

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line
issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

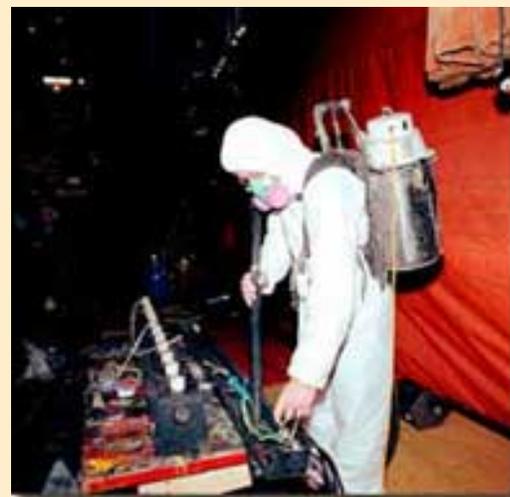
[Division of
University
Relations
Home Page](#)

THE COMMUNICATOR

MEMORIAL UNIVERSITY'S EMPLOYEE NEWSLETTER

Vol. 17 No. 1

March 2003



Safety first! (L-R) Geraldine Kennedy, environmental officer, and Kevin Kane, safety officer, clean up a spill in the Biotechnology Building; an unidentified worker, properly suited up for the job, begins the asbestos remediation abatement process in the former Thomson Student Centre. Over the next year the centre will be transformed into the INCO Innovation Centre.

This issue of *The Communicator* highlights the importance of maintaining a high standard of occupational health and safety. Memorial University, like other large organizations, has staff dedicated to ensuring that the workplace is a healthy and safe place to work. In addition, the university is currently trying to improve a computerized management system which will help all employees build a culture of safety on the campus. In keeping with this idea of highlighting issues of concern to employees, upcoming issues of *The Communicator* will focus on such issues as wellness, benefits, pensions, and training, among others.

[Top of Page](#)

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Campus Life

THE COMMUNICATOR

[Safety-What's your responsibility?](#)

[All Employees Spring Fling](#)

[Notice to Pensioners](#)

[Campus fundraising event a success](#)

[Festival 500 is Coming](#)

[Holiday Schedule](#)

[Communicator Schedule](#)

[Long-serving employees recognized](#)

[Safety training](#)

Safety — What’s your responsibility?

Maintaining a safe and healthy work environment is a crucial function of any organization or business. The university has its share of typical safety concerns: the use of chemicals for cleaning and for study, construction safety hazards, biosafety, working in confined spaces, heat-generating equipment, the use of power tools and heavy machinery. Ergonomic considerations have also emerged as a work place safety issue in recent years. Air quality can also be a safety issue and is one that the university has proactively addressed in the past.



A comfortable, well set up work space can reduce injuries.

Given the multitude of work places and diversity of work carried out at Memorial, it’s not surprising that the institution also has areas of concern that may not be so obvious to the untrained eye. Memorial’s officials are ultimately responsible for fostering and maintaining a safe work environment. For that reason, the Department of Facilities Management has an office of Safety and Environmental Services. This office scans the university environment, spots potential problems and deals with them so that people aren’t injured. They also organize training for employees who need safety certifications, or for those who will work in areas or carry out procedures that require special training. They also interact with deans, managers, supervisors and directors, among others, on safety issues. In some cases, they are involved in environmental clean-up directly, or they may supervise changes to a procedure or physical space so that it is made safer for employees. Putting safety principles into practice and improving the management system used to keep track of all the occupational health and safety needs is the work of the

current manager, Ken McLean.

Broad spectrum of safety

Mr. McLean has been in the safety business for a number of years, and says that the university is a big place covering the whole gamut of safety issues. “Because of the scope of its operations and depending on the spectrum of research at any given time, and on the level of activity in capital projects, the university environment practically covers the total spectrum of risks in the term occupational health and safety,” Mr. McLean told *The Communicator* recently. “The obvious ones are laboratories and fires in the university residences and things like that. But we also have students who do a lot of work outside of the university, on field trips for example, and we have a lot of sub-contractors doing work on construction projects associated with the university, and many people may not be aware that the university is actually responsible for the health and safety of all those activities.”

Mr. McLean notes that while Memorial has a good safety record, he will strive to make improvements and create a system that will help manage his office’s responsibilities. His office must ensure that procedures are in place to ensure safety is one of the outcomes of any given university activity. “The safety office is responsible for ensuring that the university has a procedure to manage risks, irrespective of what activity is being undertaken on the field trip,” Mr. McLean said. “*Under the Occupational Health and Safety Act* in the province, the responsibility for ensuring that those risks are dealt with lies with the person who is in charge of that particular field trip, which may be a post-graduate student or a faculty member. That person has a role to play in ensuring that the people who go on the field trip understand the risks associated with that trip, and have some program in place to ensure that they’re guarding against those risks.”

Computers help

If it sounds like his office staff have a lot to worry about, it’s because they do. To help manage the work, Mr. McLean is improving the computerized management system used to track safety performance. The system works like a large safety database that keeps track of hazards, certification, procedures, injuries and other crucial pieces of information. “I’m looking at the total span of the university’s operations...both in terms of identifying the risks, being able to do an assessment of the risks and looking at what procedures we have to have to control them; and then, having the documentation to demonstrate that we are doing that,” he said.

“Whether that’s the implementation of a training program, as we’ve done in the boating and diving safety area, or whether it’s actually a capital project aimed at rectifying or modernizing a laboratory or a course aimed at training people on fall protection on construction projects, we need a management system that identifies those risks and then ensures that the people who are accountable for managing those risks know exactly what is required.”



Safety gloves, goggles and other safety gear is essential.

Mr. McLean is clear about the need for all employees of the university to see safety in all its dimensions. "It's very common to hear, particularly from representatives from regulatory agencies, that safety is a shared responsibility," Mr. McLean explained. "That is true only up to a certain point. All employees have a responsibility to work in a safe manner, but the responsibility of an employee is different to my responsibility as manager of Safety and Environmental Services. And it's also very different from the president's responsibility and it is different from a supervisor's in the utilities annex. We all have the responsibility to work safely as employees: we have different responsibilities to safety depending on what position we hold within the university. And people need to understand what their particular responsibilities are."

Report potential hazards

Mr. McLean said that, while employees do report injuries, they should be just as conscientious about reporting potential hazards. "What we need to look at is people reporting the potential for incidents so that we get a better picture of the pattern of potential injuries that could possibly occur," he said. "If a person is unsure about a particular situation, then they should call us so that we can visit the site and assess it for ourselves; by doing that, we all help to build a (culture of safety) on the campus.

Ken McLean can be reached at 737-4393, kmclean@mun.ca

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

Campus Life

THE COMMUNICATOR

All Employees Spring Fling

Following the great success of the All Employees Christmas Party look out for the follow-up: the All Employees Spring Fling. ([For more details on the success of the Christmas party](#))

The All Employees Spring Fling will feature an evening of Karaoke and Dancing and takes place on Thursday, April 24, from 5-10 p.m. at the University Club, located on the Fifth Floor of the Arts and Administration Building. Further details will be announced on MUN Newsline in the coming weeks.

The organizing committee will be selling tickets for 50/50 draws (with big prizes as before), every two weeks until then. The first draw was held on March 7.

All proceeds from the first draw were donated to the Badger Relief Fund. Future funds will go toward the cost of the party and after the party a portion of the remaining funds will be donated to the Badger Relief Fund or another worthy cause.

Please purchase tickets to support this worthwhile cause and the party. Also plan now to attend the All Employees Spring Fling on April 24 to show off your exceptional talents or just to have a laugh.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Campus Life

THE COMMUNICATOR

Notice to Pensioners

Enclosed with this issue of *The Communicator* are papers related to membership dues. The executive of the MUN Pensioners' Association would appreciate your returning these forms as quickly as possible. If you are receiving your pension from an alternate pension plan (e.g., TIAA / CREF) you can pay your annual fee of \$12. By enclosing a cheque made payable to MUNPA.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Search**Campus fundraising event a success**

This past fall staff members got together to put on a very successful campus Christmas party which was held on December 19. Over \$450 was raised for the campus food bank, and there were several food and toy donations. The committee would like to thank all those people who bought and sold tickets.



Partying for a good cause. (Seated L-R) Claude Horlick, human resources, presents a cheque for \$450 to Noel Veitch of Memorial University's Food Bank. Other committee members included (standing (L-R): Debbie Morrissey, Madeline Taylor; Ivan Muzychka, Jackie Kennedy, Ros Chafe, Sharon Fagan, Gwen Hanson, Lorilynn Rowsell, Kim Slaney, Baxter Pope. The committee is gearing up to put on a Spring Fling on April 24, 2003. [For more details.](#)

These companies donated prizes towards the Christmas party:

Atlantic Blue Cross Care
LeGrow's Travel
The Works
Browning Harvey
Technical Services
Labatt's Breweries
Myles - Leger Ltd.
Corporate Express
President's Office
M & M Pre-Pak
DWC Financial
The Fairmont Hotel
Hostess
CUPE 1615
CUPE 3336

Planning committee members:

Mike Callahan, Computing and Communications
Gwen Hanson, Finance and Administrative Services
Lorraine Cole, Finance and Administrative Services
Linda Corbett, Chemistry
Dot Joy, Education
Ivan Muzychka, University Relations
Cynthia Whelan, Facilities Management
Bruce Faulkner, Finance and Administrative Services
Lorilynn Rowsell, Housing, Food and Conference Services
Kim Slaney, Human Resources
Sheila Courish, Medicine
Elaine St. Croix, School of Nursing
Ros Chafe, Office of Research
Paula Corbett, Office of the Registrar
Catherine Mcgrath, Student Recruitment
Sharon Fagan, Technical services
Baxter Pope, Technical Services

Jackie Collins, Centre for Management Development
Susan Janes, Human Resources
Jackie Kennedy, Human Resources
Madeline Taylor, Human Resources
Debbie Morrissey, Human Resources
Claude Horlick, Human Resources
Roxanne Millan, Office of the VP (Academic)
Christine Burke, Housing, Food and Conference Services

We also had people selling tickets who were not on the committee, including:

Gerry Ford, Earth Sciences
Anita Davis, Biology
Annette Sullivan, Anthropology
Mike Fowler, Corporate Services and External Affairs, Marine Institute
Judy Constantine, Facilities Management
Linda Jackman, International Centre
Lenonce Morrissey, Mathematics
Cathy Purcell, Engineering and Applied Science

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

[Campus Life](#)

THE COMMUNICATOR

Festival 500

Festival 500 is Coming! The choral legacy that began in 1997 lives on this year. Choirs from 10 countries will be in St. John's to perform at FESTIVAL 500 Sharing the Voices June 29 - July 6, 2003. Organizers are looking for volunteers willing to help out and home-stay hosts willing to open their home to out of town choristers. For information, please contact Adele Petten, co-ordinator, Festival Programs I, at 709-738-6029 or email: information@festival500.com.

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

2. Good Friday	Friday, April 18
3. Victoria (Commonwealth) Day	Monday, May 19
4. Memorial Day	Tuesday, July 1
5. Regatta Day	Wednesday, Aug. 6
6. Labour Day	Monday, Sept. 1
7. Remembrance Day	Tuesday, Nov. 11
8. Christmas Day	Thursday, Dec. 25
9. Boxing Day	Friday, Dec. 26

[Top of Page](#)

SCHEDULE OF MARINE INSTITUTE HOLIDAYS 2003

1. New Year's Day	Monday, Jan. 1
2. Mid-March Holiday	Monday, March 17
3. Good Friday	Friday, April 18
4. St. George's Day	Monday, April 21
5. Victoria (Commonwealth) Day	Monday, May 19
6. Discovery Day	Monday, June 23
7. Memorial Day	Tuesday, July 1
8. Mid-July Holiday	Monday, July 14
9. Regatta Day	Wednesday, Aug. 6 (or as designated)
10. Labour Day	Monday, Sept. 1
11. Thanksgiving Day	Monday, Oct. 13
12. Remembrance Day	Tuesday, Nov. 11
13. Christmas Day	Thursday, Dec. 25
14. Boxing Day	Friday, Dec. 26

Have a story idea? Call 737-8665 or e-mail ivanm@mun.ca

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

[Campus Life](#)

THE COMMUNICATOR

Communicator Schedule 2003

Issue Date	Deadline
April	March 28
June	May 24
Aug.	July 19
Oct.	Sept. 20
Dec.	Nov. 22

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Search

Long-serving employees recognized



Memorial's President Axel Meisen hosted a luncheon on Wednesday, Feb. 5, to celebrate employees with 30 years of service to the university. Among those who were recognized were (L-R) Dr. Nathan Rich, Physics; Humphrey Dye, Technical Services; David Press, Engineering; Sylvia Kao, Biology; Beatrice Hall, Biochemistry; and Emir Andrews, Psychology.

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

Campus Life

THE COMMUNICATOR



For information about safety training or to report a safety hazard or a workplace injury, please call the Office of Safety and Environmental Services at 737-4393 or e-mail safety@mun.ca
www.mun.ca/facman

[<< previous page](#)

Appointments

Academic Appointments-Tenure-Track
Appointments-Regular Term
Other Appointments
Cross Appointments
Secondments
Tenures
Promotions
Retirements

Administrative Appointments
Contractual Appointments (one year or more)
Contractual to Permanent Appointments
Promotions
Retirements

The following career changes have received approval since the last issue of *The Communicator*. They are provided by Human resources and are current at the time of publication.

ACADEMIC Appointments — Tenure-Track

Cheng Li, Engineering and Applied Science, assistant professor, Jan. 1, 2003

Dr. David Morgan, Family Medicine, Faculty of Medicine, assistant professor, Sept. 1, 2002

Dr. Gerard Farrell, Family Medicine, Faculty of Medicine, assistant professor, Sept. 1, 2002

Anne-Marie Cantwell, Human Kinetics and Recreation, assistant professor, Dec. 1, 2002

Dr. Majid A. Abdi, Engineering and Applied Science, assistant professor, Jan. 1, 2003

Dr. Mohamed H. Ahmed, Engineering and Applied Science, assistant professor, April 1, 2003

Dr. Vernon Curran, Faculty of Medicine, assistant professor (medical education specialist), Nov. 1, 2002

Dr. Tia Renouf, Discipline of Family Medicine, Faculty of Medicine, assistant professor, Nov. 1, 2002

Dr. Heather Flynn, Discipline of Family Medicine, Faculty of Medicine, assistant professor, Nov. 1, 2002

Dr. Greg Brown, Discipline of Family Medicine, Faculty of Medicine, assistant professor, Nov. 1, 2002

Dr. Robert Bertolo, Biochemistry, assistant professor, and appointed to a Canada Research Chair (Tier II) in Human Nutrition, Oct. 1, 2002

[Top of Page](#)

Appointments – Regular Term

Dr. Andrew Latus, Faculty of Medicine and Department of Philosophy, assistant professor, Sept. 1, 2002 (one-year term)

Stacey Anthony, Queen Elizabeth II Library, librarian I, Sept. 1, 2002 (one-year term)

Catherine Lawton, Queen Elizabeth II Library, public services librarian, at the rank of librarian I, Sept. 30, 2002

[Top of Page](#)

Other appointments

Dr. Robert W. Davis, Chemistry, head, Sept. 1, 2002

Dr. Richard Ilgner, German and Russian, head, Sept. 1, 2002

Dr. Mark Joyal, Classics, interim head, Sept. 1, 2002

Dr. Ray Gosine, (Graduate Studies and Research), Engineering and Applied Science, acting associate dean, Sept. 1, 2002

Dr. Alan Goodridge, Discipline of Medicine, Faculty of Medicine, interim chair, Sept. 1, 2002

Dr. Robert Richards, P. J. Gardiner Institute, Business Administration, director, Jan. 1, 2003

Gerrit T. Maureau, Oil and Gas Development Partnership, executive director, Jan. 1, 2003

Captains Lloyd and Marlene George, Chaplins to the University, representing The Salvation Army

Dr. Anne Thareau, senior academic advisor at Sir Wilfred Grenfell College, Sept. 1, 2002

[Top of Page](#)

Cross-Appointments

Dr. Peter Cornish, Counselling Centre to Discipline of Family Medicine, Faculty of Medicine, Aug. 1, 2002

Dr. Elizabeth Church, Counselling Centre to Discipline of Family Medicine, Faculty of Medicine, Aug. 1, 2002

Dr. Ted Callanan, Discipline of Psychiatry, Faculty of Medicine, to Counselling Centre, Sept. 1, 2002

Dr. Kellie Hadden, Psychology to Counselling Centre, Sept. 1, 2002

Dr. Alice Gaudine, Nursing to Counselling Centre, Sept. 1, 2002

Dr. Shelly Birnie-Lefcovitch, Social Work to Counselling Centre, Sept. 1, 2002

Dr. Sushil Parai, Discipline of Laboratory Medicine, Discipline of Obstetrics and Gynecology, Faculty of Medicine, Aug. 1, 2002

Dr. Stephen Tomblin, Political Science to Division of Community Health, Faculty of Medicine, Nov. 1, 2002

Dr. Deborah Kelly, Pharmacy to Discipline of Medicine, Faculty of Medicine, Nov. 1, 2002

[Top of Page](#)

Secondments

Joe Byrne, assistant registrar, Office of the Registrar, to teach in English Language and Literature, Sept. 1, 2002

[Top of Page](#)

Tenure

Dr. Carole Orchard, Nursing, Sept. 1, 2002

[Top of Page](#)

Promotions

Dr. Jane Green, Faculty of Medicine, professor, Sept. 1, 2002

Dr. John McLean, Faculty of Medicine, professor, Sept. 1, 2002

Dr. John Smeda, Faculty of Medicine, professor, Sept. 1, 2002

[Top of Page](#)

Retirements

Dr. Roy Hostetter, Division of Fine Arts, Sir Wilfred Grenfell College, Aug. 31, 2003

[Top of Page](#)

ADMINISTRATIVE Appointments

William E. Marsh, Facilities Management, assistant director – operations and maintenance, Oct. 21, 2002

Dianne Mills, Queen Elizabeth II Library, library assistant I, Sept. 3, 2002

Andrea Murray, Continuing Education, instructor – I.T. program, Aug. 12, 2002

Mark E. Sullivan, Technical Services, technologist I, Aug. 26, 2002

[Top of Page](#)

Contractual to Permanent Appointments

Marc Bolli, School of Pharmacy, research computing specialist, Oct. 21, 2002

[Top of Page](#)

Contractual Appointments (one year or more)

Kerry Arnold, Faculty of Medicine, business consultant, Sept. 2, 2002

Alison J. Barrett, Business Administration and Arts, international internship officer, Oct. 15, 2002

Corinne E. Hynes, Alumni Affairs and Development, development officer (research and information management), Nov. 4, 2002

Annette McGrath, University Relations, special events coordinator, Aug. 26, 2002

Linda Morrissey, Biology, laboratory instructor, April 26, 2002

Marie Park, Nursing, intermediate clerk stenographer, Nov. 4, 2002

Natalie Slawinski, Business Administration, international program officer, Aug. 26, 2002

Jennifer Smith, Office of the Registrar, assistant registrar, Aug. 26, 2002

Elaine St. Croix, Nursing, senior secretary, Oct. 1, 2002

Heather Thistle, Social Work, clinical institute & clinical education coordinator, Sept. 16, 2002

[Top of Page](#)

Promotions

Luke Grenning, Faculty of Medicine, animal surgery technologist, Sept. 1, 2002

Thomas Pike, Technical Services, technologist III, Nov. 13, 2002

[Top of Page](#)

Retirements

Elfie Boehm, German and Russian, administrative secretary, Aug. 31, 2002

Douglas Hall, Biochemistry, amino acid laboratory supervisor, Aug. 31, 2002

Leonard Lahey, Marine Institute, technical assistant, Nov. 15, 2002

F. Ross Mercer, Facilities Management, enforcement & patrol officer III, Aug. 20, 2002

Dermott Penney, Marine Institute, instructor, Oct. 2, 2002

Donald Piercey, Marine Institute, instructor, Oct. 4, 2002

Slawomir Tobiasz, Marine Institute, instructor, Aug. 31, 2002

[<< previous page](#)

[Top of Page](#)

[next page >>](#)

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial Home Page](#)

[Communicator Home Page](#)

[Division of University Relations Home Page](#)

From the President

THE COMMUNICATOR

This issue of The Communicator is dedicated to highlighting safety in the workplace. This is appropriate given the size of our university, and given our wide range of work and types of workplaces. Reflecting the importance of safety, there have been changes to the province's Occupational Health and Safety Act that introduced mandatory occupational health and safety monitoring procedures. This kind of legislation has a primary purpose: to identify potential risks and record injuries.

Memorial, with more than 2,500 employees, is one of the largest employers in the province and we have a comparatively good safety record. This is largely the result of the dedication and attention of our employees. But that doesn't mean we have become complacent. In my view, one accident is one accident too many. Accidents can create enormous hardships, not just pain and disability, but also enormous emotional hardships for families.

While continuing to assist those who have suffered accidents and injuries, we must focus on accident prevention. Statistical data on accidents and near-accidents can provide a good guide to accident prevention and we will therefore continue to gather and disseminate them. Please study the data since they will give you insights into the most accident-prone activities.

Our safety office is working hard to develop ever better safety systems and procedures. It offers a variety of safety training and education seminars and courses, including topics such as Workplace Hazardous Materials Information System training, First Aid, CPR, Lifting and Materials Handling, Fire Warden Orientation, Fire Safety, Use of Fire Extinguishers, Radiation Safety, Biohazards, Laboratory Safety, among others. They would welcome your comments about additional topics.

I would like the university to have a "culture of safety," a culture where we succeed fully in preventing accidents from happening. Please help in this effort.

Axel Meisen



Dr. Axel Meisen

Axel Meisen.

PRESIDENT AND VICE-CHANCELLOR

What is Ergonomics?**Perspectives on health and wellness****What is Ergonomics?**

Ergonomics is the practice of fitting workplace conditions and job demands to the capabilities of the working population. The practice of ergonomics is based on principles of anatomy, anthropometry, biomechanics, physiology and psychology. While the principles of ergonomics are most commonly believed to be related to workstation design and the layout of the work environment, its scope is much broader. It can be applied at work, at home and in recreation.

Implementation of ergonomics principles will optimize the health, safety, comfort and efficiency of workers. Part of the prevention of injuries is the implementation of health and safety programs, including ergonomics.

The province's Workplace Health, Safety and Compensation Commission offers assistance to organizations that would like to develop ergonomics programs. The expectation is that people who work in a healthy, safe and ergonomically designed work environment will be healthier and more productive for a longer period of time. The provision of a safe environment will help employers to stay in compliance with the *Occupational Health and Safety Act*.

Prevention of muscular injuries can be achieved with proper training, precautions and equipment. Here are some simple principles you can follow when you are designing or modifying your workplace:

1. Keep everything (tools, materials, equipment) in easy reach.
2. Work at proper heights (in relation to the body of the worker).
3. Avoid excessive force where possible.
4. Work in a good comfortable posture.
5. Reduce excessive repetition.
6. Minimize general fatigue.
7. Minimize direct pressure on legs, feet and hands.
8. Provide adjustable workstations (chairs, tables, platforms).
9. Ensure easy access and provide clearance.
10. Maintain a comfortable environment (heat, light, humidity).
11. Improve work organization.

Adapted from the Workplace Health and Safety and Compensation Commission Web site www.whscc.nf.ca.

[Top of Page](#)

Perspectives on health and wellness

Dr. David Behm
School of Human Kinetics and Recreation
Memorial University of Newfoundland

How active do you need to be, to be healthy? Is it necessary to bounce around on Caribbean beaches wearing spandex tighter than your own skin? Why do guys on commercials for fitness equipment have no body hair? If I do buy that electrical stimulator for my stomach can I still watch TV and drink beer?



Obviously only the first question is a serious question. But if you watch your fair share of commercials and fitness programs, you may get a perverted sense of what it means to be healthy. Yes guys, you can have chest hair and still be healthy! Do you need to exercise everyday for an hour to be healthy? Absolutely not! Research has determined that as little as 500 extra calories over your typical weekly activities will significantly improve your fat composition and blood pressure. How much is 500 extra calories? An 80 kg (176 lbs) person could burn approximately 120 calories from a brisk 30 minute walk. Do that four times a week

and you are on your way to improved health. A greater amount of activity can provide even more dramatic benefits. If you burn an extra 2,000 calories per week, not only will there be improvements in blood pressure and body fat composition but also your blood lipid profile (related to cardiovascular disease). An extra 2,000 calories for a 80 kg person would equate to an easy half-hour run five days per week. If you add gardening, walks, walking up stairs instead of taking elevators, cutting the grass or shovelling snow, you probably only need a couple of runs, cycles or swims a week to attain an extra 2,000 calories burned.

So, if 500 extra calories is good, and 2,000 extra calories even better, then should you just exercise all the time and you will live forever? Research has determined that at a certain level of activity (about 3,000 extra calories per week), there are no additional health benefits. Sure, the person who runs 10 km everyday will kick butt in the Tely 10 road race, but there is no evidence that they will live any longer than someone who burns their extra 3,000 calories by walking the dog, playing rec hockey once a week, walking to work, mowing the lawn and getting on a bike once a week. Thus if you want to win the Regatta next August, get out there and work your butt off almost everyday, but if all you want to do is stay healthy and live to see your grandchildren grow up, get out of that chair and walk, don't drive to the corner store to buy your juice. Remember: the hardest part about exercising is getting off the couch!

Contents

[Front Page](#)

[Campus Life](#)

[Career Scene](#)

[From the
President](#)

[Health](#)

[The Last Word](#)

Search

[This issue](#)

[All on-line issues](#)

[Memorial
Home Page](#)

[Communicator
Home Page](#)

[Division of
University
Relations
Home Page](#)

The Last Word

THE COMMUNICATOR

A message from the director of Human Resources

The importance of a "safety culture"



Gerard McDonald

While the university is not an industrial enterprise, many of our operations have significant levels of safety risk associated with them. The mere size, diversity and uniqueness of our workplace, combined in many cases with older generation facilities and equipment, mean we must always be diligent when it comes to personal safety. Whether the risk is great or small, all employees face the potential of some form of injury in our workplace.

The university's safety record is a reasonably good one. While we have experienced 23 lost-time accidents so far in 2002-03, most of these have fortunately been short term in nature, and very few employees have been away from work for more than two or three days. However, we should ask ourselves – is this good enough?

There is always room for improvement. In an ideal world, of course, we would have no accidents in our workplace. In reality, this is probably not possible on a sustained, long-term basis. Despite our best efforts, accidents do sometimes happen. However, the experience of other organizations may be instructive. Hibernia, for example, has not experienced a lost-time accident in over two years.

If you talk with organizations who are leaders in the area of safety, you will inevitably hear them talk about their "safety culture". What do they mean? Can we learn anything from them that may guide us in our every day work as individual employees in a university setting? In such organizations, my experience has been you will find employees who share a strong commitment to some key values and beliefs around safety. These include the following:

1. **Safety is Job One** — Senior management are visible champions of the safety agenda, and share a clear commitment to safety as the organization's number one workplace

priority. Employees feel the same way.

2. **The goal is zero injuries** — One of the hallmarks of a strong safety culture is an embedded, institutionalized belief that all accidents are preventable. Accidents which do occur do not deter the organization but are treated as learning experiences. Sustaining a zero or near-zero accident record is a source of organizational pride and is celebrated.

3. **Safety is everyone's business** — Personal safety is seen as a concern and priority for each and every employee, no matter their position, rank, or type of work. Employees share in the responsibility for their own safety, and are concerned for the safety of others.

4. **Safety awareness is constant** — Safety awareness is a state of mind. Employees are alert to safety risks in their environment at all times, they proactively report potential safety hazards, and they take measures if necessary to prevent injury to others. Safety awareness is internalized to the point it becomes second nature, and becomes part of the employee's behavior pattern both inside and outside the workplace.

Many employees are very acquainted with these principles, and practice good safety. However, if one or more of the above causes you to think about safety in a different way than in the past, I would encourage you to consider what you might change or do differently in your everyday activities. I'm certain that you will benefit. So will the co-workers, students and family members who are around you.

Comments? Suggestions? E-mail Gerard at Gerard.McDonald@mun.ca
