



Pan-Canadian Occupational Health and Safety: Achieving Consensus

AWCBC 2019 Staff Learning Symposium

National Occupational Health and Safety Reconciliation Agreement

- Agreement on common standards for specific areas of personal protective equipment and first aid kit contents
- Negotiated between August to December 2018 with all federal, provincial and territorial jurisdictions participating

National Occupational Health and Safety Reconciliation Agreement

- Provide certainty to businesses operating across multiple jurisdictions on what standard for personal protective equipment and first aid kit content will be accepted when required by regulation

National Occupational Health and Safety Reconciliation Agreement

- Dual approvals, both CAALL and CFTA (Reconciliation Roundtable)
- Agreement outlined standards
- Appendices detail implementation steps for each jurisdiction

Challenges

- Not just OHS but also cross mandates- internal trade
- Who is the lead? Competing mandates.
- Nuances of internal processes
- Lack of consistency in regulatory approaches

Challenges

- Information and message management
- Stakeholder interest (external comms)
- Resources to do the work (no secretariat)
- Agreement drafting vs implementation and commitment
- Pressure at jurisdictional level and personality influence

How we got to the Agreement?

- Series of policy discussions and decisions
- Established common definitions (harmonization vs mutual recognition)
- Key Principles created to guide discussions and formalized in an MOU

How we got to the Agreement?

- Key Principles under an MOU :
 - Barrier free movement
 - Respect individual legislative authority
 - Options for reconciliation (legislative, regulatory or administrative policies)
 - Meet jurisdictional needs

How we got to the Agreement?

- Cross-jurisdictional consistency
- Transparency of discussions
- Maintain a high standard for OHS (not lower)
- Balance unique needs, circumstances, including local stakeholders
- Signed by all DM

How we got to the Agreement?

Additional Policy Considerations;

- Understanding and appreciating individual organizations and processes for approval (mix of line Dept and WCB)
- Council of the Federation direction
- Understanding the requirements of Reconciliation Agreement under CFTA

How we got to the Agreement?

Tactics

- Current situation analysis- awareness and understanding of what we have in common (existing requirements, general inclusive language)
- Single point of communication between RCT and CAALL OHS (focus, limit misinformation, version control)

How we got to the Agreement?

- Involve both groups (CAALL OSH and RCT) in development of agreement and ownership of outcomes
- Balance edit for language vs edit for content (all have nuances in what they prefer for legal language)
- Commit to plain language

Lessons learned

- Champions for CAALL OHS and RCT
- Open and consistent dialogue
- Deal with issues head on- either collectively or individually
- Build understanding and agreement up front on key principles and definitions of terms

Lessons learned

- Be prepared to negotiate, or all is lost
- Get to what everyone has in common, no matter how small, don't start too big (ie regulation wording vs common standard)
- Process plan clear

Lessons learned

- Keep momentum, no matter how small the change
- Prepare and plan for concurrent discussions, especially around jurisdiction approvals while finalizing agreements

Lessons learned

- Use common briefing materials, everyone has same basic messaging and can modify to their system and need
- Translations need to be clean and clear
- Track feedback as part of version control
- Centralize communications - one point of contact

Lessons learned

- Plain language both in agreement and communications
- Use “Pan-Canadian” not national when referencing or providing a title
- Build in times for legal reviews and approvals for designates to sign

Final outcome

- National Occupational Health and Safety Reconciliation Agreement (Jan 2019)
- 13 of 14 signed
- Most completing implementation actions before December timeline
- Locally other standards may also be recognized
- ie ANSI
- Over \$2.5M savings

Final outcome

Where required under regulations:

Eye and face protection (CSA Z94.3-15)

Head protection (CSA Z94.1-15)

Foot protection (CSA Z195-14)

Hearing protection (CSA Z94.2-14)

PFDS life jackets (Transport Canada)

First aid kit contents (CSA Z1220-17)

What's Next?

- Fall Protection (six standards)
- Occupational Exposure Limits
- Developing a three year plan to identify additional areas

Questions?