



REPORT TO

REGULAR BOARD

UPDATE TO POLICY H.M. 17, OCCUPATIONAL HEALTH AND SAFETY

For surely I know the plans for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope (Jeremiah 29:11)

Drafted

August 21, 2023

Meeting Date

September 21, 2023

Corrado Maltese, Coordinator, Occupational Health and Safety

Nairi Kazazian, Sr. Coordinator, Labour Relations

Lynda Coulter, Executive Superintendent, Human Resources, Leadership, Equity

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends an update to the current policy on Policy H.M. 17, Occupational Health and Safety, resulting from a provincial change to the name of the Ministry of Labour (MOL) that reflects the Ministry's expanded duties and responsibilities. This government ministry is now known as the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). The policy is also updated to reflect the Workplace Safety and Insurance Board (WSIB) benefit costs and fines to employers associated with workplace injuries and illnesses to Board employees.

The cumulative staff time required to prepare this report was 1 hour.

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends minor policy revisions that captures the name change to Ontario's Ministry of Labour and reflects the WSIB benefit costs to injured workers and fines to employers under the financial impact section of the policy.

C. BACKGROUND

1. The Occupational Health and Safety Act (OHSA) legislates worker safety and requires that the employer prepare and review annually a written occupational health and safety policy.
2. This policy was first approved in April 2009 and was last amended in October 2022.
3. Among its many duties, the MLITSD is the regulatory body that helps eliminate workplace fatalities, injuries and illnesses through prevention and enforcement of OHSA. The MLITSD prosecutes employers and individuals for serious health and safety contraventions of OHSA.
4. The province has expanded the duties of the MLITSD to include immigration, training, and skills development.
5. Workplace Safety and Insurance Board (WSIB) benefit costs for injured workers and fines can be substantial for employers with fines for individuals up to \$25,000.00 and corporations up to \$500,000.00.
6. Recommendations in this report were reviewed at the September 5, 2023, meeting of the Governance and Policy Committee.

D. EVIDENCE/RESEARCH/ANALYSIS

1. This policy has been amended in consultation with staff from the Facilities and Communication Departments, Field Superintendents and Legal Services. Staff also consulted with various labour partners on the Board's three Multisite Site Joint Health and Safety Committees.

E. METRICS AND ACCOUNTABILITY

1. There is a requirement under OHSA to review this policy annually. As such, staff will review this policy in consultation with the three Multisite Joint Health and Safety Committees.
2. There is also a requirement under OHSA to post this policy on the Health and Safety Bulletin Board in every school and TCDSB workplace.

F. GOVERNANCE AND POLICY COMMITTEE RECOMMENDATION

The Governance and Policy Committee recommend to Board that the revised Policy H.M. 17, Occupational Health and Safety provided in this report, Appendix A be adopted.

That the Governance and Policy Committee recommend to Board that Staff provide an annual report on Policy H.M. 17, Occupational Health and Safety, regarding the status of Health and Safety within the Toronto Catholic District School Board.