

**Host:** Stacey Blea

**Guest:** Scott Needs, Maren Gamble, Deb Moskal,  
David Dametto, Peter Smith, John Kelly, Sam  
Pitaro



**Announcer:**

It is time for the *IHSA Safety Podcast*.

**Stacey Blea:**

In this episode of the COR® podcast, I'm going to do a virtual roundtable to introduce the team in the COR® department. In the COR® department, we can wear many different hats. Our regular responsibilities would include our normal auditing duties, but we can also be found to be hosting COR® conferences, conducting site inspections, and also developing content like this podcast. All in all though, our main focus is on COR®. Our department is broken into two sections, and the major difference is which part of the COR® audit process we are focused on, so there's a group, including myself, who focuses primarily on reviewing our internal audit submissions. This means that we will review submissions that are first-time submissions to COR®, and also submissions that are coming in from companies who are already COR® certified and who are conducting their annual internal audits in order to achieve their ladder of good standing each year.

The other portion of our department focuses on external audits, so for companies who are not yet COR® certified, this is the group that you're really striving to get in touch with, because it means that you've passed your internal audit and you're on your way to getting COR® certified. Of course, companies who are COR® certified already will be working with the lead auditors every three years for when they're required to complete their external audits again. So, without further ado, let's meet the COR® team, and because in my mind things are very process-oriented, I think that what I'll do is I'm going to start off with introducing all of the auditors that are focused on internal audits, and then I'll introduce auditors who are responsible for the external audits. So first up, I'm going to actually formally introduce myself, because I haven't done that yet. My name is Stacey Blea, and in comparison to my colleagues that you're going to meet today, I'm relatively new to the IHSA.

I've been employed with the IHSA for just over a year now in the COR® department, and prior to joining the IHSA, I worked for a general contractor as their health and safety manager, and I was their designated COR® Internal Auditor. During my time there, we went from having a health and safety manual to actually doing what was stated in the health and safety manual. So, I'm very familiar with the process that companies need to go through in order to work towards achieving COR®. I understand a lot of the struggles and the hurdles because I was there, I went through them as well, so since joining the IHSA, I'm now helping companies work towards their goal of achieving COR®, and I'm helping to develop resources, like this podcast, in order to help companies more easily achieve this success, and now I'm going to introduce my colleagues. Hey Scott, can you introduce yourself to us?

**Scott Needs:**

Thanks, Stacey. Hi, everybody. My name's Scott Needs. I'm one of the COR® Consultants or management Health and Safety consultants with IHSA. Just a little bit of background about myself, I went to school for human resources, and took health and safety at Ryerson University. My career started way back in both volunteering for ambulance services and firefighting services. Interestingly enough, worked in a daycare at one part of my career, going through school to pay the bills, and from there started off my career in labour, moved through various parts of management.

I was an integrated auditor for all three of quality systems, environmental, management systems, and health and safety early on in my career in a forestry environment. Then, I moved over to a automotive environment where those skills really came into place, because we were a tier two automotive firm where the quality and safety systems were required to be in place so that we could provide products to the buyers of our services. I was also in construction and mining applications for a few years, and then I joined IHSA back in 2010 as a consultant out of the Thunder Bay region, and moved on to safety groups and COR® consulting back in the inception of the COR® program, so I've been in COR® since day one, and thank you for inviting me.

**Stacey Blea:**

Wow, so it sounds like you have a lot of auditing experience, first off, and second off, it sounds like you have, obviously, a lot of history with COR®.

**Scott Needs:**

Yeah. It's been a nice long journey, and as everybody's known, since 2012, we've gone through a few changes in the department and in particular in the tool itself, and right now, as part of, I believe, your podcast series, we're going to be talking about the latest change of the COR® 2020, so I'm very excited about it.

**Stacey Blea:**

Yeah, that's exactly right. We're going to be moving through all the elements as they stand now, and then we'll, at the end, be introducing COR® 2020, and it's our goal to then move on at some point into doing a whole series on COR® 2020 itself.

**Scott Needs:**

Okay.

**Stacey Blea:**

Okay, thanks. Maren, could you tell me a little bit about yourself and what your history and your background with IHSA is?

**Maren Gamble:**

Sure, Stacey. So I came to work with the IHSA in the spring of 2018, so give or take three years ago now. Since I joined the team at the IHSA, I've been in the position of the health and safety management systems consultant in the COR® department. So as a part of that role, I am involved in primarily reviewing a lot of client audits. The internal ones that come in that we get to look at, the submissions that people work on, a lot of them will come across my desk for review. We're also involved in speaking with clients, consulting with clients, and doing some of our awareness programming like this.

**Stacey Blea:**

Right.

**Maren Gamble:**

Prior to the IHSA, however, prior to 2018, I had spent almost seven years working for a general contractor that's based in the Toronto area. Through that position there, I actually was a COR® Internal Auditor and had, I guess, a pair of external audits and half a dozen internal audits under my belt before I transitioned to the IHSA, so what that gives me is basically the ability to see both sides of the COR® process from the internal auditor perspective, as well as the IHSA auditor perspective.

**Stacey Blea:**

Yeah. So it sounds like you definitely have some good experience where you can relate to the internal auditors that you're helping.

**Maren Gamble:**

I definitely try to empathize and can sympathize most of the time.

**Stacey Blea:**

Yes. Well, as you know, I am in the same type of position, because I also was an internal auditor, so it definitely gives you a great perspective so that you know what these internal auditors are going through and what their challenges can be, and definitely, it's very relatable. Absolutely. Okay, thanks. Hey, Deb. Can you tell us a little bit about yourself?

**Deb Moskal:**

Sure. I'm a Health and Safety Management Systems Consultant with the COR® department of the IHSA. I've been with the IHSA since 2016 and started in operations, conducting training, and moved over to the COR® department a couple of years ago.

**Stacey Blea:**

So then, some of our listeners might know you from training courses, you're saying?

**Deb Moskal:**

In all likelihood, yes, they will.

**Stacey Blea:**

Were there any courses that you focus on teaching?

**Deb Moskal:**

The COR® courses, I did teach supervisor training, asbestos, joint health and safety committee, so quite a mix.

**Stacey Blea:**

Yeah, awesome. Okay, thanks. Thanks for joining us. Hey, David. Could you tell us a little bit about yourself?

**David Dametto:**

Hey, Stacey. Yeah, my name is David Dametto. I am a consultant here in the COR® department. I've been with IHSA for 13 years now, started off as a training consultant and now have transferred to the COR® department.

**Stacey Blea:**

Wow, okay. And what were you doing as a training consultant? Were you in the field or doing courses?

**David Dametto:**

A little bit of both. We were out in the field, going out onto job sites and trying to assist my contractors with their health and safety needs out on the projects, and if there's anything that we could assist them with when it came to training or products that IHSA offered. Then, I was a trainer, trained most of the courses that IHSA offers. I was part of the program development for the *Working at Heights* program that IHSA delivers to the new Ministry of Labour Training Standard.

**Stacey Blea:**

Wow, okay. Awesome. Thanks. Thanks for joining us.

**David Dametto:**

Not a problem.

**Stacey Blea:**

And now we're going to move on to our lead auditors who handle the external audits. So Pete, do you want to introduce yourself?

**Peter Smith:**

Yeah, Peter Smith. I'm with the IHSA, currently a COR® Lead Auditor. I've been with IHSA for 12 years, and I started there in the operations department, doing health and safety training and consulting with

construction companies, primarily. Four years ago, I made the change to the COR® department, and now I'm one of the lead COR® auditors. Primarily, my role is to oversee our third-party auditors that do perform our external audits for us.

**Stacey Blea:**

Okay, thanks. So John, can you tell us a little bit about yourself?

**John Kelly:**

Well, hi. Thanks, Stacey. I've been with IHSA for 13 years. When I first started here, I was an instructor in health and safety, and in about 2012, when COR® was introduced to IHSA, I joined that team for a short time and then went back to training, and then realized what a mistake I did and came back to COR®, so I'm presently right now a COR® lead auditor, which basically I'm responsible for the associate auditors, looking at the reports, helping them out with the decision making skills, as far as how many audits they have to do or people they have to interview for large audits, etc.

**Stacey Blea:**

So, it's quite likely that any of our clients who are moving to the external audit phase would be in contact with you at some point?

**John Kelly:**

Correct, correct. That's my role.

**Stacey Blea:**

Great.

**John Kelly:**

Prior to that, I was a health and safety manager for a payment contractor for a couple years or three years plus, and then came to the best job in the world.

**Stacey Blea:**

Awesome.

**John Kelly:**

I have to say.

**Stacey Blea:**

Great. I agree. Okay, thanks for coming in.

**John Kelly:**

No problem. Thanks for having me.

**Stacey Blea:**

Hey, Sam. Can you tell me a little bit about yourself?

**Sam Pitaro:**

Sure. Good morning. My name is Sam Pitaro. I started with IHSA approximately 15 years ago as a COR® consultant, and when COR® started at IHSA in 2012, I was one of the initial COR® consultants, and from then on I've been doing audits, both internal and external reviews. As of a couple of years ago, I've went to the COR® Lead Auditor department where I basically review the external auditors audit reports, make comments on them, and provide the final proof before the firm gets a Core certificate.

**Stacey Blea:**

Wow. It sounds like you have a lot of experience with COR® then.

**Sam Pitaro:**

Yes.

**Stacey Blea:**

Definitely. Wow, okay. That's great. Great to hear from you. Thanks for joining us.

**Sam Pitaro:**

No problem.

**Stacey Blea:**

Thanks, everyone, for introducing yourselves and letting everyone know a little bit about your roles and your history, and I just want to thank you for participating in this project with me, and I look forward to doing all of our interviews and episodes together.

**Announcer**

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Thanks for listening.