



AUGUST
2020

World Safety Organization NEWSLETTER

COVID-19 and Its Influences on Work, Family, and the Practice of Safety and Health



Dr. Jerry Cammarata

Over the last 50 years, since my first historic Paternity Leave in the United States, there has been much discussion, procrastination, and even legislative sabotage, around giving parents more time at home with their children; some of the discussion even included redefining “parents” and a “family.” We will never return, of course, to an agrarian society where all members of the family work and toil together for the common good of their land and produce.

The Industrialization saw to it that the division of labor and family will forever be the hallmark of our global society.

Yet, a microscopic cell called COVID-19, has, in a flash, redefined the division of work and home, and has caused a global unprecedented necessity for all of us to hunker down, while living and working as a family.

Over the last six months at least we have been hearing conflicting reports on the reduction of work productivity in a home-office milieu, the reduction of staff in our plants and factories to accommodate social distancing, and the critical use of technological advances in zooming, to keep ahead of COVID-19 – so we are not victims, rather, survivors.

It will be critical that our profession pay close attention to our workers at home and find valued ways to nourish them with a consistent safety and health corporate out-reach program. For example, while the worker is at home to accommodate social distancing, it can be a time to provide unique and innovative safety and health training.

As professionals in a multitude of areas in safety and health management and performances, our burden is even more critical today than ever before. Clearly the concepts and use concerning personal protective equipment (PPE), and many other even more sophisticated the protective measures, are well understood and they are practiced as regiments of our on-the-job training programs, supported by the good work done by WSO certified professionals.

What our WSO certified specialists are now confronted with, however, and may pose as a challenge, are the unique hybrid job sites which extend employees away from the immediacy of the traditional workplace, to areas of performance stations which can be isolated, self-managed, and more prone to faulty procedures of safety and health.

Where our training environment was a collective effort, both in the actual exercises of learning, as well as the daily reinforcing modelling employees provided each other - as the human experience of control and risk reduction, we are more vulnerable than ever for possible accidents and near misses, which can tarnish our integrity as a profession, and the service we provide to corporations.

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Become a Distinguished WSO Professional Member



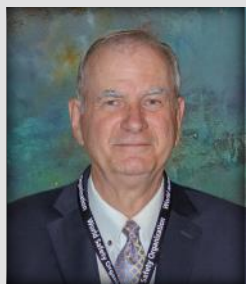
Being acknowledged as a Professional Member of a safety organization based upon one's education, years of knowledge, and experience in the Safety field is a goal for many to achieve. Not everyone has the college or university degree that is sometimes required to compete for an advanced level Occupational Safety Certification. Not everyone enjoys the Classroom environment of classroom training and potentially taking the computer-type exam, which doesn't always show one's true abilities in safety management and/or practice.

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from the desk of

DR. CHARLES H. BAKER

Chief Operations Officer



Welcome to WSO's August News-Letter! There are a few topics I am highlighting this month..

First the coronavirus is still with us and continues to be a problem. We know from our own business that the virus is very disruptive and apparently will continue to be so for a

longer while. In the meantime, we hope all of our members are taking proper precautions to protect themselves from its effects. Please be safe.

One of the effects of the virus was our canceling the annual symposium and replacing it with a virtual symposium for the fall. A number of members have submitted papers but we still need a few more for the virtual symposium to be a success. As you will note in this newsletter and other places, we have extended the deadline to give people a chance to get their papers/presentations submitted (see page 3). We know some of you are affected by the virus and may need more time to complete your presentation. Please let us know if there is anything we can do to help you. We hope that by next year we will be able to revert to our regular format of in-person annual meetings.

We have also seen a slow-down in our memberships and certifications recently. I'm sure this is due to constraints caused by the virus and expect that things will pick up again soon. We have the recently developed Professional Membership and hope people can take advantage of that to further their professional standing. In the meantime, if there is anything we can do to help you with WSO business, please let the WMC staff know, and we will do our best to provide that assistance.

If you have suggestions or ideas that help us do our job better or more efficiently, please let us know.

Be safe out there!!! [CHB]

WE NEED YOU

Do you blog?

Do you write articles for your company's newsletter?

Do you have relevant information to share?

Did your company or agency sponsor a special safety-focused event?

Does your company or agency have an upcoming safety-focused event you wish to promote?

If so, we would love to feature your content in a future WSO NewsLetter or TechLetter!

Just email your article/blog, author(s) byline, brief bio, and photo to us:
editorialstaff@worldsafety.org.

Please request a publication release form if required by your employer or co-author(s). Authors/companies will maintain all proprietary rights, and WSO will state where the original content was posted or published, if applicable.

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UPDATE: 2020 Call for Speakers Re-Opened with New Speaker Deadlines



Due to the potential long-term risks, expected economic impacts, and continued travel restrictions associated with the Coronavirus Disease 2019 (COVID-19) pandemic, members of the WSO Executive Action Committee made the decision to alter the format for the 2020 Symposium.

Rather than cancel the event, which was to be held October 5–7 in Las Vegas, WSO instead transitioned to an online format. Unfortunately, limited resources and staff prevent our ability to host a live-stream event. Instead, we decided to “host” a video event on our [YouTube Channel](#) for you to share your relevant topics.

If you are interested in participating as a speaker/presenter for our “YouTube Symposium,” please submit an [Online Abstract](#) of your topic. All abstracts submitted will be reviewed, and authors will be notified if the topic is accepted.

The new deadline for abstract submission is **September 30**. Upon notification of acceptance of the topic, the completed presentation materials [to include video, paper and/or PowerPoint presentation, brief speaker’s bio, and high-resolution photo] must be submitted no later than **October 15**. Approved video presentations will be uploaded to the WSO YouTube Channel at a date to be determined, and presentations accompanied by PowerPoint slide shows and/or papers or manuscripts will be published in the Symposium Proceedings.

Special Consideration for WSO-CSI(ML) Candidates: For individuals already holding the WSO-CSI at the Senior Level who wish to upgrade to the Master Level, the usual requirement of making an in-person presentation at a WSO Symposium will be waived with the submission of a video presentation.

The Master Level is not based on presentation alone; it also requires demonstrated proficiency in program development, presentation, media choice, points for documentation and paper publishing, and continuity. The WSO-CSI(ML) requires six (6) years verifiable instructor experience and an overall score of 80% from the WSO Review Board.

Symposium speakers who are interested in being evaluated for the WSO-CSI Basic credential must have an active certification application on file. Speakers who are interested in being evaluated for upgrade to the WSO-CSI Senior Level credential should prepare and submit a presentation packet according to the requirements in the WSO Program Booklet (available by request) and notify the WSO Certifications Coordinator by telephone or email:

(+1-660-747-3132, certification@worldsafety.org.)

AJP Safety and WSO London (UK) Chapter Host Free Mental Health First Aid Awareness Training

George Mathew, MA. Risk Advisor, Trainer, Consultant, AJP Safety Ltd. President, WSO London Chapter.

AJP Safety, based in London, collaborated with the World Safety Organisation London (UK) chapter to host a free Mental Health First Aid Awareness Training course.

AJP Safety created several videos on mental health for the course which can be viewed here:

Dealing with Anxiety <https://youtu.be/TfXZcS7Zqnw>

Mental Health Tips <https://youtu.be/plRdftmlIXw>

Mental Health Awareness

Infectious disease outbreaks, like the current coronavirus (COVID-19), can be scary and can affect our mental health. We may feel worried or anxious about our finances, our physical health or those close to us and at times perhaps feel bored, frustrated or lonely as we stay at home because of the pandemic. This is where taking care of the mind becomes really important and as a response WSO London (UK) Chapter held a half day training course on 30th July 2020. Titled "Awareness of First Aid Mental Health" and sponsored by AJP Safety Ltd. I felt it would be helpful, maybe beneficial if I introduced the course and shared some of its salient points.

In the UK it is generally a 4-hour Level 1 qualification course that provides learners with the knowledge to recognise a range of mental health conditions. It is ideal for managers and staff and teaches how to spot signs and symptoms of common mental health issues, provide non-judgemental support and reassurance, and guide a person to seek professional support. Workplace mental health training has been proven to make a lasting difference in people's knowledge and confidence around mental health. Thanks to the development of mental health first aid training courses, responsible employers now have an opportunity to address the key issue of ignorance about mental health in the workplace. Those that choose to do so are likely to improve the workplace for staff and have a positive impact on business profitability.

So, What is Mental Health?

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others and make choices... Everyone has mental health.

The term mental illness covers a very broad range of mental health problems which can involve changes to our thoughts, emotions, behaviours and relationships with others. Mental illnesses are associated with distress and problems functioning in our day-to-day lives (social, work, family, etc.)...

Mental illness is treatable but unfortunately stigma which are a set of prejudicial attitudes and values, which may lead to discriminatory behaviours towards people who have a mental health condition are common.

There are two types of stigma:

- 1) **Social stigma:** Includes the negative attitudes and discriminatory behaviours that society or particular individuals hold towards those with mental health problems.
- 2) **Self-stigma:** This is where people with mental health problems believe what is being said about their condition and agree with their viewpoints

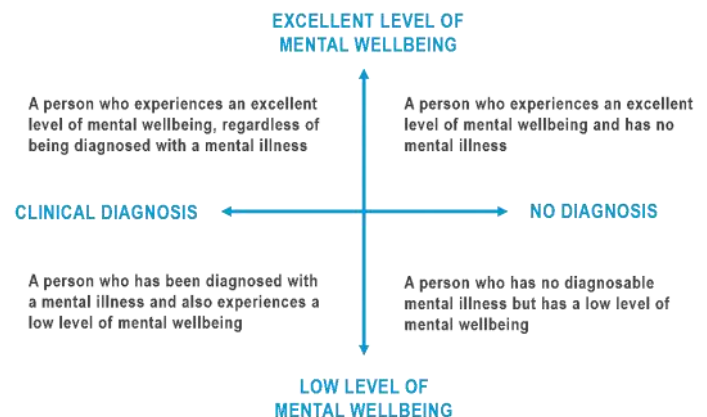
There are a number of adverse effects caused by stigma and one which is foremost is a fear of disclosing to peers that you have a problem. Others could include a lack of understanding from family and friends and a reluctance to seek professional support. Ultimately no individual should have to tolerate others treating them differently because of a mental health condition.

A key factor that affects and has connections with mental health conditions is stress. Stress is the "adverse reaction people have to excessive pressure or other types of demand placed on them" (UK Health and Safety Executive).

Stress is something everyone experiences. Despite being unpleasant, stress in itself is not an illness but it is connected to mental health conditions including depression, anxiety, psychosis, and post-traumatic stress disorder (PTSD). The course also defines and investigates other mental health conditions such as eating disorders, self-harm, and suicides. The more we understand it, the better we can tackle it.

I have given a snippet of what mental health is and an overview of the "Mental Health First Aid" course which raises awareness of mental illnesses, encourages early intervention to aid recovery, increases confidence in dealing with mental illnesses, and reduces stigma.

The role of the Mental Health First Aider is to support employees in the workplace who are experiencing mental ill health or distress. This support can vary from having a non-judgmental conversation with a colleague, through to guiding them towards the right support. In conclusion, I leave you with a Mental Health Continuum which is self-explanatory.



Therefore, rather than moan over the disruption of our workplaces because of COVID-19, I suggest we should become liberated and challenge ourselves to think how we can retool our safety and health programs so we can benefit from the pandemic disruption of our work lives, and open up avenues of new and unique educational experiences through embracing technology, in order to form a new bonding of relationships among workers. This can assure existing standards of safety and health performances are maintained, grow, and serve the interest of the workers and corporations.

These tips may be of help to you:

- Begin to invest in technology training for your employees.
- Work with your IT department to assure that employees have adequate technology in their homes.
- Begin to reframe your training procedures to include the family were possible. Note, that there is a new paradigm of modeling and reinforcing experiences affecting the performances of your employees. What you teach can be unlearned quickly in a home environment through negative influences.
- Learn the similarities between the safety procedures at work and their applicability to implementing in a home environment.
- Involve your Human Resources department to better understand the dynamic of the family experience and the influence it has on a worker's performance is critical. Allotting time to the available home technology, setting up work stations, can be very useful instructions.
- Create learning modules which will be interesting to the whole family to watch.
- Where motivational signs were available at work, be sure you have motivational announcements, etc. going out in emails to employees, to keep them focused, enthusiastic, and knowledgeable. This could include daily organizational hints so a work day can best be managed with safety and health as a priority.
- Encourage your employee to take time and participate in family activities. By making the family important to you, it can have a great influence on your worker's attitude, and performance.

Your Safety & Health Department may even suggest to corporate management that home safety and health videos, and training discussions be developed as a valued added expression of appreciation the company has for its extended family.

There is no silver lining associated with what COVID-19 is doing to us, our global families, economies, and governments. Everyone is making significant sacrifices to 'survive,' yet, let us not cast a cloud over what can become an important step forward in making the 'NEW' corporate environment a special place of safety and health for our employees. Nor is this not the forum to be COVID-19 specific in articulating techniques of

precaution. This is a forum for us to best understand that this pandemic is redefining the way we do work, the way we manage our lives, the way we learn, the influence we must have on each other's behavior, and that work and family are now not separate equations of life activities, rather, an integral part of one formula of activities and outcomes.

May I suggest that you write to our WSO Newsletter and provide your tips of safety and health programming you developed for your company, during this COVID-19 pandemic time? Sharing opportunities is more valuable than ever before.*

Dr. Jerry Cammarata is the Chief Operating Officer of Touro College of Osteopathic Medicine - New York, the author of THE FUN BOOK OF FATHERHOOD, numerous articles written for WSO over the last two decades, and the former Commissioner of the New York City Department of Youth and Community Development, as well as a former Professor of Safety and Technology at City University of New York. Email: jerry.cammarata@touro.edu.

*Please email articles, tips, and programming submissions to
editorialstaff@worldsafety.org

Become a Distinguished WSO Professional Member

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There are many Safety Directors, Safety Coordinators, and Safety Specialists in the safety arena who have many years of experience but lack the mathematical expertise to pass a specific safety certification exam. However, by a submission of one's work/career credentials, résumé, professional references, safety seminar certificates, safety education, and several testimonies from peers showing his/her elite level, safety practitioners and professionals can become a WSO Professional Member upon verification and approval.

This membership level gives one a great opportunity to continue to gain knowledge as a member of the WSO, network with and learn from other members, and attend our annual Symposium featuring world-class safety professionals from around the world presenting various types of safety modules.

The minimum requirements can be found on Page 6 or in the WSO Membership and Certification Program booklet. To request a WSO Membership and Certification Program booklet or for more information to apply for or upgrade to the WSO Professional membership, please contact the WSO WMC by phone or email, or submit the [ONLINE REQUEST](#). ♦

SCOTT'S SAFETY SHARE

A Safe Workplace Is Sound Business

Submitted by **Scott Masters**, WSO-CSM; Contract Employee, Construction Lead Safety Specialist, Alliant Corporation; Tennessee and South Carolina USA .

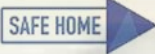
OSHA has recently updated the Guidelines for Safety and Health Programs, which was first released 30 years ago, to reflect changes in the economy, workplaces, and evolving safety and health issues. The new Recommended Practices have been well received by a wide variety of stakeholders and are designed to be used in a wide variety of small and medium-sized business settings. The Recommended Practices present a step-by-step approach to implementing a safety and health program, built around seven core elements that make up a successful program.

The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. The recommended practices use a proactive approach to managing workplace safety and health. Traditional approaches are often reactive—that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem that must be fixed. These recommended practices recognize that finding and fixing hazards before they cause injury or illness is a far more effective approach.

The idea is to begin with a basic program and simple goals and grow from there. If you focus on achieving goals, monitoring performance, and evaluating outcomes, your workplace can progress along the path to higher levels of safety and health achievement.

Employers will find that implementing these recommended practices also brings other benefits. Safety and health programs help businesses:

- **Prevent** workplace injuries and illnesses
- **Improve** compliance with laws and regulations
- **Reduce** costs, including significant reductions in workers' compensation premiums
- **Engage** workers
- **Enhance** their social responsibility goals
- **Increase** productivity and enhance overall business operations

EVERYONE, EVERYWHERE, EVERY DAY: 

Requirements for WSO Professional Membership

WSO Professional Members are safety, hazard, risk, loss and accident prevention professionals performing full time activities in these fields.

Along with the Professional Membership Application, current résumé, and WSO Code of Conduct, the following documentation is to be submitted:

- 1) Two Letters of Recommendations as to one's safety abilities on the job
- 2) Two Candidate Evaluations from colleagues, associates, or peers who know of one's abilities and successes
- 3) Supporting documentation to include professional memberships, industry certifications and registrations, educational transcripts, etc.)

Additionally, a minimum of 15 years of verifiable fulltime experience must be met with annual documentation of status or with the following combination of education and experience:

- 1) An Associate Degree plus 13 years of fulltime experience in safety and/or environmental science field.
- 2) A Bachelor's Degree plus 11 years of fulltime experience in safety and/or environmental science field.
- 3) A Graduate Certificate/Diploma in Occupational Health and Safety (or similar/equivalent postgraduate university qualification) plus 10 years of fulltime experience in safety and/or environmental science field.
- 4) A Master's Degree plus 9 years of fulltime experience in safety and/or environmental science field.
- 5) A PhD plus 6 years of fulltime experience in the safety and/or environmental science field.

Degrees should be in safety, physical sciences, engineering, safety management, security, or other curricula acceptable to the WSO Approval Board. Degrees are to be from approved and accredited colleges or universities. ♦



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