



Agenda Item	Fraser Health Regional Health and Safety Committee
Submitted By	Cameron Brine, Vice President Employee Experience
Guests Participating	None
Time Required	15 min
Expected Outcome	<input type="checkbox"/> Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Information

Question We Are Asking

Does the Governance and Human Resource Committee of the board endorse the purpose of the Fraser Health Regional Health and Safety Committee?

Background

The Fraser Health Board has requested an update on the creation of a Fraser Health Regional Health and Safety Committee.

Options

There are currently 85 Joint Occupational Health and Safety Committees (JOHSCs) within Fraser Health which operate in accordance with the Workers' Compensation Act (WCA).

There are also several hazard-specific regional health and safety committees in Fraser Health. A number of these committees directly include worker representatives (unions) e.g. Fraser Health Regional Violence Prevention Committee, Fraser Health Psychological Health and Safety Committee.

The purpose of the new Fraser Health Regional Health and Safety Committee (Committee) will be to:

- Provide oversight of the strategy and implementation progress of the Health and Safety Management System within Fraser Health
- Provide a forum for unions to discuss regional issues
- Encourage region-wide sharing
- Improve relationships with unions

The duties and functions of the Committee will be to review and provide input into the following health and safety elements:

- Worker participation
- Organizational objectives and targets
- Organizational planning
- Implementation measures
- Evaluation of key metrics and potential areas of focus or adjustment

A description of each of these elements and the benefit of Committee engagement is summarized in the table below.

HSMS Element	Description	Benefit of Committee Engagement
Worker participation	A foundational element of a health and safety management system is worker participation in health and safety.	A comprehensive strategy is needed for expanding engagement of workers in health and safety. The Committee will provide input into the strategy and assist with integrating with local Joint Occupational Health and Safety Committees (JOHSCs).
Organizational objectives and targets	The Health, Well-being and Safety department identifies Occupational Health and Safety objectives and targets for Fraser Health.	Involvement of the Committee will strengthen these objectives and targets ensuring collaboration and key elements important to our Union partners are accounted for.
Organizational planning	The processes to identify hazards and assess risk, and determine deficiencies and opportunities for improvement.	The planning will be reviewed to identify any gaps or opportunities to ensure alignment of planning with the objectives and targets and any other key elements.
Implementation measures	Implementation measures include all the specific work carried out within the organization. This includes all prevention and response activities e.g. risk assessments, training, resources	Awareness of key initiatives/high level work plans and the opportunity for input will strengthen measures taken to address health and safety issues.
Evaluation of key metrics and potential areas of focus or adjustment	Regular review of the organizational objectives and targets is important in continuing suitability, adequacy, and effectiveness.	This review shall include an assessment of the need for changes to the organizations health and safety management system, including the Occupational Health and Safety policy and objectives.

The Committee will report to the Vice President Employee Experience and will be chaired by People Health, Well-being and Safety. Membership will consist of:

- People Health, Well-being and Safety
- Vice President (health services)
- Medicine – Wellness and Partnerships
- British Columbia General Employees Union (BCGEU)
- British Columbia Nurses Union (BCNU)
- Hospital Employees Union (HEU)
- Health Sciences Association (HSA)
- Doctors of BC

Channels of communication will be established between the Committee and existing Joint Occupational Health and Safety Committees (JOHSCs) and other regional health and safety committees to ensure awareness and coordination of scope and initiatives.

This committee will not be created as a ‘Joint Committee’ as defined under Part 3 Division 4 of the Workers’ Compensation Act (WCA). Joint Occupational Health and Safety Committees (JOHSCs) have established duties and functions under the Workers’ Compensation Act (WCA). Processes to support those duties and functions are well established. For example, there is a formal process available to and utilized by Joint Occupational Health and Safety Committees (JOHSCs) to ensure recommendations are addressed by the employer. This Committee cannot usurp the duties and functions of the Joint Occupational Health and Safety Committees (JOHSCs) identified in the

Workers' Compensation Act (WCA) and that are established under the Act to represent a worksite, location or specific set of departments.

The proposed structure will allow for local representation and problem solving and establishing a regional approach to participation, planning and program review/monitoring as per the primary elements of a Health and Safety Management System required by the Ministry of Health (MoH) and Work Safe British Columbia (WSBC).

To date, the following actions have been completed:

- Resources to support the Committee have been developed (e.g. governance model, terms of reference, meeting templates)
- Joint Occupational Health and Safety Committee Resource Centre has been built through the conversion to new SharePoint platform
- Membership for all stakeholders are identified and committed to participate.

The Committee will meet in April 2023 and will occur quarterly thereafter.

Recommendation

Support the establishment of the Fraser Health Regional Health and Safety Committee and the proposed timeline.

Specific Measurable

Creation of this committee and finalized terms of reference, membership selection, and meeting commencement and sustainment.

Timelines

The Committee will meet in April 2023 and will occur quarterly thereafter, assuming all collective bargaining has been completed.

Home page of the new Fraser Health Joint Occupational Health and Safety Resource Centre:

