



Joint Central Committee on Health and Safety

December 12, 2007
OHA Office, 200 Front Street West, Toronto
10:00am-12:30pm

MINUTES

Present: John Pellegrino, Chair
Lisa McCaskell
Brendan Kilcline
Joan Murray
Tim Savage
Caroline Van Kessel
Molly Rotering

Regrets: Terry McMahan

#	AGENDA ITEM	ACTION ITEM
1.	Call to order: The meeting called to order at 10:20am.	
2.	Approval of Minutes for September 19, 2007 J. Pellegrino noted two grammatical changes to the previous minutes. The minutes of September 19, 2007 were approved, with the noted changes.	Approved
3.	Business Arising: a) <u>Pandemic Planning Update:</u> The OHA Pandemic Planning Toolkit for Small, Rural and Northern hospitals is now complete. It is available in hard copy as well as online. There is a charge for the toolkit for non-hospital organizations. L. McCaskell passed around the Pandemic Planning Guide for the Ontario Public Service for information. There was discussion on the best way to access these two documents and the best ways to use them. L. McCaskell noted that OPSEU now has the first draft of their plan for members, which they plan to publish in Spring 2008. b) <u>Safety Group Update:</u> T. Savage reported that the Safety Group is now five years old and entering its sixth year. This means that some members are now	

eligible to enter the 5+ Program or leave the program altogether. Originally, the idea was to have long-term members enter the WSIB Safety Accreditation Program but this program is not yet ready. The rebate that the members received in 2007 (for the 2006 year) was lower than in previous years due to reduced audit scores.

During recent WSIB audits of the Safety Group members, it was found that some members were not correctly meeting their reporting requirements. The WSIB audits 10% of the group but the results of these audits have an effect on their overall group and the amount of the total rebate. Beginning in 2008, the WSIB Safety Group audits will be more stringent and will follow the WSIB WorkWell audit structure more closely.

One of the issues facing the Safety Group is that member organizations often have different safety needs. Factors such as size, geographical location and access to health and safety professionals all affect the needs of different member organizations.

It was noted that the smaller hospitals need to know that they can call on the OHA or other Safety Group members to put together an effective safety program. T. Savage is looking into pooling resources for the smaller, northern hospitals in order to cut down on the travel costs for members that represent more than one hospital.

There was discussion about the lack of safety professionals at hospitals. The safety professionals are being replaced with staff who do not have hospital experience or are not certified safety professionals.

There was question about whether or not there is, or should be, an element regarding making your joint health and safety committees more effective. There is an element that addresses JHSCs but it is not well-structured.

There was discussion about the difficulty of getting all staff trained according to Safety Group or WHMIS requirements when a large number of employees are part-time or casual.

The common element for the 2008 Safety Group will be the Health and Safety Policy (incorporating the precautionary principle). T. Savage will be providing the Safety Group members with guidance regarding the precautionary principle. It is mandatory that the members choose one of the five Return To Work elements each year. To do more than one of those elements per year is not a good idea as each element will then not get the attention it deserves. All the elements will be on the WSIB website in January under the employee handbook section.

T. Savage will be sending out a memo to the Safety Group members shortly regarding recommendations for future Safety Group meeting

presentations.

It was noted that further education is needed around basic health and safety regulations, information and knowledge. It was also suggested that there could be a huge benefit to sharing information between members who have more experienced health and safety professionals with those less experienced organizations.

c) Health and Safety Advisory Committee Update:

At the recent HSAC meeting Dr. Dykeman, an Occupational Health Physician at the University Health Network and General Motors, made a presentation. The presentation led to a discussion about the serious problems that can result when family physicians who know little about a workplace and the nature of the work done there, attempt to provide information to employers around worker disability, accommodation and Return to Work needs. The OHA is planning to launch a certificate program regarding return to work in order to give employers the tools to deal with these types of issues.

Dr. Leon Genesove attended the recent Health and Safety Advisory Committee meeting in order to discuss the safety engineered needles regulation. The committee related some issues and problems they see occurring regarding the new regulation. The biggest one being how an inspector will enforce the regulation - how will the inspector know who has an exemption and what will the consequences be. The exemptions (due to lack of training) are individual, not organization-wide. In addition, the exemption is a temporary one because the hospital has a requirement to provide training to any individuals who secure an exemption. J. Pellegrino noted that if physicians are treated as consultants then they must follow hospital policies and procedures. T. Savage will be presenting Dr. Genesove with some potential scenarios in order to assist with the roll-out of the regulation.

d) JHSC Survey by CREOD Update:

It was reported that CREOD has not heard whether or not they have received funding for the next part of the research. The letters will be going out very shortly. *This issue will be brought forward to the next JCCHS meeting.*

e) Request to WSIB – Updated LTI Report: Update:

T. Savage handed out a rate profile that he received from WSIB. This information is neither sufficient nor appropriate and *T. Savage will be following up on this issue. This item will be brought forward to the next meeting.*

f) Sonographer Assessment:

OPSEU has not posted the Sonographer Assessment on its website and OHA will check to make sure that it has been posted. The cover letter that is to be posted at the same time, describing the process of doing the assessments is not quite complete. *B. Kilcline will follow up with T. McMahon regarding the cover letter and then forward it on to*

Bring Forward

T. Savage

B. Kilcline

L. McCaskell and T. Savage. This item will be brought forward to the next meeting.

g) Sharps Regulation:

There was discussion on the difficulty of implementing the new sharps regulation. It was noted that the International Sharps Prevention website contains studies regarding implementation. For certain procedures, there may not be a safety-engineered product available. In addition, safety-engineered needles are not applicable in all clinical situations.

There will be sharps information in the December Health and Safety Bulletin. The four main healthcare unions have recently launched a safer sharps campaign. Lisa distributed the materials that have been provided to OPSEU members and briefly described the campaign. All of the materials are available on OPSEU's and the other unions' websites. Any guidance from the Ministry of Labor will likely come through the Section 21 Committee.

This issue will be brought forward to the next meeting to discuss whether this committee should provide additional guidance. Next meeting also review the OHA Health and Safety Bulletin as well as the information from OPSEU.

h) Communications:

B. Kilcline will be writing a summary report from this committee and sending it to the entire committee for review. This report will be brought to the HSAC meeting on February 11, 2008.

New Business:

a) Employer Reporting Obligations:

There continue to be complaints from OPSEU members of JHSCs that they are not receiving reports of occupational injuries and illnesses. This interferes with JHSC's ability to develop prevention programs and other prevention methods. OPSEU speculates that employers are not clear on what the reporting obligations actually are. One reason for this problem may be that one person (likely not a safety professional) may be covering a number of positions and are not trained in the reporting requirements. It was suggested that templates and guidance be included in the Health and Safety Bulletin in order to educate employers on reporting obligations. It was also suggested that a new section could be added to the Bulletin which would address different H&S challenges faced by hospitals.

In addition, it was noted that the length of time that employees are given to report an injury is up to six months, which affects reporting timelines. It was also suggested that reporting obligations be spoken about at a Safety Group meeting.

J. Pellegrino will send the Niagara Health System reporting information and template to T. Savage to use as a base. The OPSEU

Bring Forward

B. Kilcline

J. Pellegrino/

	<p><i>team will write the information to go along with the template.</i></p> <p>b) <u>Thank You to Terry</u> <i>B. Kilcline will write a thank you note to T. McMahon on behalf of the Committee and send it to him. C. Van Kessel will send a notice to all the OPSEU hospitals to request a replacement.</i></p> <p>c) <u>Lori Dupont Inquest Recommendations:</u> <i>The recommendations from this inquest have been released. This item will be brought forward to the next meeting.</i></p> <p>d) <u>Possible Research Project:</u> <i>This item will be brought forward to the next meeting. The proper WSIB reporting stats are required in order to fully explore the possibilities. Some ideas include ergonomic issues or exposures.</i></p>	<p>OPSEU team</p> <p>B. Kilcline/ C. Van Kessel</p> <p>Bring Forward</p> <p>Bring Forward</p>
<p>4.</p>	<p>Next Meeting Date: The next meeting will take place on Wednesday, February 27, 2008 from 10:00am to 1:00pm at the OPSEU offices on Wellesley Street.</p> <p>It was agreed that the rest of the 2008 meetings would take place on: Wednesday, May 21, 2008 at the OHA offices Wednesday, October 1, 2008 at the OPSEU offices Wednesday, December 10, 2008 at the OHA offices</p> <p>Please note that it was agreed to expand the meetings to three hours (10:00am to 1:00pm).</p>	
<p>5.</p>	<p>Adjournment The meeting was adjourned at 12:41pm.</p>	