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### Safety & Prevention Committee - AWCBC Work Plan

<b>Executive Sponsor:</b> Anne Naser	<b>Committee Co-Chair(s):</b> Chris Back, Jonathan Sherman	<b>Date to be Updated:</b> May 2024
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<b>Mandate</b>	<i>Defines expectations / responsibilities. Facilitates better focus on objectives and activities by which the committee operates.</i>
To support and assist each other in developing and implementing workplace health, safety and prevention strategies.	

<b>Nature</b>	<i>What is the general composition of the group? Does the committee also meet during the year?</i>
Membership: Safety and prevention leaders from each jurisdiction.	
Purpose:	
<ul style="list-style-type: none"> <li>• Explore and share important prevention/OH&amp;S issues identified and being worked on in the Canadian jurisdictions - identify opportunities to bring back learnings and resources to each jurisdiction to enhance existing strategies and/or create new initiatives.</li> <li>• Create learning opportunities to stimulate discussion and real learning on workplace health and safety strategies from both internal and external resources.</li> <li>• Identify collaboration opportunities and harmonization potential.</li> </ul>	

## Meetings

- At least two virtual meetings per year
  - Discuss and make progress on the actions from the work plan.
  - Consider additional calls with specific themes that may be related to work plan activities or other emerging issues.
  - Calls to be scheduled in Sept - Oct. and Jan. - Mar.
  
- Annual in-person meeting
  - Three-day meeting in May during AWCBC All Committees meeting
    - The plan is to have this meeting face-to-face in 2024
  - Discuss/review/share all jurisdictions' strategies, plans, accomplishments, challenges, and learnings re: emerging prevention issues. Discuss national issues and perspectives
  - Complete work plan actions and collaborative initiatives
  - Presentations based on prevention topics/themes decided by Committee members.
  - Agenda to include CAALL-OSH and CCOHS Updates
  - Informal team building event to be planned for the first evening
  
- Additional annual in-person meeting
  - If possible, the committee will hold a second in-person meeting during the year that aligns with a scheduled National event, such as the AWCBC Learning Symposium
    - The committee plans to align this year's additional meeting with the CCOHS forum occurring in Halifax in September, 2023

Activities	Target Date(s)	Resources	Status	Budget
<p><b>Goal #1 - Healthcare Sector</b></p> <p>Establish a sub-committee of the AWCBC Prevention Committee to determine the critical elements for the prevention of psychological harm in workplace. Through a partnership with National Alliance for Safety and Health in Healthcare (NASHH) and the sub-group of AWCBC, knowledge and experience will be leveraged to identify supports, and understand the current landscape of workplace psychological health and safety in the healthcare industry sector.</p> <p>The working group will (as it pertains to mental health supports and psychological harm):</p> <ol style="list-style-type: none"> <li>1. Complete an information request for data and information through AWCBC.</li> <li>2. Conduct a jurisdictional scan of data specific to mental health and psychological injury/harm including research, best practices and guidelines (nationally and internationally).</li> <li>3. Synthesize and summarize the data including a review of general guidelines, best practices, tools, resources, or training.</li> <li>4. Identify trends, opportunities and recommendations for healthcare settings based on the jurisdictional scan and synthesis.</li> <li>5. Prepare a report to be shared with the AWCBC Prevention Committee.</li> <li>6. Provide guidance and recommendations for jurisdictions including current availability of organizational or systems tools and resources and mental health supports within the health care industry.</li> </ol>	Spring 2024	<p>Manitoba (lead)</p> <p>Participating jurisdictions: Manitoba, Nova Scotia, Saskatchewan, BC.</p>	The working group has been formed and a Terms of Reference drafted for review	N/A
<p><b>Goal # 2 - Mental Health</b></p> <ul style="list-style-type: none"> <li>• Share current psychological health &amp; safety activities and progress across jurisdictions</li> <li>• Align with Goal #1, focused on mental health supports for the healthcare sector</li> <li>• Align with Goal #4, focused on worker engagement, vulnerability, and equity/diversity/inclusion, which all contribute to a psychologically healthy and safe environment</li> </ul>	Spring 2024	<p>Subcommittees from Goals 1 &amp; 4</p> <p>All committee member participation</p>	Discussions will continue throughout 2023/2024	N/A

<p><b>Goal #3 - Certification Harmonization</b></p> <ul style="list-style-type: none"> <li>• Focus on reciprocity and equivalency of OHSMS certification programs within and across jurisdictions</li> <li>• Complete a jurisdictional scan of resources (policy or practice materials) related to equivalency and reciprocity</li> <li>• Analyze materials and determine recommended best practices</li> <li>• Draft a national guidance document</li> </ul>	Spring 2024	<p>BC (lead)</p> <p>Participating jurisdictions: BC, Alberta, Yukon, Saskatchewan, Manitoba, NWT &amp; NU, Ontario, and Nova Scotia.</p>	<p>Jurisdictional questionnaire currently in development with anticipated June 2023 distribution</p>	N/A
<p><b>Goal #4 - Changing Workplaces</b></p> <ul style="list-style-type: none"> <li>• Identify gaps in prevention efforts related to trends <b>related to workers</b> including but not limited to worker engagement, vulnerability, and equity/diversity/inclusion.</li> <li>• Draft report and share with interviewees and safety &amp; prevention committee for input</li> <li>• Finalize report and discuss next steps including opportunities for a national focus</li> </ul>	Spring 2024	<p>Ontario (lead)</p> <p>Participating jurisdictions: Ontario, Quebec, Newfoundland, and PEI</p>	<p>Jurisdictional scan is complete with key findings summarized</p>	N/A