



OFSWA

Ontario Forestry Safe Workplace Association

Partners on the Road to Zero

OFSWA 2009 Strategy



2009 STRATEGY

2009 Core Business Strategy 1: Concentrate resources on focus firms and priority non-focus firms

OFSWA's focus-firm strategy enables us to maximize the impact of the services we offer the forest industry from year to year in spite of significant budget constraints. By concentrating on the minority of firms experiencing the majority of injuries, we will continue to meet or exceed the annual LTI reduction target of 7%. Our Road to Zero campaign, slogan and logos will add momentum to this strategy by becoming its symbolic focal point.

OFSWA has established a process whereby all forestry firms identified by the WSIB Risk Assessment Model are identified as either focus firms or priority non-focus firms. Our field staff continues to monitor these identified firms, developing firm-specific on-site action plans and follow-up consultation reports. Each action plan and follow-up consultation focuses on the assessment and makes recommendations with regard to the management of risks in the areas of machine guarding, lockout, musculoskeletal disorders (MSD) and injury trends, as well as other high-risk areas such as slips and falls, occupational illness, return to work and vehicle incident prevention.

The focus firm reporting protocol continues to be a primary factor to ensure that all focus firm reports key in on the major areas of concern within each firm while discussing and assessing common concerns industry-wide. This focused approach has been successful in raising the profile of key areas of concern throughout the industry and ensuring that field staff capitalize on their skills in these areas during each consultation.

As many of OFSWA's focus firms also fall under the WSIB Risk Assessment Model, Consultant Trainers have been able to provide timely assistance to these firms to address MOL orders and assist in program advancements.

As part of our Road to Zero campaign, OFSWA will continue to broaden general member firm exposure to our services in 2009. By keying on the measurement component of our contacts with firms and evaluating the effectiveness of those contacts on a monthly basis using WSIB statistics for follow-up purposes, we can re-direct resources as required. We will also institute district health and safety workshops in 2009, further enabling us to move beyond our focus firms and WSIB Risk Assessment Model firms to reach new and small firms and ensuring that the injury reductions they have achieved will be sustained. We are also partnering with other HSAs to expand the scope of our coverage and services to non-forestry clients in the northwest of the province, as we have already done in 2008 in partnership with the Farm Safety Association.

2009 Core Business Strategy 2: Continue to expand MSD prevention services and resources

Statistics gathered in 2007 from the previous year showed that musculoskeletal disorders continued to be the dominant injury type in forestry workplaces across the province. MSDs accounted for 46% of lost-time injuries in veneer/plywood and other board mills, 38% in silviculture operations, 33% in logging operations and 31% in sawmills. A key component of our Road to Zero campaign is to continue to increase industry awareness of the problem by expanding and improving our MSD prevention services through the introduction of enhanced consultation protocol requirements and additional resource material. Continuing progress on this front will ensure that we meet or exceed the targeted 7% annual reduction in injuries in the years to come.

Selected firms with the highest levels of MSDs will receive on-site consultations which provide a specific MSD-related action plan, follow-up contacts and monitoring of firm progress. Each consultation involves an on-site assessment with the completion of a needs analysis report and a follow-up contact by telephone or e-mail within three months of the initial consultation.

Our revised Safe Workplace Ontario (SWO) certification program provides further guidance with a resource module on MSD program development, as well as additional material from the Occupational Health and Safety Council of Ontario (OHSCO) MSD prevention initiative. OFSWA's Consultant Trainer/Ergonomist was actively involved as a committee member in the OHSCO subcommittee that developed the MSD prevention strategy for Ontario. These resources have been posted on our website and have been adapted internally to make the information more useful to smaller firms.

The half-day Ergonomic Injury Prevention program, as well as the one-day Ergonomic Solutions for Sawmill and Veneer/Plywood industries, will continue to enhance industry's ability to solve MSD-related problems. OFSWA Consultant Trainers have been involved in each session held in their district and they now have a solid grasp of the program material for future training. Involvement with the Consultant Trainer/Ergonomist during ergonomic assessments in their district provided Consultant Trainers with an overview of the recommendations, allowing them to follow-up on progress during their subsequent consultations.

Our Consultant Trainer/Ergonomist will continue to develop information resources for the industry. Monthly "Talking Safety" meeting topics, articles on specific ergonomic issues for OFSWA's health and safety newsletter, ergonomic best practices, ergonomic tips sheets on high-priority areas of interest to the forest industry, and sample mechanical logging Physical Demands Analysis forms for forest industry employers are already posted on OFSWA's website. This resource material is also available to field staff for distribution and use during consultations.

2009 Core Business Strategy 3: Strengthen internal responsibility systems – the "Road Map to Zero"

OFSWA's Safe Workplace Ontario (SWO) certification program, established in 1997, is a comprehensive audit process with which individual forestry firms have been able to continuously monitor and improve their health and safety. This voluntary program created specific health and safety standards to guide firms in their efforts.

The SWO program materials were thoroughly revised in 2007 to take into account new legislative requirements and the evolution of equipment, processes and best practices over the past decade. Among the new elements are sections on MSD prevention and machine guarding. More than ever, SWO will be the leading edge of our Road to Zero campaign and of our drive to sustain annual injury reductions that meet or exceed the 7% target. The 21-section SWO framework also empowers firms to become more self-reliant at strengthening their own health and safety culture.

Since 2000 the SWO program has also served as the foundation of the SWO Safety Group. The existing SWO process helped advance WSIB Safety Group program objectives such as the promotion of firm-to-firm mentoring and networking, as well as a focus on organizational leadership and the internal responsibility system.

As part of the geographical alignment of the province's prevention system, OFSWA hopes to bring firms from outside the current forestry rate groups into our SWO Safety Group. For instance, a number of primary forestry-related industries are not currently within OFSWA's service mandate. These include manufacturers of wooden boxes, pallets and hardwood flooring, and forestry trucking and road construction

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companies, to name a few. Because there is no formal relationship at present, OFSWA and these companies are not in the best position to work together to eliminate injuries and illnesses.

The SWO and SWO Safety Group programs will continue to evolve with the development and introduction of the WSIB Health and Safety Accreditation program for Ontario workplaces. OFSWA took the lead by offering our SWO Safety Group to participate in the pilot of this program scheduled to begin in mid-2008. As pioneers in the establishment of forest industry health and safety standards, OFSWA feels that this is a significant advancement in establishing consistent minimum criteria for workplace accreditation in health and safety programs and strengthening internal responsibility systems. We regard internal responsibility as the “Road Map to Zero”.

With the above advancements with regards to the identified incentive programs, OFSWA sees this expanding role as an exciting but challenging opportunity to meet internal as well as external needs. This expanding and long-term role in partnering with these incentive programs will require the necessary resources to ensure the effective coordination and management of the programs.

2009 Core Business Strategy 4: Maximize the impact of OFSWA programs and services

Partnering, networking and sharing are the key strategies with which OFSWA will continue to pursue operational efficiencies internally and throughout the prevention system. To facilitate the cost-efficient system-wide sharing of our products and services, we will inform all other HSAs of any new programs we plan to develop and offer to make these programs available for adaptation to fit their own needs. Or if they currently have a program that we could adapt to our needs, we would be willing to do so.

To encourage future HSA partnerships of this nature, OFSWA recommends that WSIB establish a structure and process for systematically reviewing program availability and duplication throughout the prevention system.

The economic crisis in the forest industry continues to compel OFSWA to intensify its efforts to keep firms focused on health and safety. Our ongoing involvement with the Forestry Sector Interagency Group, volunteer district safety committees, SWO Safety Group and specialized industry committees will enable us to plan programs that respond to industry-identified needs and build industry awareness of these needs prior to developing and launching the program. We will also continue to measure a broader industry perception of current and future health and safety needs through our annual stakeholder evaluation survey.

In addition to more aggressively promoting our products and services, we will continue to use the committee process as an essential element of the development process for new initiatives such as the MNR/MOL Working around Dangerous Trees guidelines in 2007 and OFSWA program development activities.

Internet-based training provides forestry firms with more flexible and cost-efficient options to ensure that they have a well-trained workforce. As part of our commitment to expand the availability of this option, OFSWA has begun to develop an Internet-based version of the mandatory Mechanical Harvesting / Forestry Pit and Road Construction Equipment Operator common core classroom training. This Internet-based program will be the equivalent of the existing common core classroom training, so that logging companies – especially those in remote locations that require just-in-time pre-employment training for employees – can access the electronic version of the classroom training.

OFSWA also recently partnered with the Northern Centre for Advanced Technology (NORCAT) on a bilingual Internet-based training program on the Transportation of Dangerous Goods Regulations.

OFSWA’s website content and existing web-based training programs such as SafePlanting.com for tree planters and WHMIS will continue to add a convenient and flexible source of knowledge and information for the growing number of forestry firms with fast and reliable Internet access. OFSWA will expand its

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efforts in developing Internet-based training, and OFSWA's website will continue to be a major outlet for health and safety information and resources.

Young and new forestry workers and the increasing number of older workers continue to present injury-prevention challenges. Young and new workers are often not work-hardened and/or inadequately trained. OFSWA initiatives such as the *Speak Up!* information video for young and new workers and the Internet-based SafePlanting.com training program for primarily young tree planters focus on the problems young workers face. The aging forestry workforce is one of the factors driving the growth of MSDs and the increasing number of days lost in the sector despite a decline in injuries, frequency rates and total hours worked. In order to sustain annual injury reductions that meet or exceed the 7% annual target, OFSWA programs will increasingly take the aging workforce into account as this trend intensifies over the next decade.

2009 COMMITMENTS

1. Focus firm strategy

Description: A firm-specific action plan will be developed on-site by OFSWA Consultant Trainers with 15 focus firms in each of the eight OFSWA districts and follow-up activities will be undertaken with repeat focus firms. Link to the 2009 Core Business Strategy: Strategy 1, 2 and 3

Timelines: Logging action plans will be completed by March 30, with actions plans for the remainder of the firms completed by June 30. Follow-up consultations are required with all firms prior to October 30.

Alliances and Partnerships: MOL, WSIB, SWO Safety Group, volunteer district safety committees.

Deliverables: Action plan and follow-up consultations with recommended training to meet each firm's action plan requirements, particularly if the firm continues without performance improvements, to address ongoing concerns or to assist in health and safety program maintenance. The goal is to sustain or exceed 7% annual reduction in LTIs.

2. Consultations with focus and non-focus member firms

Description: A minimum of 55 focus and non-focus member firm consultations by each Consultant Trainer (440 firms in all) will be completed based on our focus firm action plan criteria. Non-focus firms are firms that meet the WSIB Risk Assessment Model requirements but were not selected as OFSWA focus firms. OFSWA also hopes to pursue further prevention system collaboration initiatives by making its consultation services available to identified high-risk clients in areas such as the northwest of the province that cannot be reached as cost-effectively by other HSAs.

Link to the 2009 Core Business Strategy: Strategy 1 and 3

Timelines: Quarterly updates on focus and non-focus firm contacts, including leading indicators based on OFSWA's focus firm action plan/follow-up criteria and associated protocols and WSIB injury statistics by district, will be developed and distributed.

Alliances and Partnerships: MOL, WSIB, SWO Safety Group, volunteer district safety committees.

Deliverables: Following initial action plan consultations with firms the Consultant Trainer may determine the need to conduct a follow-up consultation prior to the year-end. OFSWA will also institute district health and safety workshops in 2009, enabling us to move beyond our focus firms and WSIB Risk Assessment Model firms to reach new and small firms and ensure that the injury reductions that have been achieved will be sustained.

As the prevention system moves toward a more efficient geographical alignment of services, OFSWA will require additional resources to serve firms from sectors outside our traditional mandate. OFSWA looks forward to the challenge of playing a broader role in a more efficiently aligned system, but with this broader role will come the need for additional front-line resources.

3. MSD prevention

Description: District Consultant Trainers, with assistance from OFSWA's Consultant Trainer/Ergonomist, will identify and consult with MSD high-risk firms requiring additional assistance in addressing MSD hazards in their workplace. Ergonomic training programs will be scheduled in each operating district during planned ergonomic assessments by the Consultant Trainer/Ergonomist and will be supplemented with Consultant Trainers conducting additional ergonomic training sessions to meet industry needs.

Link to the 2009 Core Business Strategy: Strategy 2 and 3

Timelines: Quarterly updates on MSD high-risk firm contacts, including leading indicators based on OFSWA's ergonomic assessment protocol criteria and injury statistics by district, will be developed and distributed.

Alliances and Partnerships: WSIB, MOL, SWO Safety Group

Deliverables: The Consultant Trainer/Ergonomist will provide a three-month follow-up on all recommendations provided in the action plan and will ensure that the Consultant Trainer is provided with all follow-up correspondence. All districts will be involved in ergonomic assessments in 2009. A study of a forestry-specific ergonomic concern will be conducted by the Consultant Trainer/Ergonomist to identify possible solutions and corrective action, and a report outlining these concerns will be developed and made available to industry.

4. SWO certification program for Safety Group members

Description: Safety Groups/Accreditation Administrative Assistant in conjunction with OFSWA Consultant Trainers will help all SWO Safety Group firms achieve SWO certification/re-certification and action plan development leading to certification or re-certification.

Link to the 2009 Core Business Strategy: Strategy 1, 2 and 3

Timelines: All action plans in place by February 28. Completion of SWO Safety Group action plan development by November 30.

Alliances and Partnerships: WSIB, SWO Safety Group members, district safety committees

Deliverables: Consultant Trainers will complete an initial written SWO evaluation where previous evaluation recommendations have been addressed, assist the firm in the development of an action plan to meet OFSWA's action plan criteria associated with the SWO evaluation, and help the firm implement the action plan by providing program development or training assistance as required. All documentation is to be coordinated by the Safety Groups/Accreditation Administrative Assistant for submission to WSIB to meet program requirements. Consultant Trainers will also assist firms in the development, training and coaching towards completion of the Safety Group action plans.

5. Legislated classroom training

Description: Delivery of the legislated pre-employment classroom training programs is aimed at meeting industry requirements and Ministry of Training Colleges and Universities (MTCU) commitments within each district. Legislated programs consist of Mechanical Harvesting / Forestry Pit and Road Construction Equipment Operator, Professional Chainsaw Operation and Professional Cable Skidder. Basic and Workplace-Specific JHSC training will also be provided to meet industry demands and legal training requirements.

Link to the 2009 Core Business Strategy: Strategy 1, 2 and 3

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Timelines: Common core classroom training programs will be offered at least once monthly within each operating region. JHSC certification will be offered quarterly within each operating region. Train-the-trainer courses will be offered once per year in each region or by district based on demand.

Alliances and Partnerships: MTCU, MOL

Deliverables: Delivery of the common core classroom training enables firms to meet their legislated training requirements, ensuring that a minimum of 16 legislated pre-employment training courses are scheduled provincially per month. Also ensures that JHSC certification training is available to member firms in a timely manner. Train-the-trainer courses allow for firms to be internally responsible to meet their own training requirements in a timely manner.

6. Maintaining a high standard of delivery for all provincial forestry certification programs conducted by third-party trainers

Description: Evaluation of program delivery by third-party trainers for provincial forestry certification programs to meet industry requirements and Ministry of Training Colleges and Universities (MTCU) and Workplace Safety and Insurance Board (WSIB) commitments within each district. Legislated programs consist of Mechanized Harvesting / Forestry Pit and Road Construction Equipment Operator, Professional Chainsaw Operation and Professional Cable Skidder. Basic and Workplace-Specific JHSC training will also be provided to meet industry demands.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Provincial forestry certification training program delivery by four third-party trainers will be assessed by Consultant Trainers in each operating district by year's end.

Alliances and Partnerships: Third-party trainers, MTCU, MOL

Deliverables: Formal evaluations of each selected third-party trainer will be conducted following the established evaluation protocol and using the related evaluation forms. Completed evaluation forms will be shared with the third-party trainer and a copy will be forwarded to OFSWA's North Bay office for filing and necessary follow-up.

7. Deliver training to meet revenue commitments

Description: Training revenues will be measured on a district-to-district basis and each of eight OFSWA districts will have minimum revenue expectations for 2009.

Link to the 2009 Core Business Strategy: Strategy 4

Timelines: Expectations will be identified for each OFSWA district in January 2009. Training will continue to be promoted by the Consultant Trainers through monthly email updates to firms beginning in February, and these updates will also be posted on the OFSWA website.

Alliances and Partnerships: Health and Safety Associations and district safety committees

Deliverables: Consistent recoveries from training will enable OFSWA continue to weather the current crisis within the forest industry without compromising services to forestry workplaces and to meet or exceed targeted 7% annual lost-time injury reductions.

8. Upgrade health and safety qualifications of Consultant Trainers

Description: Seven of 8 Consultant Trainers and two management staff currently hold the designation of Canadian Registered Safety Professional (CRSP). OFSWA's Consultant Trainers/Ergonomist continues to work towards this designation in 2009. All Consultant Trainers who do not have the CRSP designation are required to apply and write the certification exam within five years of being hired.

Link to the 2009 Core Business Strategy: Strategy 1, 2, 3 and 4

Timelines: Ongoing

Alliances and Partnerships: Board of Canadian Registered Safety Professionals

Deliverables: Continuous improvement of health and safety qualifications of field staff.

9. Promotion and marketing of OFSWA products and services

Description: OFSWA will continue to distribute monthly training course promotional emails to firms within our email distribution list. We will also prepare specific promotional emails to introduce new training programs, reinforce existing training materials with firms and provide periodic promotional e-mails based on key months of the year with high activity in specific sectors (i.e. silviculture). Resources will also be provided to field staff to promote products and services through regular daily consultations. To facilitate the cost-efficient system-wide sharing of our products and services, we will inform all other HSAs of any new programs we plan to develop and offer to make these programs available for adaptation to fit their own needs. Or if they currently have a program that we could adapt to our needs, we would be willing to do so.

Link to the 2009 Core Business Strategy: Strategy 4

Timelines: Ongoing

Alliances and Partnerships: As required

Deliverables: A more aggressive and co-ordinated approach to the promotion and marketing of OFSWA products and services is designed to counteract flatline funding and maintain targeted annual injury reductions.

10. Training Impact Assessment

Description: OFSWA Consultant Trainers will complete this outcome-measuring program with one member firm in each district in 2009. OFSWA is reviewing and revising the process to make it more user-friendly to firms.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Ongoing

Alliances and Partnerships: Industry stakeholders

Deliverables: Training Impact Assessment questionnaires enable forestry firms to measure both the short-term and long-term impact of training on the attitudes and behaviour of employees. District Consultant Trainers will assist with ongoing coaching in the implementation of the program throughout 2009. A year-end summary report in consultation with the firm will identify the strengths and weaknesses highlighted by the TIA process.

11. OFSWA partnership with volunteer district safety committees

Description: Consultant Trainers will continue to provide ongoing assistance at district safety committee meetings throughout the year. This includes the promotion of the OFSWA annual awards program, OFSWA Volunteer District Safety Committee Awards program, and conferences, workshops and training activities.

Link to the 2009 Core Business Strategy: Strategy 3

Timelines: Safety committee action plans based on their planned objectives for each year are required by March 30. This provides the confirmation required for OFSWA to plan the necessary assistance to ensure the success of these activities and for each committee to continue to receive SWO funds throughout 2009.

Alliances and Partnerships: District safety committees

Deliverables: The continuous promotion of networking and internal responsibility among forestry firms.

12. Liaison with other health and safety partners

Description: Key relationships with the Ministry of Labour (MOL), Ministry of Training, Colleges and Universities (MTCU), WSIB, OHSCO, educational and research institutions, and other health and safety associations will be actively maintained.

Link to the 2009 Core Business Strategy: Strategy 1, 2, 3 and 4

Timelines: Ongoing

Alliances and Partnerships: As above.

Deliverables: Information, resources and subject matter will be shared through contacts such as MOL/OFSWA regional meetings, the Forestry Sector Interagency Group, the Provincial Forestry Tripartite Committee, the Occupational Health and Safety Council of Ontario (OHSCO), OFSWA-initiated regional meetings with MOL and MTCU, OFSWA's newspaper *The Log* and the OFSWA website. Consultant Trainers will participate in the Forestry Partnership Initiative of OFSWA, MOL and WSIB in participating districts throughout 2009.

13. OFSWA annual awards program

Description: Annual awards acknowledge significant efforts by individual firms to improve health and safety in their workplace and recognition as a superior performer in health and safety.

Link to the 2009 Core Business Strategy: Strategy 3

Timelines: OFSWA's Health and Safety Achievement Awards program registration and questionnaires will be submitted to the North Bay office by January 15. Upon receipt of all awards applications, they will be vetted by the MOL and WSIB for possible concerns prior to finalizing proposed selection. Selection of award winners by district will be confirmed by the Consultant Trainer by February 1. Award winners will be announced and promoted by OFSWA and industry in April.

Alliances and Partnerships: District safety committees, MOL, WSIB

Deliverables: The awards themselves and the related publicity provide an incentive to firms to continuously improve their health and safety programs.

14. OFSWA communications

Description: In addition to publishing two issues of *The Log* with a minimum of three “Industry Alert” reports per issue, OFSWA will post its annual statistical analysis of forestry health and safety on our website, frequently post and update other health and safety information on the website, and produce an Annual Report. OFSWA will also continue to produce reports, advisories and correspondence with member firms, prevention partners and other health and safety stakeholders on an ad hoc basis.

Link to the 2009 Core Business Strategy: Strategy 1, 2, 3, 4

Timelines: *The Log*: Spring/Summer and Fall/Winter issues; Annual Report: April 30. Statistical analysis: July. Updates to OHSCO: bi-monthly.

Alliances and Partnerships: WSIB, MOL, SWO Safety Group, OHSCO, Forestry Sector Inter-agency Group, district safety committees

Deliverables: Continuous flow of information and advisories to and from OFSWA, stakeholders and prevention partners to help sustain or exceed annual 7% reduction in LTIs.

15. Revise SWO program to harmonize with WSIB Accreditation program

Description: The objective of the team will be to conduct a review of the current Safe Workplace Ontario program and be involved in related research on program upgrades to meet WSIB Health and Safety Accreditation requirements. A summary report of recommended revisions will be developed.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Program development in second/third quarter 2009, completion in third quarter 2009 with annual review process in place.

Alliances and Partnerships: WSIB, MOL, industry stakeholders

Deliverables: Review and revision process will ensure consistency with WSIB Health and safety Accreditation program requirements and provide an opportunity for forestry firms to participate in this provincially recognized program based on our industry-specific SWO program criteria.

16. Joint Health and Safety Committee Certification refresher training

Description: The refresher training will summarize and update the program content of the main JHSC Certification course.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Development and translation completed in the fourth quarter of 2009.

Alliances and Partnerships: WSIB, MOL, industry stakeholders.

Deliverables: The purpose of this refresher training is to reinforce and update the program content of the main course for certified JHSC members.

17. Revise and update due diligence training

Description: Among the revisions to the program is a review of recent amendments to the Criminal Code of Canada that created the offence of health and safety criminal negligence.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Program to be completed in the fourth quarter of 2009.

Alliances and Partnerships: MOL, industry stakeholders.

Deliverables: The revised program will emphasize the practical day-to-day aspects of due diligence within the framework of an effective Internal Responsibility System.

18. Fall protection training and related multi-HSA promotion campaign

Description: This course will help firms provide fall protection systems for their workers and ensure that these systems comply with standards and legislated requirements. A hands-on component with fall protection equipment will be included. In advance of the program, OFSWA will partner with the Mines and Aggregates Safety and Health Association (MASHA) and the Pulp and Paper Health and Safety Association (PPHSA) on the development of promotional material aimed at eliminating falls in the workplace.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Course program development completion in third quarter 2008.

Alliances and Partnerships: MOL, HSAs, industry stakeholders.

Deliverables: The program will review the hazards of falls from heights in the transportation of forest products using railcars, haul trucks and chip vans, as well as other fall hazards in forestry work, and demonstrate effective systems to protect workers from falls.

19. Revise and update training for chainsaw operators in forestry mills

Description: The current program will be updated to reflect technical and regulatory changes, as well as the latest best practices. The training is aimed at workers in sawmill or veneer operations who sometimes use a chainsaw to cut logs and lumber in obstruction or jam-up situations.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Completion in the second quarter 2009.

Deliverables: The program will train workers in sawmill or veneer operations in the safe care, control and operation of a chainsaw in the unique circumstances of these industries.

20. "Talking Safety" meeting topics

Description: Among the recent initiatives to help forestry firms maintain their focus on health and safety through the industry's prolonged downturn is a decision to post a number of OFSWA "Taking Safety" meeting topics on our website, www.ofswa.on.ca, for downloading at no additional cost. The safety meetings are designed to be conducted by firms on-site. The topics are being developed on a monthly basis by OFSWA program development and field staff.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Ongoing in 2009.

Alliances and Partnerships: Industry stakeholders

Deliverables: While it's being emphasized to firms that the safety meetings are not a substitute for the more detailed and comprehensive training, they can be very helpful as internal orientation or refresher tools.

21. Translation of OFSWA programs

Description: As part of an ongoing commitment to provide French-language products and services to member firms, OFSWA employs a full-time translator in our North Bay offices, and bilingual Consultant Trainers are stationed in regions of the province with a sizeable francophone population. The majority of our programming is available to forestry firms in both English and French.

Link to the 2009 Core Business Strategy: Strategy 3 and 4

Timelines: Ongoing throughout 2009.

Alliances and Partnerships: Industry stakeholders, MTCU, MOL.

Deliverables: OFSWA training programs to be translated in 2009 are Hoisting and Rigging, Safe Travel on Logging Roads, JHSC Certification Refresher, Due Diligence and Fall Protection. The Translator will also create French-language versions of the Spring/Summer and Fall/Winter 2009 editions of *The Log*, and maintain and expand the French-language presence on our website.