellness into your daily activities can take some time. Learning new habits takes work! Each year Dunk & Associates publishes a wellness calendar full of activities, daily tips, and monthly mottos. Each month is different from the next and includes fun challenges to help with work wellness and work-life balance.



2024 FULL COLOUR & INTERACTIVE

Download



2023 BLACK & WHITE  
(Printer friendly)

Download

# YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Click on each image to expand and download

### ATTENTION WORKERS!

**DURING HOT AND HUMID WEATHER PLEASE DRINK TWO GLASSES OF WATER AT THE BEGINNING OF YOUR SHIFT. WE WANT ALL WORKERS FIT AND READY FOR DUTY.**

**IF YOU START TO FEEL:**

- DIZZY,
- LIGHT-HEADED, OR
- NAUSEOUS

**PLEASE NOTIFY YOUR SUPERVISOR IMMEDIATELY.**

POWERED BY SYSTEMS 2

Attention Workers

### HEAT RELATED ILLNESS SUMMARY

**KNOW THE SIGNS: PROTECT YOURSELF**

**"IF IT GETS HOTTER, DRINK SOME WATER!"**

HEAT STROKE, HEAT EXHAUSTION, HEAT CRAMPS, FAINING, HEAT RASH, SUNBURN

Heat Related Illness Summary

### HEAT STRESS

Heat stress is not just about temperature. There are several factors that contribute to heat stress, and most importantly we need to recognize that many factors will affect people differently.

**HEATED HEAT STRESS!** Heat stress is the overall effect of heat on your body. It is caused by the combination of:

- The heat your body is generating
- Environmental factors like temperature, humidity, air movement and weather heat
- The heat from your job

**HOW DO WE EVALUATE HEAT STRESS IN THE WORKPLACE?** The risk of heat stress is not based on temperature alone. When assessing the risk of heat stress, you must also consider the following factors:

- Humidity (moisture in the air)
- Personal heat load (clothing, shoes, etc.)
- Physical activity
- Acclimatization (your body slowly getting used to heat)

**PROTECT YOURSELF!** Minimize all forms of work, under severe heat, you take the following precautions to protect yourself from heat related illnesses when it is hot and humid outside or inside:

- Drink plenty of water and avoid caffeinated beverages
- Avoid high intensity, high cardiovascular, team-building activities
- Take frequent breaks, in cool or shady areas if possible
- Avoid long commutes when possible
- Consider wearing protective clothing to reduce energy of day
- Consider wearing sun protection (hats, sunscreen, etc.)
- Consider wearing shade or protective clothing (e.g. cooling vests, etc.) to reduce heat stress

Powered by Systems 2

Heat Stress

**THANKS FOR READING.  
SEE YOU NEXT MONTH!**

