



Safe Environments.
Healthy Workers.

Schedule 2 Employers Group

PSHSA Update- February 9, 2022

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PSHSA Updates

- [OHCOW RSI Day 2022](#) –Free Webinar Series
- CSA- Women PPE Survey
- EMS- Risk Assessment and Root Cause Analysis
- Occupational Stress Injury Resiliency Tool –OSIR
- Respiratory Protection
- Workplace Safety Plan Builder
- WSIB HSEp Update



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Repetitive Strain Injury Day (RSI - Day) (ohcow.on.ca)

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RSI Day 2022

Expanded from a Single Day to a **Weekly Webinar Series** in February!

All sessions are **FREE** but registration is required.
See Registration links below for each day.

Note: All sessions run from 10:00 to 12:00

Week 1 - February 10, 2022 – Musculoskeletal Disorders

Week 2 – February 17, 2022 – Integrating Components for a Return-to-Work (RTW) Program

Week 3 - February 24, 2022 – Ergonomics for Specific Occupations

Week 4 - February 28, 2022 – Ergonomic Prevention Tools



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Returning to in-person experiences in February: Visit the [COVID-19 website](#) for more information.



ADMISSIONS

ABOUT WATERLOO

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OFFICES & SERVICES

SUPPORT WATERLOO

COVID-19



SEARCH

CENTRE OF RESEARCH EXPERTISE FOR THE PREVENTION OF MUSCULOSKELETAL DISORDERS (CRE-MSD)

- PSHSA Support for [CRE-MSD](#) Research Seed Grant: Investigation of Safe and Feasible Alternatives to Two Person Transfers Submission
- <https://www.msdpreservation.com/>
- [Client/Patient Handling Community of Practice](#)
- Research- program, seed grants and projects
- [Resources:](#)
 - MSD Prevention Guidelines
 - Fact Sheets and Handouts
 - Position and Resource Papers

[Centre of Research Expertise for the Prevention of Musculoskeletal Disorders home](#)

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CSA Group Survey for Canadian Female Workers – Assessing Satisfaction with Work-Mandated PPE

CSA Group is conducting a research project entitled “*Investigating the Challenges Canadian Women Face Regarding Work Mandated PPE*”, and as part of that research they are conducting a direct survey of female workers to better understand how PPE is suited to, and meeting the needs of, Canadian women.

This is a confidential online survey that should only take 12 minutes to complete.

[Complete the Survey](#)

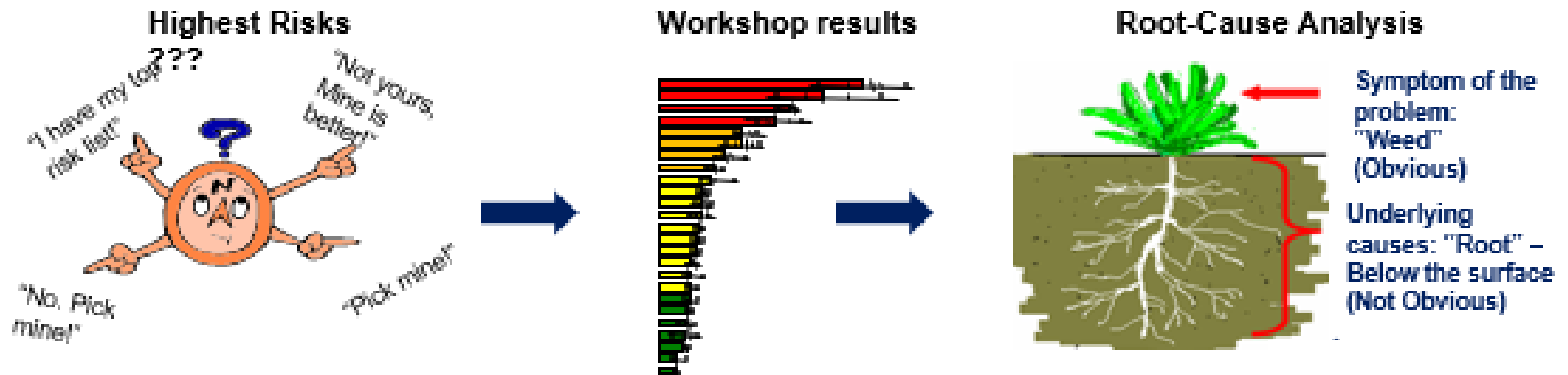
[CSA Group Survey for Canadian Female Workers – Assessing Satisfaction with Work-Mandated PPE \(alchemer.com\)](https://www.alchemer.com)



EMS- Paramedic Sector Risk Assessment and Root Cause Analysis

Risk Assessment (RA) : Part 1

- Fall 2021
- Create a list of hazards (with contributing factors and existing controls)
- Team of employer, worker, academics, ministry representative
- 1 day workshop post completion of list to determine risk level and prioritize hazard
- List of all things “keep you up at night”





Top 10 hazards

Category		Situation or Condition that could result in Injury or Illness	
1	Psychosocial	PTSD injuries	19.13
2	Ambulance Design	Inability to use seat belts during patient care while vehicle is in motion	19.00
3	Equipment	Portable Radios, Communication CACC, Cell Phones	18.40
4	Workplace violence	Overall safety of the paramedics Support in exigent circumstances when paramedics respond to calls for service.	18.03
5	Workplace violence	Violence and abuse in the workplace	17.33
6	Equipment	CACC Radio system – system reliability	17.00
7	Safety - Traffic	Vehicle collisions	16.97
8	Ambulance Design	General design of the ambulance	16.67
9	Fatigue	Worker sleep related Fatigue	16.67
10	Safety - Traffic	Roadway protections should be standardized across the province and traffic protection plans. Refer to Construction Projects Regulation (s67(4)-(6)), Industrial Establishments Regulation (s20) and OTM Book 7.	16.61



Root Cause Analysis (RCA): Part 2

- Jan-March 2022
- Pick one hazard from RA
- Deep dive on one thing to find the root causes and identify potential solutions
- May have different workshop participants depending on topic

Identified Risk Statement:

Exposure to events that can lead to potential psychological harm occurs in the paramedic sector and can seriously impact the worker, their families, the public and the service

Fishbone (root-cause) Analysis





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Occupational Stress Injury Resilience (OSIR) Index
Screening Solution for OSI Risk in First Responders and Healthcare Workers



The Conference Board of Canada

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Assessing the Risk: The Occupational Stress Injury Resiliency Tool

The Conference Board of Canada, 22 pages, December 7, 2021
Issue Briefing by [Lauren Florko](#) , [Tabatha Thibault](#) , [Erin Mills](#)

☆☆☆☆☆ 0 reviews

(You must be signed in and entitled to rate this report)

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The Conference Board of Canada and the Public Services Health and Safety Association developed an Occupational Stress Injury Resiliency tool to understand risks and prevention strategies for occupational stress injuries.

Document Highlights

When 620 workers in Canada – primarily first responders – were assessed with the Public Services Health and Safety Association’s Occupational Stress Injury Resiliency (OSIR) tool, it underscored important mental health, physical health, and workplace outcomes.

Price: \$0

No charge, funded by The Conference Board of Canada and/or the research sponsor

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[Assessing the Risk: The Occupational Stress Injury Resiliency Tool \(conferenceboard.ca\)](#)



[Training the Fit Tester for Respiratory Protection:](#)

Developed by hygienists and infection control subject matter experts, this course is designed to educate and prepare learners for fit testing and the use of respiratory protection, so they will be able to fit test others within their organization, supporting a sustainable approach. Currently facilitated by distance learning including eLearning, virtual classroom, test and certificate components. If dates available do not meet an organizations needs, clients are encouraged to connect with their [PSHSA Health and Safety Consultant](#) or add their name to the [waitlist](#) and a session can be arranged to accommodate their timelines and needs.

[Providing or Linking to Onsite Respiratory Fit Testing:](#)

Given the continued high demand for this service, **PSHSA has created a consulting resource and pre-gathered fit testing service details on the providers shared by the MOH Directive 1 Q&A.** Our PSHSA H&S Consultants have information at their fingertips to readily provide contact details to organizations for Respiratory Protection Services and Resources to fit their needs, timelines, and location. Should a client not have the internal capacity to conduct the service or resource time available to search providers, please connect them with their [PSHSA Health and Safety Consultant](#) to help!

[Specialized Service Consulting: Respiratory Protection Program and Policy Review or Development](#)

PSHSA's Health and Safety Consultants, including infection control subject matter experts and hygienists, are available to help organizations with developing, reviewing and/or updating their required own Respiratory Protection Program, allowing internal resources to be utilized for resident/patient/client care.



[COVID-19 workplace health and safety](#)

Workplace Safety Plan Builder

As an employer, it is important to have a plan for how you will help to prevent occupational illnesses and injuries in your workplace. Using this tool can help you to think through some of the COVID-19 risks in your workplace. You will then choose the actions you are taking to make your workplace safer.

Under the [Reopening Ontario \(A Flexible Response to COVID-19\) Act, 2020](#), all businesses that are open must have a written safety plan that describes the actions they are taking to reduce the risk of COVID-19 transmission in their workplace. The plan must be shared with anyone who asks to see it and posted in a place where it will be seen easily.

Develop your workplace safety plan in three simple steps

A workplace safety plan is a document that lays out the actions your business is taking to keep workers and customers safe. This tool will help you use current public health and workplace health and safety information to develop your COVID-19 safety plan. As an employer it is also your responsibility under the [Occupational Health and Safety Act](#) to take every precaution reasonable in the circumstances to protect a worker. Engage your workers in developing and updating your plan, including your [joint health and safety committee or health and safety representative](#).



Understand the potential risks in your workplace



Customize your plan



Review & download your plan

Signing up for an account - A workplace safety plan should evolve as the risks in your workplace and community change.

Sign up with your business email address to:

- ✓ save your plan and come back later to edit it
- ✓ create multiple plans (if needed)
- ✓ get reminders to update your plan
- ✓ get messages about important workplace health and safety topics

Developed with expert contributions from the [Canadian Centre for Occupational Health and Safety](#), [Ontario's health and safety associations](#) and small business owners.

Disclaimer : This tool can be used to assist you in preparing the safety plan required under O. Reg. 64/20 made under the [Reopening Ontario \(A Flexible Response to COVID-19\) Act, 2020](#). Those regulated by that act and regulation must ensure that the safety plan they develop satisfies all the legislated requirements. Inspectors apply the law based on the facts in the workplace. In addition, workplaces must comply with all other applicable legislation, including the [Occupational Health and Safety Act](#) and the [Employment Standards Act, 2000](#).

[Register to develop safety plan](#)

[Develop safety plan as a guest user](#)

[Ontario.ca/COVIDSafety](https://ontario.ca/COVIDSafety)



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Approved provider

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WSIB's Health and Safety Excellence Program

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- ✓ Attract talented job seekers, customers & investors.
- ✓ Comply with legislative requirements & best practices.
- ✓ Keep your employees healthy & safe.
- ✓ Gain exclusive access to resources, support & guidance.
- ✓ Network, learn & share with other like-minded businesses.

Join -- Develop -- Demonstrate - Achieve

Register now at pshsa.ca/excellence



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PSHSA is Here to Assist!

Find Your Consultant

Consulting experience you can trust. PSHSA health & safety consultants offer a wealth of diverse expertise and specialization in a variety of areas to assist you with your health and safety programs.

[Public Services Health and Safety Association | Find Your Consultant \(pshsa.ca\)](https://www.pshsa.ca)



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THANK YOU

Take Care and Stay Safe

www.Healthy-Worker.ca



WORK

PERSONAL

FAMILY & FRIENDS

We may get exhausted, injured and maybe even experience feelings of defeat. This pattern of physical and mental strain can take a toll on our well-being, our ability to care for others, and sometimes, our health and safety at work. We have the power to control this. Explore the categories on this website to learn tips on finding balance and what actions you can take to help you stay healthy and safe at work, in your family life and personal life.

Connect with us:



@PSHSA.ca



Public Services Health and
Safety Association on LinkedIn



YouTube.com/PSHSA



Instagram.com/PSHSA

Phone: 416.250.2131

Toll free: 1.877.250.7444



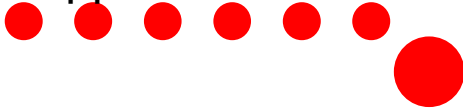
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Additional Resilience and PH&S resources



Theoretical Framework for Developing OSI Resiliency Index

Employer Supports



Employee Perceptions



Employee Behaviours



+/- Psycho social factors

+/- Psycho social hazards

+/- Resiliency



Predictive resiliency score for occupational stress injury risk

Thriving
Ok
Concern
Challenge

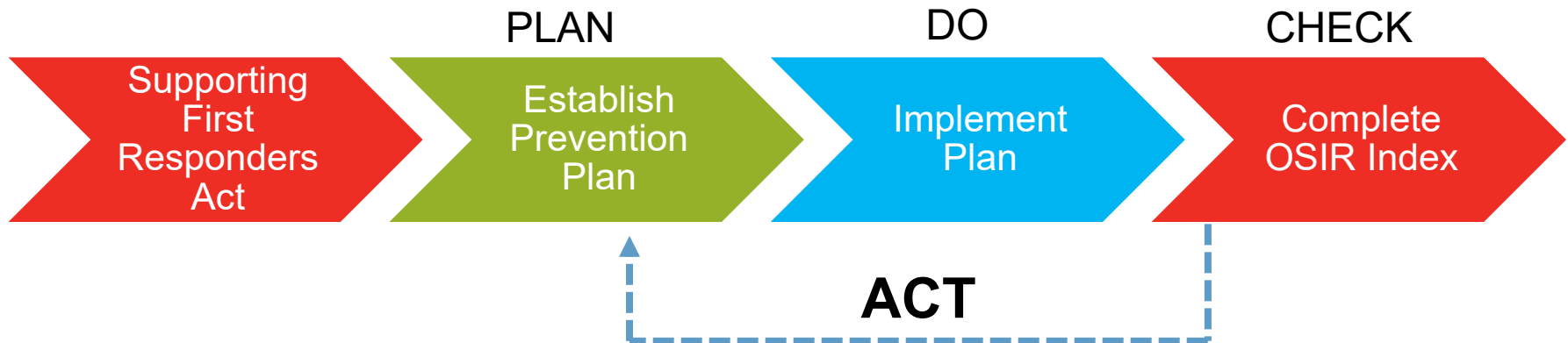


Average outcome measure scores by vulnerability buckets

	OSIR Score*	Absenteeism (days)*	Feeling unwell at work (days)*	Percentage of motivation*
Thriving	120.4	1.78	1.61	10.18
Ok	100.1	2.01	1.86	9.68
Concern	86.1	2.22	2.46	8.97
Challenge	63.7	2.85	3.23	8.17



Using OSIR Index for Prevention

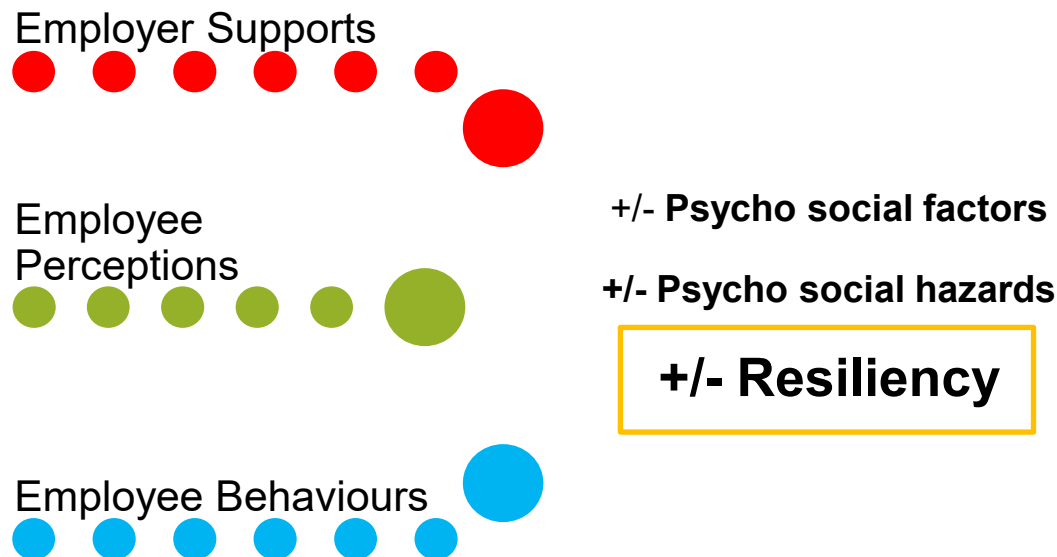


- Use Results to Improve Prevention Plan
- Address Identified Areas of Impact
- Take Action and Implement Solutions



BUILDING RESILIENCE

- Resilience is a key element for modifying employee behaviour, employee perceptions, and is something employers can offer as support.





R2 for Leaders

- This one-day program helps organizational leaders understand what resilience is and how qualities for resilience can be used to increase organizational capacity and integrated within prevention programs to build a resilient organization.





R2 for workers

- Designed as an eLearning module to increase understanding of resilience and develop a personalized plan to improve key qualities of resilience
- Available Spring 2022

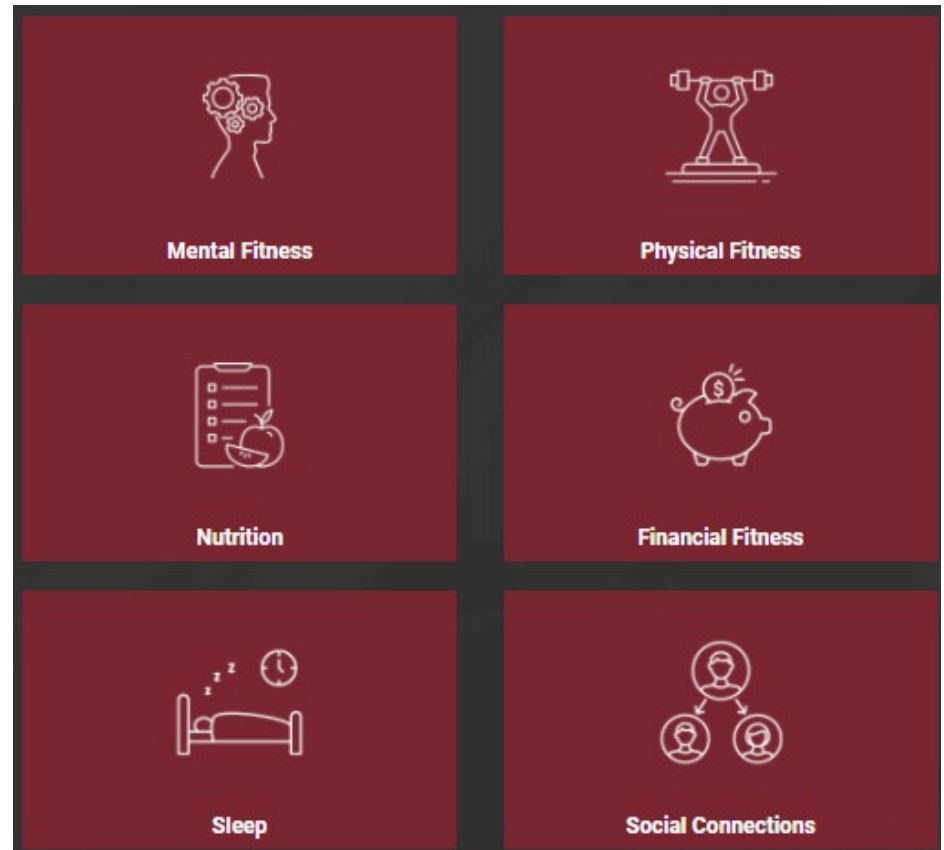




RESILIENT ME

- ResilientME is a free, 30-minute self-guided microlearning program that focuses on 6 areas: mental fitness, physical fitness, nutrition, financial fitness, sleep and social connections. It incorporates highly effective strategies and tools designed to increase your capacity for resilience.

Resilient





PSYCHOLOGICAL HEALTH AND SAFETY PROGRAM SUMMARY

PSHSA's Psychological Health and Safety Program takes a focused approach to prevention, intervention and recovery designed to support worker well-being and decrease risk of work-related psychological injury/illness.



PREVENTION

Leadership Commitment & Participation

- Organizational Commitment
- PHS Policies & Program
- Workplace Party Roles & Responsibilities
- Recognition program for PHS

Risk Management

- Hazard Recognition, Assessment and Control for Organizational and Job Specific Psychological Hazards
- Procedures and Safe work plans
- Workplace Inspections for Psychological Hazards
- Incident reporting and investigation process for psychological incidents

Training and Education

- General MH Awareness Training (new workers and ongoing)
- Job specific MH training
- Advanced Mental Health training for workers and supervisors



INTERVENTION

Incident Response

- Incident response protocol for situations that may affect mental health

Worker Supports

- Program for pro-active worker well-being
- Community supports and treatment
- Employee and Family Assistance Program
- Psychological Benefits
- Specialized internal support

Supervisor Response

- Supervisors have the knowledge, skills and training to respond to signs and symptoms of mental ill health

Peer Support

- Peer supporters with shared workplace experiences are selected and trained
- A Peer Support program is developed and communicated to all workplace parties



RECOVERY

Post-Incident Response

- Self-screening tools are available and communicated to workers
- Informal and/or formal Incident debriefing processes are in place

Stay at Work & Return to Work After Injury

- Compensation process for mental health injury
- Training for all workplace parties on RTW roles and responsibilities
- Processes are in place to ensure job demands meet worker capacity

Evaluation and Continual Improvement

- PSHSA Psychological Audit Tool

