

This newsletter is to inform you of recent changes & trends regarding health and safety.

The Turning Point is a monthly newsletter covering topics from various industries and sectors. The Turning Point will respond to your inquiries and inform you of current services and updates regarding

Raising the Standard Consulting Inc.



## HOW CERTIFICATIONS CAN LEAD TO A STRONGER AND SMARTER PROFESSION

A spirited panel of safety and hygiene leaders called for sweeping change, not just in how Canada certifies its professionals, but in how it unites, recognizes, and strengthens the credibility of those working in occupational health and safety.

In the final session of Day 1 at HSPC's Professional Development Conference (PDC) 2025, Larry Masotti, Alex Mercer, and Tegan Slot tackled the evolving role of certification, the challenges of maintaining professional standards, and the ongoing push for title and scope protection across Canada.

"Just because I was good 25 years ago doesn't make me good today," said Masotti,

a BCRSP board member and longtime advocate of lifelong learning. "Complacency is the scariest thing in the world."

Certification: Standards worth Strengthening

The panel emphasized that certification is far more than a line on a resume. It is a commitment to continuous learning, ethical conduct, and technical competence in an increasingly complex profession.

"No one hygienist knows everything," said Mercer, a senior occupational

hygienist with Stantec. “But certification proves you have the breadth of knowledge to operate responsibly, and that’s critical in a field where most people still don’t even know what occupational hygiene is.”

Slot, Focus Ergonomics’ principal consultant, echoed the point, describing how ergonomics certifications once required rigid academic credentials but have since evolved to recognize broader professional experience. “We’re now working with educational institutions to align programs and provide clearer pathways into the profession,” she said.

### Unified Voice Across Disciplines

One of the clearest messages from the panel was that Canada’s professional safety bodies, from BCRSP to CRBOH to CCPE, must collaborate more closely to ensure credibility, consistency, and recognition.

“The fact that we’re up here together isn’t an accident,” said Masotti. “We’ve been working for years as an alliance. We’re talking with industry, with academia, and with government. Because if we don’t speak with one voice, we risk not being heard at all.”

### Total Worker Health: The Next Frontier

Looking ahead, panelists agreed that certification will need to adapt to reflect emerging priorities in workplace health, particularly the integration of psychosocial risk, mental health, and human-centred design.

“We’ve got to stop thinking in silos,” Mercer

said. “We can’t just focus on noise exposure or air quality and ignore stress, distraction, and fatigue. They’re all connected, and the profession has to reflect that.”

Slot added that psychosocial components are already being woven into ergonomics scopes of practice and expects legislation to follow.

“We’ve known for a long time that psychosocial determinants affect injury rates. Certification must evolve to reflect that.”

### Certification as a Career Catalyst

While all three speakers acknowledged that certification isn’t always a prerequisite, they reinforced that it opens doors, validates expertise, and earns respect, particularly in competitive or specialized environments.

“I met someone on the plane who said, ‘I don’t hire anyone unless they have a CRSP,’” Masotti shared. “That tells you something about how important this is becoming in the hiring market.”

Masotti also spoke passionately about the CRST designation for trades professionals, noting how it creates pathways for hands-on workers to join the profession.

“We’re pushing the trades in this country, and this gives them an avenue to be recognized.”

The road ahead: Global Reach, Local Impact

The panel promoted two major upcoming milestones that reflect growing international recognition of Canadian safety professionals.

- The IOHA International Conference (Montreal, 2027), hosted by CRBOH
- BCRSP's 50th Anniversary (Niagara Falls, 2026)

Both events are expected to draw global attention to Canada's evolving professional landscape and spark renewed momentum for growth and alignment.

Panelists also addressed the slow progress of government recognition. Masotti noted that BCRSP is actively pursuing title protection in Ontario and Alberta and continues to press other jurisdictions to follow.

"It's a long game," said Mercer. "But if we want our profession to survive another 50 years, we need to bring new people in, and we need to make certification more accessible without compromising quality."

The session closed with a call to those in the room, many of whom were certified or pursuing certification, to see themselves as more than practitioners.

"We're not just here to pass a test," Masotti said. "We're here to set a standard, to grow a profession, and to protect people. Not just from falls and fumes, but from burnout, bias, and being left behind."

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## GROCERY STORE MANAGER CHARGED FOR 14-YEAR-OLD WORKER'S DEATH

A former grocery store manager in Canora, Saskatchewan, has been charged with criminal negligence causing bodily harm to—and later the death of—a 14-year-old worker.

The incident occurred on Oct. 23, 2023, when Wil Krotenko, then 14, was directed to clean an enclosed area of the meat department using a gas pressure washer designed for outdoor use. Krotenko was later hospitalised in Canora and then transported to Alberta for treatment in a hyperbaric chamber due to the high levels of carbon monoxide in his blood, according to CBC.

The day before the incident, another teenage employee reportedly went home sick after using the same gas pressure washer.

A postmortem examination has confirmed that carbon monoxide poisoning was the cause of death for 19-year-old worker Roch (Rocco) Renaud, who “was located unconscious and with no vital signs at an address in Lively”.

CBC’s Go Public obtained text messages indicating that a supervisor was aware of the earlier incident. Despite this, the equipment continued to be used inappropriately, leading to Krotenko’s poisoning.

Kyle Kaiser, the former manager at Gateway Co-op, has been arrested and released. His next court appearance is scheduled for Oct. 2 in Canora, according to the report.

Krotenko’s mother, Kelly, told CBC she believes the store’s owner and the company should also be held accountable, not just the manager.

The store’s owner did not respond to CBC’s request for comment.

In a previous statement to [Go Public](#), Gateway Co-op described the incident as “a terrible incident that had the potential to be worse,” and said steps had been taken to prevent a recurrence.

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# Welcome

Together, let's shape Ontario's regulatory landscape for the better.

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## DISCUSSION PAPER FOR PROPOSED REGULATIONS UNDER THE CONSTRUCTION ACT SUMMARY OF THE PROPOSAL

The Construction Act (the Act) is a key piece of legislation that regulates how payments are made in the construction industry and provides reasonable certainty that those who have contributed services or materials to the improvement of real property will be paid for the contribution they have made.

In 2024, the Act was amended to implement key recommendations of the 2024 Ontario Construction Act Review (2024 OCAR), falling under three key themes:

1. Enhancing access to statutory adjudication to encourage greater take-up of that process to resolve disputes more quickly and efficiently, without needing to rely on the court system, which tends to be lengthier and more onerous

2. Mandating the release of holdback on an annual basis and making other changes to simplify the holdback regime and to ensure cashflow down the construction pyramid (e.g., contractors, subcontractors, trades).

3. Providing greater clarity and certainty to the construction industry by making technical and housekeeping amendments.

Before the amendments can be brought into force, detailed regulations must first be made. The various proposals are set out in the appended discussion paper. Consultation drafts of the regulations are also available for reference purposes.

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# Raising The Standard



## **RTS Safety Managers Introductory Training Program**

Your safety manager must be familiar with the provisions of the Occupational Health & Safety Act and the regulations that apply to the work, and to coordinate the workplace health & safety activities. They must have formal training including but not limited to health, safety and the law, planned workplace inspections, accident investigation, loss control management, and occupational health and safety certification training. This two day introductory training program session will provide the basics of their requirements.

**For more information please contact Hailey Mesner at [hmesner@rtsconsulting.com](mailto:hmesner@rtsconsulting.com)**

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We want to build relationships with our clients to help create lasting change in their organizations. Contact us today to build a safer tomorrow.

With Aloha,

Stanford Brown, B.Sc., CSP, CSHP, CRSP, CHSC, Senior Consultant, President & CEO