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#### “Oh no! We’ve just had a Winston!”

Article by Alan D Quilley

*Reprinted from Alan’s book “MORE Creating and Maintaining a Practical Based Safety Culture”*

#### Call it whatever you like, but when someone is injured, it’s time to respond

Like most people I know and work with, I try to learn something new every day. Call it my personal commitment to my own training. A resource that many of us have come to rely upon for easily accessible information and exchange is the Internet. At the click of a mouse, we can be exposed to a new idea or opinion. This easy access can of course be problematic. We all need to sort through the fact from fiction, the myth from reality, the opinion based on evidence and the opinion based on emotion.

Recently I was reading through the current debate a community of safety folks was having about the use of the term “accident” versus “incident.” I personally believe this frequent debate will be resolved right after the chicken and egg debate. In this most heated exchange, there were some well-stated arguments and some clever clichés and even the odd witty turn of a phrase. Some made me smile — others just made me shake my head at the apparent development of strong opinion without any apparent information.

#### Adding humour to the debate

All this debate got me thinking through what I fundamentally thought about accident / incident causation and why I believed what I did about this highly debatable subject. Those of you who have read my book “*The Emperor Has No Hard Hat*” will know that I have even jokingly called them a “Winston.” My apologies to all the folks named Winston out there. It’s a fine name for a human, not such a good name for a downgrading situation we didn’t want to happen.

To avoid the debate, I’m going to continue to call them Winstons. So let’s explore this important subject with a smile on our faces. You may just want to review your own Winston causation beliefs.

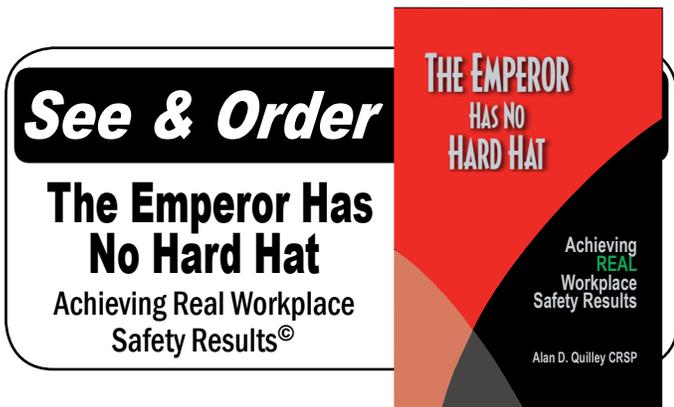
Contact Safety Results

Alan D. Quilley CRSP

780-710-0276

[aquilley@safetyresults.ca](mailto:aquilley@safetyresults.ca)

[www.safetyresults.ca](http://www.safetyresults.ca)



true that 88% of all Winstons are caused by unsafe acts. Feel free to remove that slide from your Winston investigation training PowerPoint presentation;

- While you're at it, you can delete Heinrich/Bird ratio triangles too. Those also have very suspect data to support the theory. Simple logic will clarify that in some cases, the ratio of near misses to serious/fatal injuries is way off the norm. If you're still in doubt, read some of Dan Petersen's discussions on the subject. It's at least four decades newer;

- There are no root causes to a Winston. The many contributing factors are just that, they are factors. Labeling one factor as more important than another is like suggesting that in the multiplication problem " $24 \times 3 \times 4 = 288$ ", the 3 is more important than the 24 or the 4. All are necessary to get to the correct answer. If you're clever, you're going to fix all the causes anyway;

- The causes of a Winston are not like a nice neatly lined up set of dominos ready to be pushed over by some unsafe worker or management system defect. Winston causes are multi-linear and multi-connected factors; and

- To analyze Winston causation, all we need to do is to keep asking "Why" to every factor we uncover. When we get the all-important answer our parents often gave us of "just because" then we can stop asking "Why?"

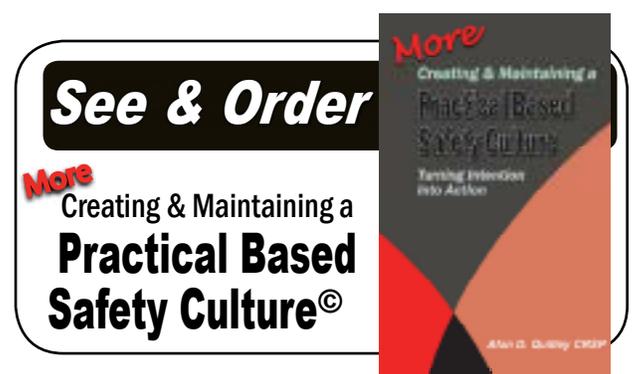
I'm sure I've done little to resolve the debate. In fact, I'm confident that some of you even got a bit emotional reading my axioms. If so, mission accomplished. Because if there's one thing I've learned, it is that if we don't think differently about safety then we won't do anything differently about the way we manage safety. We're hardly at a stage where we can rest on the answers we've come up with so far. Good luck with your Winston prevention efforts!

I've investigated many Winstons in my time and through trial and error and a few falling dominos I have come to favour one Winston causation model above all others. I believe Winstons are caused when harmful energy follows a path to the person or thing. I believe we have two distinct and different opportunities to place barriers between the energy and the person/thing we don't want damaged. Some barriers are placed close to the energy while other barriers are placed close to the person/thing being protected.

### Winston energy/barriers axioms

The energy/barriers causation model has me convinced that:

- Winstons are unplanned events that are caused by many factors;
- We know we've had a Winston when harmful energy has come into contact or nearly come into contact with a person/thing that we didn't want to be exposed to that energy. These "close call" Winstons by the way, are called "near Winstons";
- A serious Winston has happened when the energy was strong enough to exceed the human or damaged thing's capacity to withstand the energy. It's important to remember that we don't have to count the Winston in our statistics if we can find light duty for the injured worker or have maintenance fix the damage under "scheduled maintenance." We can now claim success in our Winston prevention program;
- Heinrich was wrong! His observations about Winston causes were based on data collected from supervisors in the 1930s. Hardly an impartial scientifically based data set to make such a long lasting conclusion. It is simply not



## **NEW! CRST Examination Preparation Workshops and Material**

Safety Results does it again! We are very excited to announce that our first CRST Examination Preparation Workshop is now available for booking! The Workshop will be held May 1 - 3, 2019 in Sherwood Park.

Our CRST Examination Preparation Manual and Workbook are also now available for purchase on our website. For more information, please visit this page. For more information and to register for our CRST Workshop, please visit this [page](#).

### **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.

### **Canada-Alberta Job Grant - Using towards our CRSP Workshops**

A participant of one of our CRSP Examination Preparation Workshops was able to, via their employer, obtain funds from the Alberta-Canada Job Grant to use towards the registration fee for our Workshop! In their case, the employer paid 1/3 and the Grant picked up the balance. The Applicant Guide, Application Form and more information is located at this [website](#).

Our involvement was quite limited, other than providing a letter to the employer confirming details of our Workshop. This may be a viable option for employees that fit within the grant's criteria.

### **LinkedIn CRST & CRSP Study Group**

Alan created this LinkedIn group for those that are planning on writing the exam to discuss study strategies and tips. Join us at:

[CRSP & CRST Exam Preparation Study Group - Sponsored by Safety Results Ltd.](#)

### **On The Net**

From the AIHA:

[AIHA Releases their Public Policy Agenda 2019–2020](#)

From OH&S Law:

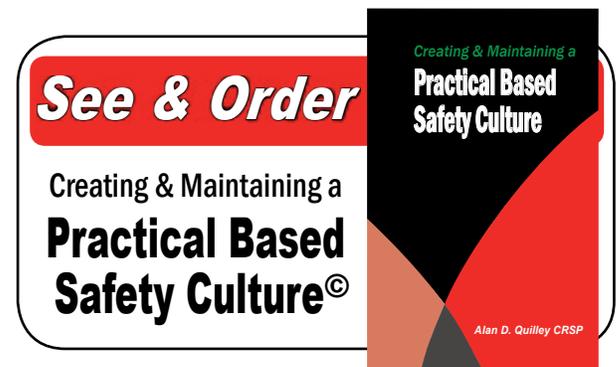
[Alberta bans mandatory high heels in the workplace](#)

## **Compliments for our CRSP Examination Preparation Workshops**

*I just wanted to send you a quick note and let you know that I PASSED my CRSP. I passed on my first attempt and am very pleased, I feel grateful and humbled to be a part of this professional group.*

*I enjoyed taking your course as it showed my weak areas and helped me to hone in on the areas I needed to focus. After your course I did continue to procrastinate to study as I felt overwhelmed by in the information I still needed to absorb. It was this October that a few friends challenged me to write the exam. The next writing opportunity was in 2 weeks and I knew that I had to study hard to achieve my goal. I blocked everything out of my schedule and took the next 14 days at 10 hours a day to learn all of the material (my husband and kids were so supportive). Your books were my guide and helped me to organize my thoughts and study notes. I truly don't think I could have done it without your books as a guide.*

*My strategy was to go through all of your material and make my own condensed notes. I then took all my condensed notes and went through the official CRSP study guides and added more into my notes. Along the way I completed the tests and when I got a question wrong I added the answers into my notes to further strengthen them. I loved the flashcards and could do them all with 100% by the end of it.*



## CRSP EXAMINATION PREPARATION WORKSHOPS

Sherwood Park	March 27 - 29, 2019 (7 seats left)
Calgary	April 10 - 12, 2019 (minimum registration requirement)
Sherwood Park	July 19 - 21, 2019
Sherwood Park	September 20 - 22, 2019

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:

- Material updated to the current 2015 BCRSP 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 are the only workshop provider that has 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 and further conditions apply- please check with us for more details.

***When broken down, the value added features of our Workshops cannot be beat.***

### ***What makes us different?***

- If you learn better by sitting and listening to a lecturer drone on and on, this is not the Workshop for you.
- 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.

Why not learn from Alan Quilley CRSP, our dynamic instructor who engages participants, and teaches you how to study, truly demonstrating that you can enjoy learning? He's a proven industry leader who actually works with companies, helping them create their Health and Safety programs worldwide. He's a working CRSP who consults and also trains internationally.

### ***We don't just teach it, we live it.***

Our course format is often imitated but never surpassed. Don't be fooled by cheap imitations of our process, format and content. Safety Results Workshops are the gold standard of preparation workshops.

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!