

# SAFETY / HEALTH

Two Sides of the Same Coin

Alex Mercer, MSc., CIH, ROH



# AGENDA

Introduction

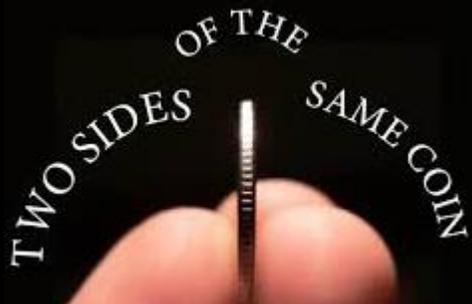
What is Health? What is Safety?

Shared Goal

Foundational and Functional  
competencies

Overlap

Summary



# INTRODUCTION

From St. John's, NL

Microbiologist turned Industrial Hygienist

BSc. in Cell/Molecular Biology

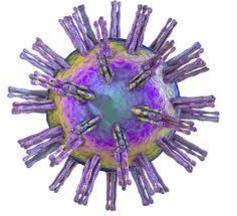
MSc. in Medical Microbiology and Immunology

NAIT (Occupational Health & Safety)

Certified Industrial Hygienist (CIH)

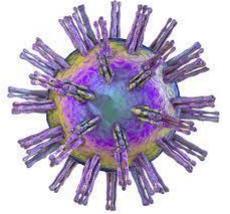
Registered Occupational Hygienist (ROH)

Western Canadian Director and Treasurer of Canadian  
Registration Board of Occupational Hygienists (CRBOH)



# INTRODUCTION

Operations Manager and IH for JADA Solutions (HSE) Inc.



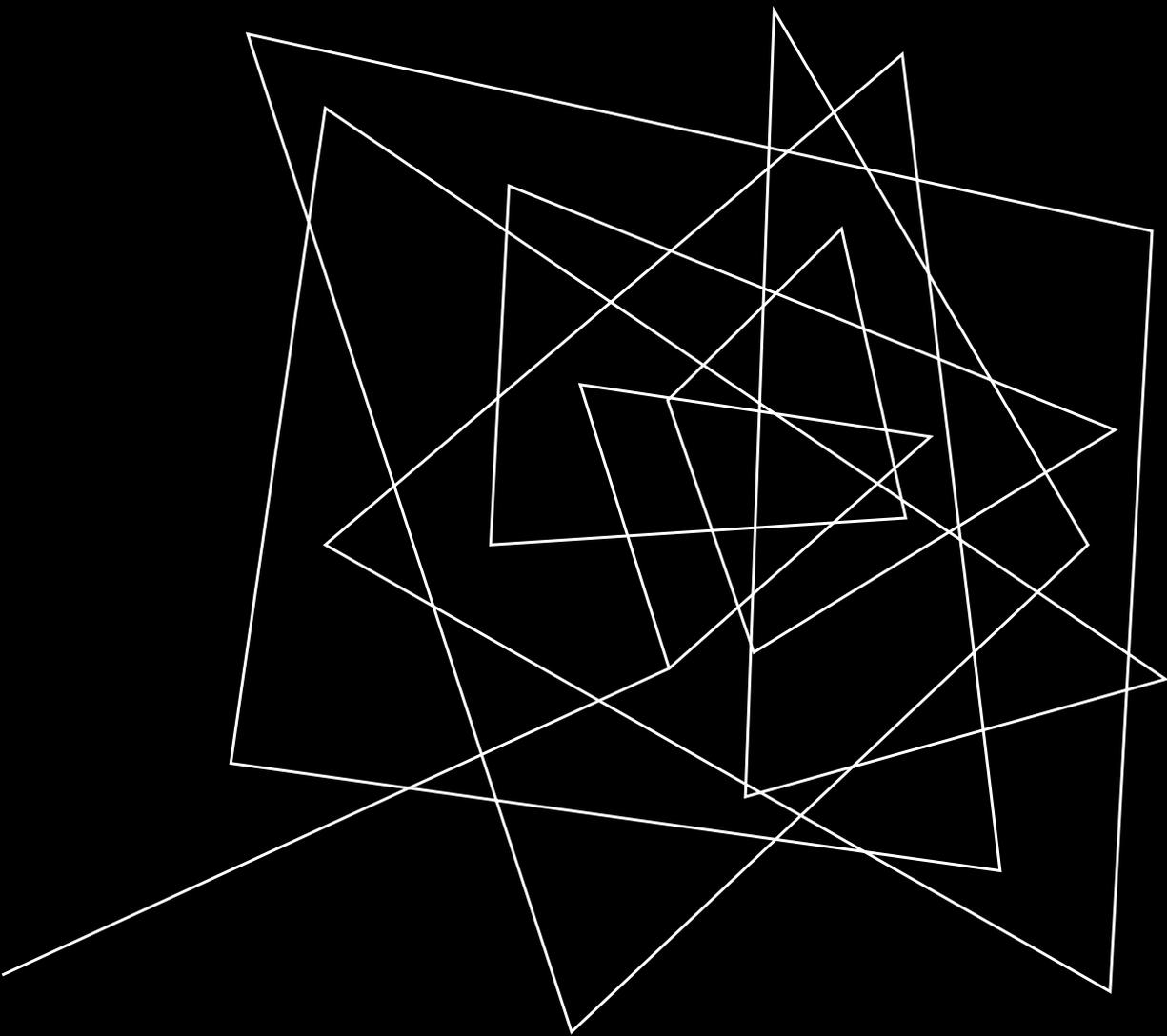
**Alex Mercer, MSc., CIH, ROH** (She/Her)

Operations Manager at JADA Solutions (HSE) Inc., Western/Central  
Canadian Director for the Canadian Registration Board of Occupational  
Hygienists (CRBOH)

Edmonton, Alberta, Canada · [Contact info](#)

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HEALTH/SAFETY

Defining Health and Safety...

**“THE STATE OF BEING FREE FROM  
ILLNESS OR INJURY”**

Oxford Dictionary

Defining Health and Safety...

**“THE CONDITION OF BEING  
PROTECTED FROM OR UNLIKELY TO  
CAUSE DANGER, RISK, OR INJURY”**

Oxford Dictionary



## Defining Health and Safety...

“The state of being free from illness or injury”

“The condition of being protected from or unlikely to cause danger, risk, or injury”

*Combined...* A state of being free from illness and injury (well-being) *through* protection from risk.

**“PREVENTING WORK-RELATED  
INJURIES, ILLNESSES AND FATALITIES  
BY WORKING WITH EMPLOYERS AND  
WORKERS”**

<https://www.alberta.ca/occupational-health-safety.aspx>

“The state of being free from illness or injury”

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Defining “Health and Safety”...

A STATE OF BEING FREE FROM  
ILLNESS AND INJURY (WELL-BEING)  
*THROUGH* PROTECTION FROM RISK.

Defining “Health and Safety”...

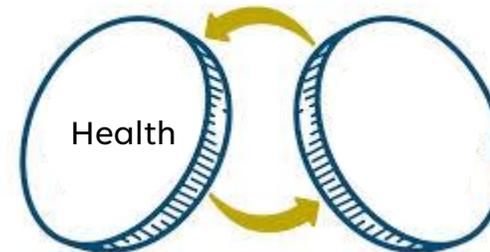
A STATE OF BEING FREE FROM  
ILLNESS AND INJURY **(WELL-BEING)**  
*THROUGH* PROTECTION FROM RISK.

Defining “Health and Safety”...

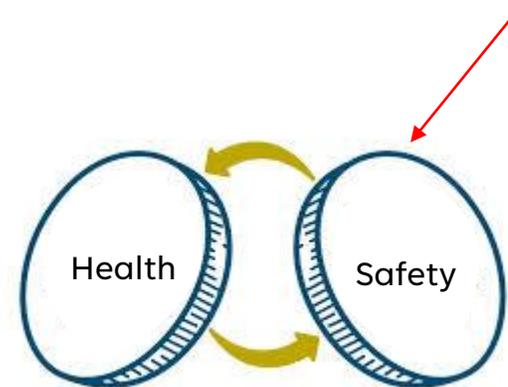
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Defining “Health and Safety”...

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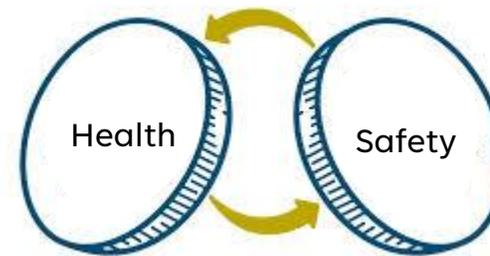
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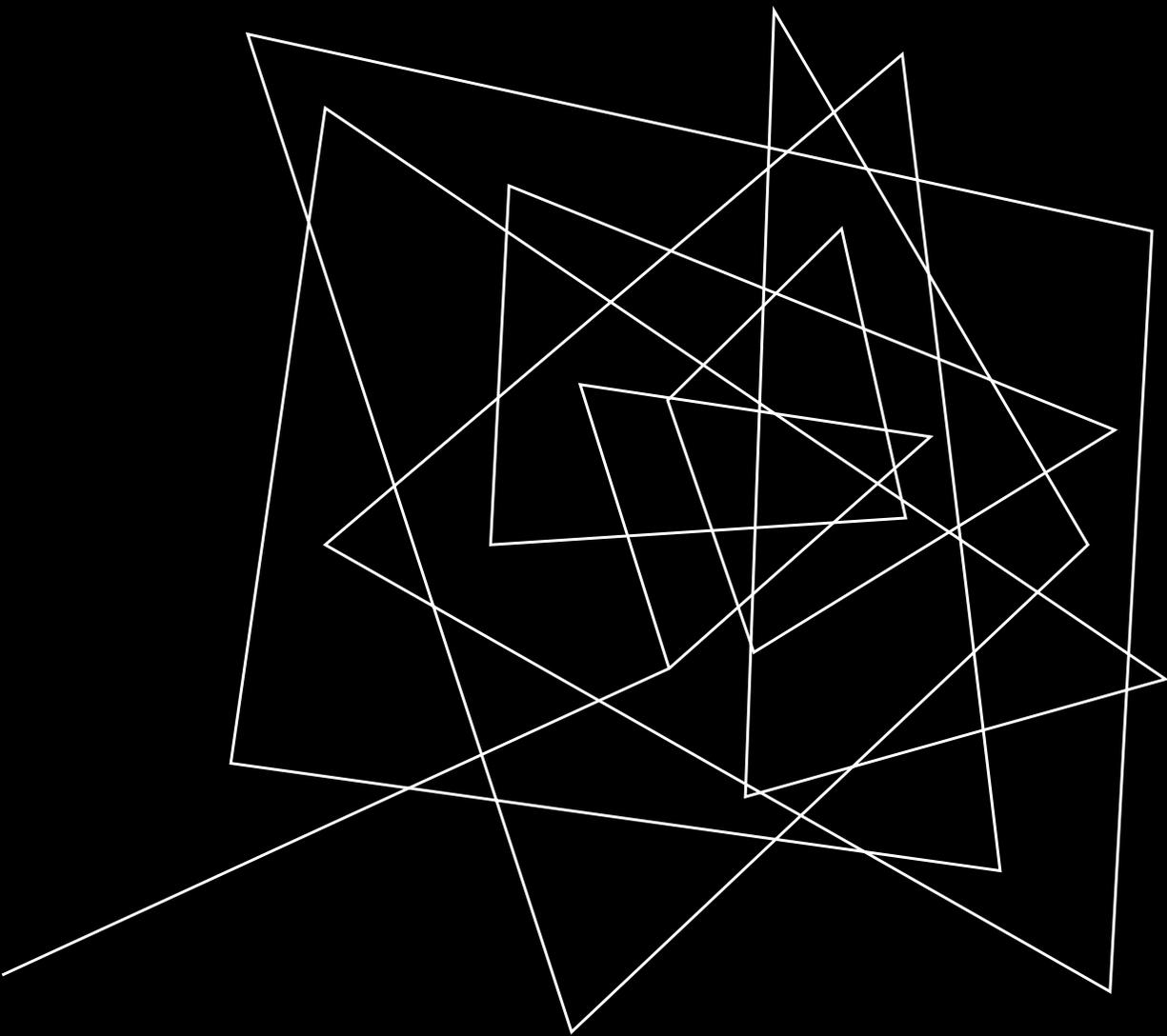




Defining “Health and Safety”...

A STATE OF BEING FREE FROM  
ILLNESS AND INJURY (WELL-BEING)  
THROUGH PROTECTION FROM  
RISK.





SHARED GOAL

# Goal

A state of being free from well-being through protection from risk



**Safety Professional**



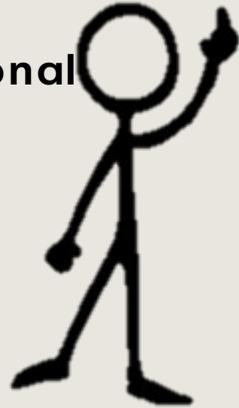
**IH Professional**

# Goal

A state of being free from well-being through protection from risk

Foundational  
competencies

Safety Professional



IH Professional



# Goal

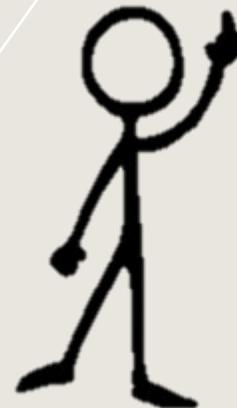
A state of being free from well-being through protection from risk

Foundational  
competencies

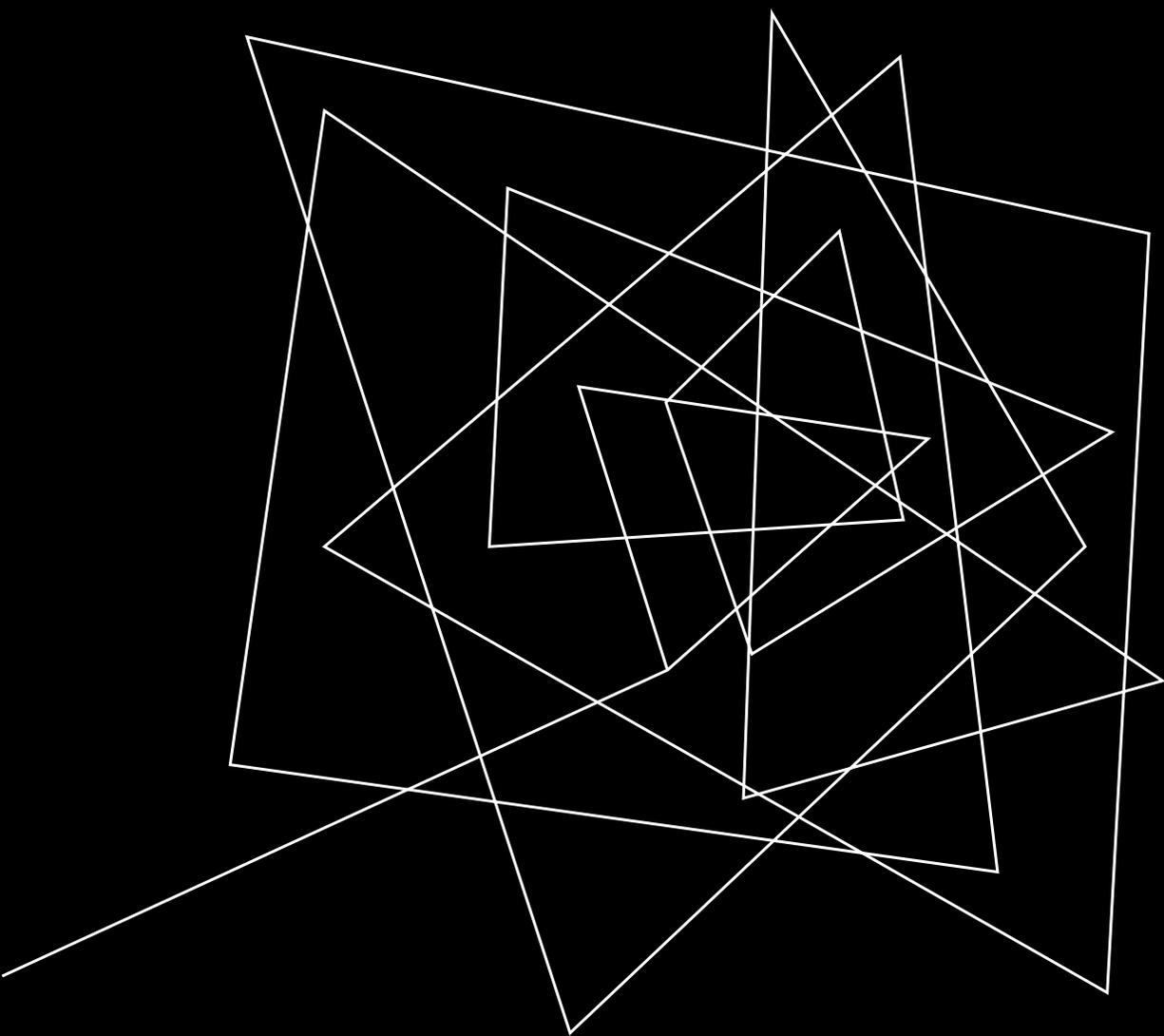
Safety Professional

IH Professional

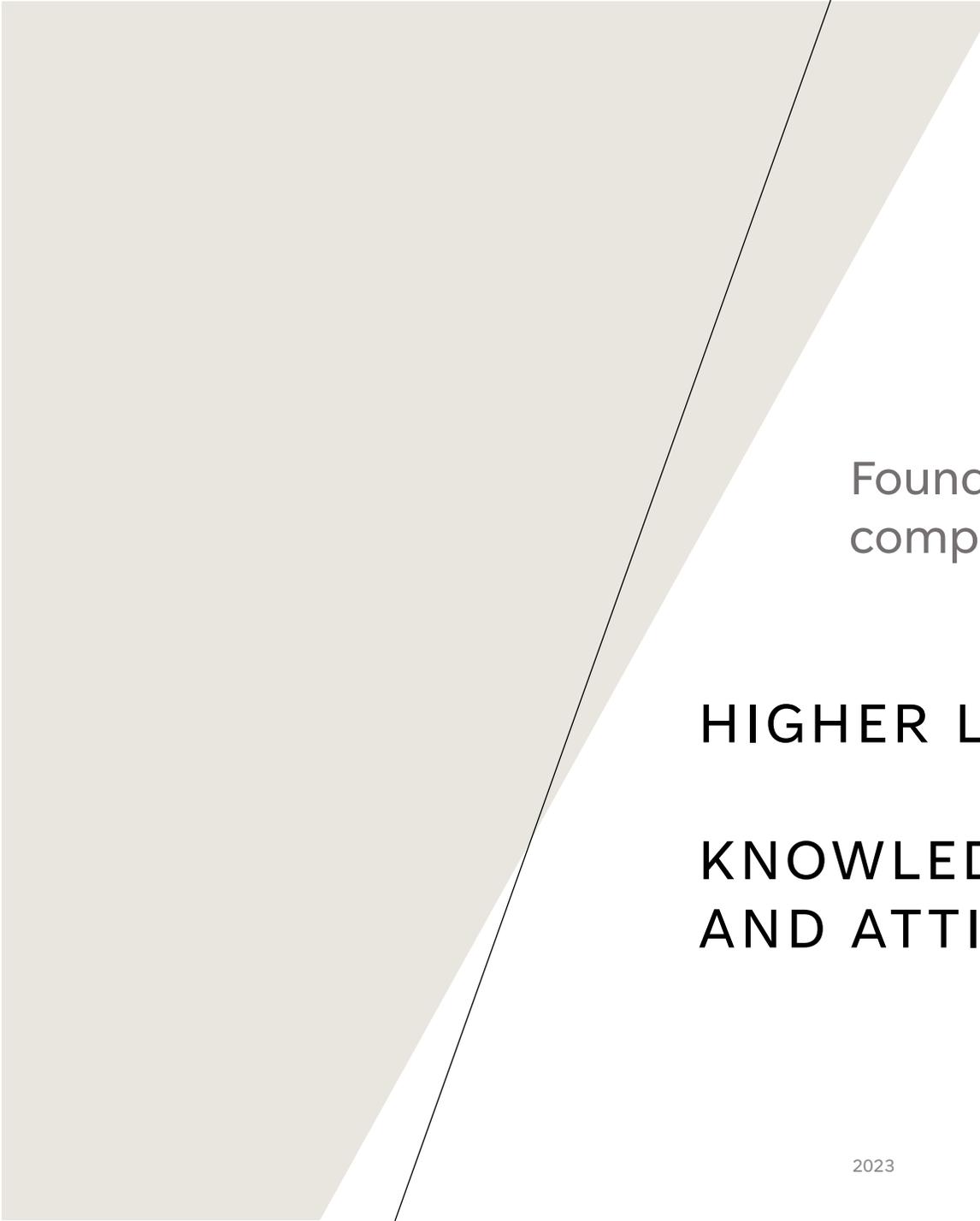
Functional  
competencies



Health and Safety  
Two Sides of the Same Coin



# FOUNDATIONAL COMPETENCIES

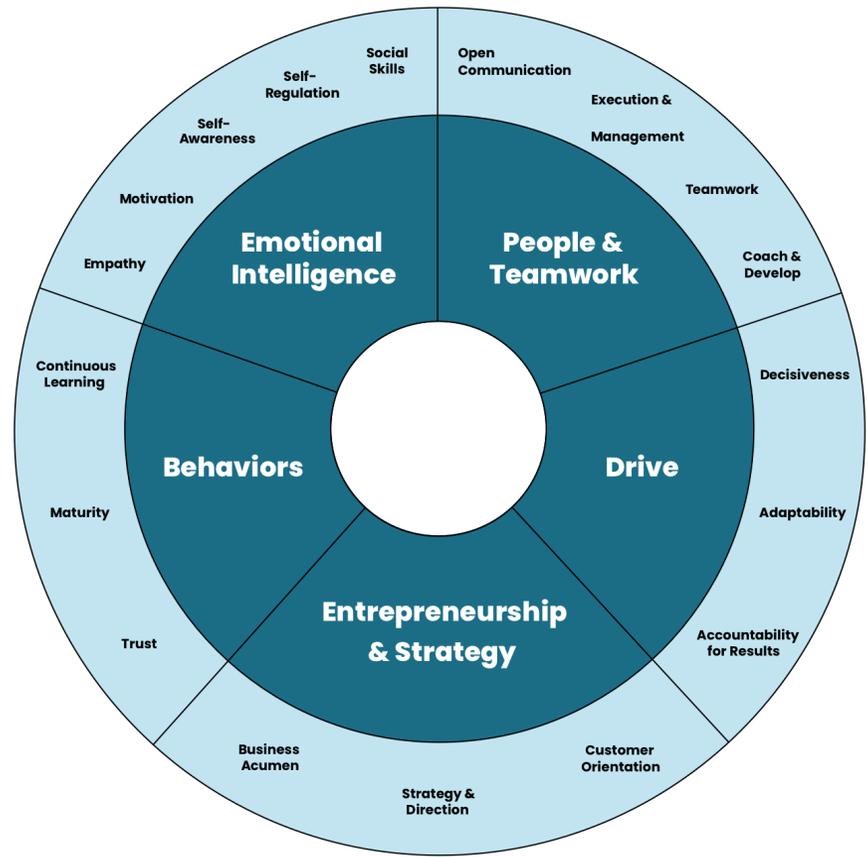


Foundational (CORE)  
competency

**HIGHER LEVEL...**

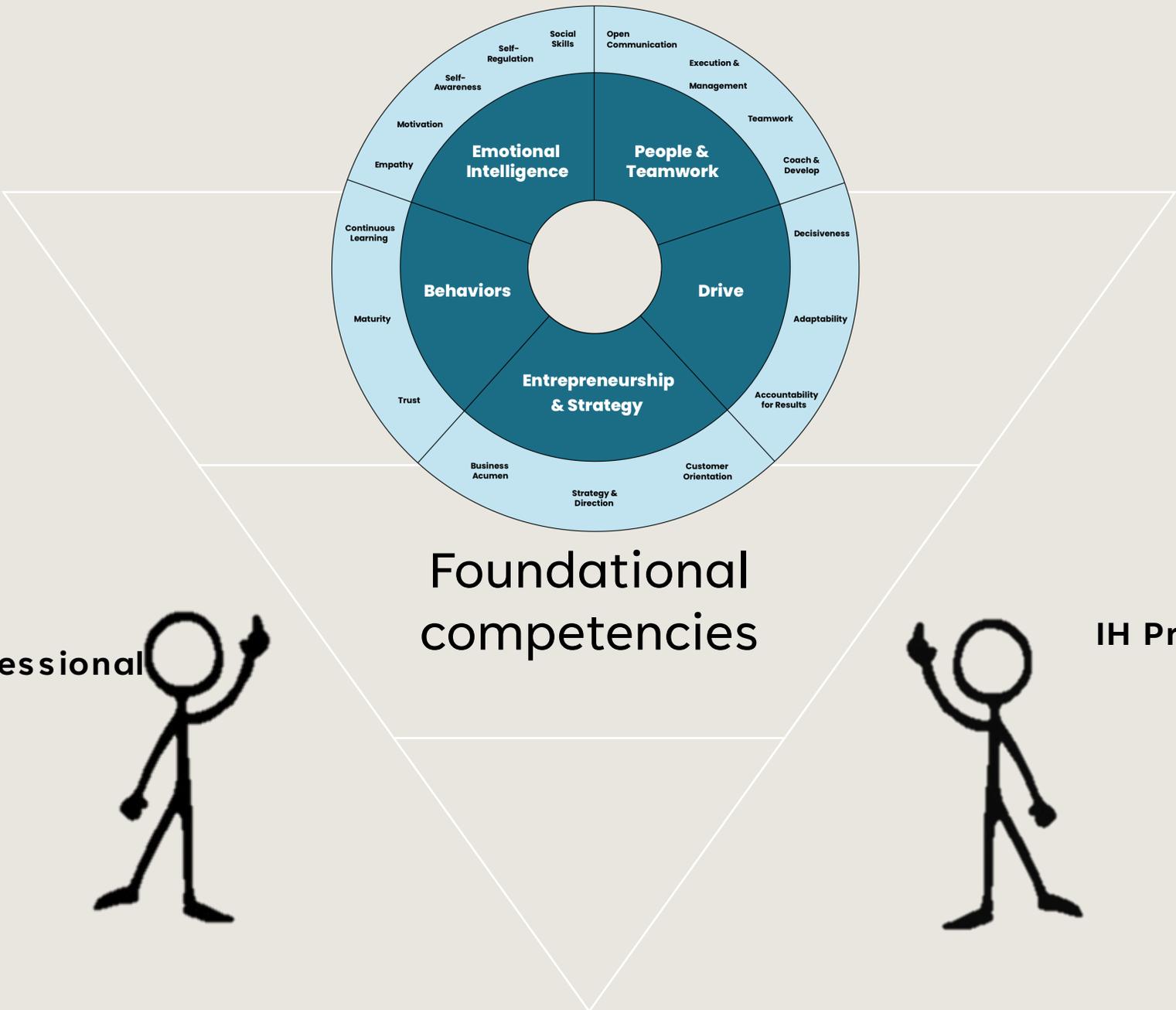
**KNOWLEDGE, SKILLS, BEHAVIORS,  
AND ATTITUDES**

Foundational (CORE) competency

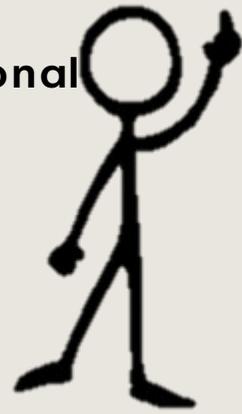


HIGHER LEVEL...

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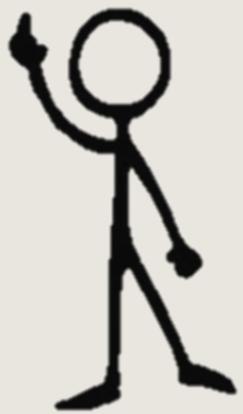


Safety Professional



Foundational competencies

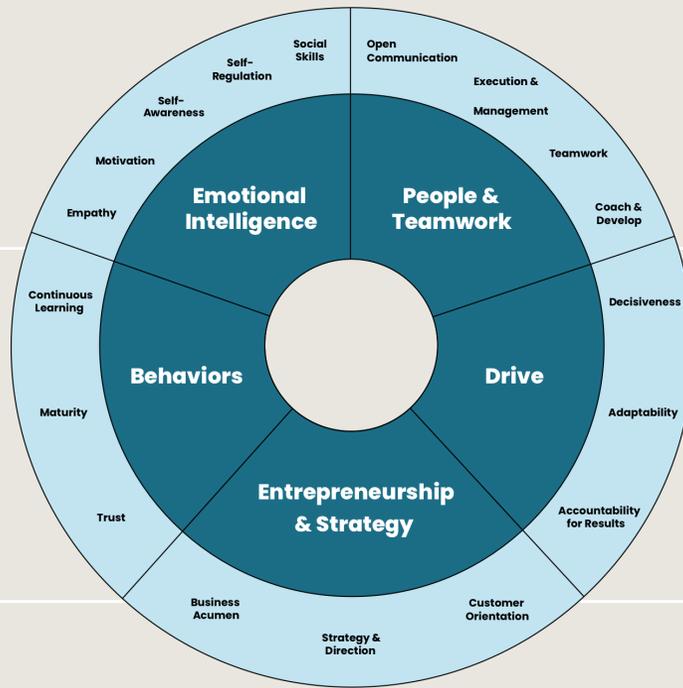
IH Professional



Safety Professional

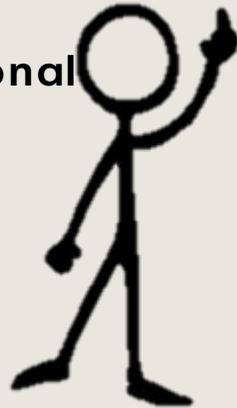


OH Professional



I have these skills!

Safety Professional

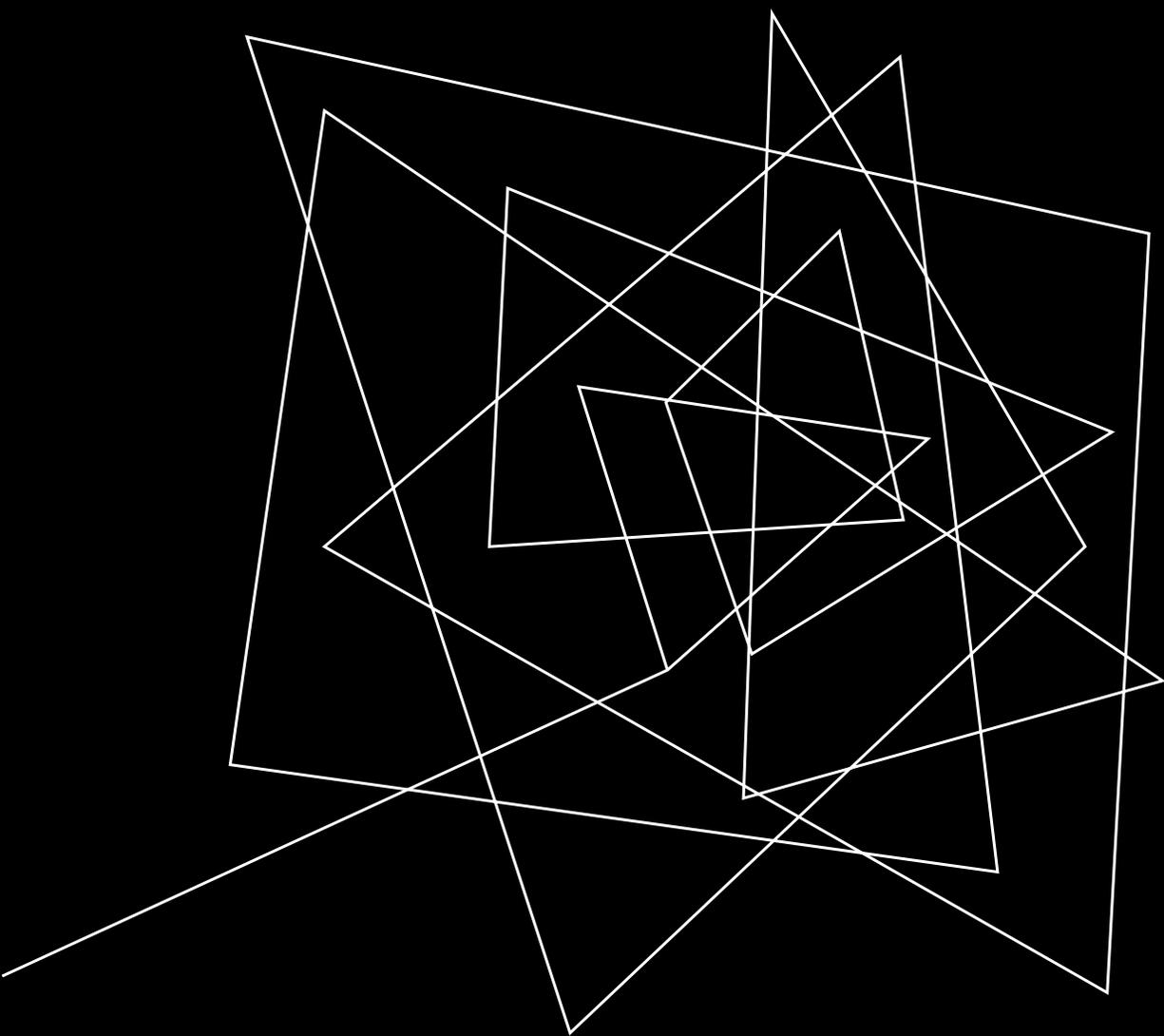


## Foundational competencies

Me too!

IH Professional





# FUNCTIONAL COMPETENCIES

Functional competency

**NITTY GRITTY...**

**DUTIES AND RESPONSIBILITIES  
TECHNICAL SKILLS**

# Goal

A state of being free from well-being through protection from risk

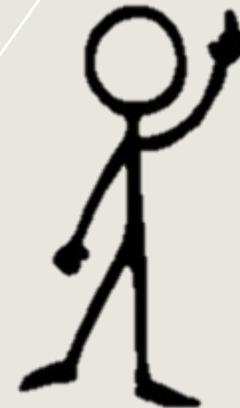
Foundational  
competencies

Safety Professional

IH Professional



Functional  
competencies



Health and Safety  
Two Sides of the Same Coin

# Goal

A state of being free from well-being through protection from risk

Foundational  
competencies

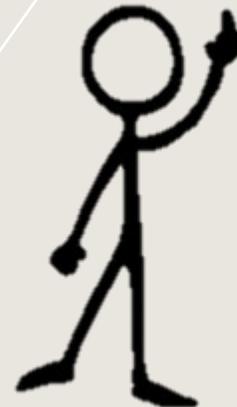
**IH Professional**

## **Safety Professional**

Workplace audits  
Investigations of safety concerns,  
incidents and accidents  
Inspections  
Develop and implement health and  
safety programs, including standard  
operating procedures, policies and  
training



Functional  
competencies



# Goal

A state of being free from well-being through protection from risk

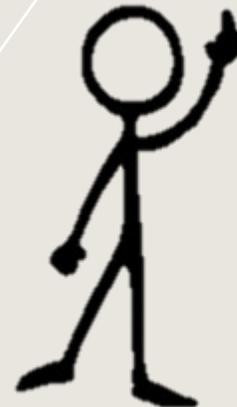
Foundational  
competencies

## Safety Professional

Foster a positive safety culture  
Initiate enforcement procedures  
Provide training  
Communicate, engage and  
influence decision-makers and  
workers

## IH Professional

Functional  
competencies



# Goal

A state of being free from well-being through protection from risk

Foundational  
competencies

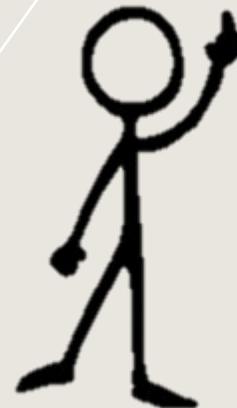
**Safety Professional**

**IH Professional**

Identify and evaluate hazardous conditions and practices through data collection and systemic review of available info  
Monitor for biological, chemical, physical hazards  
Statistical analysis and prediction



Functional  
competencies



# Goal

A state of being free from well-being through protection from risk

Foundational  
competencies

**Safety Professional**

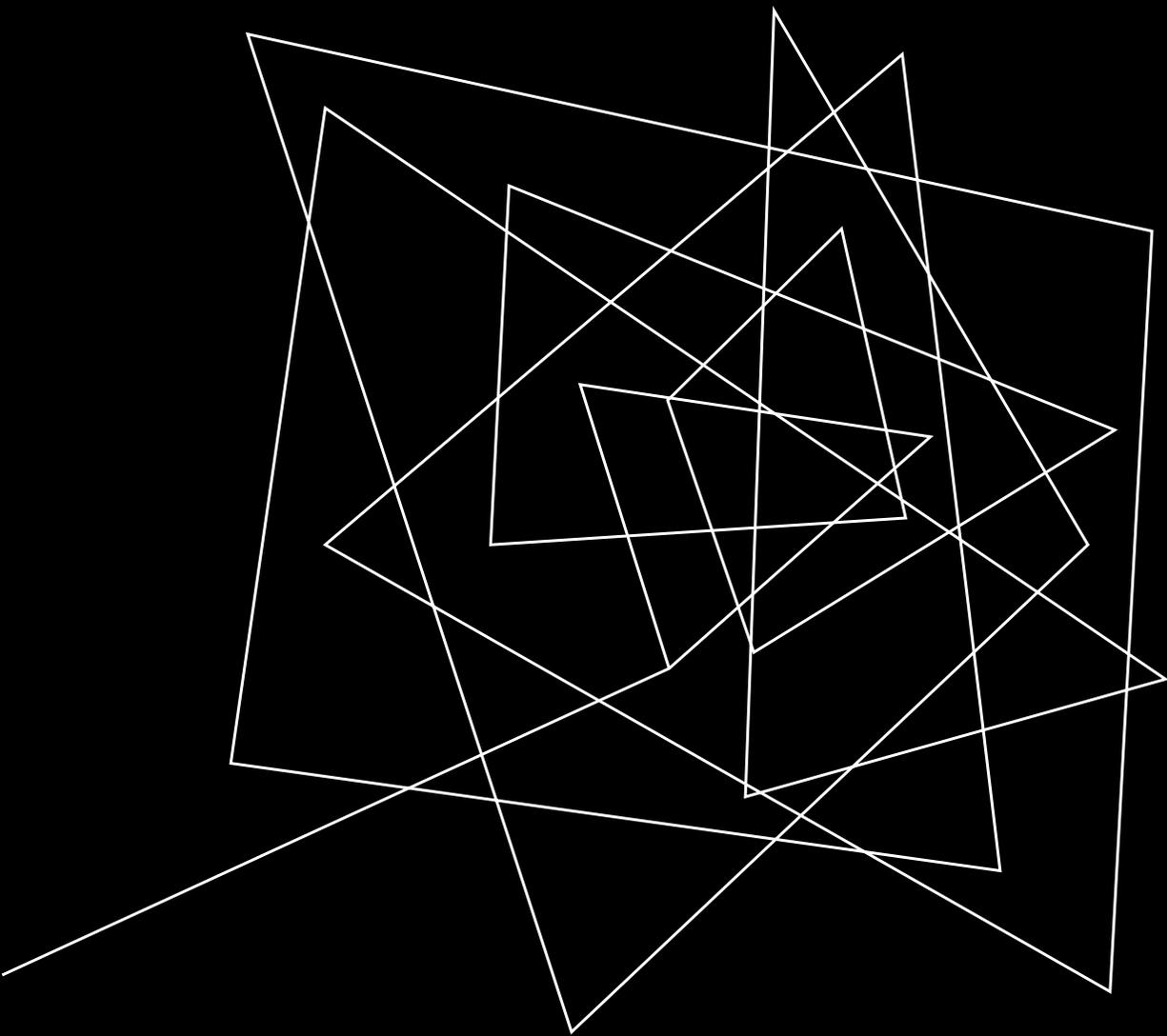


Functional  
competencies

**IH Professional**

Identify and evaluate methods to control hazards  
Test and evaluate control systems, for example, noise and ventilation systems, as well as personal protective equipment.





**OVERLAP**

# Is there overlap?

**Safety Professional**

**IH Professional**



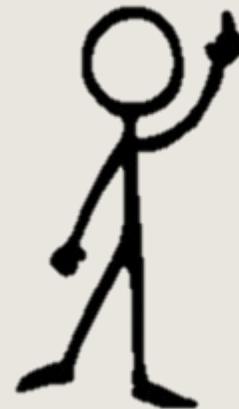
Health and Safety  
Two Sides of the Same Coin

Is there overlap?

**YES!**

**Safety Professional**

**IH Professional**



Health and Safety  
Two Sides of the Same Coin

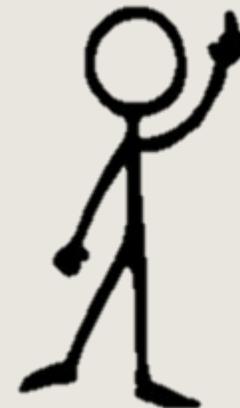
Is there overlap?

**YES!**

Most professionals in the IH/safety field do a combination thereof, as there is significant overlap in the scope of practice.

**Safety Professional**

**IH Professional**



Health and Safety  
Two Sides of the Same Coin

Is there overlap?

**YES!**

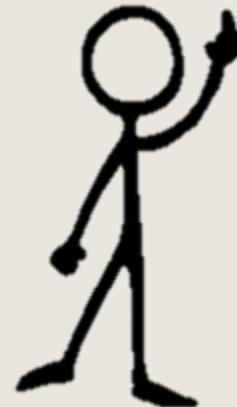
### **Safety Professional**

Must understand the motivators behind why people behave the way they do



### **IH Professional**

Equipped to handle the data that is generated from sampling and analysis as well as assess and troubleshoot complex controls such as speciality ventilation.



Is there overlap?

**YES!**

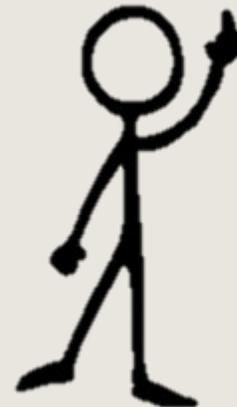
Simply put:

The IH professional gathers, assesses, and interprets the data

The safety professional disseminates the information and supports the organization in implementing on the ground level

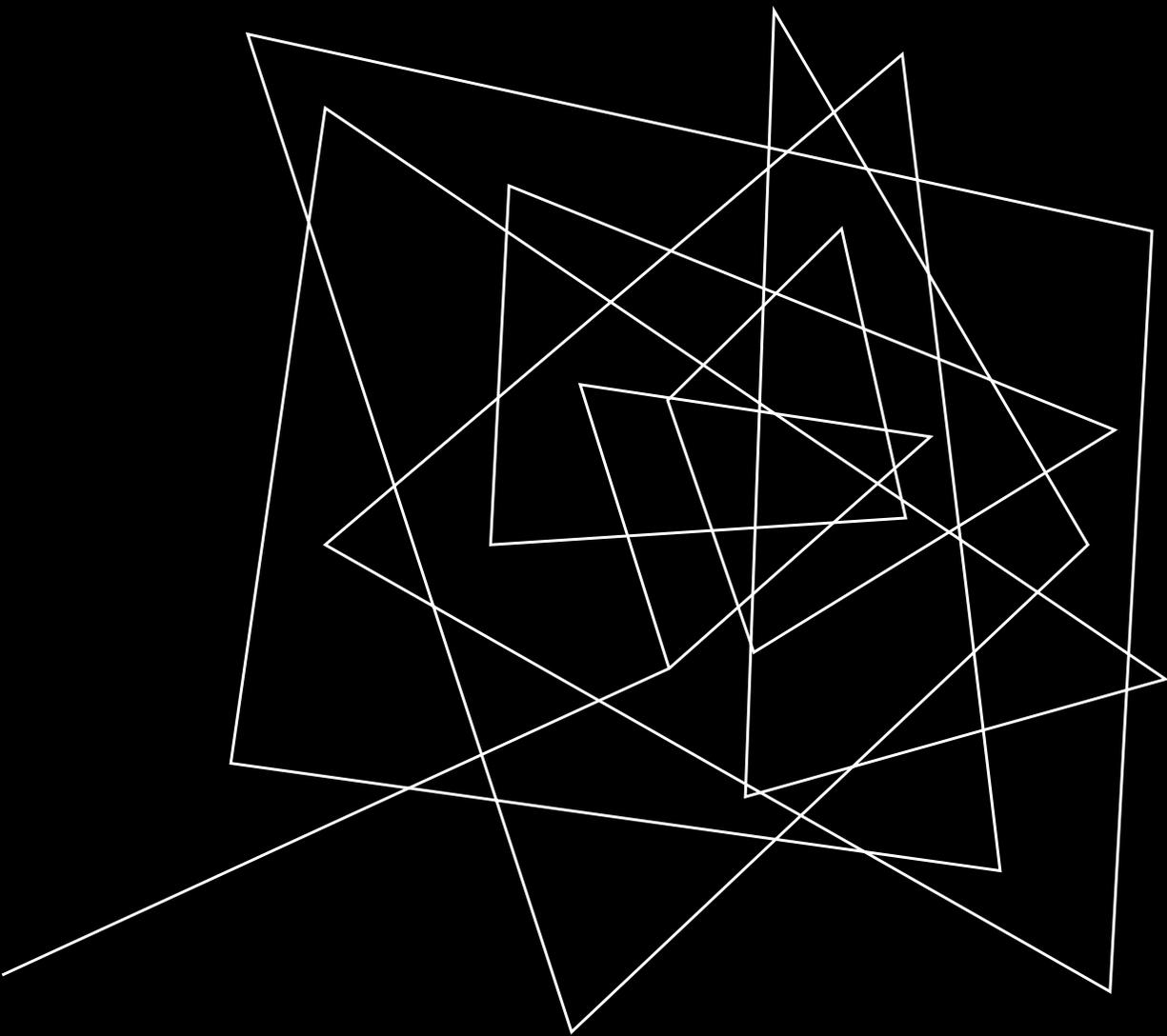
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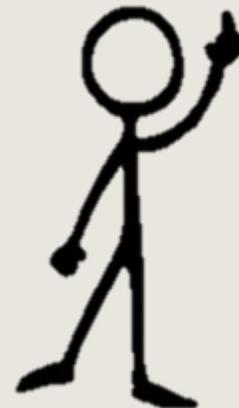
SCOPE  
LIMITATIONS

**Each individual professional has limitations in professional scope**

**Safety Professional**



**IH Professional**

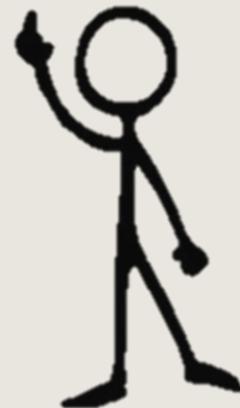


Health and Safety  
Two Sides of the Same Coin

**Each individual professional has limitations in professional scope** – part of an educated and ethical practice involves recognizing these limitations and only practicing within the confines of our expertise.

**Safety Professional**

**IH Professional**



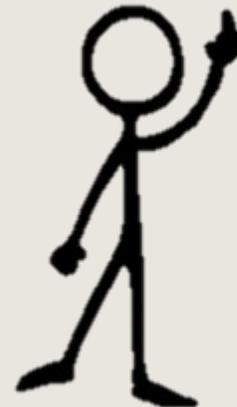
Health and Safety  
Two Sides of the Same Coin

**Each individual professional has limitations in professional scope** – part of an educated and ethical practice involves recognizing these limitations and only practicing within the confines of our expertise.

When the stakes can be life and death, this is critical to understand.

**Safety Professional**

**IH Professional**



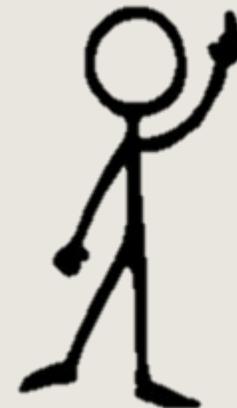
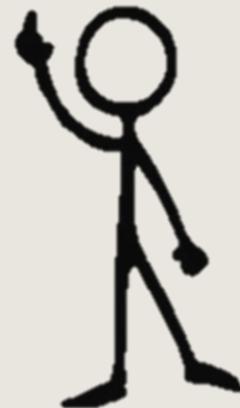
Health and Safety  
Two Sides of the Same Coin

Not all safety professionals  
are competent to practice IH

Not all IH's are competent to  
practice traditional safety

**Safety Professional**

**IH Professional**



Health and Safety  
Two Sides of the Same Coin

Not all safety professionals  
are competent to practice IH

This is especially important when talking about high-hazard work environments, such as

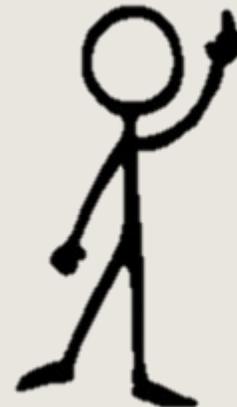
- > trenching/excavation (on the safety side) or
- > exposure to highly toxic chemicals (on the IH side).

Not all IH's are competent to  
practice traditional safety

**Safety Professional**

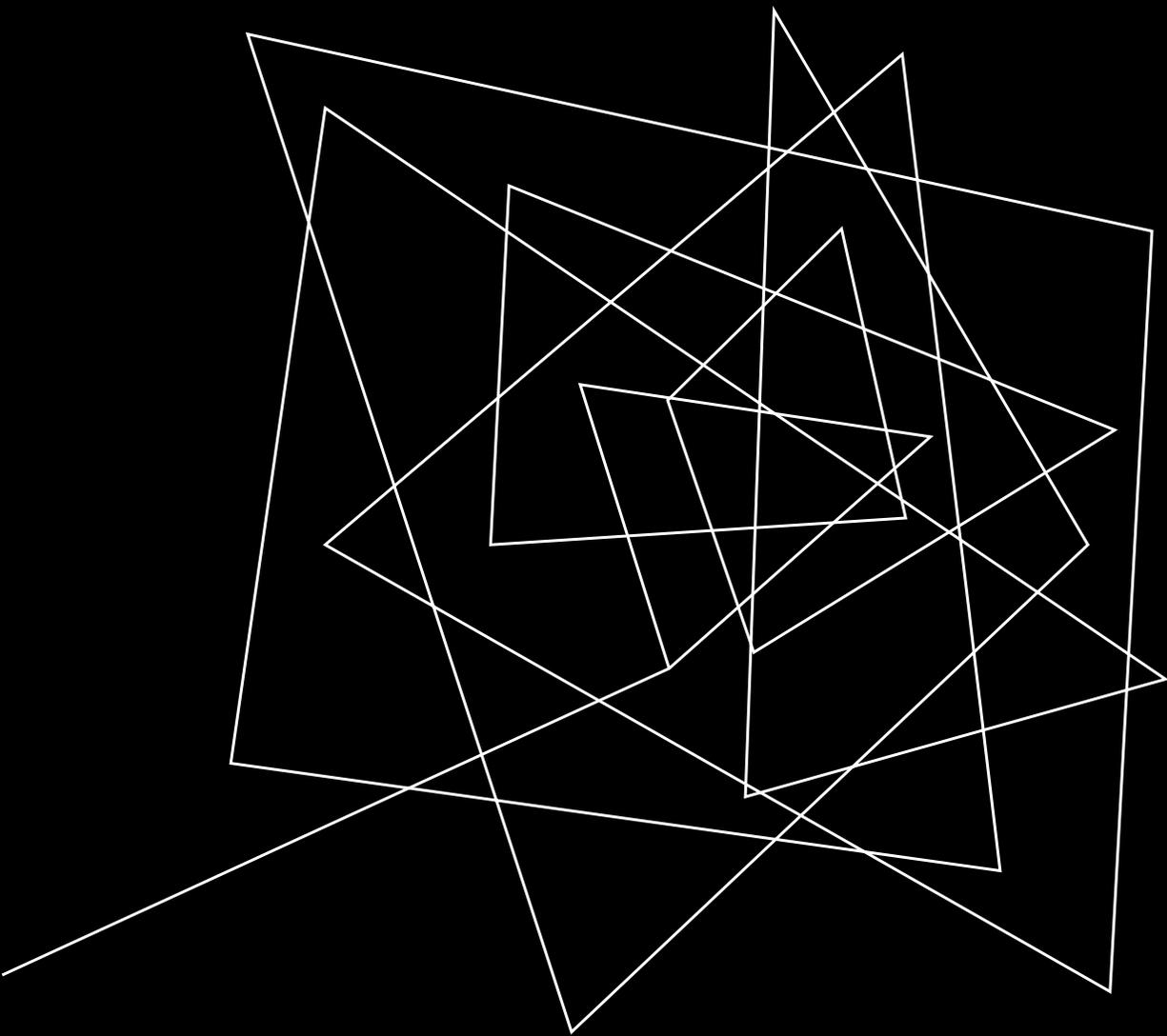


**IH Professional**



THE BEST APPROACH IS TO **WORK TOGETHER** BY ESTABLISHING A NETWORK OF PROFESSIONALS WITH A WIDE VARIETY OF EXPERTISE AND COMPETENCY.

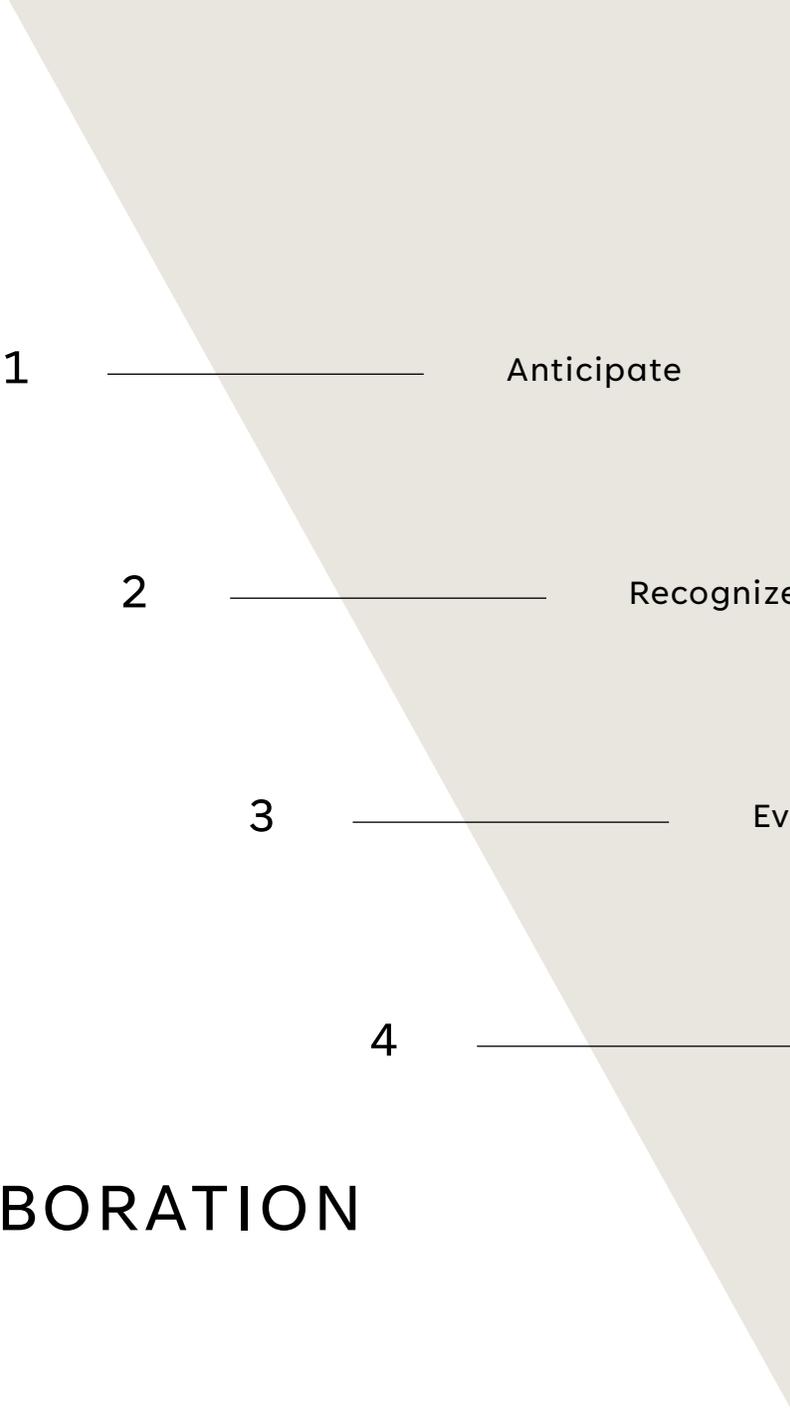




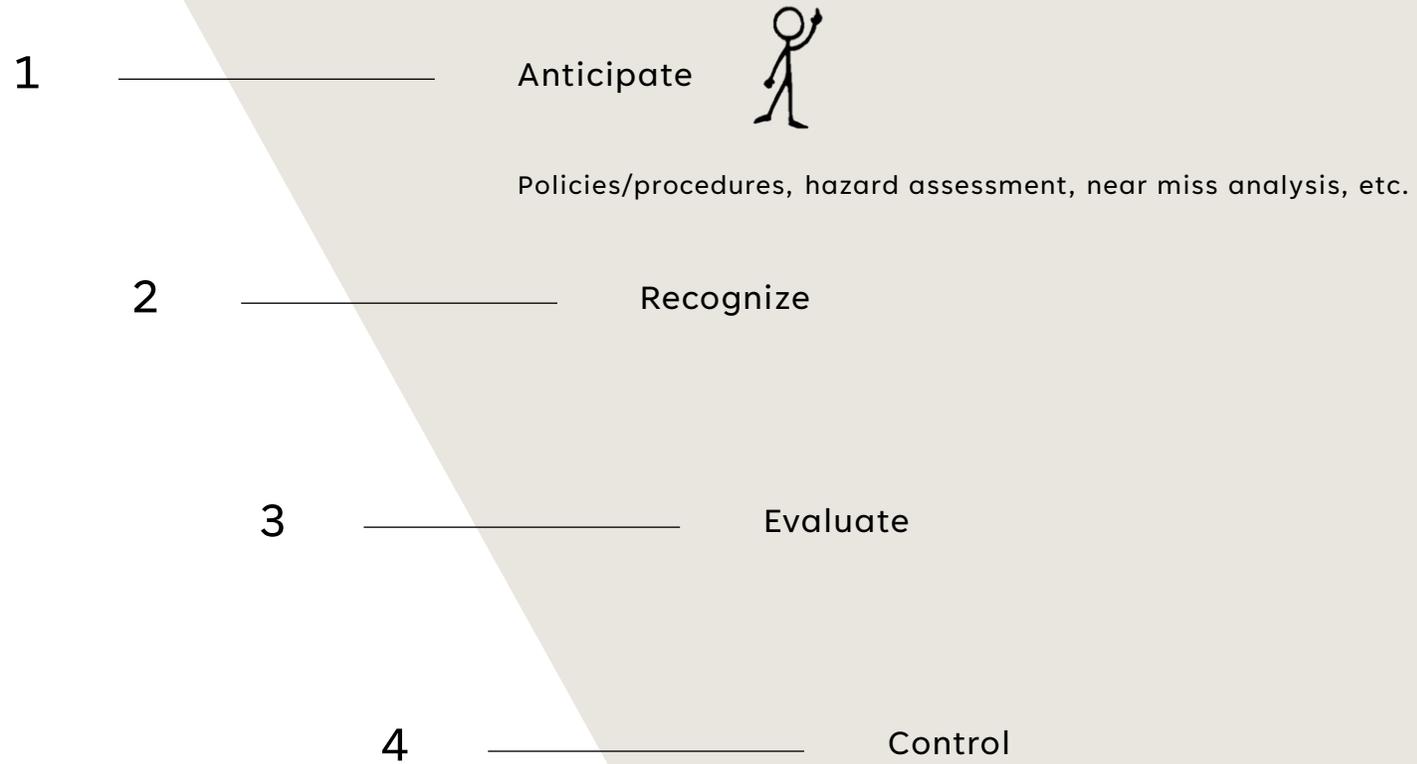
COLLABORATION

THIS COLLABORATIVE APPROACH IS NOT ONLY THE BEST WAY TO SERVE THE WORKFORCE AND THE PUBLIC, BUT ALSO ENSURE THE FIELD OF HEALTH AND SAFETY CONTINUES TO EVOLVE AND PROGRESS IN AN ETHICAL AND LOGICAL WAY

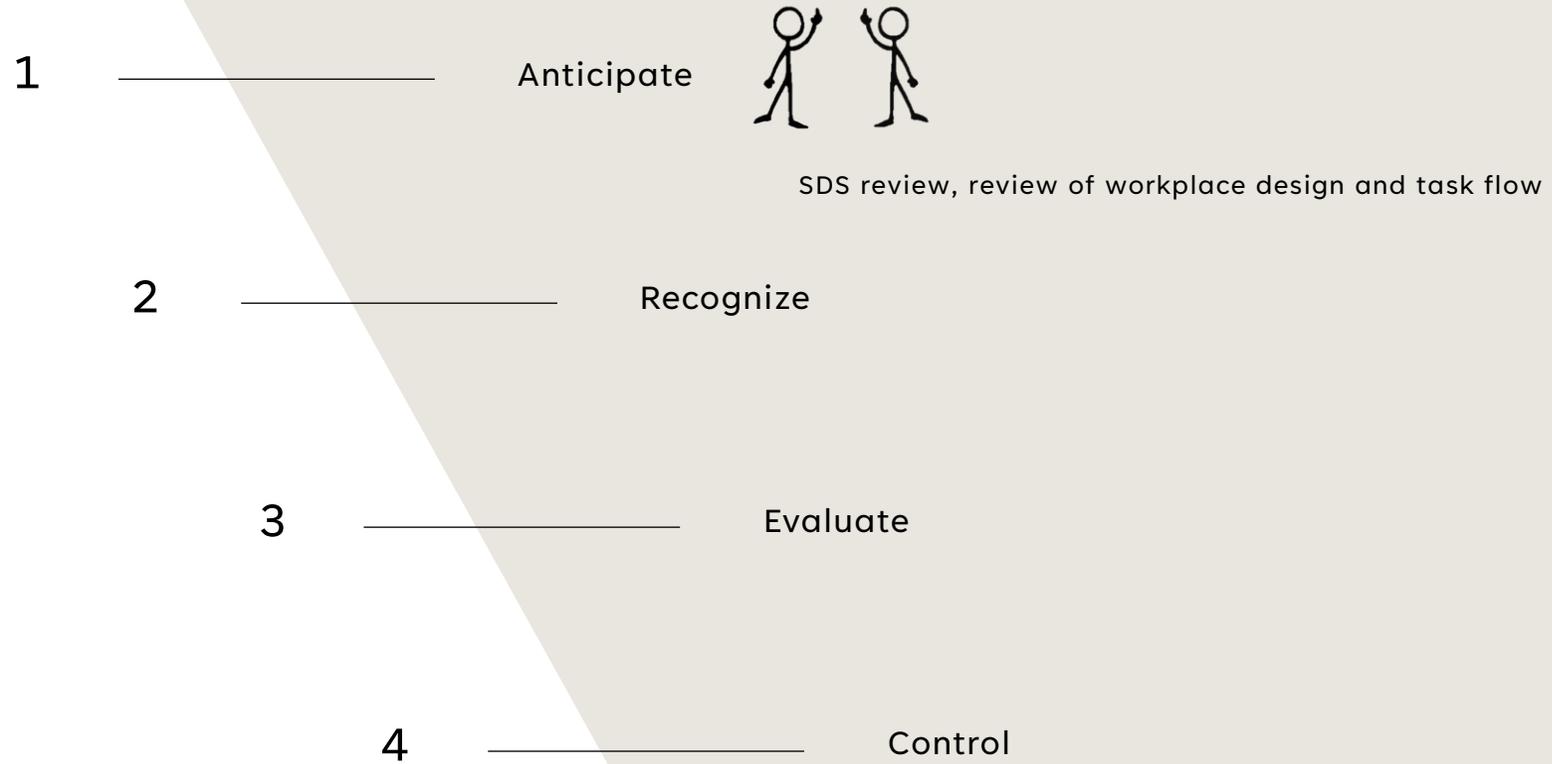


- 
- 1 ————— Anticipate
  - 2 ————— Recognize
  - 3 ————— Evaluate
  - 4 ————— Control

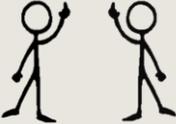
## COLLABORATION



# COLLABORATION



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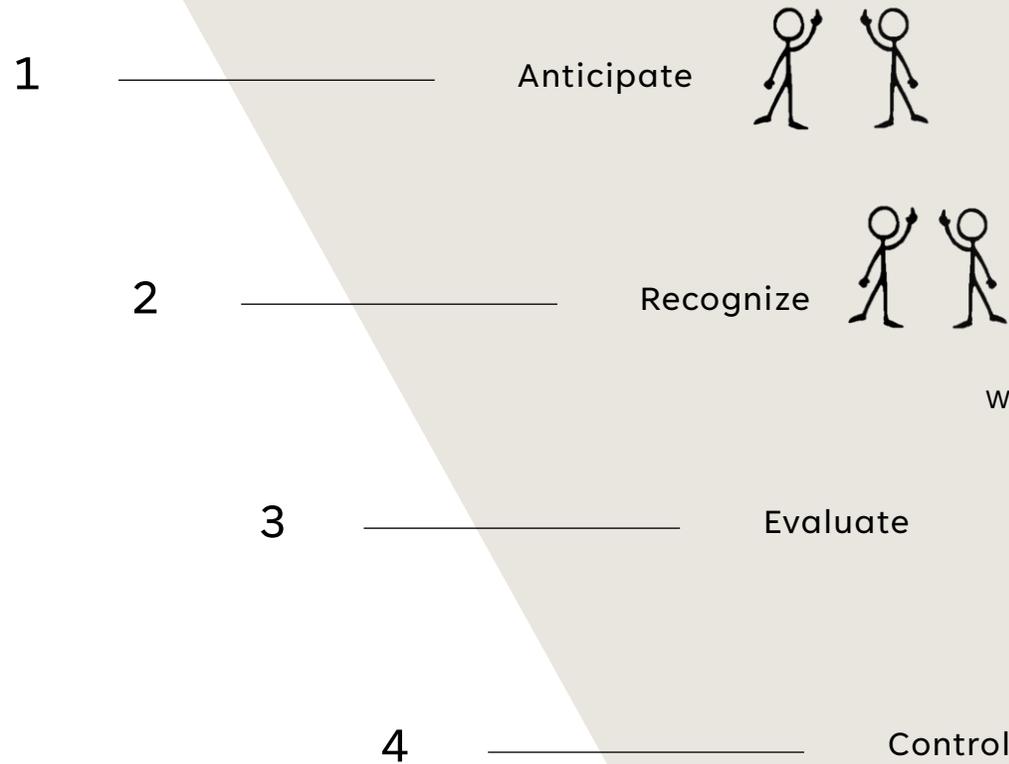
1 ————— Anticipate 

2 ————— Recognize   
Inspections, incident investigation

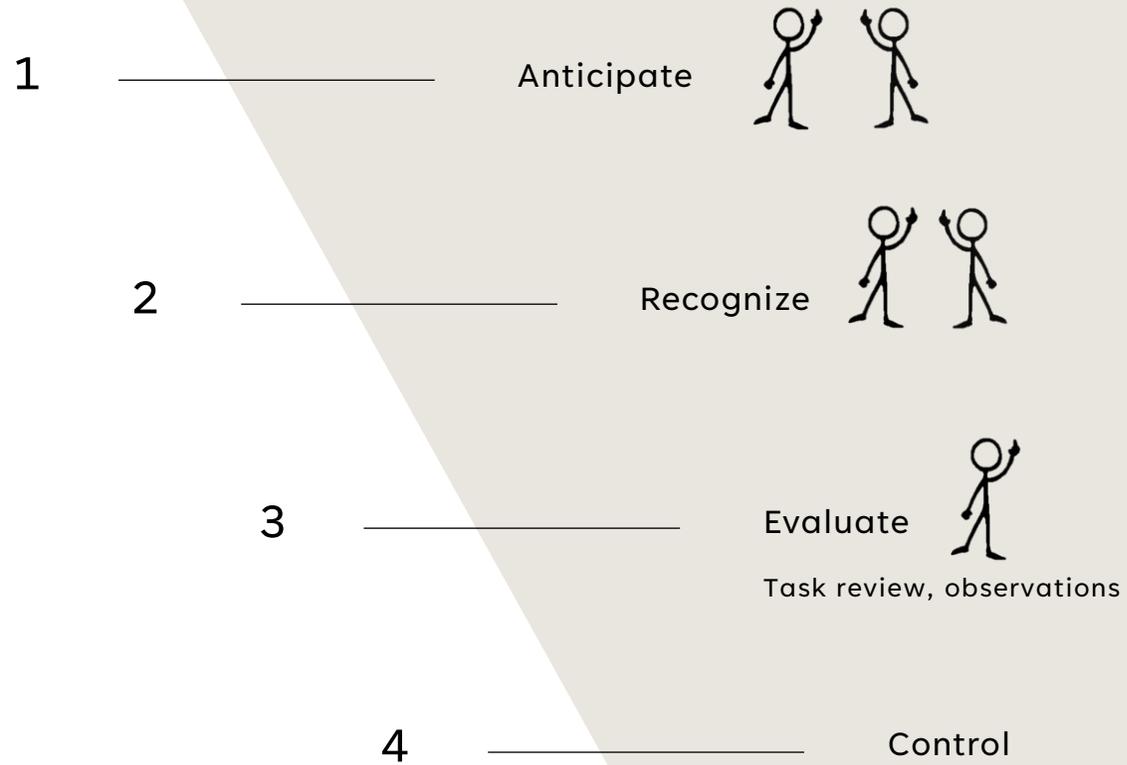
3 ————— Evaluate

4 ————— Control

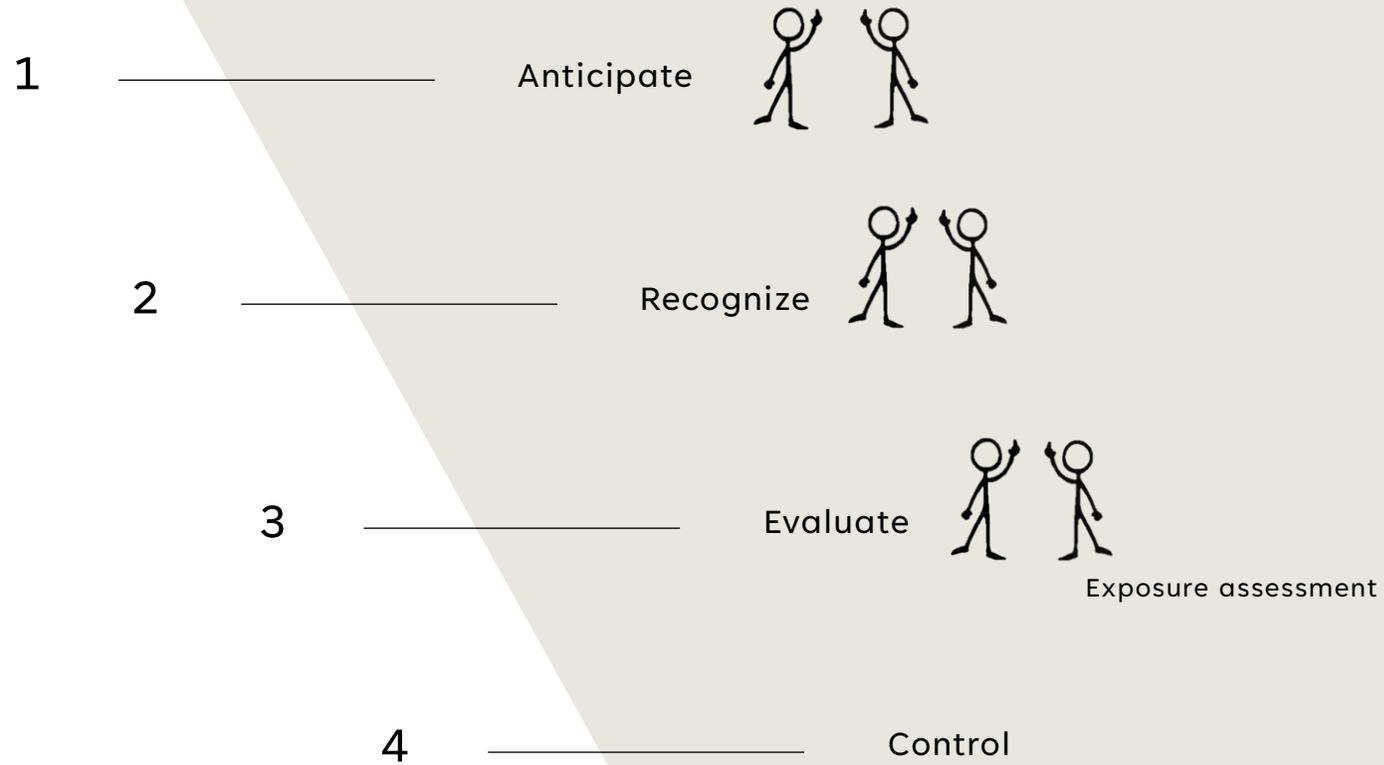
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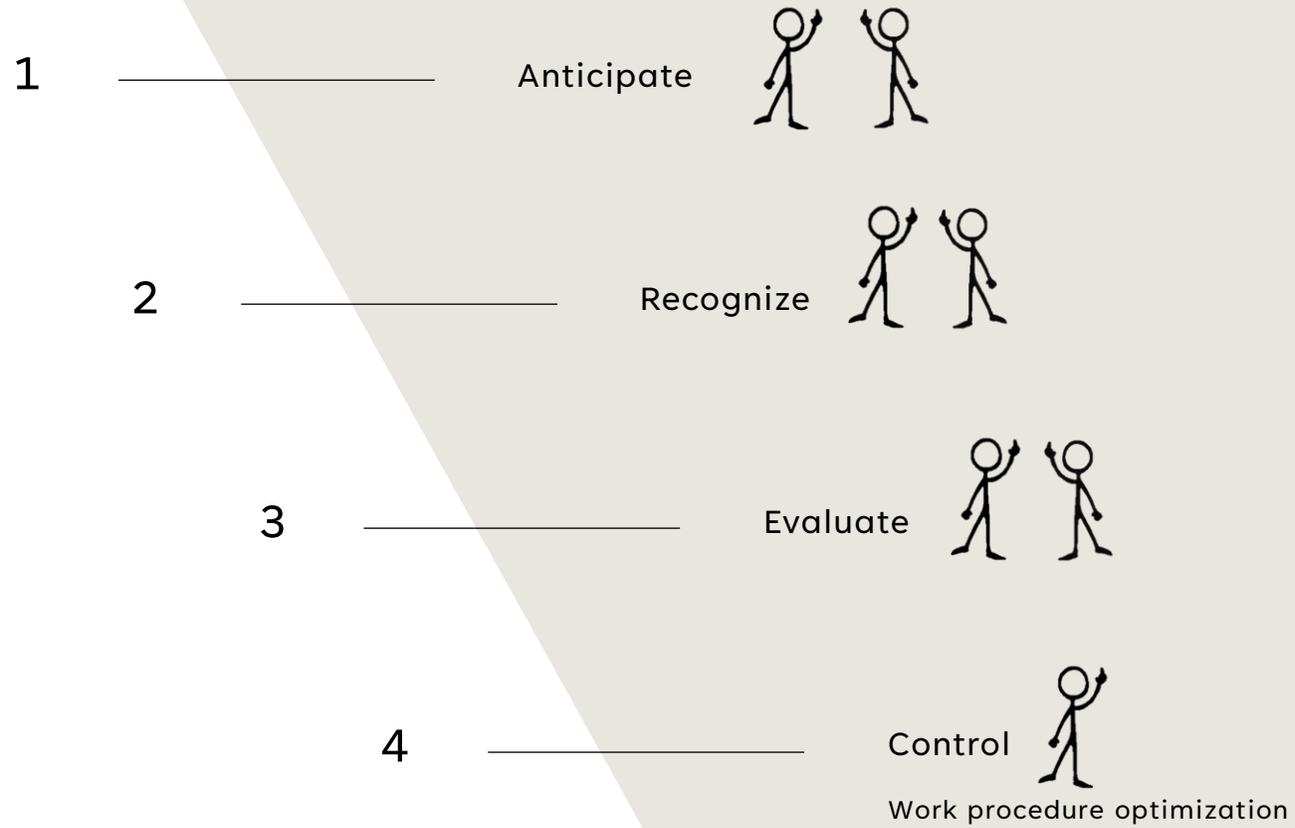
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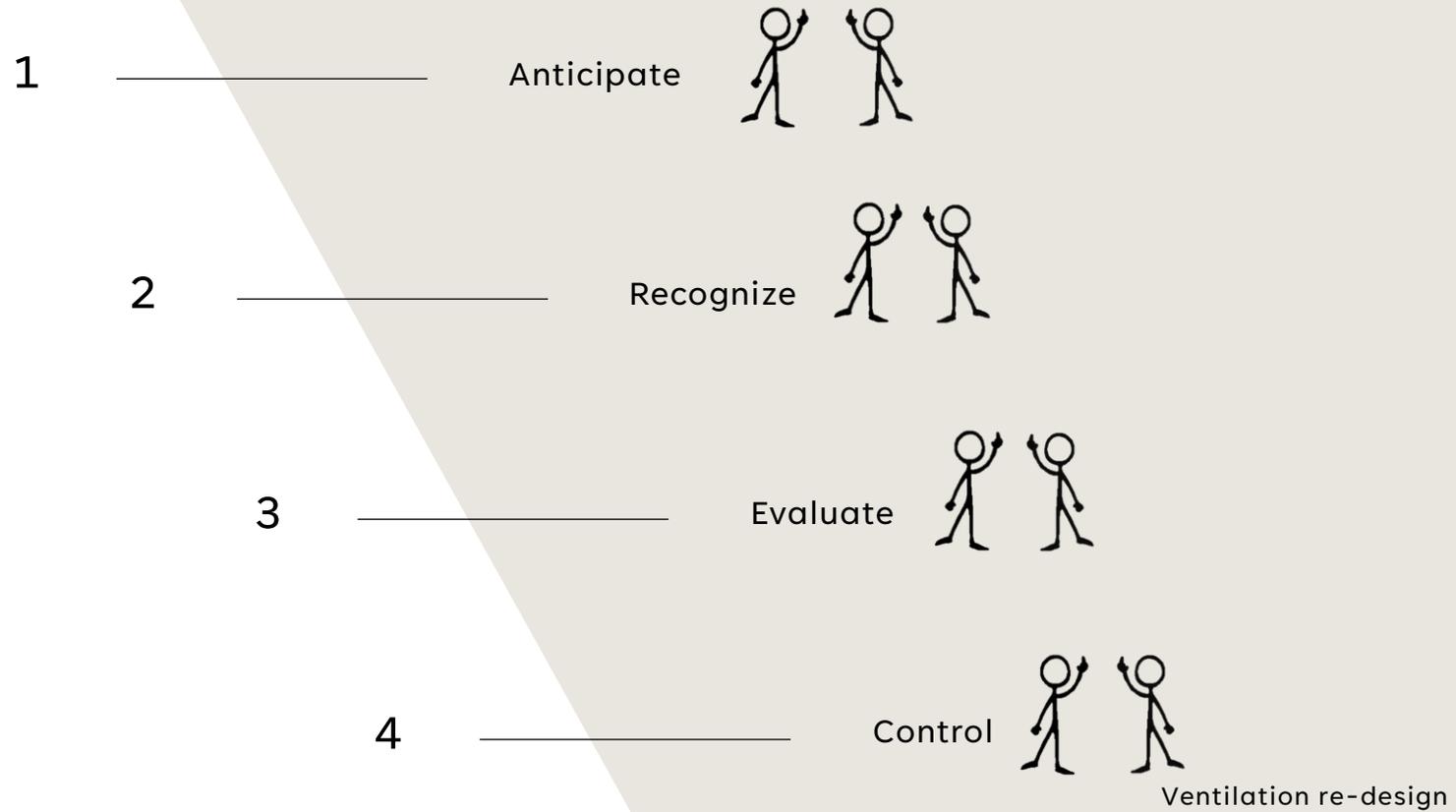
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# COLLABORATION

# SUMMARY

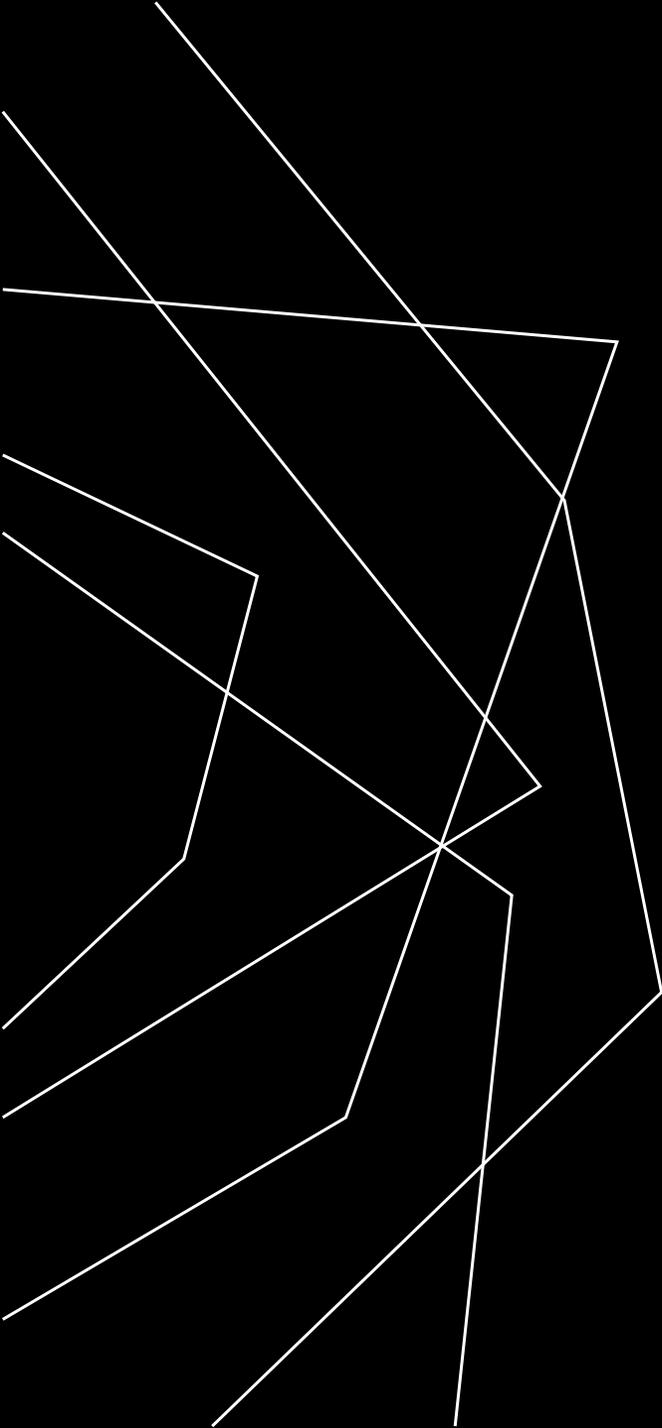


Best results will be achieved by working together

# SUMMARY



Best results will be achieved by working together  
*within the boundaries of our functional competencies*



# THANK YOU

Alex Mercer

[alex.mercer@jadasolutions.ca](mailto:alex.mercer@jadasolutions.ca)

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