

In this Issue:

- **The Future of Safety - Article by Alan D. Quilley CRSP**
- **On the Net**
- **CRST Examination Preparation Study Material and Workshops**
- **Compliments for our new CRST Examination Preparation study material**
- **CSSE Member Discount on our CRSP & CRST Workshops and study material!**
- **Compliments for our CRSP Examination Preparation Workshops**
- **CRSP Examination Preparation Workshops**

The Future of Safety

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Article by Alan D Quilley CRSP

In my first article published in the January/February issue of OHS Canada, I suggested that we look at workplace-safety management as a two-sided coin, both sides being of equal value. One side is the hard facts, the science and the latest research on what needs to be done to ensure worker safety, and the other side of the coin is the art of how to actually get human beings and systems to work together to make our workplaces safe. In my experience, getting humans to comply is far more complex than just purchasing a new gizmo to improve safety.

To give an overview of the progress in workplace safety made over the years, Herbert William Heinrich, an American industrial safety pioneer from the 1930s, suggested in the early days of oh&s management that there are four methods to prevent accidents: engineering revisions, persuasion and appeal, personnel adjustment and discipline. This became the basis for the focus on the three E's of safety: engineering, education and enforcement.

The three Es describe an approach in which engineering solutions make a workplace physically safe, education ensures that employees know what to do through establishing safety rules while enforcement is making sure that they follow those rules.

First attempts at making a workplace safe focuses on employee unsafe acts, eliminating unsafe acts through instruction or education and disciplining non-compliant employees to discourage such behaviour. Safety-management systems, or a systematic approach to managing safety through organizational structures, accountabilities, policies and procedures, became the main focus of safety-management thinking in the 70s'. The "root cause" or the system that allowed the unsafe act and/or condition to exist was not only the prevailing "art" of the day, but was written into most early safety-related legislation.

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The United States and Canada made federal and state or provincial laws that focused on the need for shared responsibilities by both management and employees when it comes to safety. Employers were expected to demonstrate due diligence through establishing safety-management systems and involving employees through joint workplace health and safety committees.

The 80s' and 90s' saw the further development of our understanding of systems through the "Plan Do Check Act" model of continuous improvement of processes. This systematic approach, developed by American engineer Dr. William Edwards Deming, involves testing possible solutions, assessing the results and implementing solutions that work. Employees not only had legal responsibilities, but also three rights: the right to know about occupational dangers, the right to refuse unsafe work and most importantly, the right to participate in safety management.

WHAT NOW?

We are now in the new millennium, backed by a warehouse of historical approaches, all of which led to limited accomplishment of our goal to make workplaces safe and healthy. The art of safety can now be best described as a patchwork of classic and modern management approaches, melded with our advanced understanding of human thinking, motivation and behaviour.

We have the new challenge of multi-generational differences in our workplaces and a sincere desire to develop fair, respectful and inclusive workplaces that truly embraces employees' rights to participate. The dynamics of our current workplaces have never been experienced before, and there is no clear science that will help us decide what is the best course of action.

We will continue to experiment with what we know works, while trying to avoid repeating our failures. The fundamentals of human needs have not changed since we first industrialized our workplaces. What is changing dramatically is the amount of inclusion demanded by humans in their workplace decisions.

It is sometimes uncomfortable and, at times, it seems like things are out of control without the clear, historical hierarchy of decision making established in the early 1900s. The chief executive officer today no longer has all the answers and decision-making power (at least in successful organizations). Experiments in relegating control to put systems "in-control" have proven to work very well.

Safety management is best done with people and not to people. We must develop our own safety culture by using the knowledge learned from the past and exercising a healthy curiosity of what can be created with our people. We need to embrace the approach that tells us not to let things happen to us, but we need to make things happen.

On The Net

A must read from my good friend, Carsten Busch

[*Heinrich's Local Rationality: Shouldn't 'New View' Thinkers Ask Why Things Made Sense To Him?*](#)

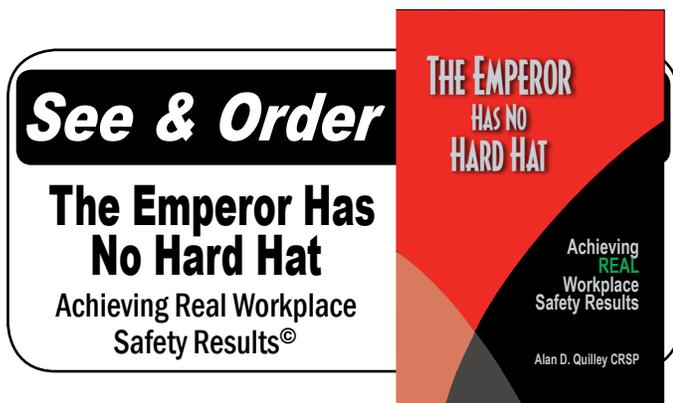
From the BCRSP

[*Why Become a CRSP*](#)

[*Why Hire a CRSP*](#)

FROM CCOHS

[*H&S Committee Training*](#)



CRST Examination Preparation Study Material

This is important to note. When the BCRSP introduced the new designation/Blueprint, we carefully designed our Study Material to match the specified domains and competencies. Make sure you are studying for the *RIGHT* exam!

Our next CRST Examination Preparation Workshop is taking place November 15 - 17, 2019.

We also offer the same material the students will receive in our Workshops for sale on our website. We offer both a CRST Examination Preparation Manual and Workbook. For more information, please visit this [page](#).

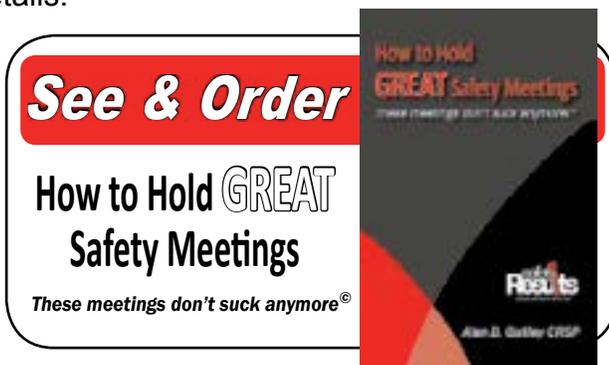
Compliments for our CRST Examination Preparation Study Material

"It was extra challenging without (the) BCRSP study guides... (Note: the BCRSP has not created Study Guides for this designation)

I am grateful to Safety Results for creating the CRST study materials, manual and practice exams alike. The manual guided my studying and the practice exams helped me to find my knowledge gaps and where I needed to study more. I focused my studying on what was in the manual, and it paid off as I have received confirmation that I successfully passed the exam. I am very pleased and proud. Thanks!"

CSSE Member Discount!

We are pleased to offer a 10% discount on our CRSP and CRST Workshops as well as study material to current members in good standing of the CSSE. Please contact [Marie](#) for more details.



Compliments for our CRSP Examination Preparation Workshops

"I just want to let Alan and you know that I was successful in the February writing of my CRSP Exam! I just received notification that I passed. Attending your course in early February, and utilizing all of the provided materials made a huge difference in my ability to be successful!"

"Thank you again for sharing your knowledge and experience for the benefit of prospective CRSP candidates!"

"Thank you for your hospitality over the weekend. All aspects of the course were so well put together and organized. Very much appreciated."

"Just wanted to let you know, I got my letter that I passed! Thanks again for all your help in the prep course."

"The hard work you are putting in is so valuable to the success of future CRSP Candidates. Your material helped me tremendously and I really appreciate all the work you put into building your program. Thanks for all you do, Alan!"

"Just thought I would let you know that I was successful in my first attempt at the CRSP exam. I wrote the test in June and received the results today. Thanks again for the help."

"Keep up the great work, Alan! Your material certainly helped me pass the test this February."

"I received the good news in the mail today! PASS! Thanks for all of the help, great course. All the best Alan and Marie!"

"Just a quick note that I received my exam results back yesterday and I passed! Your prep course and study materials were very helpful and I really appreciate it! Thank you again"

Congratulations and thank you for your wonderful comments! We really enjoy receiving testimonials such as these!

CRSP EXAMINATION PREPARATION WORKSHOPS

Sherwood Park	July 19 - 21, 2019
Sherwood Park	September 20 - 22, 2019
Sherwood Park	November 1 - 3, 2019

Stay tuned for our Calgary Workshop dates!

Our intense 3 day CRSP Examination Preparation Workshop fee is \$999.00 + GST. Here's why we know we can help and why you should thoroughly investigate before choosing your CRSP Examination Preparation Workshop and product provider.

Our Workshop price includes the following:

- Study material continuously updated to the current 2015 BCRSP Exam Blueprint
- Our Manual, Workbook, Series 1 & 2 Multiple Choice and Long Answer FlashCards (\$910.00 value)
- Our Handbook that contains more practice questions and answers (Handbook is available *only* to participants at the workshop)
- Material is enclosed in a coveted Safety Results canvas attaché bag which includes pen, highlighter, calculator, notebook for notes and Post-its.
- Lunches and refreshment breaks
- Special offer – We were the first workshop provider with a special offer for participants of our Workshop: If you challenge the CRSP exam and are unsuccessful, you may attend another sponsored Safety Results Ltd. CRSP Examination Preparation Workshop for a nominal fee. (Workshop must be based on the 2015 BCRSP Blueprint - further conditions apply - please inquire for details).

When broken down, the value-added features, the quality of our material and our instructor cannot be beat. We've been doing this for a long time and we're extremely proud of what we offer.

What makes us different?

- If you learn better by sifting through mountains of paper presented in a random and an illogical manner, this is not the Workshop for you.
- If you learn better by sitting and answering hundreds of practice exam questions without direction, this is not the Workshop for you.
- If you learn better by reviewing regurgitated copies of the BCRSP's Study Guides (that you've already paid for!), this is not the Workshop for you.

How do we know all this? Students who have taken other providers' Workshops have told us. Ours always wins, hands down, every time.

"It's really important to know who is trying to teach you something". - Alan D Quilley CRSP

Learn from Alan Quilley CRSP, our engaging, dynamic instructor and who teaches you how to study, truly demonstrating that you can enjoy learning. He's a **proven** industry leader in safety, a working CRSP who not only consults, but trains within North America and internationally. He actively works with companies, helping them create their Health and Safety programs. He doesn't just teach it, he lives it. With his decades of practical experience in OH&S, highly qualified in adult education and the techniques to help you focus your studies, why look elsewhere?

Our course format is often imitated but never surpassed. Don't get taken in by cheap imitations of our process, format and content.

For more details and to register, please visit our [CRSP Workshops](#) page.

And remember that if you are unable to attend one of our Workshops, you can purchase the very same Manual, Workbook, Multiple Choice/Quick Answer and Long Answer FlashCards that our students receive in our Workshops. Visit our [CRSP Exam Prep Materials](#) page for more details!

