

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

Building Skills: Everyday Skills that Make Work Work

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Flame Game:
Is Your Family
Ready to Win?**



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Workplaces run best when everyone has the skills to communicate effectively, make sound decisions, and respond constructively to challenges.

Everyday Skills for Impactful Work

Each session features relatable workplace scenarios, interactive discussions, and applied skill building activities that encourage skill development and immediate application!



Say It Better: Communication Skills That Prevent Conflict and Build Trust

April 7, 2026 | 1:00-3:00pm EST

Bouncing Back at Work: Adapting When Outcomes Aren't What You Expected

May 13, 2026 | 1:00-3:00pm EST

From Gut Reactions to Smart Decisions: Critical Thinking at Work

Sept 30, 2026 | 1:00-3:00pm EST

Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

Nov 10, 2026 | 1:00-3:00pm EST

Individual Webinars

- Private Professional Service Clients only: \$50 per person
- Regular Price: \$60 per person

Bundle of all 4 webinars

- Private Professional Service Clients only: \$175 per person
- Regular Price: \$215 per person

FOR MORE INFORMATION

WWW.SYSTEMS24-7.COM/WEBINARS/SKILLBUILDING

Practical, interactive sessions with tools that you can use immediately to improve communication, decision-making, and outcomes at work.

Workplaces run best when everyone — regardless of role — has the skills to communicate effectively, make sound decisions, and respond constructively to challenges.

Whether you're new to the workplace, sharpening your soft skills, preparing for a mentorship role, or simply ready to level up, this four-part webinar series is designed for everyone. Each session features relatable workplace scenarios, interactive discussions, and applied skill-building activities that encourage skill development and immediate application. Participants will leave with practical tools they can use every day to improve safety, collaboration, relationships, and outcomes.

BENEFITS OF REGISTERING:

- Reduce workplace incidents and mistakes through better communication and decision-making
- Strengthen engagement and accountability across all roles
- Improve problem-solving and adaptability during change

Webinars will be held online through Adobe Connect. An invitation to join the webinar will be sent a few days before the webinar from Adobe Connect and will include a personalized calendar invitation. We will also email instructions a few days in advance.

WEBINAR 1 : Say It Better: Communication Skills That Prevent Conflict and Build Trust

April 7, 2026 | 1:00-3:00pm EST

Learn how to communicate with clarity, understand your own emotions and the emotions of others, and respond thoughtfully in everyday workplace interactions. Build stronger collaboration, reduce misunderstandings, and prevent small issues from escalating into costly problems.

Skill focus: *effective communication and emotional intelligence*

WEBINAR 2: Bouncing Back at Work: Adapting When Outcomes Aren't What You Expected

May 13, 2026 | 1:00-3:00pm EST

Change and setbacks are inevitable. This session teaches employees how to recover quickly, adapt to shifting priorities, and maintain focus under pressure. Stronger resilience means fewer mistakes, more consistent performance, and a workforce that thrives through uncertainty.

Skill focus: *adaptability and resilience*

WEBINAR 3: From Gut Reactions to Smart Decisions: Critical Thinking at Work

September 30, 2026 | 1:00-3:00pm EST

Equip employees with the tools to break down complex situations, weigh options, and make better decisions—faster. Learn to approach challenges strategically, reduce errors, and contribute to outcomes that benefit both team and organization.

Skill focus: *problem solving and critical thinking*

WEBINAR 4: Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

November 10, 2026 | 1:00-3:00pm EST

This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

Skill focus: *reflective thinking and pattern recognition*

[Download Registration Form Here](#)

IMPORTANT DATES

March Break

March 16th - 20th (dates may vary based on location)

March break is just around the corner! Whether you're planning to travel, catch all the March Madness action, spend quality time with family, or tackle some spring cleaning, it's important to keep your safety and well-being top of mind.

If you're heading out of town, make sure you're up to date on any necessary vaccinations and check the weather at your destination so you're prepared. For those staying home, take some time to unwind, relax, and enjoy the break. Remember to prioritize self-care and create moments for yourself amidst all the activities. Whatever your plans, stay safe, stay healthy, and make the most of your break!



St. Patrick's Day

March 17th



St. Patrick's Day is a joyous time to celebrate the rich culture and heritage of Ireland while enjoying festivities with friends and family. However, it's crucial to remember the importance of responsible behaviour, particularly when it comes to alcohol consumption. Always plan ahead and designate a sober driver or utilize alternative transportation options if you intend to drink. Let's ensure that the joy of St. Patrick's Day is not overshadowed by the dangers of drinking and driving, prioritizing the safety of ourselves, and others on the roads.

Visit [page 11](#) for some complimentary resources

First Day of Spring

March 20th

In 2026, the first day of spring arrives on March 20th, meaning the end of winter and the arrival of warmer weather. With the changing season comes the perfect time for new beginnings—whether it's enjoying the sunny days ahead or diving into some much-needed spring cleaning. Below are some helpful resources to guide you through this transition and make the most of the season.



Click image to enlarge

FIRE SAFETY

GAME TIME

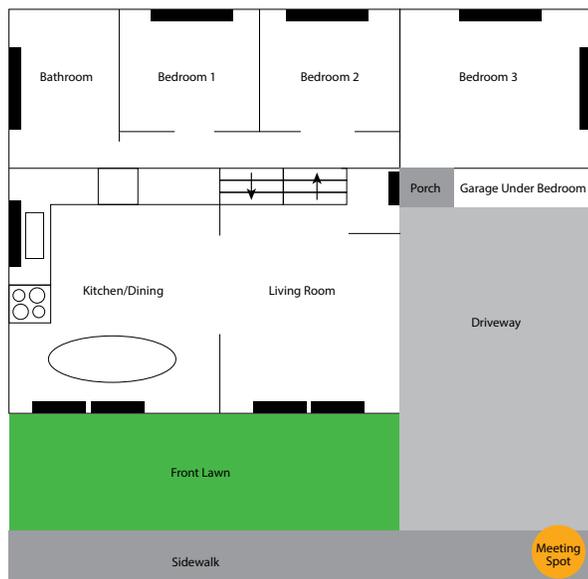
Flame Game: Is Your Family Ready to Win?

When a fire breaks out, every second counts. Having a clear fire safety plan can mean the difference between a safe escape and a tragedy. March is the perfect time to review your home's fire safety practices and make sure everyone—kids included—know what to do.

Fires spread fast—sometimes in less than two minutes. Panic and confusion can cost precious time. A well-practiced plan ensures your family reacts quickly and calmly.

Fire Safety Checklist

- Test smoke alarms monthly
- Choose a family meeting spot
- Practice two escape routes from each room



- 1. Draw a family map:** Show all doors and windows. Let kids help color escape routes!
- 2. Pick a meeting spot:** Choose a safe place outside like a tree or mailbox away from the house - everyone will meet here.
- 3. Practice together:** Make fire drills fun! Try crawling low under pretend smoke (use a blanket fort for practice).
- 4. Check smoke alarms:** Test monthly and explain to kids what the sound means.
4.1: to remember to replace the smoke alarm batteries every 6 months maximum.
- 5. Plan for everyone:** Include pets, children, and anyone who needs extra help.

Kids' Safety Corner

- Know all ways out of every room.
- Stay low and go: crawl under smoke to breathe easier.
- Never hide: go outside right away—don't hide under beds or in closets.
- Once out, stay out: Never go back inside for toys or pets.

Preparedness saves lives. Make March your fire safety planning month—and encourage friends and family to do the same!

TECHNOLOGY UPDATES

UPDATES

New Admin Tool: View Company Training Profiles

Company Admins—this one's for you. We've released a powerful new admin tool in Systems 24-7 that lets you instantly see exactly what training applies to any company entity and category.

With just a few clicks, you can view all training assigned at a selected entity and everything applied above it in the tier structure—giving you a complete, at-a-glance training picture.

Even better, this tool works across all Training Profile types, including:

- Level
- Level + Category
- Category
- Admin Type
- Specific Employees

To use this tool go to Admin -> Configuration Settings -> View Company Training Profiles. Then simply set your parameters to view how the training is assigned. Pro Tip! Leave the course dropdown to 'All' to see a quick snapshot of everything.

The screenshot shows the 'View Company Training Profiles' interface. At the top left, it says 'Admin > Configuration Settings > View Company Training Profiles'. At the top right, there is a 'Back to Configuration Settings' link. The main heading is 'View Company Training Profiles'. Below the heading are several dropdown menus: 'Licensee:' (Dunk & Associates), 'Company:' (Dunk Test Company), 'Profile Type:' (Company Level), 'Select Level:' (Company), 'Select Name(s):' (All), and 'Course:' (All). A 'View' button is located at the bottom right of the form area.

This tool provides you with clearer visibility and less guesswork. Need assistance? Email support@systems24-7.com or call us at 1-866-754-8839.

NEW COURSE

Cargo Securement

Health & Safety | Approx. 85 Slides | Approx. 40 minutes

Cargo securement is the practice of using various methods and tools to ensure that cargo (load) remains securely in place during transportation. Proper securement practices not only safeguard the cargo but also protect the driver, other road users, and prevent damage to the vehicle. At the end of the training module, you will be able to understand and implement relevant cargo securement laws and standards, use appropriate methods and tools to effectively secure various types of cargo, identify and mitigate risks and apply best securement practices.



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.

All assignments must be completed to keep your program in compliance.

SAFETY UPDATES

FEATURED ARTICLE

How do you know if PPE fits?

Employees come in all shapes and sizes. Their bodies have different proportions: some are taller, some are shorter, some are wider, and some are narrower. But at the end of the day, PPE needs to properly fit the employee.

The provision of properly fitting PPE is so important that it is mentioned in provincial health and safety legislation. For example, in Ontario, Bill 229 requires employers to ensure that PPE and protective clothing provided, worn, or used in the workplace fit properly and is suitable for use by women and individuals of all body types. Additionally, in B.C., the Occupational Health and Safety Guidelines Part 8: Personal Protective Clothing and Equipment was developed to provide details about how PPE is to be selected and used, including considerations for use, compatibility, maintenance, and storage.

But how do you know if PPE fits? Just as PPE isn't a one-size-fits-all approach, the same applies to a proper fit. Proper fitting PPE effectively minimizes exposure to hazards, and the fit should not create any new hazards. Think about a hair net that is too small and doesn't hold all of the employee's hair back, allowing the hair to become entangled in moving parts. Or if protective coveralls are provided, are they loose and baggy, leading to a trip and fall, or too tight, restricting their range of motion?

Consider if the PPE is the right size for the employee. Are there any areas not protected by the provided PPE that should be protected? If we think of goggles, do they cover the employees' eyes entirely? Are there gaps in the seal, potentially allowing a splash of chemicals to the mucus membrane in the eyes? If so, the PPE does not fit properly, and alternative solutions need to be considered.

Take into consideration your workplace and workforce. Likely, there isn't one identical size for all employees. Consider sourcing PPE from a supplier that offers a range of sizes and shapes. Perhaps the manufacturer can provide samples to test fit before ordering. Always be aware of the manufacturer's recommendations for use, wear, maintenance, and storage.

Just like anything in the realm of health and safety, your efforts and attention need to be directed to continuous improvement, not a simple one-and-done approach. Has proper fit of PPE been added to your Monthly Workplace Inspection Checklist? If not, should it be?

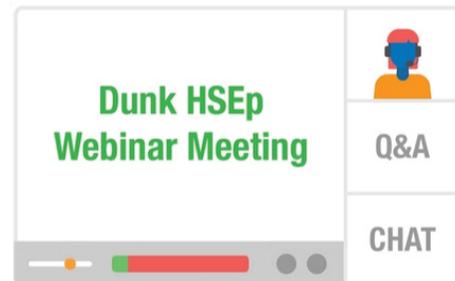


EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2026

Just a friendly reminder that all Guidance & Instruction webinars are mandatory for all of our HSEp Members. Attendance is taken for each webinar, if you're not attending, you can view recordings on the Dashboard of the Dunk Portal. The link to register for this and future webinars is on your portal 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. **ATTENDANCE IS A MUST FOR YOU TO BE SUCCESSFUL IN THIS PROGRAM.**

Don't forget to send us an email to let us know you watched the recording to excellence@systems24-7.com so we can add your attendance to the list.

2026 HSEp WEBINARS

Guidance & Instruction
May 12, 2026 | 9:00 - 10:30 pm EDT

Guidance & Instruction
September 15, 2026 | 9:00 - 10:30 pm EST

HSEp Program Orientation
December 15, 2026 | 9:00 am - 12:00 pm EST

[Click Here for the 2026 HSEp Webinar Schedule](#)

Click here to Register

LAST RECORDED WEBINAR

Guidance & Instruction
February 10, 2026 | 9:00 - 10:30 am EST

Health and Safety
Excellence program
Approved provider



2026

EXCELLENCE UPDATES

Health and Safety
Excellence program
Approved provider



2026

FEATURED ARTICLE

Why do a Culture Survey?

You may have noticed a Culture Survey option while navigating the WSIB Digital Portal and wondered what is this really about.

The culture survey is a helpful tool for businesses to gauge their overall safety culture across various roles in the company. While this is not a mandatory survey, it is an excellent resource to measure your initial safety culture and then send it out again and see how it's grown after the implementation of your topics for the program year. It can also provide insight into potential topics as well as other opportunities for improvement into your Health & Safety Program.

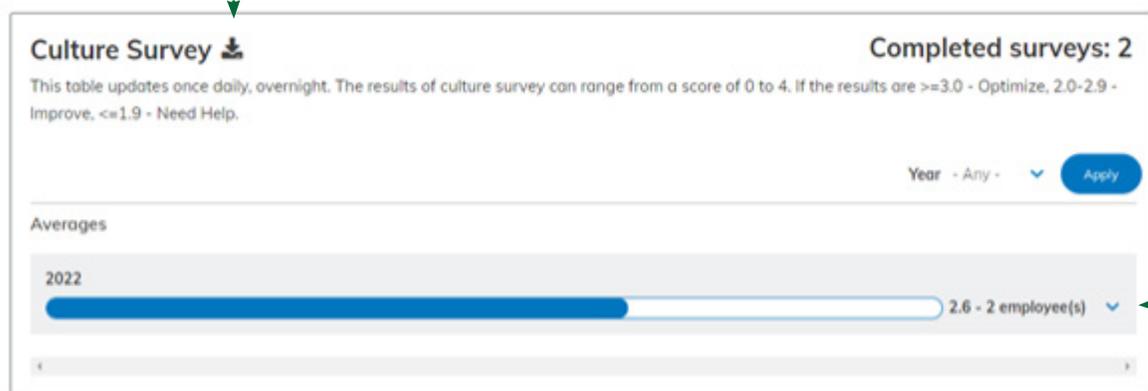
The WSIB launched a new Culture Survey results table available on your dashboard. This means you won't need to reach out to the health and safety inbox for your business summaries anymore! The employer digital user guide has been updated and posted to reflect this new feature.

Members can find their culture survey results on their dashboard, below the "Badges Earned" table.

You are able to see the results for your responses broken out by:

- Year completed (This will help see changes in culture year over year).
- By question – to view the average score per question, open the year row by clicking on the down arrow.
- If they would prefer to work in CSV format, it can be downloaded using the download button.

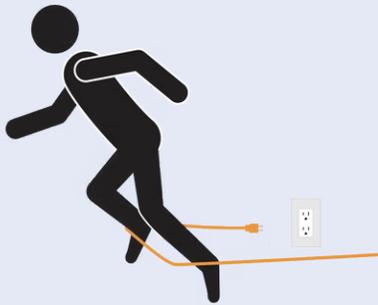
A business does not have access to the information of average scores by role. The provider has access to this information to keep the culture survey anonymous to the business.



If you are interested more about this survey or have any other questions, please feel free to reach out to us and we would be happy to discuss them further.

UPCOMING WEBINARS

Registration is **FREE** for all our monthly webinars.
Seats are limited, register today!



REGISTER

[Incident Investigations 101](#)

March 18, 2026 | 1:00 - 2:00 pm EDT

Understanding why incidents happen is critical for preventing them in the future. This is why conducting prompt and thorough investigations is an important step. This webinar will provide clarity on what needs to be investigated, as well as determining the scope and timelines for the investigation. We will review the key steps that all managers/supervisors and safety reps/committees need to know to conduct investigations. Note: the focus of this webinar is on safety incidents, not harassment investigations.

[Guidance for Safety Reps/Committees](#)

April 15, 2026 | 1:00 - 2:00 pm EDT

Does your Safety Rep/Committee operate effectively? Are they handling things outside of their scope? Are your meetings routine or have they gone stale? Join us as we provide guidance on how to maximize the impact of your Safety Rep/Committee in the workplace. We will tackle issues such as what constitutes a safety issue and what to do when an issue falls beyond their scope, as well as discussing what needs to be covered monthly and on an annual basis. In addition, we'll also talk about when and how to fill the role when someone steps down and how to get others involved.



REGISTER



REGISTER

[Psychological Safety](#)

May 20, 2026 | 1:00 - 2:00 pm EDT

Psychological Safety is becoming more recognized as a hazard and not just something that we all have to deal with as part of the workplace culture. Knowing and addressing the psychosocial factors that affect our employees is a great first step in fostering a mentally healthy workplace. Join us as we explore the different factors, how to assess and control these hazards in our workplace, and touch on the new legislative requirements for provinces that have introduced psychological safety.

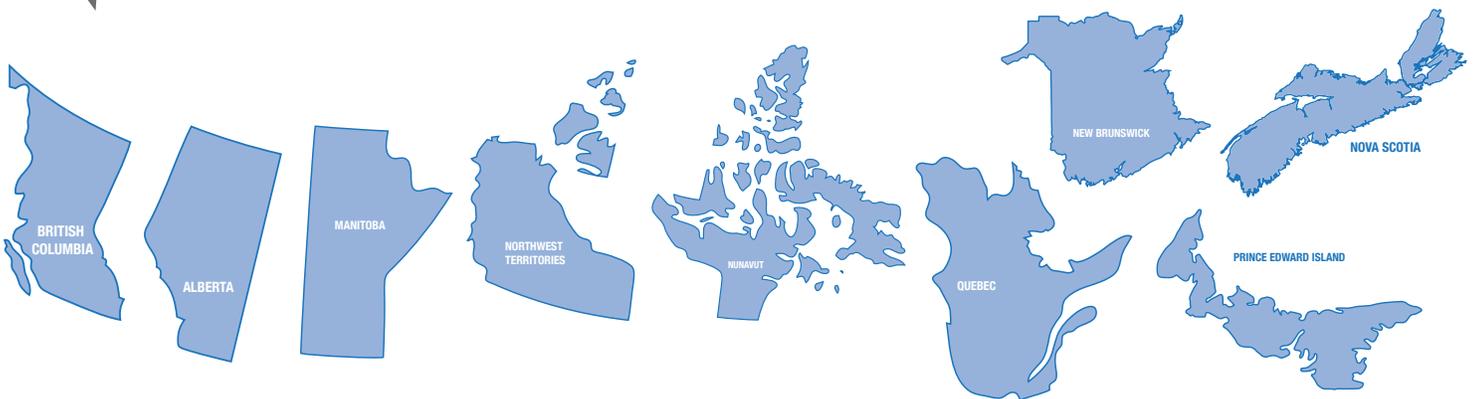
CLICK HERE FOR THE 2026 WEBINAR SCHEDULE

LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, please [click here](#).

Click to skip ahead to the province you need



OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ALBERTA	
<p>Updated Resource: Potentially Serious Incidents (PSI) FAQ</p> <p>Alberta issued updated FAQs guidance to help employers comply with their OHS duties to report potentially serious incidents to the government. PSIs, the guidance explains, are incidents that had a likelihood of causing serious injury or illness with reporting required when there's reasonable cause to believe that corrective actions may be necessary to prevent recurrence.</p>	<p>This resource encompasses the most common question asked in regard to PSI reporting. This resource is for clarification on PSI's. No new requirements have been introduced.</p> <p><i>If you are a full-service client of Dunk & Associates, a copy of this resource has been posted on your site under "Resources". No changes are required for your program.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>WorkSafeBC Form 6: Application for Compensation and Report of Injury or Occupational Disease</p> <p>Starting March 2026, the paper version of the Form 6 to report injuries by fax or mail (Application for Compensation and Report of Injury or Occupational Disease – Form 6 PDF) will no longer be available.</p> <p>Instead, workers should submit their injury reports online or by phone.</p>	<p>Ensure workers are aware of the new reporting process and how to submit the worker injury report.</p> <p><i>If you are a full-service client of Dunk & Associates, your program has already been updated to reflect these changes.</i></p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>The WCB has updated the Prevention Rebate Program policy, effective January 1, 2026.</p> <p>Starting in 2026, the maximum rebate an employer can receive through the Prevention Rebate Program will be adjusted from 75% to 50% of their assessment premium.</p> <p>Under the previous policy, eligible employers were offered a prevention rebate of 15% of their premium or \$3,000, whichever is greater, up to 75% of their assessment premium.</p> <p>This change aligns the program with the WCB’s surplus distribution policy, preventing situations where combined credits might exceed an employer’s total premiums.</p>	<p>The Prevention Rebate Program recognizes employers who achieve and maintain SAFE Work Certification, reinforcing strong safety and health practices in Manitoba workplaces.</p>
<p>The Workers Compensation Act is under review – Public Consultation Open</p> <p>The Workers Compensation Act (the Act) Legislative Review Committee 2025-2026 (LRC) has opened the public consultation period for its review process.</p> <p>The LRC, appointed by the provincial government, is tasked with reviewing the Act to make sure it continues to meet the needs of both workers and employers in Manitoba’s evolving economy and workplaces.</p>	<p>To learn more about the LRC, visit the website at wcbactreview.com. A Consultation Paper is available, setting the context for the consultation.</p> <p>The public has until March 31, 2026, to provide their feedback at wcbactreview.com</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$15.65 to \$15.90 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NORTHWEST TERRITORIES	
<p>Policy Review: Occupational Health and Safety Funding Program – Open for Comments</p> <p>The WSCC is currently reviewing Policy 00.09, Occupational Health and Safety Funding Program.</p>	<p>To review the current policy, please see the WSCC Policy Manual. To provide comments, please submit them by March 4, 2026 to policy@wsc.nt.ca.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$16.75 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NUNAVUT	
<p>Policy Review: Occupational Health and Safety Funding Program – Open for Comments</p> <p>The WSCC is currently reviewing Policy 00.09, Occupational Health and Safety Funding Program.</p>	<p>To review the current policy, please see the WSCC Policy Manual. To provide comments, please submit them by March 4, 2026 to policy@wsc.nt.ca.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$17.00 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
<p>First Aid Minimum Standards Regulation</p> <p>The Gazette officielle du Québec published on January 28, 2026, the adoption of the regulation amending the Regulation on Minimum Standards for First Aid and Emergency Care. It came into force on February 12, 2026.</p> <p>Changes at a glance:</p> <ul style="list-style-type: none">• Only workers physically present in establishments, construction sites, or workplaces where forest management work is performed count in determining the number of first aiders required at the site.• Employers should exclude telecommuters from the calculation.• The regulations also recognize regular Ordre des infirmières et infirmiers du Québec nurses as first aiders.• First-aid training must comply with the Canadian standard CSA Z-1210 – Occupational First Aid Training: Program and Quality Management for Training Organizations• The contents of first-aid kits must comply with the most recent CSA Z-1220 – Occupational First Aid Kits standard• Modernization of the nurse’s office equipment.	<p>Ensure your First Aid program and supplies have been updated to comply with these amendments.</p> <p>Please note: A first-aid certificate issued by an organization recognized by the CNESST before February 12, 2026, remains valid until its expiration date.</p> <p><i>If you are a full-service client of Dunk & Associates, your program has already been updated to reflect these changes.</i></p>

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



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