



News-Letter

WORLD SAFETY ORGANIZATION

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March/April 2014

27th WSO International Environmental and Occupational Safety & Health Professional Development Symposium



Theme: "Safety Across Multi-Disciplined Organizations with Global Lessons to Inspire Local Actions"

September 28–October 1, 2014
Sheraton Denver Tech Center • Denver, Colorado, USA

The Symposium presentations this year will focus on multi-disciplined cooperation between different organizations and cross-disciplinary research that addresses safety promotion and injury prevention. This important theme of the 2014 Symposium is how we learn from one another's experiences in different organizations and countries. The Symposium will focus on how to build connections and research partnerships between these different sectors.

Recent events highlight some of the challenges facing the industry:

- the growing concern with governmental regulations on safety and the environment;
- the high costs and financial liabilities associated with incidents;
- the ever-increasing number of road accidents and high fatality rates;
- the growing concern over security issues in industrial facilities;
- cyber security and information protection;
- the aging infrastructure and its impact on safety.

The Symposium will provide a unique opportunity for the WSO members from the USA to meet members from other countries where the WSO is represented through the WSO National Offices, WSO Chapters, and individual members. Participation in the Symposium will provide a forum for information exchange, networking, professional contact with other members, safety professionals, but most of all, learning about new programs and professional knowledge at sessions, panels and workshops presented during the Symposium. The Symposium format consists of presentations, lectures, panels, workshops and plenary sessions. As a part of the program symposium attendees are invited to participate in the "WSO Global Safety Round-table" discussion where the suggestions, comments, resolutions, etc., will be formatted for submission to governmental legislation and Missions of the United Nations, International Labor Organization, World Health Organization, and similar rule-making groups on the local, national and international levels.

The annual Awards Banquet will be held in conjunction with the Symposium. Information on the nomination procedure may be found on the WSO website.

For additional information regarding the Symposium program, participation as a speaker, or registering as an attendee, please contact the **WSO World Management Center**. You may also download a 2014 Symposium Registration Form from the WSO website. Watch for further updates on the website, or follow us on **Facebook!**

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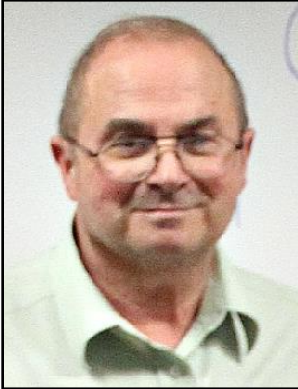
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Which Qualities Are Needed in a Member of the WSO Board of Directors?

(WSO Board of Directors is a Board of a Non-Profit and Non-Governmental Organization)



Lon S. McDaniel
Chief Executive Officer
World Safety Organization

For the next generation of the Members of the WSO Board of Directors, what else should we be looking for, in addition to a good track records and management degrees, e.g. MBAs, MNPM, MPAs? Below are listed those qualities that will help to select the right individual to bring our non-profit organization to a new, more productive and innovative position. True, some of those who are next in line to progress in this organization may have many of these

qualities, some will not. All will not be strong in all categories, so we will pick the candidates with the best combination of the required qualities. Is this a problem or a remarkable opportunity to improve leadership of the organization?

Look over the required qualities listed below, and see how you would grade yourself and how you may fit into the World Safety Organization's Board of Directors.

Mission-Centered

Many professionals believe in the mission of the WSO from the get-go. Personal and professional values need to come together in the people chosen. A certain element of passion needs to be evident as well. The WSO Board's focus must be on the outcome of the work needed to move forward the WSO mission, both substantively and significantly.

Visionary

Constituting larger and larger importance, our non-profit organization needs leaders whose vision goes well beyond the commonplace and ordinary boundaries, leaders, who are willing to take our organization to new and higher levels, perhaps through some uncomfortable and difficult phases, in their efforts to contain, and hopefully solve, the problems we are confronting at the present time.

Entrepreneur

Flowing directly out of the first two qualities, the leaders need to be entrepreneurs, creating new ways of achieving the mission, adopting and adapting novel modalities and processes from business, government and other non-profit organizations. Making large bets, taking calculated risks,

starting or combining with for-profit business, and merging and acquiring the new repertoire to help achieve the WSO mission with better outcomes and results.

Quarterback

The executive function in a non-profit must be team-based, requiring the WSO Board to understand and fit well into their quarter-backing role. Delegation, hand-offs to strengthen, even Hail Mary's are part of the executive function and should be understood. The Board's self-image requires that they see themselves not as a "Boss" but as a team leader and a team player. Like any professional team, management needs training, practice and feedback.

Communicator

The WSO Board has an essential role as the voice of the institution, internally and externally, no longer focusing on program and internal management alone, but now needing to articulate, attract and continuously inspire not only the membership, but also the members of the profession at large. With the multiplicity of media available, multichannel messaging is an extremely important part of the WSO Board's job in establishing and reinforcing our "brand."

Cheerleader

Beyond communicator, the WSO Board as a team needs to motivate, encourage, cheer and generally inspire engagement for efficiency, effectiveness, morale and productivity, both internally and among supporters, "fans," followers, and members for an expansion of trusting constituency externally.

Organizer

Today, traditional hierarchies do not work as well as they once did, given the connectedness of membership networking at the speed of light on digital devices. How does chain of command compare to interactive networks? Who really is "in" an organization as opposed to "out" of the group?

Planner/Futurist/Learner

To operate only in the present is no longer enough. Systematic, long-term planning is vital to anticipate the vast changes that await us. We are on the cusp of knowledge and data revolution. Certainly our moral and ethical compass will still point north, but everything else may change. The WSO Board must continuously anticipate the future, drawing up alternative scenarios for significant survival, drawing on the best minds in the field, and learning from data, experience and instinct.

Financier

Seemingly mundane compared to the others, but absolutely essential is a Chief Executive Officer (CEO), who understands finance, cash flow, day's cash on hand, operating statements, accrual accounting, the various ratios, audits, balance sheets, lines of credit, endowments, board-restricted pseudo-endowments, all of the rest. Moreover, the CEO needs, more than ever, to understand and focus on revenue generation as a top most priority. Non-profits are typically about expense, which is often their undoing.

Constituent/Resource Developer

Members of the Board of Directors are the chief resource development officers in any organization. If they reject this notion entirely, they rarely achieve the full potential of their position. The ability to build constituency, and from that, prospects and donors, that is of extraordinary importance in our resource-hungry environment.

Talent Scout

Positioning colleagues to achieve their highest and best potential is a special characteristic necessary in a successful WSO Board Member. Skills, such as spotting new talent and unrecognized talent in existing personnel, then integrating

these dimensions into the group's effort are essential to the continuous improvement of the organization.

Those, who are needed for a specific job are everywhere, and they are nowhere. What do we do? The potential for combinations of the above exists in many, but the formal training is often not available.

Non-profit leadership is the immersion on variables such as those above that will position the organization for growth and societal benefit. If we do not do these things, our non-profit may be moved aside in a society and culture which looks to what works regardless of economic sector, rewards success, and opts for whatever achieves desired impact.

It is an incredibly competitive environment in which we exist, and it will get even more competitive. We need inspired non-profit leaders in the WSO Board of the Directors if we are to emerge as the best option, one that not only has outstanding results, but also champions the humane and empathic values so important to the viable and uncensored society we cherish.

This is needed for the WSO in the future. ■

A Follow-up on Ethics Issues

One of our most important assets is our reputation regarding the ethical behavior, honesty and fair dealing. As you know, reputation is a very fragile asset that can easily be destroyed by the actions or failures of one or more of us. Because of unprecedented scrutiny on organizational behavior, we need to emphasize and reinforce our commitment and adherence to these Standards.

The World Safety Organizations (WSO) Standards of Business Conduct are your guide to your ethical and legal responsibilities with respect to your status as a member, as well as your dealings with your customers, competitors, and suppliers.

Each member is personally responsible and accountable for helping the WSO maintain its reputation for the highest standards of integrity. Especially in times of rapid change, we need to earn the trust and loyalty of others. There are no shortcut formulas or automatic answers to the choices we have to make in business today; however, we should decide these questions in ways that are consistent with WSO's values.

We expect all members to review these standards every year in order to answer questions and to ensure compliance. Failure to comply fully with these Standards is misconduct and may result in the termination of membership.

If you have any questions about WSO's Standards of Business Conduct, please, contact the WSO World Management Center.

If you wish to report a possible violation of the Standards, you should notify the WSO World Management Center.

WSO will not tolerate threats or acts of retaliation against you for making a report. As we continue to build the WSO to meet our own expectations and live up to our name – to have the ability to meet market challenges – let's make certain that integrity and honest dealing are always central to how we conduct business. ■

Mentoring: Meeting the Need for Quality Safety Professionals in the 21st Century

William G. Thompson IV, OCIP Sr. Safety Consultant, AON Risk Services, Ft. Lauderdale, Florida, USA

“Mentoring,” for purposes of its contribution to a safety program, is best defined as a system used to assist in identifying and training viable candidates in the various and applicable areas of safety discipline associated with existing and/or potential exposures relative to the work processes. In other words, the general intent is to assist in addressing existing and/or potential future company needs for “qualified” safety professionals regarding the various work projects or tasks. However, a successful mentoring program is contingent upon development of applicable criteria, standardization of technique and assessment of information.

Introduction

To respond to growing concern and debate over the supply and demand for occupational safety and health professionals in the United States, the National Institute for Occupational Safety and Health (NIOSH) commissioned a [National Survey of the Occupational Safety and Health Workforce](#) (NIOSH 2011). The study concluded that based on current trends, future national requirements for occupational safety and health services will significantly outstrip the number of professionals with the necessary training, education, and experience to provide these services. If this statement is true, then to properly address the “shortfall” of any safety and health program associated with this problem, a company must develop an active mentoring program.

Basic Value of Mentoring

In today’s climate, mentoring is used extensively to develop personnel resources in a variety of disciplines from senior executive managers at Fortune 500 companies to every doctor that has been licensed to practice medicine. A successful mentoring program provides a methodical and comprehensive approach to customize a safety and health professional based upon specific needs.

Assisting program Evolution

Mentoring will assist the evolution of a safety and health program by facilitating independent goal setting for both companies and personnel. Companies may establish different goals based upon types of hazard exposures, past safety performance or the size and type of the workforce involved. A good mentoring program will also identify new areas of concern as a program evolves. In addition, it may be necessary to adapt a flexible program design to account for changes in the overall safety effort, or changing work or location conditions.

Independent Evaluation

Effective mentoring provides an opportunity to conduct an ongoing and independent evaluation of the safety and health professional candidate’s (mentee) abilities by using a variety of relevant criteria. Since mentoring programs are custom in nature, mentees can be evaluated by utilizing

tools such as real world cases scenarios, industry-specific knowledge testing, or practical “hands-on” drills and exercises.

Adjustments

Use of mentoring programs allows for flexibility of adjustments at just about every juncture of this developmental process. Training rates, amount of material, testing or evaluation intervals can all be modified by using this type of developmental system.

When and Where is Mentoring Appropriate?

Mentoring can and should be used, to some degree, in every safety and health program since a good program will rely on persons with various amounts of expertise to be successful. However, the sophistication of the program should be based upon a clear assessment of needs and the overall plan of how best to address those needs. For example, any safety program that appears to be in trouble from outside indicators such as high insurance rates, regulatory agency citations, or outside independent evaluation may need a “fast track” program in order to obtain quick results. Conversely, if a company is interested in slowly developing the next generation of in-house safety professionals, they may assemble a very complex plan.

What Materials, Methods, and Procedures Should Be Used?

The materials, methods and procedures used must be developed and implemented by persons knowledgeable in the specific type of work or exposures being addressed. The most important aspect of this concept is in only allowing these types of qualified individuals to execute the actual mentoring program. However, it should not be assumed that only safety and health professionals are capable of contributing to the development process or assisting with feedback. Senior Management, Human Resource professionals and other company departments may also be instrumental in planning and development. Also, in larger and more sophisticated programs, consideration may need to be given to the development of specialized persons (mentors) to cover larger geographic locations or specific operations.

Background Information

The importance of background information cannot be underestimated and may take several forms. Previous accident/incident reports, insurance company loss information, as well as, prior safety audits may all provide a good preliminary picture to assist in development of the criteria for the mentoring program. What are the actual results that need to be accomplished? What type of time frame is needed to start the plan in motion and see actual results? A list of the applicable questions needs to be formulated as the first step in the process.

Use of standard Format and Design

The use of a standard and workable format is paramount. All involved parties must agree that the designed format is easy enough to use, yet will provide all the necessary information to properly assess the mentoring effort. In addition, the design must be exclusive for any particular applications that it is intended to address. A generic program may be used as an example or template to start the process, but trying to use this type of tool in its raw form can cause problems. The customized format is the best tool and, keep in mind, that the program should always be evolving so it will change periodically.

Documentation and Follow-Up

Documentation must be thorough and a meaningful follow-up system developed as part of the process. It is preferred, for example, that if numerical values are used to denote a level of achievement, that corresponding documentation regarding the basis for numerical assignment be included within the program. Follow-up should be on a regular basis and should consist of communicating the degree of progress to the candidate (mentee) and examining the areas of substandard performance. Benchmarks, or milestones with specific criteria to be mastered, are a good way to let mentees know exactly where they stand. In cases of substandard performance a remedial action plan should be part of the process and a mechanism for probation or disqualification should also be addressed.

Major Elements that Should be Covered by Programs

Although specific elements included in mentoring programs may vary substantially from location to location or business to business, there are at least five major elements that should be covered.

Management Commitment

The level of management commitment must be thoroughly addressed within the program. This will include not only policy statements outlining the level of importance given to the effort, but also to Management's demonstrated example of commitment and the adequacy of company resources allocated to the mentoring program.

Clear Goals

Clear and concise goals must be established in order for any program to be successful. The program must also communicate specifically how those goals will be addressed within the program. A method of measuring those goals is also essential and a process of measurement and reporting must be a component of the plan.

Personnel Screening and Assessment

Everyone is not the ideal candidate for a mentoring effort. Candidates (mentees) must have the personality, drive and desire to succeed within the program. Poor candidates will have a devastating effect on the program and may do more to harm any progress toward your goals than simply having no program. The screening and assessment process must be developed with the highest levels of commitment and success in mind and only allow suitable candidates the opportunity to move forward.

Curriculum Development

This element is composed of items such as: proper classroom or structured instruction, practical exercises, homework and perhaps some internship with various persons/departments. This component is the heart of the program and a sufficient amount of time must be spent in developing the criteria and then adjusting it, as necessary, to continue to meet the overall goals of the program. There are no rules for what is proper and what is not when it comes to engineering out this portion of the plan and the more creative the process, the better the results.

Feedback and Completion

What methods will be used to communicate feedback between the mentee and the program administrators and when, or if, does the candidate's mentoring process end? These are just two of the basic questions that really need to be answered at the beginning of the program and then clearly communicated to all participants. Each mentee needs to have a clear understanding of their role and the process to communicate information about it to the administrators of the program. It is critical at all times that the mentee have a "roadmap" to follow regarding questions, concerns and completion of the program.

Conclusion

As the needs of a safety and health program change so will the format and procedures of a quality mentoring program. This is a natural progression and should be viewed as a continuing challenge to constantly improve the overall safety and health effort of any organization. In this way, companies will be able to help address the anticipated and continued shortage of quality safety professionals. ■

References: National Institute for Occupational Safety and Health (NIOSH) 2011. National Assessment of the Occupational Safety and Health Workforce.

WSO Extends Condolences



Burt Franklin Lee, WSO-CST, and member of the WSO Arkansas Chapter, passed away on February 4, 2014. Mr. Lee was an active member of the Masons, Eastern Star, York Rite, and also served as the Fire Chief for the city of Lapeer, MI, USA. The WSO extends deepest condolences to Mr. Lee's family, WSO colleagues, and friends.

Professor Peter Leggat Promoted to Full Colonel

Long serving WSO Board Member, Professor Peter Leggat, AM, WSO-CSE from James Cook University in Australia, was recently promoted to full Colonel at a promotion ceremony in Brisbane in December.

Prof. Leggat joined the WSO in 1986 and has served on the WSO Board of Directors for nearly 20 years from 1989-1999, 2003-2010, 2012 to current. He was Deputy Director General from 1993-1997 and Director General from 1997-1999. He was WSO World Safety Person of the Year in 1988 and was awarded the WSO James K Williams Award in 2003.

Prof. Leggat stated, "It was a great honor to learn that I would be promoted to Colonel." Later he added, "The Army has been part of my working life since graduating from medical school. It is a fantastic network of professionals." The rank of Colonel is the first of what are called the Senior Officer ranks in the Australian Army.

Col. Leggat joined the Australian Army in 1987 and served full time, including an attachment in 1990 to the Australian



Colonel Peter Leggat (right) is presented with his Certificate of Promotion and posting orders by Major General John Pearn (left).

Embassy in Bangkok, Thailand, until taking up a position at James Cook University in 1992. He transferred to the Active Reserves and was promoted to Lieutenant Colonel in 1999. He served in operational conditions in 2000 in East Timor and has held various postings, the most recent being with the 3rd Health Support Battalion. Col. Leggat continues as a Consultant for the Australian Defense Force (ADF).

Prof. Leggat's day job is Professor and Head, School of Public Health, Tropical Medicine and Rehabilitation Sciences,

and Associate Dean for Faculty Affairs, Faculty of Medicine, Health and Molecular Sciences, James Cook University (JCU), Townsville, Australia. He is also Director of the WSO Collaborating Centre for Disaster Health and Emergency Response at JCU, established in 2008.

The presiding officer, Major General John Pearn, AO, RFD, former Surgeon-General of the ADF, was assisted by Colonel Vlas Efstathis, OAM, RFD, Surgeon Commander Paul Lukin, and Col. Leggat's parents, Bruce and Frances Leggat, in attaching the new badges of rank.

■

What is Ergonomics, and How Could It Affect You?

Excerpted from the Arkansas Safety Journal, WSO Arkansas Chapter News, February 2014

Ergonomics is the scientific study of human work. It considers the physical and mental capabilities and limits of people as they interact with tools, equipment, work methods, tasks, and the environment.

The primary goal of an ergonomics program is to reduce work-related injuries and illnesses by adapting the work to fit the person, instead of forcing the person to adapt to the work. The idea of ergonomics is to evaluate and control work conditions known to cause injuries or illnesses because of the excessive demands placed on people. In other words: find ways to work smarter rather than harder!

The biggest challenge appears to be choosing the best ergonomic strategy to use for each particular situation. A careful analysis of the situation should help in choosing the most effective strategy. As an example, let's look at just a few possible strategies to use in situations that currently involve manual carrying activity:

- Eliminate the need to carry. This may not be feasible, but it should be the first strategy to consider.
- Rearrange the layout of the task to eliminate unnecessary carrying. This could involve relocation of receiving, storage, production, or shipping areas.
- Reduce the weight of the object being carried or

increase the weight of the object so it is too heavy and has to be handled by mechanical devices.

- Use mechanical handling aids such as fork lifts, hand trucks, cranes, and four-wheel dollies.
- Assign the task of carrying bulky or awkwardly-shaped objects to two or more people.
- Eliminate tripping hazards with good housekeeping practices.

You are encouraged to get involved and make suggestions to help in preventing injuries and illnesses by improving "ergonomic" safety. You can play a critical role in providing input for the decision making process because of your familiarity with equipment, tools, and current work methods.

An ergonomics program will only be successful if everyone works together as a team to come up with solutions. A large part of initial development of the ergonomics program at most companies will involve searching for ways to correct problems that have already caused injuries and illnesses. As the program grows and develops, the focus will eventually turn to finding pro-active solutions to situations that could lead to injury if ergonomic issues are not addressed ahead of time. ■

Nanoparticles: Sources in the Environment and Their Potential Effects on Our Health

By **Gail M. Brandys**, MS, CSP (retired), President, OEHCS, Inc., Las Vegas, NV, USA

Ultrafine or nanoparticles have always been an unseen part of the environment. They are defined as particles that are less than 100 nanometers in size. Ultrafines can be generated by fuel combustion and even broken glass. Nanoparticles are particles that are specifically created for a specific use. Recent nanoparticle generating processes in R & D facilities and manufacturing have led to a greater potential exposure to workers and the public. Chemicals that are typically innocuous in the respirable size range (1–10 micrometers) can become highly hazardous when processed to be a nanoparticle.

These tiny particles are able to travel deeply into the respiratory tract, reaching deep into the lungs. Exposure to fine particles can cause short-term health effects such as eye, nose, throat and lung irritation, coughing, sneezing, runny nose and shortness of breath. Exposure to fine particles can also affect lung function and worsen medical conditions such as asthma and heart disease. Scientific studies have linked increases in daily exposure to tiny particles with increased respiratory and cardiovascular hospital admissions, emergency department visits and deaths.

There is evidence that particles smaller than 100 nanometers can pass through cell membranes and migrate into other organs, including the brain. It has been

suggested that particulate matter can cause similar brain damage as that found in Alzheimer patients.

Ultrafines and nanoparticles can be measured using a number of methods. One of the most common methods uses a condensation particle counter. This device utilizes a laser particle counter in conjunction with an attachment that agglomerates the particles, making them larger and able to be counted by the laser particle counter. This handheld device measures the ultrafines and nanoparticles in real-time and is extremely useful in determining ultrafine and nanoparticle levels in the air.

Ultrafines and nanoparticles levels in the air are not easily controlled. These particles are so small that they do not behave like larger particles. They are not always stopped by barriers like walls and ductwork. They often behave more like gases than particles. The use of filters to capture ultrafines and nanoparticles is marginally effective. Standard HEPA filters do not always capture ultrafines and nanoparticles since many of them are designed for particles that are 0.3 micrometers in size. Ultra low penetration (ULPA) filters must be used instead.

Some exposure limits for nanoparticle sized particulates exist. However, more research is needed in this area to fully protect workers and the general population. ■

WSO Member Honored for Heroic Actions

Submitted by **Dr. Janis Jansz**, RN, RM, Dip. Tch., BSc. Grad. Dip. OHS, MPH, PhD Curtin University, Faculty of Health Science; Edith Cowan University, School of Business



Lynette Gilbert

Western Australia – Lynette Gilbert (WSO Affiliate Member) was recently honored with a Group Bravery Citation by the Governor General for her actions in averting further disaster when she happened upon a fiery collision between two trucks in December 2012.

After blocking the road to oncoming traffic and checking on both drivers, Mrs. Gilbert and a fellow honoree used a shovel to dig a firebreak between the two vehicles.

Mrs. Gilbert, a HSE Manager, had this to say about receiving the award: “I was a bit shocked. Helping people is what I’ve been trained to do. I have lived in the outback where you are a member of the SES (*State Emergency Service*), St. John (*first aid/ambulance service*)...it’s just something everyone does.”

Congratulations to Mrs. Gilbert for receiving this award and for living out the WSO Motto: “Making Safety a Way of Life...Worldwide.” We are honored to have her in the WSO Family! ■

TOP 10

reasons to attend the 2014 WSO
SYMPOSIUM
Sep. 28 – Oct. 1 Denver Tech Center/Denver, CO www.worldsafety.org

① Gain Tools

to Improve Your Safety Performance

② Low-Cost/High-Value **Experience**

③ Earn CEUs from an **Accredited University**

④ Learn **Best Practices** within the Safety Field

⑤ Learn about **Emerging Issues** and How to Solve Them

⑥ Network with Peers

⑦ Benefit from Renowned **Keynote Speakers**

⑧ Develop **Leadership Skills**

⑨ Interact with **Safety Professionals** from Around the World

⑩ Establish Credit towards your **Re-Certification**



WSO Re-Certification Requirements Procedure

General Rules

This procedure covers Re-Certification (RC) for all World Safety Organization's (WSO) Certifications. All certifications must be re-validated every three (3) years. The WSO RC program helps assure all WSO professionals advance in knowledge of their profession, including best practices.

Please take note that a "cycle" is the three years immediately previous to the date you are due for re-certification. It should also be noted that each section has a maximum number of points allowed – in other words, each entry in the section does not receive the same maximum number of points allowed.

General Requirements

If you hold any WSO certification, you must participate in the professional development activities after your initial certification. These activities must be formally reported every three years to the WSO Re-Certification Board. A total of 15 points of professional development activities must be attained every three years. All professional development points must be earned within the three year cycle to which they apply. Failure to meet these requirements will result in loss of certification.

There are nine categories of professional development activities acceptable for RC credit. These activities are detailed below, including a summary of points acceptable for each category.

WSO certified professionals must account for their own RC points, as well as compile and submit all supporting documentation. They must report at the end of each RC cycle. The World Management Center will keep certification holders informed about RC requirement changes and will assist certification holders as requested.

Acquired Points

There are nine sections available for achieving sufficient points to maintain the Professional Certification.

Section 1: *Working as a Professional*

The maximum RC points allowed for working as a Professional within the area of certification are two points per year with a section maximum of six points per cycle.

The Professional will receive credit for a full year or any portion of a year during which acceptable professional practice occurred. Documentation: a letter from your employer or other documents verifying dates of employment and responsibilities.

Section 2: *Membership in a Professional Organization*

Maximum RC points allowed for Professional Memberships are one point per year for membership in a national or international organization and 0.5 points per year for membership in a Chapter, for a section maximum of four points. Documentation: a copy of a membership certificate showing the period of membership or similar records from a recognized not-for-profit organization.

Section 3: *Serving on a Professional/Technical Committee or Holding a Management Office in a Professional Organization*

Maximum RC points allowed for either serving on a Professional/Technical Committee or holding a Management Office of a Professional Committee are one point per year with a section maximum of three points. Documentation: a letter or other document showing an appointment to a committee or election to an office of an organization and the period covered.

Section 4: *Professional Presentations or Publications*

Maximum RC points allowed for making a professional presentation (toolbox training, etc.), providing a professional paper, or having a paper published in a recognized publication is one point for each paper published within the time period. A section maximum of three points is permitted. Documentation: a copy of the paper and documented proof of the journal in which the paper was published.

Section 5: *Professional Conferences*

RC points allotted for attending a Professional Conference will be calculated by the number of Continuing Education Units (CEUs) obtained at that conference. There is no maximum number of points allowed. Documentation: registration receipt, canceled checks or related documents, together with a copy of the conference brochure showing the date, location, sponsoring organization, and evidence of attendance.

Section 6: *Continuing Education Courses*

Continuing Education Courses may be used for points within the RC program. The courses must be in relationship to the certification and must be CEUs from a recognized college or university. A section maximum of three points is allowed per cycle. Documentation: a certificate from a recognized college or university allowing CEUs for a given course.

Section 7: *College or University Credit*

RC points will be allowed for completing course work with a grade of B or better while attending a recognized college or university. Two points per semester hour may be counted toward professional development, with a maximum of 10 points per cycle. Documentation: transcript from the college or university showing the semester hours during the cycle.

Section 8: *Academic Degree*

RC Points will be allowed for obtaining a degree from a recognized college or university during the cycle. A maximum of 15 points will be allowed. Documentation: transcript from the college or university confirming the degree was conferred within the three-year cycle.

Section 9: *Re-Examination*

Full RC points (15) will be allowed for re-taking the examination and obtaining a passing score. No documentation is necessary.

Please contact the WSO World Management Center with any questions you may still have regarding Re-Certification. ■

Safety, Health and Environmental Job Openings as of March 28, 2014

paul@psassociatesinc.com | www.psassociatesinc.com | www/facebook.com/PaulShrenkerAssociatesInc

Following is a list of some of the available job openings in the Environmental, Health and Safety area that I am working on. Should you know of anyone that might be interested in learning more about these positions please have them contact me, Paul Shrenker, directly; or, feel free to contact me yourself, and I will give you more details. My phone number is 413-267-4271; email address, paul@psassociatesinc.com and fax 413-267-4287. All searches and candidate conversations are held in strictest confidence and no resume will be mass distributed. Finder's fees paid for candidate referrals on all positions; please contact for info.

Environmental, Health and Safety Project Manager

Las Vegas NV area

Our client offers a full range of metal products, including ingot and slab, forging billet and mill forms. The company operates seven primary melting or mill facilities and employs approximately 2,600 people. Their Nevada facility has 500 employees and is a unionized facility.

Job Description: This person will manage and provide leadership on small to large-scale improvement projects, specifically those projects related to Environment, Health, and Safety and be responsible for the overall direction, coordination, and evaluation of EHS projects; will assist with the development of key strategies necessary to maintain compliance; plan, assign, and direct work performed by contractors; build and manage working relationships with contractors; develop cost justifications for improvement projects and corrective actions; partner with finance to quantify, track and report project expenditures and ensure projects are on budget; manage project budgets and schedules including-developing purchase requisitions, review and approval of invoices and developing and tracking critical project milestones.

Qualifications: Exceptional execution and organizational skills; ability to work as a team player with co-workers at all levels; ability to thrive and succeed in a fast-paced, demanding and results driven environment; familiarity with air pollution control equipment; experience in managing sizable and highly technical projects; BS and 5+ years of related experience.

Safety Engineer (2)

Philadelphia, PA Area

Petroleum Refinery (150+ barrels/day; approx. 450 employees)

Job Description: Develops, implements, and sustains Health & Safety (H&S) systems, programs, & standards to drive incidents and injuries to "zero"; works with the Line Organization to provide support and consultation to achieve compliance with all company policies, standards, procedures, and guidelines; participates in teams and may lead or facilitate committees or sub-teams; coordinates outside resources such as consultants in performance of H&S projects, third party insurance administrators, etc; motivates employees and contractors establishing personal pride and ownership in a world-class refining safety culture; engages work force to think proactive safety to mitigate potential hazards; monitors safety performance by completing daily audits, hazard identification and injury prevention; may conduct industrial hygiene monitoring to support refinery activities; participates in Pre-job Planning and Safety Reviews for high-risk work activities and recommend safe work practices and PPE requirements; acts as a liaison with Operations

and Maintenance personnel to ensure safety issues and concerns are addressed and mitigated; participates in the Emergency Response Team; leads or participants in Root Cause Investigations to identify corrective actions and drive improvements; develops and may present weekly shop safety tool box meetings, and provide instruction for employee and contractor safety training; develops and facilitates training, safety meeting topics and safety notices for employees and contractors on issues related to health, safety, and environmental compliance; develops and owns H&S systems, standards, and procedures; participates in the Emergency Response Team.

Qualifications: Bachelor's degree in Occupational Safety & Health or related science/engineering field; 3 to 10+ years H&S experience in refining, petrochemical, or chemical processing; demonstrated knowledge of Health and Safety legislation and its implementation; competence with the development and implementation of Emergency response and fire teams and systems; possess excellent organizational skills and be able to work well under pressure and to deadlines; excellent communications abilities, both verbal and written, to engage employees and contractors at all levels in assessing and understanding the principles of safe behaviors, conditions and preparedness; ability to promote H&S best practices to achieve compliance within all areas of the business; works directly with management, staff and operations and maintenance employees to provide coaching, mentoring and resolution of safety related issues and concerns.

PSM Leader

Philadelphia, PA area

Petroleum Refinery (150+ barrels/day; approx. 450 employees)

Job Description: This person is responsible for influencing and driving the process safety program to meet all Company and regulatory process safety requirements in a way that reduces the potential for incidents, establishes robust & sustainable systems, provides leadership and all stakeholders with assurance that the refinery is fully compliant with all process safety regulations and incorporates industry best practices, shares & leverages best practices across the industry, and establishes an overall continuous improvement process to reduce the refinery's risk profile and sustain PA's license to operate. Champions and manages the PA Refinery's Process Safety Program achieving functional and line ownership, integration of PSM processes & systems into the work processes, and implementation of sustainable systems to achieve world class performance. The Process Safety Leader has 4 direct reports including 2 Process Safety Engineers, 1 Process Safety Union Representative and 1 Incident Investigation Coordinator. The Process Safety Leader will

provide matrix leadership to the refinery's PSM Element Team and other sub-teams, as applicable.

Qualifications: Bachelor's Science, Chemical or Mechanical Engineering, preferred; seasoned professional with 10 to 15 years experience in high-risk industry such as refining, petrochemical, or chemical processing; knowledge of Process Safety Management Principles & Practices, and their application to real-world industrial environments; experience implementing HAZOP, PHA and Functional Safety (IEC 61511) programs is desirable; although knowledge of the above is essential; has successfully conducted audits in a way that delivers value to the site or business, and establishes accountability for corrective actions; experience successfully implementing process safety management processes, systems, and programs; demonstrated ability to apply regulatory requirements in the most efficient and value-adding way; proven organization and people management skills; knowledge of business improvement techniques (e.g. six sigma) is desirable; advanced certification(s) in the field of Engineering, or Safety, Health or Environment is desirable.

Safety and Environmental Engineer

Chicagoland area

Our client manufactures tools and makes over 3,000 products, has 7 manufacturing plants in the U.S. and manufactures the majority of those products in the U.S.

Job Description: This position will work closely with the Executive Director, Loss Prevention and off-site manufacturing facility staff to ensure that corporate goals are met, government standards are complied with, risks are controlled and costs are contained. You will maintain close contact with multiple off-site manufacturing management and support staff and perform: Safety and Environmental Audits; ergonomic Assessments; Industrial Hygiene Monitoring; accident/incident investigations; safety and health training.

Qualifications: Bachelor's degree in a related field, along with five plus years of direct practical experience, and excellent interactive and communications skills sufficient to develop both rapport with and support from operating management. Must have the ability to travel up to 25% for site visits. ASP/CSP Certification a plus.

Environmental, Health, Safety and Training Coordinator

Kansas City, KS area

Our client produces a broad variety products for food and industrial applications with particular strength in customized solutions for the food, cleaning products, fire safety, coatings and electronics industries. It also produces alumina-based and other products for the paper, water treatment, construction, pharmaceutical and

footwear industries. Their KC plant has approximately 150 employees.

Job Description: Some responsibilities include: work closely with ESH&T Manager and other EHS department personnel to support site environmental, health, safety, training and security efforts; develop programs and procedures to drive successful implementation of best practices related to EHS; provide leadership and coordination regarding employee involvement and hazard recognition, reporting and control; lead site safety and health training and hazard analyses; participate in coordination of all plant OSHA regulatory programs; monitor and audit plant processes for compliance with guidelines; coordinate incident case management, OSHA recordkeeping, and Industrial Hygiene campaigns; ensure all safety and health metrics and reports are completed and communicated in a timely manner; deliver compliance solutions through internal and external resources; work with Production, Quality, and HR staff in implementation and maintenance of RC 14001 certification.

Qualifications: Bachelor's Degree (preferably in Occupational Safety, Industrial Hygiene, or other related scientific discipline); a minimum of 3-5 years of safety and health experience in the chemical or related industry; ability to work independently and/or in a team capacity.

Safety Compliance and Training Manager

Norristown, PA area

Our client is the nation's largest propane distributor, serving over 2 million residential, commercial, industrial, agricultural and motor fuel propane customers in all 50 states.

Job Description: Responsible for driving cultural/behavioral change and improvements. Must ensure that company meets all of the requirements of the various safety compliance agencies. Provides technical, code and operational advice to ensure policies, procedures, and practices comply with regulations. Assists in the establishment and development of processes and programs that focus on "behavior-based proactive safety programs" that recognizes trends and patterns, and takes actions to avert potential risks before they result in an incident. Manages regulatory compliance - scope encompasses federal regulations under OSHA, DOT, and EPA, and state regulations.

Qualifications: *Change in Qualifications* Bachelor of Science degree in safety or a technical discipline required plus a minimum of 5 years safety experience in manufacturing. Pluses include DOT experience, management experience, multi-site experience; the individual

must possess demonstrated leadership, coaching and development skills; the position requires demonstrated writing skills and the ability to communicate effectively to large groups.

Safety Supervisor

Toledo, OH area

Our client has more than 1,300 locations worldwide and 170,000 employees. They create quality products, services and solutions to optimize energy and operational efficiencies of buildings; lead-acid automotive batteries and advanced batteries for hybrid and electric vehicles; and interior systems for automobiles. This plant has approximately 500 employees and is a union environment.

Job Description: Maintain the health and safety of the plant workforce by the monitoring and evaluation of health, safety and environmental conditions assuring compliance with applicable policies, procedures and governmental standards; and maintenance of the Battery Health, Industrial Hygiene and Safety Programs; Develops and administers effective occupational health, safety, ergonomics and industrial hygiene programs, including health services functions and maintenance of related policy and procedure manuals; Assist Occupational Health Nurse (OHN) in administration of medical surveillance and biological monitoring programs according to OSHA standards and company policies and procedures; Develops and implements effective plant programs for the identification, prevention and control of occupational injuries and illnesses. Develops and coordinates plant health and safety education and training programs. Serves on the plant safety committee as Co-Chairperson; Maintains current awareness of applicable federal, state and local health, industrial hygiene and safety regulations. Maintains legal, governmental and company environmental, health, medical and safety-related records according to standards, including confidentiality and report findings.

Qualifications: Bachelor's degree; Environmental Health Sciences/Industrial Hygiene or related field preferred; minimum four years experience in a manufacturing environment with a minimum of 2 years experience in a supervisory/management role; previous experience leading environmental and industrial health programs; experience with administering a hazardous communication program, including managing and leading an emergency response team.

Senior Safety Supervisor

Winston-Salem NC area

Our client has more than 1,300 locations worldwide and 170,000 employees. They create

quality products, services and solutions to optimize energy and operational efficiencies of buildings; lead-acid automotive batteries and advanced batteries for hybrid and electric vehicles; and interior systems for automobiles. This plant in North Carolina has approximately 350 employees.

Job Description: Develops and administers effective occupational health, safety, ergonomics and industrial hygiene programs, including health services functions and maintenance of related policy and procedure manuals; educates, motivates and trains line supervision and production personnel in good housekeeping practices, safe work procedures, PPE, etc.; using specialized equipment, samples, measures and evaluates employee exposures to in-plant chemical contaminants, including lead and acid mist; and physical agents such as heat and noise exposure. Administers the audiometric testing and hearing conservation programs. Monitors, analyzes and records performance of the plant exhaust and make-up air ventilation systems; assist Occupational Health Nurse (OHN) in administration of medical surveillance and biological monitoring programs according to OSHA standards and company policies and procedures; manages the plant personal protective equipment, work clothing and safety equipment programs according to company standards and operating budget. Administers the respiratory protection program, including quantitative fit testing, respirator distribution, cleaning and sanitizing; assists OHN in administration of the workers' compensation program, including effective medical case management, reporting, record maintenance and follow-up.

Qualifications: BS degree in Health Sciences, Industrial Hygiene, Safety or related field; minimum four years experience in a manufacturing environment with a minimum of 2 years experience in a supervisory/management role; strength in industrial hygiene; previous experience leading industrial health programs; experience with administering a hazardous communication program, including managing and leading an emergency response team.

Following are some positions that I cannot post. If you require additional info please contact me. EHS Specialist/Industrial Hygienist, SC; EHS Manager, MO; Process Safety Specialist, OH; EHS Manager, FL; EHS Specialist, LA; SHE Coordinator, SC; Director Health and Safety, MS; Industrial Hygienist, NY; SHE Manager, OK

Positions are added weekly. If you or someone you know would like to be informed of future job opportunities as they become available, please forward their name and email address to paul@psassociatesinc.com. ■

UPCOMING CONFERENCES

**Endorsed
by WSO**

4th Annual HSE Forum in Oil, Gas, and Petrochemicals

August 19-21, 2014 | Kuala Lumpur, Malaysia | www.fleminggulf.com

SPE Middle East Health/Safety/Environment and Sustainable Development Conference & Exhibition

September 22-24, 2014 | Doha, Qatar | www.spe.org/middleeast

9th International Petroleum Technology Conference

December 7-9, 2014 | Doha, Qatar | www.iptcnet.org

8th International Petroleum Technology Conference

December 10-12, 2014 | Kuala Lumpur, Malaysia www.iptcnet.org

Invitation to Nominate Your Company or Your Peers for 2014 WSO Awards

*Do you know of an individual, company, corporation, or organization that has had some amazing accomplishments or made outstanding strides in the Safety Field? If so, why not nominate them for a WSO Award? **A list of all WSO Awards, along with the requirements for each, may be found on the WSO website.** The winners will be presented their awards at the WSO Awards Banquet, which is held on Monday evening of WSO Annual Symposium. If you have any questions concerning the WSO Awards, please contact the WSO World Management Center or refer to the WSO Website for further information.*

2014 WSO Symposium Call for Papers

Please submit an abstract of the paper you wish to present. All abstracts submitted will be reviewed and authors will be notified if the paper has been accepted. Deadline for abstract submission is April 30, 2014. Upon notification of the acceptance of your paper, the completed paper must be submitted prior to June 15, 2014, for publication in the "Symposium Proceedings." Please include a brief bio. Abstract should be limited to 150-200 words; bio should be limited to 100-150 words. You may make your submission to **WSO World Management Center, PO Box 518, Warrensburg, MO 64093, USA**, or you may e-mail it to info@worldsafety.org.

Request for Manuscripts and Articles for News-Letters and Journals

We are requesting submissions of manuscripts and articles for WSO News-Letters and World Safety Journal. Contributions in English are always welcome and should be sent via e-mail to editorialstaff@worldsafety.org.

Or by mail to the **WSO World Management Center** located at: **PO Box 518, Warrensburg, MO 64093 USA**.

For the World Safety Journal, only articles with original material are accepted for consideration with the understanding that, except for abstracts, no part of the data has been published, or will be submitted for publication elsewhere before appearing in the World Safety Journal. Authors are required to assign copyright to WSO WORLD MANAGEMENT CENTER when their article is accepted for publication.

Instructions for Contributors

- Articles should be less than 2000 words and carry an abstract of no more than 150 words, stating the key points of the material. Supply brief details of author's professional qualifications, current position and employer.
- Short communications are short reports without headings, contacting less than 1000 words. Photographs or diagrams may be included.
- Letters should not exceed 300 words.
- Conferences/seminars/courses: Details supplied for publication should include date, time, location, subject, content, and contact person(s).

W*SO's purpose is to internationalize all safety fields including occupational and environmental safety and health, accident prevention movement, etc.: and to disseminate throughout the world the practices, skills, arts and technologies of safety and accident prevention.*

W*SO's objective is to protect people, property, resources and the environment on local, regional, national and international levels. WSO membership is open to all individuals and entities involved in the safety and accident prevention field, regardless of race, color, creed, ideology, religion, social status, sex or political beliefs.*

W*SO is in Consultative Status Category II Status (Non-Governmental Organization-NGO) to Economic and Social Council of the United Nations.*

The WSO is a Not-For-Profit Corporation (Missouri, USA), non-sectarian, non-political movement dedicated to

"Making Safety a Way of Life ...Worldwide."