

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.



2024'S SAFETY LEADER OF THE YEAR ON WHAT TO EXPECT IN 2025

As Adelia Marchese, the CSEA 2024 Safety Leader of the Year, gears up for 2025, she is laser-focused on shaping the future of workplace health and safety. Known for her practical yet innovative approach as the head of health, safety & environment at Wolseley Canada, Marchese highlights four pivotal areas—Shared Responsibility, Diversity, Equity, and Inclusion (DEI), Technology, and Legal Changes—that she believes are critical for safety professionals to prioritize.

1. Shared responsibility: Building a safety-first culture

Marchese believes the importance of fostering a culture where every employee actively participates in safety initiatives will become more pronounced in 2025.

“As workplaces grow more dynamic, engaging employees at all levels in safety efforts is essential,” she states.

This requires tailoring safety communication to resonate across generational divides, from social media campaigns for younger workers to face-to-face sessions for older employees.

2. Diversity, equity, and inclusion: Making safety accessible for all.

DEI remains a cornerstone of Marchese's approach to safety. She calls for safety programs that reflect the diverse realities of modern workplaces, which will continue to evolve in the new year.



“Inclusive communication is key, especially for multilingual or culturally diverse teams,” she notes. This includes providing culturally relevant training scenarios and ensuring that personal protective equipment (PPE) accommodates religious or cultural requirements.

3. Technology: Harnessing AI and predictive tools for proactive safety

In an era of technological advancements, Marchese sees immense potential in AI-driven solutions. “We’re shifting towards using predictive analytics and AI tools to take a proactive approach to risk management,” she says. For example, AI-integrated CCTV systems can analyze workplace behaviours, identifying risks like unsafe lifting or high-traffic areas prone to accidents.

She also highlights tools that assist with incident investigation. “There are predictive analytics systems that guide managers through root cause analyses, ensuring no detail is overlooked,” she explains.

These tools not only streamline safety processes but also enhance the accuracy of incident reporting and prevention strategies.⁴ Legal changes: Navigating new regulations

Marchese warns that staying ahead of legal requirements is non-negotiable in 2025. Key changes include updates to the Hazardous Products Regulations, aligned with global harmonization standards (GHS). “Organizations need to update safety data sheets and labels for new chemical classifications by December 2025,” she advises.

Ontario’s Working for Workers Act 5 also comes into focus, broadening workplace harassment definitions to include virtual settings. “This allows us to leverage virtual platforms while ensuring they are monitored for harassment risks,” Marchese notes. The legislation also facilitates virtual participation in health and safety committees, offering new opportunities to engage remote workers.

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TWO FATAL WORKPLACE INCIDENTS IN BC LAST MONTH

British Columbia witnessed two tragic workplace fatalities in December 2024, highlighting the ongoing risks faced by workers in high-hazard industries. Both incidents occurred in vastly different settings—one in forestry and the other in agriculture—yet underscore the need for stringent safety protocols across all sectors.

Logging truck incident in BC interior

In the Interior region, a routine operation in the forestry sector turned deadly when a log truck driver was fatally injured while attempting to assist a stuck vehicle. According to WorkSafeBC, "a log truck was unable to traverse a section of a resource road and became stuck. A second log truck manoeuvred around the stuck truck and was backing up to prepare to tow it. The driver of the stuck truck was caught between the two trucks and sustained fatal injuries."

Resource roads in remote areas often pose significant challenges, particularly during winter months when icy conditions prevail. This incident highlights the critical need for enhanced communication and controlled processes during towing operations to avoid such devastating outcomes.

Greenhouse worker loses life in lower mainland

In the Lower Mainland, a vegetable greenhouse operation turned deadly when a worker sustained fatal injuries following a catastrophic equipment failure. The summary details the tragic sequence of events: "Two workers were operating pipe rail trolleys on a pipe rail system. One trolley became unstable, falling against the second trolley and toppling both over to the ground. The operator of the second trolley sustained fatal injuries."

Greenhouses, often thought to be relatively safe workplaces, present unique hazards due to the specialized equipment used in day-to-day operations. The instability of the pipe rail system in this instance underscores the importance of routine equipment inspections and worker training to prevent such incidents.

Reflection and action

These two fatalities bring into focus the inherent dangers of working in industries as varied as forestry and agriculture. Despite the differences in these workplaces, the shared lessons emphasize the need for meticulous safety practices, robust equipment inspections, and clear communication during high-risk operations.

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IMPORTANCE OF FALL PROTECTION TRAINING COMPANY AND FOREMAN FINED AFTER WORKER'S DEATH

The brother of a young man who died in a workplace fall seven years ago told a court he will never stop reliving the moment he saw a video of his sibling take his final step off the roof.

Brandon Alcorn, 22, died in March 2018 after falling from the roof of a Kent Building Supplies store under construction in Dartmouth, N.S.

In seven years, I've started to forget what his voice sounded like, the sound of his laugh," Steven said in his victim impact statement.

"But I can tell you what I'll never forget— watching the video of Brandon taking his last step off the roof of the Kent building and falling to his death. I see it every time I close my eyes, and I always will."

Insulated Panel Structures pleaded guilty to failing to enforce the use of fall protection on four separate days, including March 13, 2018—the day of Brandon's fatal fall.

Foreman Jeff Gooch admitted to failing to ensure workers used fall protection on two occasions, including the day of the incident. He also pleaded guilty to providing false information to OHS investigators.

Crown prosecutor Alex Keaveny noted that surveillance footage from a neighbouring business was pivotal in uncovering what happened. He said without the video, investigators might never have learned the full details of the incident. At sentencing, the Crown and defence presented a joint submission. Judge Jamie Van Wart imposed a \$100,000 fine on Insulated Panel Structures, plus \$15,000 in victim fine surcharges.

Jeff Gooch was fined \$14,000 and ordered to deliver eight safety presentations and complete 100 hours of community service.

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Raising The Standard



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Steve Rozema at
srozema@rtsconsulting.com

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With Aloha,

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